SUSTAINABILITY REPORT 2025

omancables.com

OmanCables
الكابلات العمانية

ADDRESS:
Headquarter
PO Box 25, Rusayl 124, Sultanate of Oman

PHONE:
+(968) 2444 3100
+(968) 2444 6096

omancables@omancables.com

His Majesty
Sultan Haitham bin Tarik

Writing Tomorrow

OCI Group Sustainability Report 2025

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Opening Note

Writing Tomorrow Together

Every journey begins with a single step and ours is a journey toward a future where progress and responsibility walk hand in hand. This report is not a declaration of perfection; it is a reflection of our commitment, our challenges, and the milestones we have reached along the way.

Sustainability is not a destination, it is a shared path. Together with our employees, suppliers, customers, and local communities and institutions, we are building this story one chapter at a time. Each initiative, each innovation, and each collaboration brings us closer to the goals we have set: not just for ourselves, but for the generations to come.

As you read these pages, know that this is a living narrative. It grows with every idea, every effort, and every partnership. We invite you to walk this path with us, because writing tomorrow is something we can only do together.

Moments That Defined Our Year: 2025 OCI Group Sustainability Highlights

Every year tells its own story and consistent path of 41 years since inception led us to where we proudly stand today and where we are looking at tomorrow. 2025 was a chapter of progress, resilience, and collaboration. From strengthening safety across our operations to advancing diversity, equity, and inclusion, from driving innovation to deepening our environmental commitments, these moments reflect more than achievements, they represent the values we live by.

Each highlight is a milestone on our shared journey toward sustainability. They are not just numbers or initiatives; they are proof of what we can accomplish together with our stakeholders.

Chapters of Impact

Safety & Wellbeing

2025 Highlights	2026 Focus Areas
Safety-related training hours nearly doubled, from 3,500+ hours in 2024 to 6,566.46 hours in 2025 (87.56%)	Reduce LTIs after the increase from 4* in 2024 to 8 in 2025; strengthen controls, root-cause analysis, and preventive actions
Number of trainings almost doubled (97.14%)	Improve stakeholder engagement reach, addressing the 7% decline from last year (1,000+ in 2024 and 930 in 2025)
Significant improvement in safety awareness: +356.4% increase in reported unsafe acts and conditions, showing better transparency and proactive hazard recognition (from 385 in 2024 to 1,757 in 2025)	Shift from reactive to preventive safety by converting reported unsafe acts into corrective actions and measurable risk reduction
Consistent sustainability project execution: 1 new project launched (same as last year), maintaining momentum	Expand project portfolio to address climate risks, resource efficiency, and social impact gaps
Stronger learning culture and capability building across entities	Enhance data quality and standardization, especially with subsidiaries now included in MSX ESG Disclosures
Integrated reporting maturity continues to increase, with improved KPI tracking and processes	Reinforce engagement of subsidiaries to ensure unified Group reporting for 2026 structured

*Reported in 2024 as Oman Cables only, this figure now includes Oman Cables and its subsidiaries, OAPIL and ACPL

Diversity, Equity & Inclusion

2025 Highlights	2026 Focus Areas
Workforce Growth of +15% reaching 924 employees in 2025 from 800+ in 2024	Review DE&I Policy rollout after a decrease from 4 launched policies in 2024 to 1 in 2025; ensure policy adoption is paced, meaningful, and supported with training
Increased in Nationalities from 16 nationalities in 2024 to 19 nationalities in 2025 (+18.75%)	Strengthen policy-to-practice implementation, ensuring DE&I policies are actively embedded in daily operations
More languages represented, from 13 in 2024 to 14 in 2025 (+7.69%), improving communication inclusivity and representation	Improvement measurement frameworks, especially for stakeholder impact data that was newly introduced in 2025
CSR initiatives* expanded significantly from 6** in 2024 to 9** in 2025 (+50%), showing deeper community engagement	Enhance consistency in CSR reporting, particularly aligning unified measurement in all CSR initiatives
Stakeholder impact through CSR initiatives measured for the first time (7,461 stakeholders reached)	Strengthen stakeholder engagement quality, not just reach, focusing on community outcomes and inclusion
Upskilling hours increased from 25,800 in 2024 to 35,822 in 2025 (+38.8%), reinforcing commitment to capability building and DE&I	Evaluate Equitable access to trainings, ensuring training hours benefit all demographics fairly
Diverse talent pipeline strengthened through increased employee base and the different programs supporting our Social Ambition	Develop next-stage DE&I roadmap aligned with our Social Ambition while supporting our MSX 30 ESG DE&I metrics results in the coming years

*Oman Cables only

**Excluding Directive of 20% towards Oman Charitable Organization

Environment

2025 Highlights	2026 Focus Areas
Stable water performance in Oman Cables, with water consumption remaining almost flat (from 38,865 m^3 in 2024 to 39,577 m^3 in 2025, +1.83%)	Reduce water intensity to move from stability to measurable reduction
Water reclaim maintained at 607 m^3 , steady reusing performance through our chillers	Increase reclaimed water percentage, exploring new water reclaim initiatives and setting a future target to grow beyond the current flat result
Significant improvements in recycled content in materials used in our operations and products	Improve recycled copper content at ACPL, which decreased from 43.10% in 2024 to 36.18% in 2025, requiring an action plan on supply chain and material sourcing while maintaining focus on other materials for Oman Cables & OAPIL
Drum reuse in Oman Cables doubled from 8% in 2024 to 16% in 2025	Scale drum reuse and expand circular initiatives to additional sites
Circularity projects increased from 11 in 2024 to 30 in 2025, a +172.73% rise, showing strong momentum towards a green circular economy	Rebalance portfolio of circular vs. energy-efficiency projects, ensuring energy efficiency does not lag behind, which dropped from 16* in 2024 to 14* in 2025 (12.5% decrease) by identifying new operational hotspots

*Includes Oman Cables and its subsidiaries, OAPIL & ACPL

Innovation

2025 Highlights	2026 Focus Areas
Approximately 50% increase in innovative products sold, from 8,300+ kms in 2024 to 12,000+ kms in 2025	Strengthen innovation pipeline, ensuring new product concepts move into development to avoid stagnation (12* new products in 2024 and 12* new products in 2025)
NPSV improved from 17.6% in 2024 to 21.4% in 2025 (a +3.8% increase)	Boost vitality rate further by accelerating development and increasing share of innovative new products, moving from volume consistency to strategic innovation and product differentiation and supporting commercial adoption

*Oman Cables only

Governance

2025 Highlights	2026 Focus Areas
Increased engagement activities from 10 in 2024 to 11* in 2025	Strengthen Sustainability Steering Committee structure, following a reduction from 5 steering committees in 2024 to 3 in 2025, ensuring constant monitoring of performance and guidance in initiatives
Stakeholders engagement more than doubled from 2,100+ in 2024 to 4,500+ in 2025, excluding the steering committees	Rebuild governance participation as members of the Steering Committee to cover all bases; a decrease of 13.3% from 15 executives in 2024 to 13 in 2025
Growth in Sustainable Working Groups from 6 in 2024 to 7 in 2025, showing deeper organizational engagement and involvement	Increase diversity of working group members, as participation slightly decreased from 26 in 2024 to 25 in 2025
Working Group engagement sessions increased significantly from 3 in 2024 to 7 in 2025 (an increase of 133%), showing stronger internal mobilization	Enhance consistency in participation, ensuring sustained contributions from employees beyond compliance

**Stakeholder Engagement Activities: OCI Group Sustainability Day, MEART Sustainability Week, OCI Group Family Day, Prysmian Leaders in Sustainability Course / Global Sustainability Academy Engagement, MEART Townhall, Oman Cables Supplier ESG Meetings, Oman Cables Green Tender, Oman Cables Supplier Sustainability Audit, OCI Group People Upskilling, Customer & Distributor Engagement, Global Sustainability Academy Launch

Integrated Report of 2025

In 2025, we continued strengthening our approach to integrated reporting by bringing together our financial performance and sustainability outcomes into a single, cohesive view of value creation. This effort reflects our commitment to showing how our strategic, operational and ESG actions work together – enhancing transparency, supporting informed decision-making, and reinforcing our long-term resilience.

OCI Group	Sales	EBITDA	Net Profit	GHG Emissions
2025	OMR 287,020	OMR 30.402 K	OMR 24.267 K	-9%* Scope 1 & 2 market-based vs baseline 2024
2024	OMR 268,783	OMR 28.724 K	OMR 22.622 K	

*Oman Cables only

01 About this Report

This report is a chapter in our continuing sustainability journey, a reflection of progress, challenges, and shared responsibility. It is not about perfection; it is about transparency and commitment as we work toward a better tomorrow together with our stakeholders.

1.1 Purpose

The 2025 Oman Cables Sustainability Report, now in its third edition, represents a significant milestone in our ongoing journey toward sustainable development and responsible business practices. This report is more than a compliance exercise, it is a strategic communication tool that demonstrates how sustainability is deeply embedded in our operations, decision-making, and long-term vision.

As our third report, it reflects continuity and progress, building on the foundations established in previous years while introducing new insights, innovations, and lessons learned. It provides stakeholders with a clear view of how far we have come, where we stand today, and where we are headed.

1.2 This report aims to:

- Provide clarity and accountability by sharing detailed information on our environmental, social, and governance (ESG) performance.
- Showcase strategic integration of sustainability into core business decisions, illustrating how these efforts drive operational excellence and long-term value creation.
- Compare performance with 2024, highlighting improvements, trends, and corrective actions taken to address challenges identified in earlier reports.
- Communicate opportunities and challenges faced in 2025, including global supply chain pressures, resource efficiency initiatives, and our response to emerging sustainability trends.
- Reinforce our role as an industry leader, setting benchmarks for responsible practices and inspiring peers to adopt similar standards.
- Demonstrate alignment with global frameworks and our contribution to the national priorities of the countries we operate in, including the United Nations Sustainable Development Goals (SDGs), the various GCC National Commitment and Priorities, Oman Pathways to Net Zero and Oman Vision 2040.
- Engage stakeholders in a shared journey, emphasizing collaboration and co-creation of solutions that advance sustainability across the value chain.

Ultimately, our report reflects our belief that sustainability is not a separate agenda: it is the foundation of our business strategy. By applying internationally recognized standards and principles, we aim to build trust, foster innovation, and create a positive impact that extends beyond our organization to the communities and environments we serve.

1.3 Reporting Period

The report covers the period January 1, 2025, to December 31, 2025, with historical data included where relevant for context and comparability. Forward-looking statements are also provided to outline our future ambitions and targets.

1.4 Important Note

Building on the foundation laid in the 2024 report, this year's edition reflects significant progress in energy efficiency, waste reduction, and community engagement initiatives. It also acknowledges areas where improvement is ongoing, ensuring transparency in reporting. By comparing year-on-year performance, the report illustrates trends, lessons learned, and the impact of corrective actions taken to address gaps identified in 2024.

1.5 Boundary and Scope

This 2025 Sustainability Report mainly covers the activities and performance of Oman Cables Industry SAOG and its subsidiaries:

- OAPIL (Oman Aluminium Processing Industries LLC) located in Sohar, Oman
- ACPL (Associated Cables Private Limited) located in Mumbai and Chiplun, India

The reporting period spans January 1, 2025, to December 31, 2025, and includes material data and information from all operational sites and business units under our operational control.

1.6 Important Note

The ESG values published on the MSX ESG Platform represent disclosures for the parent company, Oman Cables Industry SAOG only. In this report, however, we go beyond those figures by incorporating the efforts, initiatives, and sustainability performance of our subsidiaries, OAPIL and ACPL. This includes their contributions to energy efficiency, circular economy practices, and social responsibility programs.

For the first time, we have also initiated the process of calculating a selection of MSX 30 ESG metrics for OAPIL and ACPL, focusing on indicators relevant to their respective business models. This step marks a significant advancement toward group-wide ESG transparency and comparability.

Values related to MSX 30 ESG Metrics for our subsidiaries are not audited through limited assurance.

1.7 For OAPIL, we are sharing results on:

- Environment: GHG Emissions (Scope 1, 2 and 3), Emissions Intensity, Energy Usage, Energy Intensity, Energy Mix, Water Consumption, Environmental Oversight (Management and Oman Cables' Board of Directors).
- Social: Gender Pay Ratio, Employee Turnover, Gender Diversity, Non-Discrimination, Injury Rate, Global Health and Safety Policy, Child and Forced Labor, Human Rights.
- Governance: Incentivized Pay, Data Privacy, Disclosure Practices.

1.8 For ACPL, we are disclosing:

- **Environment:**

  GHG Emissions (Scope 1 & 2), Emissions Intensity, Energy Usage, Energy Intensity, Energy Mix, Environmental Oversight (Management and Oman Cables' Board of Directors)

- **Social:**

  Gender Pay Ratio, Employee Turnover, Gender Diversity, Non-Discrimination, Injury Rate, Global Health and Safety Policy, Child and Forced Labor, Human Rights,

- **Governance:**

  Incentivized Pay, Data Privacy, Disclosure Practices

The MSX 30 ESG metrics for our subsidiaries are currently not fully complete and remain a work in progress. However, we have taken significant steps to ensure that the same rigorous reporting process applied to the parent company, Oman Cables Industry SAOG, is being adopted for these entities.

Our goal is to achieve consistency, transparency, and comparability across the group, and we are committed to expanding disclosures for OAPIL and ACPL in the coming years. As part of this effort, we have already begun calculating ESG indicators relevant to their business models and will continue to enhance the depth and accuracy of reporting in future sustainability reports.

The boundary reflects areas where OCI Group has operational control, ensuring that material impacts are captured across the entire value chain. Disclosures include Scope 1 and Scope 2 greenhouse gas (GHG) emissions for all entities, and we have begun expanding Scope 3 calculations for subsidiaries (specifically OAPIL while ACPL remains in progress) to provide a more complete picture of our environmental footprint.

By defining clear boundaries and scope, we aim to provide stakeholders with a holistic view of our sustainability journey, reinforcing our commitment to transparency and continuous improvement.

1.9 Preparation Basis

This report has been prepared with reference to internationally recognized sustainability reporting principles, ensuring that our disclosures are transparent, reliable, and relevant to stakeholders. While the report draws on the MSX ESG Framework, and the structure and guidance of global frameworks, it is important to note that the report is with reference to the Global Reporting Initiative (GRI) Standards, a distinction that reflects our current reporting maturity and evolving approach.

Our methodology emphasizes:

- **Transparency and Accountability**

We aim to provide clear and comprehensive information on our ESG performance, enabling stakeholders to understand our progress and priorities.

- **Principles Applied**

The report and MSX 30 ESG Metrics results follow key principles commonly referenced in sustainability reporting:

1. Accuracy – Data is verified through internal controls and subject to validation processes.
2. Balance – Both achievements and challenges are presented to ensure a fair and objective view.
3. Clarity – Information is structured for accessibility and ease of understanding.
4. Comparability – Year-on-year data is included where possible to illustrate trends and progress.
5. Reliability – Robust systems and processes underpin data collection and reporting.
6. Completeness – Material topics identified through stakeholder engagement are addressed.

- **Materiality and Stakeholder Engagement**

The content of this report is shaped by a materiality assessment that considers stakeholder expectations, industry trends, and regulatory requirements. This ensures that the topics covered reflect the most significant impacts and opportunities for our business.

- **Subsidiary Integration**

For the first time, this report not only includes sustainability efforts and initiatives from our subsidiaries OAPIL and ACPL, but we have also initiated the process of calculating MSX 30 ESG metrics for these entities in 2025, focusing on indicators relevant to their operations. While these results are not yet complete and remain a work in progress, we are committed to applying the same rigorous reporting process as the parent company and expanding disclosures in future reports.

- **Assurance and Continuous Improvement**

Selected data points have undergone internal validation, and we continue to strengthen assurance processes to meet evolving stakeholder expectations. Our approach reflects a commitment to continuous improvement and alignment with best practices over time.

By preparing this report with reference to global standards, we aim to provide a transparent and credible account of our sustainability performance, while acknowledging that this is an evolving journey toward more comprehensive and standardized reporting in the future.

Opportunities and Challenges in 2025

The year 2025 presented both opportunities and challenges:

- Opportunities: Accelerating digital transformation for sustainability data, expanding renewable energy adoption, and strengthening partnerships for circular economy initiatives.
- Challenges: Global supply chain disruptions, rising raw material costs, and the need to balance rapid growth with environmental commitments.

Through resilience, expanded supply and diversified customer base and geographical reach, cost-efficiency, financial discipline and innovative products and solutions, OCI Group navigated these challenges by investing in technology, enhancing stakeholder collaboration, and embedding sustainability deeper into business processes.

Integrating Sustainability into Business

In 2025, sustainability has moved beyond being a supporting agenda, it is even more embedded at the core of Oman Cables' business strategy and operational framework. This report demonstrates how sustainability principles are integrated into every stage of our value chain, from product design and material sourcing to manufacturing processes and customer delivery and services.

Key highlights for 2025 include

- Embedding ESG in decision-making: Major business decisions now undergo sustainability impact assessments to ensure alignment with our long-term goals.
- Operational improvements: Further investments in energy efficiency, waste reduction, and circular economy initiatives have been prioritized across production facilities.
- Digital transformation for sustainability: Enhanced data systems allow for real-time monitoring of environmental performance, enabling proactive management and reporting accuracy.
- Subsidiary alignment: For the first time, OAPIL and ACPLhave been integrated into our sustainability reporting process, reinforcing group-wide accountability.

This integration ensures that every business unit contributes to reducing environmental impact, fostering social equity, and maintaining governance integrity, making sustainability a driver of innovation, market differentiation and competitiveness rather than a compliance requirement.

Role Model in the Industry

Through this report, OCI Group reaffirms its ambition to be a benchmark for sustainability in the cable manufacturing industry. In 2025, we have taken significant steps to lead by example, including:

- Expanding ESG coverage to subsidiaries and initiating MSX 30 ESG metric calculations for OAPIL and ACPL.
- Sharing best practices on energy efficiency, circular economy, and community engagement to inspire our value chain and industry peers through our different stakeholder engagement activities.
- Stating our commitment to contribute to the global and national priorities, such as the UN SDGs, GCC National Commitments and Priorities, and Oman Vision 2040, to demonstrate leadership beyond compliance.
- Driving innovation by integrating sustainability into product development and operational excellence.

By communicating these efforts transparently, we aim to influence industry standards, foster collaboration, and accelerate the transition toward a more sustainable future. This report is not just a reflection of our progress: it is a call to action for the entire sector.

Restatements

As part of our ongoing commitment to transparency and continuous improvement in sustainability reporting, certain disclosures for 2024 have been restated. These restatements arise from methodological clarifications, data validation exercises, or enhanced alignment with reporting requirements and best practices. A high-level summary of the restatements is outlined below, with a comprehensive table in the annexure detailing the specific changes, rationale, and affected disclosures.

The restatements presented below relate specifically to the parent company, Oman Cables, reflecting refinements made following detailed data validation and assurance-related reviews conducted at the entity level.

MSX 30 ESG Metric	FY 2024 Disclosed in the Sustainability Report	FY 2024 Disclosed in MSX Platform	FY 2024 Official Restated
E1. GHG Emissions			
E1.1 Scope 1 (tCO2e)	867.92	867.92	867.27
E1.2 Scope 2 location (tCO2e)	15,433.833	15,433.833	15,643.11
E1.2 Scope 2 market (tCO2e)	16,088.91	16,088.91	17,636.59
E1.3 Scope 3 (tCO2e)	19,198,189.44	19,198,189.44	19,379,608.95
	E2. Emissions Intensity		
E2.1. Total GHG emissions per output scaling factor	0.20 tCO2e/cable MT	0.20 tCO2e/cable MT	0.19 tCO2e/cablet MT
	E6. Water Usage		
E6.1 Total amount of Water Consumed (m3)	38,546	38,865	38,865
	E10. Climate Risk Mitigation		
E10. Total amount invested, annually, in climate-related infrastructure, resilience, and product development	Not disclosed	231,477.00	231,477.00
	S3. Employee Turnover		
S3.3 Percentage: Year-over-year change for contractors and/or consultants	6.0%	6.0%	0.0%
S4. Gender Diversity			
S4.2 Percentage: Entry and mid-level positions held by men and women	Female: 7% Male: 93%	Female: 7% Male: 93%	Female: 8% Male: 92%
S4.3 Percentage: Senior and executive-level positions held by men and women	Female: 21% Male 79%	Female: 21% Male 79%	Female: 16% Male: 84%
S5. Temporary Worker Ratio			
S5.2 Percentage: Total enterprise headcount held by contractors and/or consultants (%)	12%	0.00%	7.6%
S6. Injury Rate			
S6. Percentage: Frequency of injury events relative to total workforce time	0.6%	0.30	0.32
G1. Board Diversity			
G1.2 Percentage: Committee chairs occupied by men and women	67% Male and 33% Female	75% Male and 25% Female	75% Male and 25% Female
G5. Ethics & Prevention of Corruption			
G5.2 If yes, what percentage of your workforce has formally certified its compliance with the policy? (%)	98%	100%	100%

Looking ahead, we will establish a formal threshold for restatements as part of our strengthened governance framework and commitment to transparency. This threshold, defined as a specific percentage, will guide when restatements are required to be formally disclosed. Any potential restatement will undergo a strict internal review process, including management assessment and Steering Committee review, before being presented to the Board for final approval. This approach ensures consistency, accountability, and clear oversight in how restatements are identified, assessed, and communicated.

As part of this framework, restatements are expected to be undertaken on a periodic basis, ideally aligned with a longer-term reporting, subject to the defined materiality threshold and regulatory or reporting developments.

For the current reporting cycle, and as a deliberate step toward establishing a clear, robust, and transparent baseline for 2024, we have applied restatements where necessary. This reflects our commitment to data integrity, continuous improvement, and transparent communication with stakeholders as our sustainability reporting processes continue to mature.

For any questions or further clarification regarding the restatements outlined above, stakeholders are welcome to contact our Regional Sustainability Coordinator, Alia Cabañez at alia.cabanez@omancables.com.

Our Subsidiaries ESG Disclosures – Approach to MSX 30 ESG Metrics and Disclosures

As previously noted, the MSX 30 ESG disclosures presented in this report currently apply at the parent company level, with subsidiaries not yet included in the reported results. During 2025, a selected set of MSX 30 ESG metrics has been disclosed where data availability, relevance, and reporting readiness have been established.

The inclusion of subsidiaries within the MSX 30 ESG framework is being implemented through a phased approach, designed to ensure robust governance, data consistency, and alignment with relevant standards. In 2025, MSX 30 ESG metrics were formally introduced to our subsidiaries as part of an initial capacity-building phase. During this period, data collection and reporting expectations were applied in a lighter manner, allowing teams sufficient time to develop familiarity with the metrics, underlying methodologies, and applicable disclosure standards.

While preparing for the 2025 annual reporting cycle, governance practices were strengthened across the subsidiaries, including structured metric monitoring and internal review, albeit with proportionate flexibility compared to the parent company. This approach supports learning, operational integration, and progressive improvement without compromising data credibility.

From 2026 onward, our subsidiaries are expected to undergo the same governance and monitoring processes applied at the parent company level, including quarterly ESG performance reporting to the Board of Directors, quarterly performance monitoring, and annual verification processes. This structured alignment is intended to support skills development, strengthen internal controls, and enable continuous performance improvement.

Subject to sustained data quality, governance maturity, and internal control effectiveness, we intend to include both subsidiaries within the MSX 30 ESG disclosures from 2026 and will assess their readiness for inclusion within the limited assurance scope in subsequent reporting cycles.

02 Guiding Voice

Letter from our CEO

From the Helm: A Vision for Tomorrow

This message opens our report with intent and humility: a reminder that sustainability is a shared journey with our stakeholders and shareholders. It connects last year's progress to the road ahead: how we'll keep turning purpose into action through responsible operations, innovation that performs, community empowerment and transparent reporting.

Dear Stakeholders,

Every journey has turning points. In 2024, we strengthened the way we measure, govern, and communicate sustainability by disclosing our MSX 30 ESG metrics and preparing our Group Sustainability Report with reference to global standards, so our progress is clearer and our accountability stronger.

We moved forward together - through safety and people initiatives, environmental projects in energy efficiency and circularity, and innovation that performs in the field. These chapters were not just actions; they were proof that responsibility can power progress.

In 2025, we carry that momentum into a more integrated approach: connecting our operations, strategy, and impact in a single narrative that athe Board and all our stakeholders can follow endtoend.

Our focus is clear:

- **Powering Progress Responsibly** in operations: advancing responsible operations through disciplined execution and transparent GHG accounting.
- **Designing for Impact** in products: embedding Sustainability and scaling solutions under our innovative and sustainable products, services and solutions so customers can choose performance and responsibility together.
- **Empowering Our Greatest Assets:** keeping safety, inclusion, wellbeing, and development at the core of our corporate culture.
- **Safeguarding Tomorrow Together:** strengthening governance and community engagement so trust remains the foundation of everything we do.

We know we are not perfect. Some metrics will evolve; boundaries and methodologies will mature; restatements may be necessary. What will not change is our commitment to transparency and continuous improvement through our ambition to lead and be partners in growth.

Thank you: to our employees, customers, suppliers, shareholders, the local community, the local authorities and local institutions for building this story with us. As you read this report, we invite you to see each chapter as a step on a shared path: from idea to impact, from ambition to execution, from today's actions to tomorrow's outcomes.

Writing tomorrow is something we can only do together.

Erkan Aydogdu
Chief Executive Officer
Oman Cables Industry (SAOG)

03

Our Collective Story
The Roots of Our Journey

What began as a dream of growth has evolved into a story of resilience, innovation, and responsibility. Oman Cables started with a vision to connect communities, power and progress, and today, that vision accelerates toward sustainable development. Every milestone reflects not just expansion, but transformation: from being a key contributor in building infrastructure to shaping a future where performance and impact go hand in hand.

This chapter is about more than history; it is about the values that guide us and the ambitions that drive us forward. As we look back on our journey, we also look ahead to tomorrow.

Path to Progress

Our history is a journey of continuous growth, strategic partnerships and innovation. From the start of commercial production in 1987 we expanded our capabilities across low and medium voltage manufacturing, integrated new technologies, and strengthened our Group through key acquisitions. Over the years, we introduced advanced cable solutions, commissioned new facilities, and established centers of excellence that reinforced our leadership. As we have already inaugurated the Global Sustainability Academy and launched innovative technologies, our timeline reflects a legacy built on progress and a future shaped by sustainability and innovation, and collaboration.

1984
Establishment

1987
Commercial Production

1993
Low Voltage (LV) Cables Major Expansion

1997
Partnership with Draka Holding

2003
Medium Voltage Cables Manufacturing Expansion

2005
Associated Cables Pvt Ltd (ACPL) Becomes Part of OCI Group

2006
PVC Plant Commissioned

2007
OAPIL Plant Commissioned

2015
Prysmian Group Major Shareholder

2017
Associated Cables Pvt Ltd (ACPL) Total Acquisition
Advanced Testing Laboratory (ATL) Commissioned

2019
Oman Aluminium Processing Industries (OAPIL) Total Acquisition

2020
Digital Solutions & Extended Portfolio:
PRY-CAM
A Brand of Prysmian Group
ALESEA
Launch of DRYLAM™ & AIR-BAG™
DRYLAM™
SHEATHING SYSTEM

2021
Launch of PRYSUN™ Air-Bag™ Superdry
PRYSUN™
Solar PV Cables

2022
Launch of OCIFLAM™ | Instrumentation Cables Commissioning

2023
Launch of the Renewables Excellence Center and the Global Sustainability Academy
SUSTAINABILITY ACADEMY

2024
Launch of E-PATH, E3X and PRYSolar Technologies

2025
Inauguration of the Global Sustainability Academy & OMHERO

OCI Group Overview

Oman Cables Industry (SAOG), a public joint stock company listed on Muscat Stock Exchange (MSX), is a leading cable manufacturer and solution provider based in the Sultanate of Oman that develops, manufactures, and markets a wide range of electrical products, which include medium voltage power cables, low voltage power & control cables, instrumentation cables, pilot cables, overhead power transmission line conductors and building wires. In addition, Oman Cables Industry provides cables with unique specifications, for various applications and environmental conditions, or as per customer requirements. A truly global worldwide group leader in the cable industry, Oman Cables Industry ranks within the Top Global Wire and Cable Producers. Originally established in 1984, Oman Cables Industry now has representative offices located in Oman, UAE, Qatar, Bahrain, and KSA. The company also enjoys an extensive network of distributors and agents throughout the Middle East, Africa, Türkiye & India region.

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 shareholders.

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.

Our Subsidiaries:

OAPIL (Oman Aluminium Processing Industries LLC): 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.

Certifications & Accreditation

Management Systems – Our ISO Certifications

Oman Cables maintains internationally recognized management system certifications that reinforce our commitment to quality, environmental stewardship, and occupational health and safety. We are certified to ISO 14001 (Environmental Management), ISO 45001 (Occupational Health & Safety Management), and ISO 50001 (Energy Management), reflecting our structured approach to continual improvement and responsible operations.

Milestones and Honors

- Oman Cables ranked among the Top 10 Large Cap Companies at the OER Corporate Excellence Awards 2025.
- Ranked among Top 10 Manufacturing & Industrial ompanies on the Middle East Sustainability Leaders 2025 list by @forbesmiddleeast.
- Top Brand in the Manufacturing Category' at the Alam Al-Iktisaad Awards.
- Oman Cables officially certified by Bureau Veritas for the E Path initiative.
- Oman Cables received the ISO 50001:2018 certification for Energy Management Systems.

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 or Tape 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 with PVC or LSZH insulation based on customer specifications and international standards.

INSTRUMENTATION & PILOT CABLES

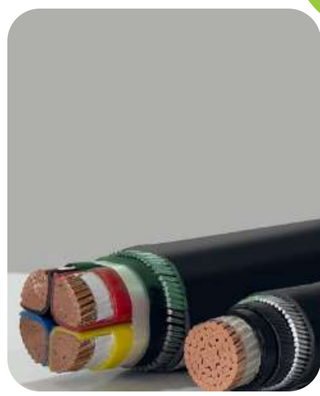
Instrumentation cables are multi-conductor cables which comes in twisted pairs, triads, and quads depending on the customer's applications; twisting of elements along with Individual and overall screening of instrumentation cables suppress any electromagnetic interference or noises between the elements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

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.

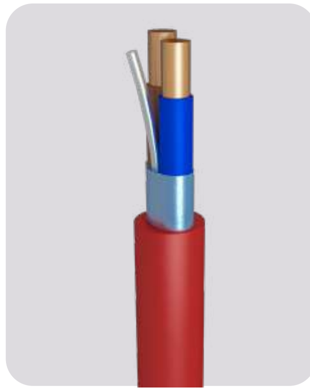
SOLAR PV CABLES

PV (Photovoltaic) cables are specialized, durable electrical cables designed to connect solar panels to inverters or combiner boxes in solar energy systems. They feature UV-resistant, double-insulated, and weather-resistant materials to withstand harsh outdoor conditions. Our portfolio of PV cables includes PRYSUN, Special performance PV Cables and PRYSOLAR with service life up to 30 Years.



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, BS 8491 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.

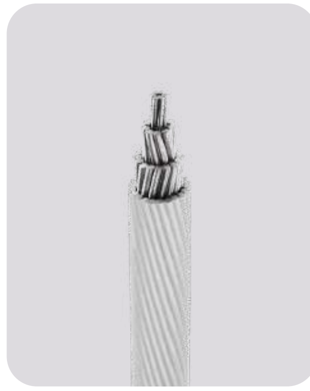


FIRE ALARM CABLES

Fire alarm cables are specialized, multiconductor electrical cables engineered to maintain circuit integrity and power vital safety systems (smoke detectors, alarms, emergency lighting) during a fire. They are flame-retardant, produce low smoke, and are designed for high heat resistance, ensuring systems function during evacuation. Our fire alarm cables are approved by Loss Prevention Certification Board (LPCB) under the brand names OCIFLAM-X and OCIFLAM-XR.

OVERHEAD LINE CONDUCTORS

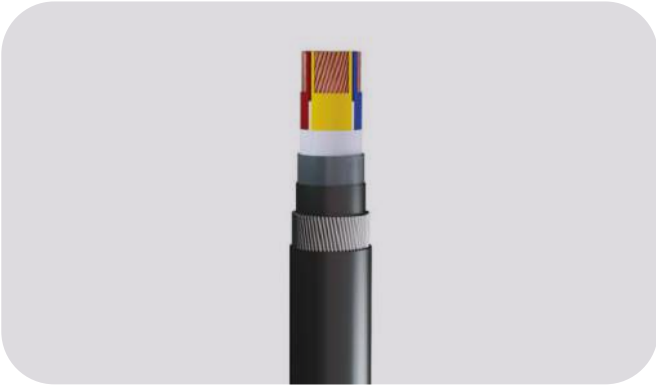
We produce a wide range of Aluminium and Alloy Conductors designed to meet the demanding needs of modern power transmission and distribution networks.



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™ is 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. AIRBAG™ SUPERDRY is designed to provide superior performance in the extreme climate conditions of coastal areas.

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

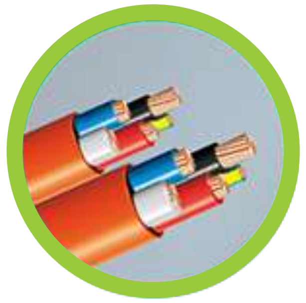
- All Aluminium Conductors (AAC)
- All Aluminium Alloy Conductors (AAAC)
- Aluminium Conductors Steel Reinforced (ACSR)
- Aluminium Conductor Alloy Reinforced (ACAR)
- Aluminium Conductor Clad Steel Reinforced (ACSR/ AW)
- Aluminium Alloy Conductor Steel Reinforced (AACSR)

Standards

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

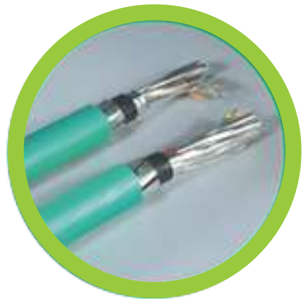
ACPL Products

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.

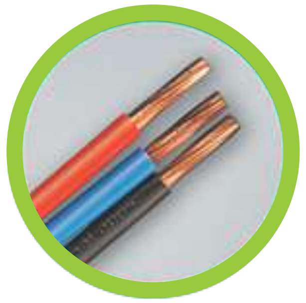


THERMOCOUPLE CABLES

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.



CONTROL CABLES

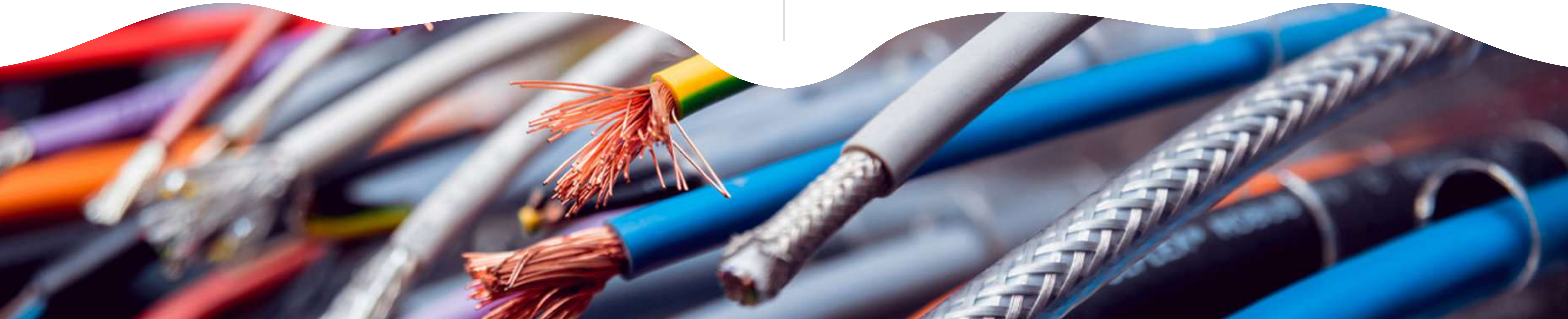
Control cables are used for various power applications in industries. Control cables are manufactured as per various national & international standards, such as IS 1554 P-1, IEC 5021, BS 6346, IS 7098 P-1, IEC 60502-1, BS 5467. Control cables as per specific customer requirement can also be manufactured.

POWER CABLES

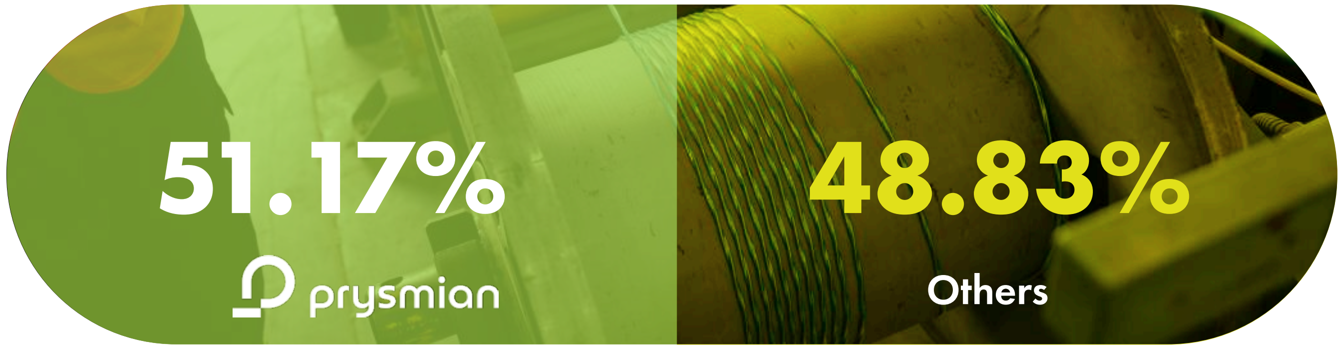
Low voltage 1.1 Kv Power Cables with Copper conductor for power circuits with effective current carrying capacities in PVC & XLPE insulation. Armoured or unarmoured as per IS 1554 P-1, IS 7098 P-1, IEC 60502-1, BS 5467, BS 6346.

INSTRUMENTATION CABLES

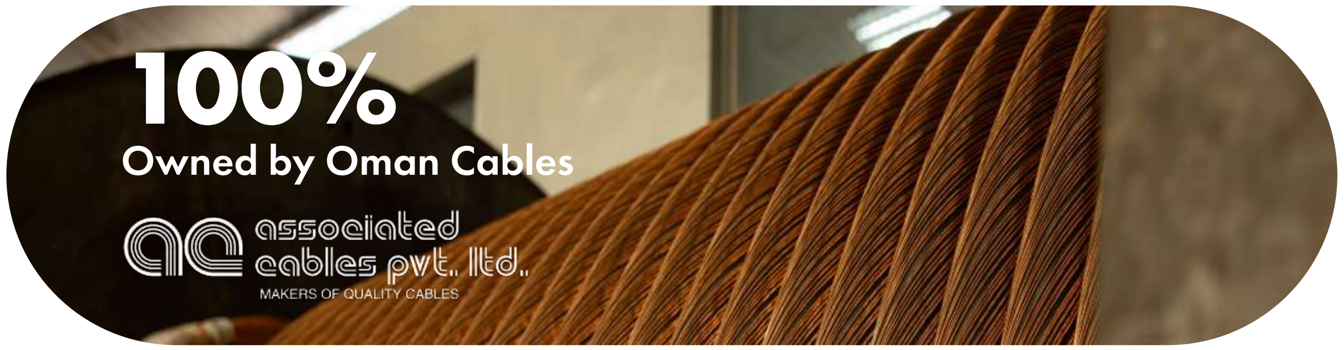
Instrumentation cables have very diverse applications in process industries, oil exploration, petrochemicals, refineries, fertilizer, cement plants, steel, paper and power plants etc. Associated Cables Pvt. Ltd. is the first company in India to manufacture screened instrumentation cables.



Our Shareholder Structure



Our Subsidiaries



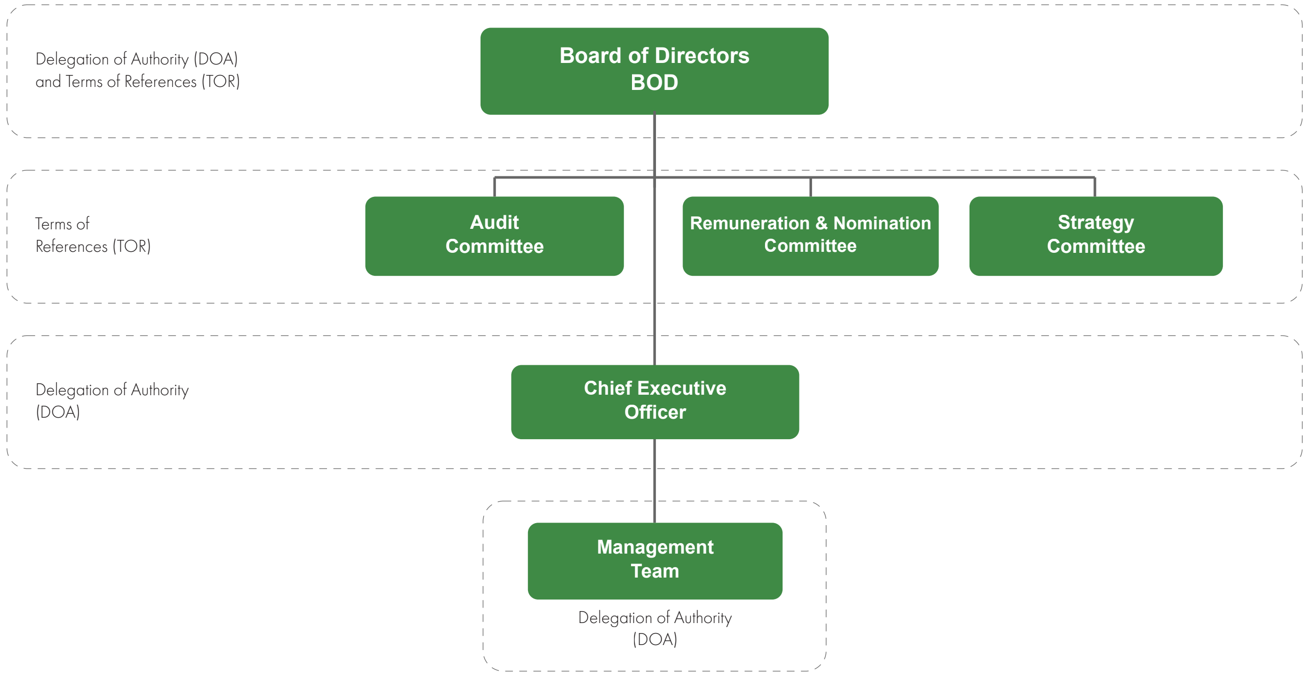
Building Trust through Governance

Corporate Governance

Corporate Governance at Oman Cables is rooted in a strong commitment to integrity, transparency, and responsible leadership, beginning with an actively engaged and diverse Board of Directors providing strategic oversight guided by locally and internationally governance standards. This top-level leadership ensures that robust policies, risk-management practices, and ethical business conduct are embedded across the organization.

Executive management further reinforces this governance culture by integrating accountability, compliance, and sustainability considerations into operational decision-making and long-term planning. Through clearly defined structures, transparent reporting mechanisms, and continuous performance evaluation, Oman Cables ensures that governance excellence is upheld at every level of the company. This comprehensive approach strengthens stakeholder trust, supports sustainable value creation, and enhances the company's resilience in a rapidly evolving regulatory and market landscape.

Organization Structure



Cinzia Farisè
Chairman

Mohamed Al Lawati
Vice Chairman

Yasser Al Rashdi
Member of the Board of Directors

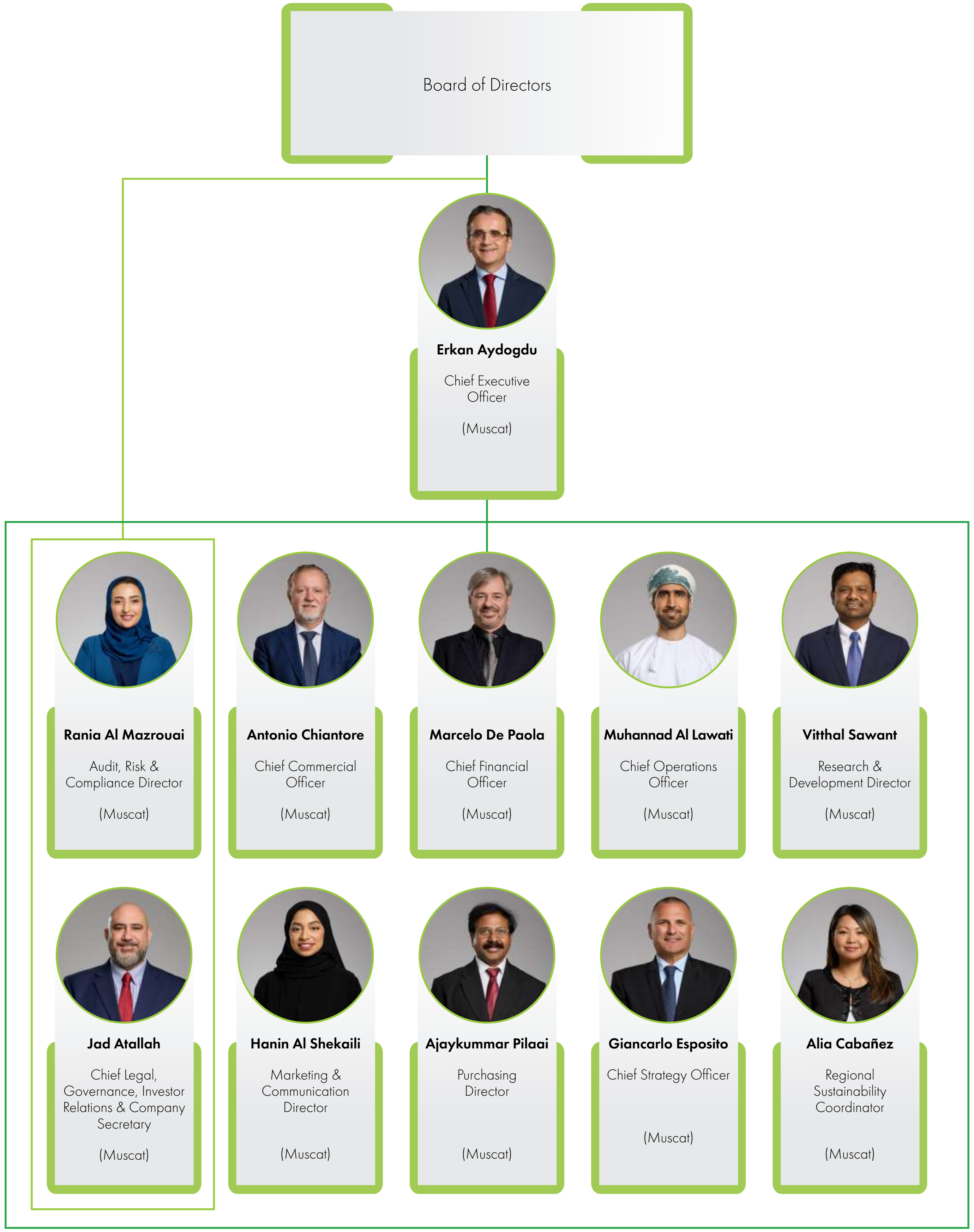
Shabib Al-Busaidi
Member of the Board of Directors

Fabrizio Rutschmann
Member of the Board of Directors

Ian F. Prescott
Member of the Board of Directors

Laura Figini
Member of the Board of Directors

CEO & Executive Management Team



Board of Directors

Oman Cables is committed to the highest standards of governance, beginning at the Board level and permeating every layer of the organization. Guided by the Financial Services Authority's Code of Corporate Governance and regulations, the Company applies a rigorous framework built on transparency, accountability, fairness, prudence, and responsible leadership. Through well-defined internal regulations, robust oversight mechanisms, and diligent risk-management practices, Oman cables ensures ethical conduct, regulatory compliance, and the safeguard of all stakeholder interests. The Board's duties include overseeing the company's integrated performance including financial, sustainability and ESG, risk management, and compliance with legal and regulatory requirements. Board committees operate under formally approved charters that reinforce disciplined decision-making and strengthen the Company's capacity to govern with integrity and foresight.

This governance foundation supports the company's long-term sustainable value creation, ensuring that decisions are made with care, diligence, and a clear focus on responsible growth. By integrating sustainability, operational excellence, environmental stewardship, and employee wellbeing into its oversight model, the

Company advances a resilient and responsible business strategy that delivers enduring benefits for shareholders, employees, customers, and the wider community.

Over the course of the year, the Board held five meetings to actively monitor the Company's performance, assess progress against strategic priorities, and evaluate emerging risks. This consistent oversight ensured that all initiatives continued to support Oman Cables' long-term sustainable growth ambitions and remained aligned with responsible governance practices.

In 2025, the Board of Directors demonstrated its strong commitment to continuous learning and effective stewardship by engaging in several targeted development activities. In January, the Board held a two-day off-site retreat dedicated to long-term strategic planning, team building, and high-level governance discussions, including focused sessions between the Chairman and Independent Directors.

Recognizing the importance of staying informed on emerging global, regional and local topics, the Board also participated in specialized training and upskilling sessions. In April 2025, the members of the Board of Directors received an expert-led briefing on Sustainability and ESG Reporting and MSX 30 ESG Metrics, followed by a comprehensive session on Enterprise Risk Management, including an in-depth review of the international Risk Management Framework and evolving risk trends. These learning engagements reflect the Board's belief that continuous upskilling is essential to fulfilling its duties with diligence, foresight, and responsibility.

	Name	Independent/Non-Independent
1	Cinzia Farisè	Non-Independent
2	Mohammed Al Lawati	Non-Independent
3	Fabrizio Rutschmann	Non-Independent
4	Laura Figini	Non-Independent
5	Ian F. Prescott	Independent
6	Shabib Al Busaidi	Independent
7	Yassir Al Rashdi	Independent

Board Committees

The Board of Directors and its Committees remain fully committed to upholding the highest standards of corporate governance, transparency, and accountability across all aspects of the Oman Cables's operations, as well as its subsidiaries. Through their collective leadership and diligent oversight, they steer OCI Group toward achieving its strategic vision, reinforcing operational excellence, and advancing sustainable long-term growth. Their unwavering commitment to responsible governance ensures that the Company not only maintains its position as an industry leader but also continues butalsocontinues to operate with a strong focus on environmental stewardship and social responsibility.

Audit Committee

The Audit Committee, chaired by Yassir Al Rashdi and members Laura Figini, Shabib Al-Busaidi, and Ian F. Prescott, plays a pivotal role in safeguarding the integrity of Oman Cables' governance framework. Operating in line with recognized and regulatory practices, the Committee provides independent and disciplined oversight of the Company's financial reporting processes, internal control environment, related party transactions and audit activities. Its mandate includes ensuring the accuracy, reliability, and transparency of all financial disclosures, assessing the effectiveness of risk-management practices. Through regular reviews and five meetings held during the year, constructive challenge, and proactive engagement with management and auditors, the Audit Committee strengthens stakeholder confidence and reinforces the Company's commitment to accountability, ethical conduct, and high-quality financial governance.

The Committee is supported by Rania Al Mazrouai, Head of Internal Audit, Compliance and Risk, continuing to serve as the Secretary of the Audit Committee, facilitating seamless committee operations and ensuring effective documentation of proceedings.

	Name	Position
1	Yassir Al Rashdi	Chairman
2	Laura Figini	Member
3	Shabib Al-Busaidi	Member
4	Ian F. Prescott	Member

Strategic Committee

The Strategic Committee, chaired by Mohamed Al Lawati and members Cinzia Farisè, Ian F. Prescott, and Fabrizio Rutschmann, plays a central role in guiding Oman Cables' long-term direction and sustainable growth ambitions. Operating with a forward-looking and globally benchmarked mindset, the Committee provides structured oversight on strategic planning, evaluates emerging opportunities and challenges, and ensures that the Company's strategic agenda remains aligned with international best practices and evolving industry trends. Through rigorous analysis, scenario planning, and continuous engagement with executive management, the Strategic Committee supports the development of resilient strategies that strengthen competitiveness, drive innovation, and reinforce the Company's long-term sustainability and value-creation objectives.

The Committee convened four meetings during the year and is supported by Jad Atallah, Chief Legal & Governance, Company Secretary and Investor Relations, continuing to serve as the Secretary of the Strategic Committee, enabling efficient committee operations and overseeing the proper recording and documentation of its deliberations.

	Name	Position
1	Mohamed Al Lawati	Chairman
2	Cinzia Farisè	Member
3	Ian F. Prescott	Member
4	Fabrizio Rutschmann	Member

Nomination and Remuneration Committee

The Nomination and Remuneration Committee, chaired by Shabib Al-Busaidi and members Laura Figini, Mohamed Al Lawati, and Fabrizio Rutschmann, plays a critical role in ensuring strong leadership and sound governance across Oman Cables. In line with global best practices, the Committee oversees a structured and transparent process for identifying, evaluating, and recommending candidates for executive positions, ensuring that the Company is supported by highly competent and diverse leadership talent. The Committee is also responsible for developing and reviewing remuneration frameworks designed to attract, motivate, and retain top-tier professionals, while ensuring alignment with long-term organizational performance, responsible conduct, and sustainable value creation. Through its disciplined approach, the Nomination and Remuneration Committee reinforces the Company's commitment to meritocracy, succession planning, and governance excellence.

The Committee convened four meetings during the year and is supported by Giancarlo Esposito, Chief Strategy Officer, continuing to serve as the Secretary of the Nomination and Remuneration Committee, supporting the

governed functioning of its activities and ensuring accurate, well-maintained documentation of all proceedings.

	Name	Position
1	Shabib Al-Busaidi	Chairman
2	Laura Figini	Member
3	Mohamed Al Lawati	Member
4	Fabrizio Rutschmann	Member

MSX 30 ESG Metrics:

G1. Board Diversity

	2024	2025
G1.1 Percentage: Total board seats occupied by men and women	Male: 71% Female: 29%	Male: 71% Female: 29%
G1.2 Percentage: Committee chairs occupied by men and women	Male: 75% Female: 25%	Male: 75% Female: 25%

Board Committees Evaluation

Beyond being a continuous Board Committees performance evaluation, the Board of Directors has engaged an international leadership expert firm and global Board assessor "Heidrick & Struggles" for the Board Committees' performance evaluation for 2025. With the aim to continuously strengthen long-term governance maturity, the internationally led assessment provided deeper, independent insights that extended beyond the annual Committee Evaluation and served as a valuable foundation for the comprehensive three-year Board Evaluation planned in the following year. This approach allowed the Board to clearly identify improvement areas, benefiting from globally benchmarked practices, and building a structured path of continuous enhancement. By integrating international expertise with annual induction programs, the Board ensures its members, and its Committees remain equipped with up-to-date global knowledge, enabling a robust culture of learning, evolution, and high-quality oversight.

Board Induction, Training, Development and Engagement Sessions in 2025:

As part of our continuous efforts to strengthen Board effectiveness and ensure informed strategic oversight, the Company maintained a structured programme of training, induction and knowledge-enhancement sessions

for the Board of Directors in 2025. These sessions were designed to ensure that the Members of the Board of Directors remain up to date with the latest market developments, regulatory changes and emerging global trends, supporting their ability to guide long-term value creation.
Following the 2024 Board Development Programme and the sessions on (1) Macro-Economic Outlook delivered by Dr. Javier Doblas (Boston Consulting Group), (2) ESG & Muscat Stock Exchange Disclosure Framework, covering the integration of the MSX 30 Metrics for listed companies, and (3) Sustainability & ESG SESSION led by Professor Carlo Carraro, President Emeritus and Professor of Environmental Economics, Ca' Foscari University of Venice; the 2025 Board Development Programme continued to build on previous years' programs and covered established in the additional training and induction sessions, and a dedicated off-site retreat (28 and 29 January 2025) aimed at long-term strategic planning and forward-looking discussions at the time of fast moving market circumstances and emerging trends. The retreat included focused sessions between the Chairman and Independent Directors. in addition, the retreat also included cultural visits intended to foster team cohesion and reinforce the Board's collective understanding of the national socio-economic landscape.

In addition, and as part of ongoing capability building, the Board received two further sessions on 29 April 2025 on (1) ESG Reporting & MSX 30 Metrics, delivered by Dr. Michael Tsang (Three Pillars Consulting), and (2) Enterprise Risk Management (ERM) & International Risk Management Framework, including a deep dive on emerging and evolving risks presented by an external expert. These sessions ensured the Board remained appropriately equipped to oversee the Company's ESG performance, regulatory compliance expectations, and risk governance processes.

Management Team

Oman Cables' management team is a diverse group of seasoned professionals united by a commitment to delivering the Company's strategic growth ambitions and fostering operational excellence. Under the leadership of the Chief Executive Officer Erkan Aydogdu, the team brings together seasoned experts across operations, commercial functions, supply chain and procurement, finance, strategy, sustainability, research and development, innovation, human resources, information security, marketing and communications, legal affairs, governance, investor relations, audit, risk and compliance. Their collaborative approach drives the Company's strong performance, with a steadfast focus on innovation, manufacturing excellence, and developing exceptional talent. Through their dedication, expertise, and unified leadership, Oman Cables continues to reinforce its position as an industry leader and role model in its sector, delivering high-quality products and services while upholding a deep commitment to environmental and social responsibility.

	Name	Position
1	Erkan Aydogdu	Chief Executive Officer
2	Marcelo De Paola	Chief Financial Officer
3	Muhannad Al Lawati	Chief Operations Officer
4	Antonio Chiantore	Chief Commercial Officer
5	Giancarlo Esposito	Chief Strategy Officer
6	Jad Atallah	Chief Legal, Governance, Investor Relations & Company Secretary
7	Vitthal Sawant	Research & Development Director
8	Ajaykummar Pilaai	Purchasing Director
9	Rania Al Mazrouai	Audit, Risk & Compliance Director
10	Hanin Al Sheikaili	Marketing & Communication Director
11	Alia Cabanez	Regional Sustainability Coordinator

Diversity in Management Team

	2024	2025
Percentage of Male and Female in Management Team (including the CEO)	Male: 73% Female: 27%	Male: 73% Female: 27%

Committees & Working Groups

Entity	Committee / Working Group Name	Responsible
OCI Group	Sustainability Steering Committee	Alia Cabanez
OCI Group	Decarbonization Steering Committee	Alia Cabanez
OCI Group	Emergency Risk Steering Committee	Rania Al Mazrouai
OCI Group	Sustainability Working Groups (Net Zero, Circularity, Innovation, Value Chain, Sustainable Finance, Sustainable HR, Sustainable Governance)	Muhannad Al Lawati, Vitthal Sawant, Ajaykummar Pilaai, Abdullah Adil Chalamkar, Giancarlo Esposito, Marcelo De Paola, Jad Atallah, Rania Al Mazrouai, Alia Cabanez
OCI Group	Decarbonization Working Group	Alia Cabanez, Giancarlo Esposito
OCI Group	Sustainability Academy Working Group	Jad Atallah
Oman Cables	Corporate Social Responsibility Committee	Adrian Dobrescu, Haiyan Al Lawati
Oman Cables	IT Steering Committee	
Oman Cables	ISO 50001 Energy Management Review Team	Khudham Al Harthy, Marcelo De Paola
Oman Cables	6S in Offices Working Groups	Hajar Ar'Rumhi
Oman Cables	ICV Working Group	
Oman Cables	Compliance Champions	

04 Journey Toward Impact

Turning Purpose into Action

Journey Toward Impact

Our sustainability journey is built on four ambitions that define who we are and what we strive to achieve: Climate Change Ambition, Social Ambition, Innovation Ambition, and Role Model Ambition. These pillars are more than aspirations, they are the foundation of our initiatives, the measure of our impact, and the reflection of the people behind every effort.

Together with our stakeholders and shareholders, we share a common goal: to create value that extends beyond business.

With a strong focus on our contributions to the national priorities and global sustainability standards, we aim to drive progress that benefits the country we operate in and the communities we serve. Every action we take is guided by a commitment to transparency, inclusivity, and innovation, ensuring that our collective efforts contribute to a sustainable future for all.

Milestones on the Path to Tomorrow

As Role Models, our ambition is to set the benchmark for our Sustainability efforts, driving us to lead by example

2021	2022	2023	2024	2025
Building Sustainable Growth	Growing in A Sustainable Way	Continuing to Grow Sustainably	Sustain to Lead	Sustainability & Beyond

2021: Laid the foundation for sustainable growth with 11 business cases developed by dedicated teams.

2022: Launched the ESG Plan and established three Sustainability Ambitions (Climate Change, Social, Innovation) with a formal Sustainability Organization

2023: Expanded our Ambitions (adding Role Model Ambition) and issued our first Sustainability Report (FY 2023), strengthening our commitment to sustainable growth through transparency.

2024: Advanced our integrated reporting and governance in Sustainability & ESG, reinforcing a more unified and transparent approach to Sustainability.

2025 and onwards: Driving Sustainability and even beyond, focusing on decarbonization in our operations and products, sustainability in business, increased stakeholder engagement and enhanced support towards our local communities.

Commitment Excellence

Manufacturing Excellence

Our commitment to excellence is embedded in every aspect of our operations across the MEART* Region. As part of a global organization that prioritizes innovation, quality and continuous improvement, we leverage a comprehensive ecosystem of excellence centers and regional capabilities to elevate the value we deliver to our customers, partners, and communities.

At the heart of this commitment is Manufacturing Excellence, where we consistently invest in stateoftheart technologies, advanced processes, and workforce development to ensure the highest levels of quality, efficiency, and operational performance. Our approach centers on continuous improvement and collaboration, empowering our teams through structured capability building and exposure to global best practices. Our internal framework highlights innovation, disciplined execution, and the pursuit of industry leading standards as key strengths of our manufacturing culture.

As part of the MEART Region, we also benefit from direct access to the Prysmian's Manufacturing Academy in Türkiye, one of the Prysmian's Centers of Excellence. Through this academy, our teams can participate in advanced manufacturing programs, handson technical training, and capabilitybuilding courses designed for engineers and managers, supporting continuous improvement and strengthening our operational excellence across the region.

Renewables Excellence Center

Within the MEART region, we take pride in hosting the Renewables Excellence Centre, based in Oman, which reinforces our ambition to support the energy transition across the markets we serve. This regional hub provides specialized technical expertise, product leadership in renewable applications, and the development of innovative solutions tailored to emerging needs in solar, wind, and green energy infrastructure. As the renewables sector continues to expand, our center positions MEART as a regional enabler of sustainable development and a catalyst for cleanenergy transformation.

(*refer to Glossary & Abbreviations)

Railway Excellence Center

Moreover, MEART benefits from privileged access to the Railway Excellence Centre in Türkiye, strengthening our capability to support largescale infrastructure and mobility projects. This access allows our teams to draw upon advanced engineering knowledge, specialized product development, and proven railway technologies implemented across global markets. By integrating these competencies into our regional operations, we ensure our customers benefit from worldclass expertise and robust, futureready solutions in a sector that is rapidly evolving and critical to national progress.

Innovation remains a key driver of our growth and excellence. Through regional academies, innovation programs, and access to global Centers of Excellence, we continuously nurture talent, accelerate knowledge transfer, and promote forwardlooking thinking that strengthens our competitive edge. This integrated innovation ecosystem reinforces our strategic ambition to deliver differentiated, sustainable, and highperformance solutions across MEART.

Together, Manufacturing Excellence, our Renewables Excellence Centre, and our access to the Railway Excellence Centre reflect our unwavering commitment to operational superiority, sustainable innovation, and value creation. We proudly stand at the intersection of capability, collaboration, and purpose: driving progress today while shaping the infrastructure of tomorrow.

Building Value Responsibly

At OCI Group, building value responsibly means ensuring that every part of our value chain reflects integrity, accountability, and sustainable progress. We create longterm value by embedding responsible practices into how we operate, from transparent reporting and rigorous internal controls to actively managing our environmental and social impacts across all entities. Our approach emphasizes accuracy, fairness, and continuous improvement, ensuring that we not only meet stakeholder expectations but strengthen trust through clarity, comparability, and reliability in everything we do. This commitment guides our decisions, shapes our partnerships, and drives us to deliver meaningful, measurable impact in the regions we serve.

Sustainable Finance

Sustainable Finance is a central pillar of OCI Group's commitment to embedding sustainability into every strategic and operational decision. As the global shift toward responsible investment accelerates, our organization recognizes that financial resilience and sustainability performance are inseparable. Through our Sustainable Finance approach, we align capital allocation, financial governance and discipline, and longterm economic strategy with our environmental and social ambitions ensuring that our growth contributes to lowcarbon development, innovation, and value creation for all stakeholders.

What Sustainable Finance Means for OCI Group

OCI Group views Sustainable Finance as the integration of ESG considerations into financial planning, investment decisions, and performance management. It is a framework that ensures our financial strategies actively support decarbonization, innovation, and responsible growth.

Our Sustainable Finance Working Group plays a key role in embedding sustainability into core financial processes. It works in synergy with other working groups: Circularity, Net Zero, Sustainable Governance, Sustainable HR, Innovation, and Value Chain, to ensure that our financial decisions contribute to OCI Group's wider sustainability vision and upcoming regulatory expectations.

Our Sustainable Finance priorities include:

- Integrating sustainability considerations into all financial decisions, ensuring alignment with our decarbonization roadmap and innovation agenda.
- Preparing for future ESGrelated regulatory frameworks, such as IFRS sustainability standards and broader market requirements.
- Enhancing transparency and credibility through regular verification of ESGrelated data, disclosures, and capital allocation.
- Strengthening our internal governance, ensuring financial decisions reflect the expectations of investors, regulators, and stakeholders.

The Value of Sustainable Finance in an Organization

Sustainable Finance delivers meaningful value to OCI Group by reinforcing longterm resilience, strengthening governance, and positioning the organization competitively in evolving markets.

Strengthening Strategic Alignment

Sustainable Finance ensures that capital allocation supports strategic priorities, whether decarbonization investments, energyefficiency projects, innovation initiatives, or circularity programs. It aligns our financial governance with our sustainability ambitions including climate action, innovation and social initiatives.

Enhancing Risk Management

By integrating ESG considerations into financial assessments, OCI Group can better anticipate market, regulatory, and operational risks. This includes carbonrelated costs, supplychain vulnerabilities, and future compliance demands. Sustainable Finance strengthens our ability to make informed, futureconfident decisions.

Improving Access to Capital

Sustainable Finance opens opportunities for:

- sustainabilitylinked loans,
- green financing instruments, and
- investment partnerships with sustainabilityoriented institutions

Increasing Transparency and Trust

Quarterly and annual ESG verification, as mandated in the governing framework, related polices and Sustainable Finance Working Group, reinforces OCI Group's credibility and supports transparent communications with shareholders, customers, and regulators.

Supporting Reputation and Market Leadership

As sustainability becomes a core expectation in global markets, especially across GCC, EUlinked supply chains, and regional infrastructure projects, strong Sustainable Finance practices help OCI Group to position itself as a responsible industry leader.

Challenges in Implementing Sustainable Finance

While progress continues across the Group, integrating Sustainable Finance presents certain challenges that the organization is actively addressing.

- **Data Quality and Verification**
  Accurate, consistent, and auditable ESG data is critical to Sustainable Finance. Expanding Scope 3 and refining data collection systems remains a challenge with continuous work underway to mitigate and ultimately overcome it, a process requiring collaboration and support from local framework and industry practices.

- **Evolving Regulatory Requirements**
  The preparation for future sustainabilityrelated standards (including IFRS) requires significant organizational readiness. The financial function must adapt to evolving definitions, reporting boundaries, and disclosure obligations.

- **Aligning Multiple Entities**
  With OCI Group's multientity structure, harmonizing financial and ESG data across subsidiaries introduces complexity in tracking investments, performance, and decarbonization progress.

- **Balancing Cost and Impact**
  Identifying which sustainability investments produce longterm financial value versus shortterm cost pressures is an ongoing challenge for all industrial organizations, especially in regions undergoing energy transition.

Opportunities for OCI Group Through Sustainable Finance

Despite the challenges, Sustainable Finance unlocks significant opportunities:

- **Accelerating Decarbonization**
  Sustainable Finance channels investments into the initiatives highlighted in the ESG Plan: energy efficiency, renewable sourcing, circularity, and GHG reduction. This strengthens our Climate Change Ambition under the Group's sustainability drivers.

- **Positioning OCI Group for Future Markets**
  With global supplychains prioritizing lowcarbon products, robust Sustainable Finance enables the organization to respond to customer expectations, especially in the GCC's growing renewableenergy and infrastructure sectors.

- **Building Investor Confidence**
  Transparent ESGlinked financial strategies increase investor trust and support longterm capital stability. As more financial institutions integrate ESG scoring into credit terms, OCI Group's proactive approach becomes a competitive advantage.

Sustainable Finance is more than a reporting requirement, it is a strategic enabler that strengthens OCI Group's ability to grow responsibly, remain resilient, and lead the industry into a lowcarbon future. By integrating sustainability into financial planning, strengthening governance systems, and preparing for evolving regulatory frameworks, OCI Group positions itself for longterm success while contributing meaningfully to economic, environmental, and social progress.

Sustainable Finance Working Group

The Sustainable Finance Working Group plays a strategic role in ensuring that financial decisionmaking is aligned with the organization's longterm sustainability vision. Its purpose is to integrate environmental, social, and governance considerations into financial planning, investment evaluation, and capital allocation. The group brings together crossfunctional expertise to assess the financial implications of sustainability initiatives, support the development of lowcarbon and resourceefficient projects, and explore opportunities such as green financing, sustainabilitylinked instruments, and responsible investment practices. By promoting transparency, strengthening internal capabilities, and anticipating future regulatory expectations, the working group ensures that the organization's financial framework supports both resilience and sustainable value creation. It also acts as a catalyst for innovation by encouraging teams to propose forwardlooking ideas, evaluating them through a financialsustainability lens, and helping the organization balance cost, impact, and longterm benefits.

Sustainable Governance

Sustainable Governance at OCI Group is the foundation that ensures our sustainability ambitions are translated into accountable, transparent, and ethical decisionmaking across the organization. It strengthens how we manage risks, define responsibilities, and uphold integrity, ensuring that sustainability is not a parallel initiative, but a core element of how we lead, operate, and create longterm value.

Through our Sustainable Governance approach, we embed clear structures that guide how policies are developed, how ESG responsibilities are assigned, and how performance is monitored. This includes promoting robust internal controls, reinforcing compliance, and ensuring that leaders at all levels champion responsible practices. Sustainable Governance also enhances alignment between strategy and execution by enabling crossfunctional collaboration, fostering a culture of accountability, and ensuring that our actions meet both stakeholder expectations and emerging global standards.

At its heart, Sustainable Governance is about building trust within our organization, with our partners, and throughout the communities we serve. It provides the consistency, discipline, and ethical foundation needed to navigate a changing world while delivering meaningful impact and responsible growth.

Sustainable Governance Working Group

The Sustainable Governance Working Group plays a critical role in strengthening the organization's accountability, transparency, and ethical decisionmaking. Its purpose is to ensure that governance practices evolve in line with sustainability priorities by developing and reviewing ESGrelated policies, supporting the creation of guidelines, and enhancing internal processes that uphold integrity across all operations. The group brings together leaders from governance, audit, compliance, investor relations, and executive functions to oversee the quality of ESG disclosures, monitor sustainabilityrelated risks, and ensure that results are verified, approved, and aligned with organizational expectations. By promoting awareness, supporting the evaluation of ESG risks, and ensuring that governance frameworks remain robust and futureready, the Sustainable Governance Working Group helps embed responsible leadership into every level of the organization.

Integrity & Responsible Business Conduct

Integrity and responsible business conduct form the backbone of OCI Group's governance philosophy. As a regional industrial leader, our longterm success depends on operating with transparency, accountability, and ethical discipline in every aspect of our work. Our stakeholders: employees, customers, suppliers, regulators, communities, investors and shareholders, expect reliability and responsible behavior. We respond to these expectations by upholding strong governance frameworks, clear policies, global standards, and robust internal controls.

In 2024, we strengthened our Sustainable Governance pillar by reinforcing the systems that protect people, safeguard information, prevent misconduct, and ensure fair and ethical operations. These foundations continue to evolve. In 2025, OCI Group further enhanced its governance approach through improved monitoring, digitalization of reporting mechanisms, mandatory awareness trainings, and stronger crossfunctional collaboration, ensuring that our ethical and compliance standards remain rigorous, modern, and aligned with global expectations.

Ethical Practices

2024 Focus:
OCI Group's ethical practices are guided by a clear set of policies and expectations that apply to all employees, contractors, suppliers, and partners. Ethical conduct is required across all business activities: procurement, operations, stakeholder interactions, and decisionmaking. Our 2024 report emphasized transparency, anticorruption principles, respect for people, and compliance with all applicable laws. Awareness campaigns and internal communications reinforced a culture of responsible behavior across all entities.

2025 Enhancements:
In 2025, OCI Group strengthened its ethical governance by rolling out mandatory ethics training for all employees across OCI, OAPIL, and ACPL, delivered in multiple languages to ensure inclusivity. We also expanded our ethical compliance checks within procurement processes, adding new supplier declarations and monitoring tools. A digital compliance attestation system was introduced, requiring annual acknowledgment of ethical commitments from all employees and key suppliers. These efforts ensure heightened accountability and a stronger culture of ethical business across the Group and the value chain.

For Desk Workers Only	Oman Cables	OAPIL	ACPL
Compliance Training	100%	100%	100%
Conflict of Interest Declaration	100%	100%	100%

Note: Mandatory compliance training completion and conflict of interest declarations are completed digitally. Employees receive an acknowledgement of completion, which is securely stored within the Workday system as an official record.
OCI Group's commitment to ethical conduct is formalized through a robust set of governance documents, foremost among them the Code of Ethics, which applies to all employees, directors, legal entities, and third parties acting on behalf of the Company. This policy clearly defines expectations related to professional behavior, integrity, conflict of interest, accurate recordkeeping, responsible use of company resources, and adherence to applicable laws and regulations.

Like all policies, the document is actively circulated, communicated and explained to all employees and is reinforced through mandatory digital ethics and compliance trainings, which cover topics such as the Code of Ethics, Conflict of Interest, Anti-Corruption, and Helpline (Whistleblowing) reporting. These trainings are delivered through the Workday platform and must be completed by all employees within the stipulated timelines, ensuring continued alignment with group-wide ethical standards.

Ethical expectations also extend beyond internal teams to the entire value chain. Suppliers, contractors, and service providers are integrated into OCI Group's ethical governance structure through the vendor registration process. The Vendor Registration form and Supplier Code of Conduct document confirms that suppliers who do not have their own Code of Conduct must explicitly acknowledge, accept, and comply with the our Code of Ethics as a prerequisite for doing business. This integration ensures that ethical behavior is upheld consistently not only within OCI Group but throughout the broader ecosystem of partners and vendors that contribute to our operations.

	2024	2025
Registered Active Suppliers	443	615
Declaration Received	436 (98%)	610 (99%)

Comparison of Confirmation of Suppliers Acknowledgement to Code of Conduct – 2024 vs 2025

Additionally, OCI Group reinforces its governance culture through structured, organizationwide compliance engagement. A dedicated Compliance Week is conducted annually as an awareness initiative, the Compliance function follows an annual cycle through its recurring mandatory training waves, policy refresh campaigns, and communications aligned with Prysmian and OCI Group. Yearoveryear patterns of compliance communication, policy rollout, and reinforcement activities, as reflected in training notices, reminders, and policy update distributions, collectively serve as the Group's annual compliance reinforcement cycle, functionally operating as a "Compliance Week" with structured awareness, training, and verification components.

Together, these measures ensure that ethical practices are fully embedded into the organizational fabric, reinforced by policy, upheld through mandatory learning, extended to suppliers through contractual commitments, and strengthened through recurring compliance initiatives. The result is a governance environment in which integrity is not merely a principle but a daily practice shared by every individual and entity connected to OCI Group and its value chain.

The full view of the Policies is provided in the annexure.

MSX 30 ESG Metrics:

G4. Supplier Code of Conduct

	2024	2025
G4.1 Are your vendors or suppliers required to follow a Code of Conduct?	Yes	Yes
G4.2 If yes, what percentage of your suppliers have formally certified their compliance with the code?	98%	99%

G5. Ethics & Prevention of Corruption

	2024	2025
G5.1 Does your company follow an Ethics and/or Prevention of Corruption policy?	Yes	Yes
G5.2 If yes, what percentage of your workforce has formally certified its compliance with the policy?	100%	100%

Whistleblowing/Helpline

OCI Group upholds a strong culture of transparency, accountability, and ethical conduct, supported by a Whistleblowing framework that ensures every employee can report concerns safely and confidentially. Employees are encouraged to speak up without fear of retaliation when they encounter or suspect misconduct, fraud, harassment, unethical behavior, potential policy violations, or breaches of our Code of Ethics. Reports may be raised through protected channels, including the OCI Helpline, which is accessible via email (helpline@omancables.com) and managed with strict confidentiality under the AntiCorruption and Compliance policies.

To reinforce awareness, the Compliance function regularly issues reminders about the availability and importance of the Helpline, as demonstrated in the mandatory annual compliance training cycles and followup communications to all employees. These reminders emphasize employees' rights and protections and ensure that the reporting culture remains active, responsible, and well-understood across all levels of the organization.

Every report submitted through the Whistleblowing mechanism is handled with the highest degree of seriousness and discretion. Cases are reviewed directly by the Director of Internal Audit, Risk & Compliance, with input from relevant executives when appropriate, and reporting to the Audit Committee at the Board of Directors. Each report triggers a thorough, impartial investigation, ensuring that all allegations are assessed objectively, evidence is evaluated meticulously, and corrective or disciplinary actions are implemented where needed. This process not only protects individuals who raise concerns in good faith but also strengthens governance integrity throughout the Group.

In recent years, OCI Group has enhanced its approach through increased digitalization, improved accessibility, and stronger analytics capabilities. The Compliance function monitors reporting patterns to identify systemic issues, emerging risks, or trends in behavior that may require policy changes, awareness interventions, or leadership action. These proactive insights support early problemsolving, reinforce the ethical foundation of the organization, and ensure that Whistleblowing remains a trusted, effective safeguard for responsible business conduct.

In addition to employees, any external stakeholder (including suppliers, contractors, customers, or members of the public) may also use the helpline to report concerns, ensuring that ethical conduct is upheld across the entire value chain.

The full view of the Policy is provided in the annexure.

Human Rights, Child and Forced Labor

OCI Group upholds a deep and unwavering commitment to protecting and advancing human rights across all of its operations. We believe that every individual has the right to be treated with dignity, fairness, and respect, and these principles guide how we employ, support, and interact with our people. Our human rights approach ensures that equal opportunity, ethical treatment, and respect for diversity are integrated into every stage of the employee experience from recruitment and onboarding to development, performance, and longterm progression. We foster a work culture where merit, integrity, and respect shape the foundation of daily operations, and where all individuals are encouraged to grow and succeed.

Our organization is committed to fair labor practices, ensuring humane working conditions and equitable treatment for all individuals. This includes honoring the right to fair wages, fostering transparent employment decisions, and ensuring that professional growth is based solely on ability, contribution, and potential. We also prioritize the wellbeing of employees by providing safe, healthy, and supportive working environments that safeguard both physical and mental health. These principles reflect our belief that a successful organization is built on the wellbeing and empowerment of its people.

OCI Group maintains strict measures against all forms of child labor, forced labor, or exploitation. Everyone working within our operations does so voluntarily, under fair and ethical conditions that protect their rights and support their personal and professional development. We uphold these principles consistently and expect the same from every party we engage with. Our responsibility extends well beyond our workforce, contributing to a culture of fairness, ethical conduct, and human dignity throughout our business ecosystem.

These commitments are reinforced through open communication channels, consistent guidance, and systems designed to promote fairness and trust within the workplace. We encourage constructive dialogue, empower individuals to express concerns, and protect their rights at all times. By nurturing a culture of respect, we support our employees, strengthen our business, and contribute positively to the communities in which we operate.

Our human rights principles are fully embedded within the company's wider peoplegovernance framework, ensuring that respect for dignity, fairness, safety, and equality is central to all employment practices and decisionmaking. These expectations are also extended to all suppliers, contractors, and external partners, who are required to uphold the same standards of ethical behavior, fair treatment, and respect for human rights throughout their operations. By applying these principles both internally and across our value chain, OCI Group ensures that human rights remain a foundational element of responsible and sustainable business conduct.

While we confirm that all OCI Group entities apply the same underlying principles across relevant governance and compliance-related documents, we are currently reviewing the documentation of Oman Cables' subsidiaries to ensure full alignment with GRI requirements and internationally recognized best practices and standards. This process supports consistency and transparency not only within our own operations but also across our wider value chain.

The full view of the statement is provided in the annexure.

MSX 30 ESG METRICS:

S9. Child and Forced Labor

	2024	2025
S9.1 Does your company follow a child and/or forced labor policy?	Yes	Yes
S9.2 If yes, does your child and/or forced labor policy also cover suppliers and vendors?	Yes	Yes

S10. Human Rights

	2024	2025
S10.1 Does your company follow a human rights policy?	Yes	Yes
S10.2 If yes, does your human rights policy also cover suppliers and vendors?	Yes	Yes

Non-Discrimination

OCI Group is committed to fostering an inclusive, respectful, and equitable workplace where every individual is treated fairly, regardless of their background, identity, or personal characteristics. We believe that diversity strengthens our culture, enriches our perspectives, and drives innovation across our operations. To uphold these principles, we ensure that employmentrelated decisions from recruitment and selection to development, promotion, and performance evaluation are based solely on merit, qualifications, and demonstrated capabilities. Our approach reinforces fairness and consistency at every step of the employee journey.

We apply all employment norms equitably across the organization and maintain transparent processes that support equal opportunity for all. We strive to eliminate any form of bias, favoritism, or unfair treatment, ensuring that every employee benefits from the same access to opportunities, resources, and workplace practices. Our commitment to equal opportunity is further strengthened through structured, meritbased recognition systems and through open communication channels that promote mutual trust between employees and leadership. These principles underpin our belief that a diverse and inclusive workforce is essential to maintaining operational excellence and supporting the continued growth of the Company.

Beyond our internal operations, OCI Group extends the expectation of nondiscrimination to the wider value chain. Suppliers, contractors, and partners are expected to uphold the same standards of fairness, equality, and respect in their own organizations. By aligning our external relationships with these values, we help foster ethical conduct and equitable treatment not only within OCI Group but across the broader ecosystem in which we operate.

Through these commitments, we continue to build a culture in which everyone feels valued, respected, and empowered to thrive ensuring that nondiscrimination is not simply a principle but a daily practice engrained in how we work, lead, and grow as an organization.

The full view of the statement is provided in the annexure.

MSX 30 ESG METRICS:

S6. Non-Discimination

	2024	2025
S6. Does your company follow a non-discrimination policy?	Yes	Yes

Data Privacy & Information Security

OCI Group is committed to safeguarding the personal information of its employees, partners, customers, and stakeholders through a rigorous and continuously improving Data Privacy framework. Protecting personal data is not only a legal obligation, but a core component of our governance culture and our responsibility as a trusted manufacturing and technology organization operating in an increasingly digital world.

To ensure strong governance and operational oversight, the Group has appointed a dedicated data privacy professional responsible for monitoring compliance, guiding internal teams, reviewing practices, addressing privacy risks, and ensuring that data handling is aligned with both national and international standards. This role ensures that data protection is embedded into our systems, daily activities, digital tools, and decisionmaking processes.

We align our practices with the Oman Personal Data Protection Law (PDPL), regulated and enforced by the Ministry of Transport, Communications & Information Technology (MTCIT), the national authority overseeing privacy compliance and breach reporting in Oman.
Our engagement with the relevant authorities helps ensure that our policies, internal controls, and procedures remain current with evolving local requirements, including explicit consent, privacy notices, breach notification, and crossborder transfer regulations.

At the same time, leveraging on our strategic partnership with Prysmian, OCI Group incorporates GDP Raligned principles into its internal data privacy governance, applying standards that go beyond local compliance ensuring enhanced transparency, privacybydesign practices, and internationally recognised safeguards across all processing activities.

Training and awareness remain fundamental pillars of our approach. All employees are required to complete mandatory digital training modules through our Workday learning platform, which focus on privacy protocols,

responsible data handling, secure system usage, and recognition of potential external threats such as phishing, social engineering, cyber fraud, and inappropriate data disclosures. These training programs equip employees with the knowledge needed to responsibly handle sensitive information and reduce privacyrelated risks across the organization.

We continuously strengthen our controls through datamapping initiatives, classification protocols, secure storage systems, accesscontrol measures, and regular internal reviews. These actions ensure that personal information is handled lawfully, fairly, transparently, and with the utmost respect for confidentiality. Our commitment extends to our suppliers and contractors, who are also expected to adhere to the same privacy and cybersecurity requirements when processing data on behalf of OCI Group.

Through these measures, OCI Group ensures that data privacy is not simply a regulatory requirement, but a deeply embedded element of our responsible business conduct, supporting trust, accountability, and resilience across our operations.

The full view of the statement is provided in the annexure.

MSX 30 ESG METRICS:

G6. Data Privacy

	2024	2025
G6.1 Does your company follow a Data Privacy Policy?	Yes	Yes
G6.2 Has your company taken steps to comply with GDPR rules?	Yes	Yes
G6.3 Has your company taken steps to comply with Oman Personal Data Protection Law rules?	Yes	Yes

Sustainable Value Chain

Creating a sustainable value chain means ensuring that every stage of our operations: from sourcing raw materials to delivering finished products, reflects responsibility, transparency, and longterm stewardship. For OCI Group, a sustainable value chain integrates environmental and social considerations into procurement, logistics, production, and supplier engagement. This includes reducing waste, improving resource efficiency, strengthening traceability, promoting recycled and responsible materials, and collaborating closely with suppliers to uphold ethical and sustainable standards. By embedding sustainability into how value flows through our organization, we not only reduce risks and environmental impacts but also unlock opportunities for innovation, resilience, and shared value creation across the regions we serve.

Value Chain Working Group

The Value Chain Working Group focuses on enhancing the sustainability performance of our supply chain and operational processes. Its role includes driving initiatives related to green procurement, waste and scrap reduction, water and resource management, recycled material utilization, green transportation, and sustainability audits. The group evaluates opportunities to integrate circular practices, improve supplier sustainability alignment, and support the development of ESGfocused tools and guidelines. Through awareness building, crossfunctional collaboration, and execution of targeted projects, the working group strengthens our ability to manage Scope 3 emissions, elevate supplier engagement, and ensure that sustainability principles are embedded throughout the full value chain.

Sustainable Investments

Sustainable investments at OCI Group reflect our commitment to directing capital toward initiatives that drive longterm environmental, social, and economic value. By aligning our investment decisions with our sustainability ambitions, we ensure that resources are channelled into projects that reduce emissions, enhance energy efficiency, foster innovation, and strengthen the resilience of our operations and supply chain. These investments support our transition toward lowcarbon and circular models, reinforce compliance with emerging global expectations, and enable the development of technologies and capabilities that prepare the organization for future market demands. Beyond financial returns, sustainable investments help us create shared value, delivering benefits for our stakeholders, supporting national sustainability priorities, and contributing to a more responsible industrial ecosystem.

MV Investment

In October 2025, Oman Cables Industry SAOG announced a major strategic investment aimed at expanding its Medium Voltage (MV) cable production capacity. As publicly disclosed following the Board of Directors' meeting on 28 October 2025, the Company approved an investment of approximately OMR 9.5 million, funded entirely through internal resources.

This expansion project focuses on upgrading and enlarging the MV production facilities to meet growing regional demand and to strengthen Oman Cables' competitiveness in key markets across Oman, the

GCC, and broader export destinations.
The investment is expected to significantly enhance operational efficiency, increase annual production volumes, and reinforce Oman Cables' position as a leading cables and solutions provider. The initiative also supports national priorities, contributing directly to Oman Vision 2040 and enabling the region's energy transition through more efficient and technologically advanced infrastructure.

Financially, the project is based on the Company's value-based management projections and designed designed with a return on investment expected within seven years, supported by higher MV output, improved manufacturing capabilities, and is expected to begin contributing additional volunes towards the end of 2027.

We will be providing further disclosures through the Muscat Stock Exchange (MSX) when and as required, ensuring transparency and ongoing communication with shareholders and stakeholders.

Global Sustainability Academy Renovation

In 2025, OCI Group completed the full renovation and officially launched its Global Sustainability Academy, transforming it into a stateoftheart learning and engagement hub designed to accelerate sustainability knowledge, innovation, and capability building across the region. The upgraded Academy provides a modern, immersive environment that blends technology, nature, and handson learning, becoming a centerpiece of our commitment to advancing responsible business practices and sustainability leadership.

The renovated facility now features hybrid training spaces, modular classrooms, outdoor pavilions, and dedicated areas for workshops, stakeholder engagement, and community events. It is equipped with sustainabilityfocused installations, including Oman's first "Solar Flower," EV charging stations, wind turbines, solarpowered workstations, and ecoinspired interiors, demonstrating practical applications of clean energy and circular design. These enhancements reflect our objective of creating an inspirational environment that not only teaches sustainability, but visibly lives it.

Beyond physical upgrades, the Academy now operates as a comprehensive platform that combines onsite sessions with digital learning through our online Sustainability Academy. Participants can access expertled seminars, selfpaced modules, practical case studies, and specialized programs linked to climate action, innovation, governance, and sustainable value chain development. This integrated model enables meaningful engagement with diverse audiences and ensures knowledge transfer at scale.

Importantly, the renewed Global Sustainability Academy is now formally open to all external stakeholders, expanding its reach beyond internal teams. Customers, suppliers, academic partners, governmental entities, NGOs, and community institutions are invited to participate in Academy programs, workshops, and quarterly engagement activities. This expansion strengthens our role as a regional sustainability leader and reinforces our

commitment to contributing knowledge, fostering collaboration, and promoting sustainability across the broader ecosystem in which we operate.

Through this renovation and its widened accessibility, the Global Sustainability Academy has evolved into a dynamic, highimpact platform, one that empowers people, supports innovation, and helps drive a more sustainable future for Oman and the region.

Climate Related Mitigation

OCI Group recognizes climate change as a material strategic risk that can affect operational continuity, resource availability, supply chain stability, and longterm value creation. Our climate risk mitigation efforts are therefore designed around three pillars: risk identification, operational resilience, and accelerated decarbonization, ensuring that we maintain stable operations while contributing to Oman's and Prysmian Group's broader climate ambitions.

Through our Decarbonization Road Map and climate governance processes, we evaluate risks associated with extreme weather, regulatory tightening, and global market shifts. The annual Climate Affairs Report and our Double Materiality Assessment identifies regionspecific climate vulnerabilities, such as cyclone exposure, though low for the Russayl industrial area, and highlights the need for strengthened infrastructure and preparedness. These insights are integrated into our enterprise risk management cycle to ensure proactive planning and continuous monitoring.

Mitigation action is anchored in our decarbonization framework, which aligns with Omani policy drivers, such as the national Net Zero 2050 commitment, MSX ESG requirements, and Environmental Authority protocols, and global frameworks influencing companies operating in Oman, including the Paris Agreement, CBAM, and other international transition mechanisms. This alignment is emphasized in our Decarbonization Road Map, which outline regulatory shifts, corporate levers, and the need for robust emissionreduction programs across Scope 1, 2, and 3.

Operationally, we continue to implement targeted climaterelated investments to reduce emissions intensity, improve resource efficiency, and build climateresilient systems. The MSX E10 climaterelated investment portfolio includes multiple onsite efficiency and lowcarbon projects, such as HVAC upgrades, LED retrofitting, variablespeed dryer systems, electric forklifts, recycling initiatives, and renewableenergyready equipment, which collectively contribute to lower energy demand and reduced environmental impacts. These initiatives complement process enhancements across production lines, including modernization efforts that support improved cable performance for sustainable infrastructure and renewable applications.

Climate risk mitigation is also integrated into our longterm decarbonization strategy, which includes emissions forecasting, abatement cost evaluation, scenario planning, and alignment with frameworks like SBTi and Oman's Net-Zero Strategy.

Together, these approaches ensure that OCI Group is actively mitigating climaterelated risks by reducing its own environmental footprint, strengthening operational resilience, complying with national and international climate expectations, and supporting the region's transition to a lowercarbon, climateresilient economy.

Beyond reducing emissions within our own operations, OCI Group plays a significant role in global climate risk mitigation through the products and solutions we deliver to markets across the region and beyond. Our portfolio, enhanced through Prysmian innovation, enables customers to transition toward lowercarbon, more resilient infrastructure systems. Through technologies such as E Path–certified cables, renewableready products, and advanced monitoring solutions, we help accelerate climate adaptation and decarbonization across the value chain.

E Path, the first proprietary greenlabeling system in the cable industry, provides independently verified and measurable sustainability criteria covering carbon footprint, recyclability, circularity, absence of hazardous substances, recycled content, and superior transmission efficiency. These attributes ensure that our cables not only perform technically, but directly contribute to reduced energy losses, lower embodied emissions, and longterm climatefriendly operation.

Our sustainable product framework further strengthens climate resilience by supporting key transition sectors, renewables, electrification, smart grids, firesafe infrastructure, and green industrial development. Renewablespecific cables, hydrogenready solutions, E3X energyefficient coatings, and advanced monitoring tools such as PRYCAM and Alesea help customers reduce losses during usephase, expand renewable energy penetration, improve grid hardening, and optimize system performance. These innovations enable downstream partners to mitigate climate risks through increased reliability, efficiency, and reduced environmental impact.

As a result, OCI's solutions operate not only as products, but as strategic enablers of global climate action. They empower utilities, developers, governments, and industrial partners to meet netzero commitments, reduce lifecycle emissions, enhance infrastructure resilience, and accelerate the shift to cleaner, safer, and more sustainable energy systems. Our technology contributes meaningfully to national and international climate goals, reinforcing OCI Group's position as a proactive and responsible contributor to global climate risk mitigation.

MSX 30 ESG METRICS:

E10.Climate Risk Mitigation

Total amount invested, annually, in climate-related infrastructure, resilience, and product development	
2024	231,477
2025	1,622,572.42

Comparison of Total Investment Related to Climate Risk Mitigation – 2024 vs 2025

2025 Climate Risk Mitigation Breakdown

Department	Activity	Amount in OMR	%
R&D	Type tests for cables utilities, EPD development and generation, development cost for decrosslinking of XLPE	31,251.31	1.93%
Stakeholder Engagement	Different stakeholder activities promoting sustainability and innovative products (E Path and E3X), attendance in MEE, upskilling of people (Manufacturing Fundamentals Course in Türkiye and R&D Fundamentals Course in US), E3X installation in KSA, E Path launch, distributor training in UAE, OETC audit at Suzhou, China	2,390.30	0.15%
Sustainability	GHG assessment & report, decarbonization roadmap & report, GHG accounting & reporting tool, GHG accounting & decarbonization workshop	36,233.75	2.23%
Operations	Procurement of machinery & equipment related to energy efficiency and circularity, energy transition-related projects, 6S, renovation of Sustainability Academy	1,552,697.00	95.69%

Breakdown of Investments Related to Climate Risk Mitigation – 2025

05 Accelerating Sustainable Growth

Accelerating Sustainable Growth

Growth is no longer just about scale – it is about impact. This chapter maps our strategy for creating long-term value through sustainability, aligning ambition with action. From our sustainability vision and key drivers to our ESG governance, every element is a coordinate on the roadmap to a future where progress and responsibility move together.

Our Sustainability Strategy

Our Sustainability Strategy acts as a map to the future, guiding how we navigate our long-term ambitions and operational priorities. This framework brings together our Sustainability Key Drivers, the UN SDGs we align with, and the KPIs that measure our performance forming the coordinates that shape our actions and decision-making across the Group. By integrating these elements, the strategy provides a clear pathway for how we respond to evolving global expectations, regional commitments and stakeholder needs, while ensuring that sustainability remains embedded in every part of our business. It strengthens the connection between where we aspire to go and how we measure our progress, ensuring that our efforts remain consistent, structured and aligned with the broader sustainability landscape.

Our Sustainability Strategy acts as a map that guides how we move toward our longterm ambitions. The Sustainability Key Drivers, relevant UN SDGs and our KPIs function as the coordinates that help us navigate this journey with clarity and alignment. Below are practical examples of how these elements come together across our operations:

Climate Change Ambition

Our focus on reducing emissions and improving energy efficiency is supported by KPIs such as Scope 1, Scope 2, and Scope 3 GHG emissions, as well as energy consumption data. These metrics help us track our progress as we advance initiatives related to decarbonization and responsible energy use.

Innovation Ambition

Innovation-related KPIs help us monitor efforts such as ecolabeling, Design for Sustainability (D4S), digitalization and the development of more sustainable products. These metrics align with SDG 9, supporting more efficient systems and responsible industrial growth.

Social Ambition

People-related KPIs, such as training hours, safety indicators and DE&I statistics, guide the way we strengthen our workforce and create an inclusive and supportive environment. These activities correspond to SDGs linked to equality, wellbeing and decent work.

Role Model Ambition

Governancealigned KPIs and MSX ESG metrics help reinforce transparency, stakeholder engagement and responsible business conduct, ensuring we maintain strong relationships across the value chain and align with circularity and partnershiprelated SDGs.

Where We Can Improve

As our sustainability practices continue to mature, there are areas where we can further strengthenour approach. We aim to enhance the consistency and completeness of our internal data systems to ensure stronger alignment between our KPIs, our operational realities and the UN SDGs. We also recognize opportunities to improve the clarity of how our sustainability drivers connect to business functions, enabling more seamless integration across entities and working groups. Over the coming years, we will continue refining our disclosures, strengthening crossfunctional coordination and improving visibility of sustainabilityrelated performance throughout the report and its annexures. These improvements will help ensure our sustainability strategy remains responsive, datadriven and aligned with evolving stakeholder expectations.

Sustainability Vision

Our Sustainability Vision is to link our region to a sustainable future by ensuring innovative energy and responsibly produced solutions that create long-term value for all stakeholders and the planet. We strive to embed sustainability across every aspect ofourof our operations: environmental, social, economic anf governance so that responsible practices are not separate initiatives but fundamental elements of how we operate and grow. Our vision is guided by Oman Vision 2040, the GCC national commitments and Prysmian's Ambitions, all of which serve as key drivers that shape our strategic direction and reinforce our alignment with global sustainability expectations. As we continue advancing our Climate Change, Innovation, Social and Role Model Ambitions, our vision ensures that sustainability remains central to our decision-making, enabling us to contribute to a low-carbon economy, empower our people and communities, and lead with integrity across the value chain.

Our Sustainability Key Drivers

Our Sustainability Key Drivers form the foundation of how OCI Group aligns its strategy with regional priorities, global expectations and groupwide sustainability ambitions. These drivers ensure that our actions remain relevant, futureoriented and responsive to the evolving sustainability landscape across the GCC and the wider Prysmian network.

- GCC National Priorities and Commitments

Our sustainability approach is shaped by the strategic directions set by GCC governments, including climate action ambitions, renewable energy transitions and national economic diversification programs. These commitments guide our environmental and social focus areas and anchor our contributions within the broader sustainability agenda of the region.

- Oman Vision 2040 and the 2050 Net Zero Commitment

Oman Vision 2040 and the national Net Zero 2050 commitment provide a clear direction for sustainable development, responsible industrial growth and climate resilience. These longterm national objectives influence how we strengthen our Climate Change, Innovation, Social and Role Model Ambitions, ensuring that our sustainability journey directly supports Oman's pathway toward a low-carbon and inclusive future.

- Prysmian Sustainability Commitments

With our Strategic Partnership with Prysmian, we align with global sustainability frameworks and grouplevel ambitions covering climate action, technological innovation, social progress and responsible governance. These commitments help ensure consistency across all regions, reinforce global best practices and integrate shared sustainability priorities into our local operations.

- Contributions to the UN Sustainable Development Goals (UN SDGs)

Our Sustainability Key Drivers collectively support our contributions to the UN SDGs most relevant to our operations and material impacts. While we do not set SDGspecific targets or publicly report SDGlevel progress, the SDGs we focus on remain embedded in our KPIs, MSX ESG metrics and project areas across the Group, enabling clear and consistent alignment throughout this report.

UN SDGs Contribution

SDG Crosswalk: Linking our Sustainability Ambitions, Contributing to UN Sustainable Goals

Building on our shared vision for transparency, inclusivity, and innovation, this crosswalk illustrates how each of our four ambitions translates into contributions to the UN SDGs. It moves from aspiration to action, showing how our initiatives contribute as well towards global priorities and national objectives.

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.

OCI Group recognizes the Sustainable Development Goals (SDGs) as a global reference for sustainable development and contributes to selected SDGs that are most relevant to its operations, initiatives, and impacts.

Climate Change Ambition

We act on climate by reducing emissions, improving energy efficiency and embedding circularityinour operations.These efforts support SDG7, SDG12, SDG13, reinforcing our responsible role in driving a low-carbon future.

Innovation Ambition

Innovation is our lever for sustainable progress. Through "Design for Sustainability" and products like EPATH cables, we enable cleaner infrastructure and resource-efficient solutions, contributing to SDG 7, SDG 9, SDG 12, and SDG 13.

Social Ambition

Our Commitment to people and communities reflects SDG 3, SDG 4, SDG 8, SDG 10. Safety programs, upskilling initiatives, and DE&I practices ensure inclusive growth and shared prosperity.

Role Model Ambition

Governance and partnerships are the backbone of sustainable leadership. By strengthening ESG frameworks and fostering collaboration, we support SDG 16 and SDG 17, amplifying impact through collective action.

Looking Ahead: This crosswalk is a roadmap for impact: Connecting our Sustainability Ambitions to national and global goals and ensuring that every initiative contributes to a sustainable future for all.

Our Approach to Mapping our Contributions to the SDGs

How We Map Our Contributions

At OCI Group, we support the UN SDGs through an intentional, structured and grounded approach integrating it to our core strategic frameworks. We map our SDG contributions through the following:

1. Our Sustainability Ambitions
Our four Sustainability Ambitions: Climate Change, Innovation, Social and Role Model, serves as the foundation of our SDG mapping. Each ambition corresponds directly to SDGs where we can create the greatest impact across our value chain.

2. National and Regional Priorities
Our SDG focus areas reflect the national vision and commitments of the region, including GCC National Priorities, Oman Vision 2040 and Oman's 2050 Net Zero Commitment. This ensures that our contributions support long-term socio-economic and environmental goals within the countries where we operate.

3. Materiality Assessment and Sustainability Key Drivers
We map SDGs through insights from our Materiality Assessment, Sustainability Key Drivers and our KPIs and the MSX Metrics. This process ensures that the SDGs we prioritize reflect the issues most material to our business, stakeholders and value chain impacts.

4. Formal Commitment through our Sustainability Report
OCI Group affirms its formal commitment to supporting the United Nations Sustainable Development Goals through the disclosures presented in this Sustainability Report. While we do not set SDG-specific targets or publicly report progress against them, the SDGs we focus on are closely aligned with the KPIs and metrics that guide our sustainability performance. This alignment is visible throughout the report and further detailed in the annexures, ensuring transparency in how our operational efforts correspond to the SDGs most relevant to our value chain.

How We Measure Our Contributions to the SDGs
OCI Group measures its contributions to the Sustainable Development Goals through a structured, KPI-driven and framework-based approach. While we do not set SDG-specific targets or publicly report progress against individual SDGs, our contributions are reflected through the performance indicators, methodologies and disclosures embedded across this report and its annexures.

1. KPI-Based Measurement Through ESG and Impact Scorecards
We assess our sustainability performance using the OCI Group ESG Scorecard, which features seven ESG categories and thirteen KPIs, reviewed monthly by the Regional Sustainability Steering Committee. These KPIs are mapped to relevant SDG themes, including Climate Impact, Green & Circular Economy, People Wellbeing, Diversity & Inclusion and Solid Governance. Subsidiaries such as OAPIL and ACPL also maintain their own impact scorecards, ensuring consistent and comparable measurement across the Group.

2. Application of Global Sustainability Reporting Frameworks
Our SDG-related measurement follows internationally recognized standards, including the Global Reporting Initiative (GRI) Standards, and the SDG Compass. These frameworks guide how performance metrics are de-

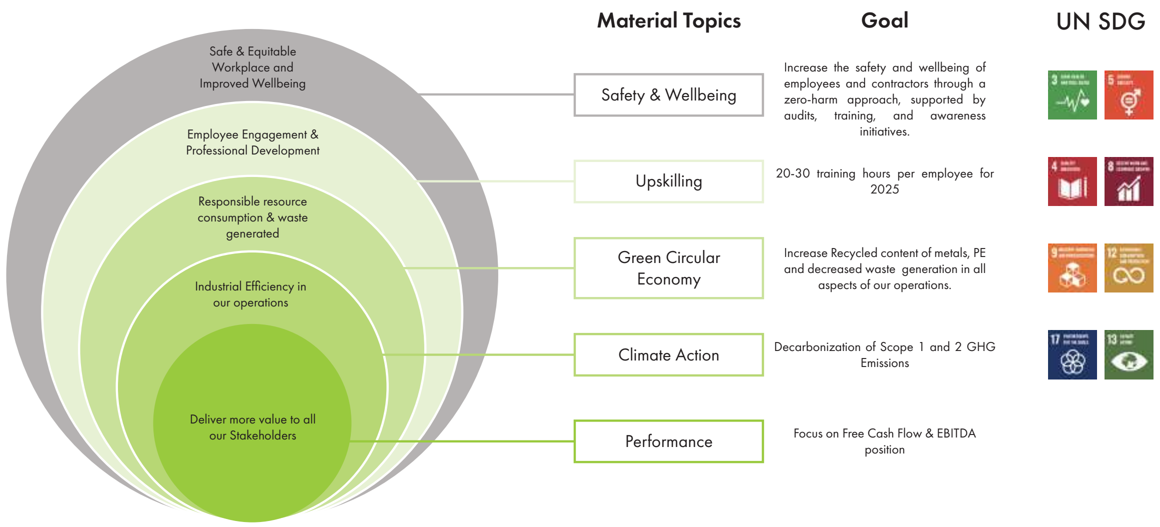
fined, monitored and reported, ensuring accuracy, transparency and comparability. For climate-related SDGs, our Scope 1, Scope 2 and Scope 3 emissions are monitored using the relevant standards.

3. Regulatory Reporting and Assurance Mechanisms
Our performance data is also measured through the Muscat Stock Exchange (MSX) ESG 30 Metrics, including 54 sub-metrics across environmental, social and governance areas. These metrics complement our internal KPIs and strengthen the SDG alignment visible throughout the report. As part of our commitment to transparency, we confirm that we publish sustainability disclosures and report data to recognized sustainability frameworks, even though we do not set or publish SDG-specific progress indicators.

How We Intend to Do Better in the Coming Years
Looking ahead, OCI Group is committed to continually strengthening the way we align with and contribute to the United Nations Sustainable Development Goals. While we do not set SDG-specific targets or publicly report against them, we will enhance the integration of SDG considerations across our business by deepening the connection between our KPIs, ESG metrics and the SDGs most relevant to our operations. We aim to further improve the visibility of these linkages across future disclosures, including expanded narrative explanations and clearer alignment within the annexures. As our data coverage, systems and internal governance structures continue to mature, we will focus on refining the consistency, completeness and clarity of our sustainability performance measurement, ensuring that our efforts better reflect the evolving expectations of our stakeholders and the broader sustainability landscape.

Creating Value for our Stakeholders

Creating value for our stakeholders is central to OCI Group's sustainability approach. We recognize that our longterm success depends on understanding the expectations of those who are directly or indirectly connected to our operations, and ensuring that our actions contribute positively to their needs. Through structured engagement activities including the Group's first Sustainability Materiality Assessment, where internal and external stakeholders were invited to identify and prioritize the issues most relevant to them. we ensure that our sustainability priorities reflect the topics that matter most across our value chain. By involving stakeholders in assessing economic, environmental, social and innovation-related themes, we are able to allocate resources more effectively and align our initiatives with the opportunities and challenges highlighted through this process. This collaborative approach reinforces transparency, strengthens trust and ensures that our sustainability efforts continue to drive meaningful impact for employees, customers, suppliers, local communities, institutions and broader industry partners.



Below is a structured list showing how we intend to create value for each stakeholder group in alignment with our Sustainability Ambitions, local, regional and global commitments and ongoing ESG efforts.

Employees
- Strengthen wellbeing, safety and development through continuous training and upskilling opportunities.
- Improve diversity, equity and inclusion through fair practices and equal opportunities.
- Foster a culture of innovation, transparency and empowerment.

Customers
- Provide reliable, highquality and innovative energy and cable solutions aligned with sustainability principles.
- Embed sustainability into product design (ecoinnovation, energy efficiency, circularity).
- Enhance collaboration by sharing ESG expectations, product transparency and responsible lifecycle practices.

Suppliers
- Strengthen sustainable procurement through supplier engagement and ESG capability building.
- Support responsible sourcing and circularity through recycled materials, waste reduction and Scope 3
  collaboration initiatives.
- Align with global and regional sustainability standards to elevate overall valuechain performance.

Local Community
- Contribute to social development through community programs, education, and STEM initiatives.
- Support economic empowerment and local employment opportunities.
- Engage through sustainability events, awareness campaigns and partnerships.

Local Institutions
- Collaborate on national sustainability efforts such as Oman Vision 2040, Net Zero 2050 and GCC commitments.
- Contribute expertise and data to support regional climate and circularity goals.
- Participate in industry dialogues, panels and working groups to strengthen collective progress.

Regulators and Relevant Authorities
- Maintain transparency through ESG reporting, MSX 30 disclosures and compliance with national sustainability frameworks.
- Support national climate and energy transition roadmaps through responsible business practices.
- Ensure operational and data integrity through robust governance systems.

Shareholders
- Strengthen longterm value creation through responsible growth, risk management and governance excellence.
- Enhance resilience by integrating sustainability into strategy and operational decisionmaking.
- Provide transparent disclosures that align with evolving ESG expectations.

Business Community and Industry Collaborators
- Demonstrate leadership in sustainability through innovation, decarbonization and circularity initiatives.

• Share best practices, participate in regional sustainability platforms and support collective progress in the industrial sector.
• Foster collaborations that drive the energy transition and responsible industry growth across the region.
Please refer to the annexure on UN SDG for the complete mapping.

Double Materiality Assessment

Our Journey from 2022 to 2024

OCI Group began its formal materiality journey in 2022, when we conducted our first Materiality Assessment focusing on four core pillars: Economic Impact, Environmental Impact, Social Responsibility, and Digital & Innovation. At the time, this exercise provided valuable insights but relied on a smaller respondent base and a singlemateriality lens.

In 2024, we significantly strengthened this process by expanding our stakeholder engagement efforts and improving the quality, variety, and volume of responses we collected. Unlike the 2022 assessment, which was foundational in nature, the 2024 cycle captured broader and deeper input from both internal and external stakeholders, enabling OCI Group to better understand stakeholder priorities, expectations, and emerging ESG risks and opportunities. This evolution reflects our continued commitment to ensuring that our ESG strategy remains aligned with the priorities of those who impact or are impacted by our operations.
Importantly, in 2024, we advanced to a full Double Materiality Assessment (DMA), building on best practices and aligning with leading international standards. This marked a major milestone in our ESG maturity, as we expanded our analysis from assessing only what is important to OCI (financial materiality) to also understanding our organization's impact on society, the environment, and the broader ecosystem (impact materiality).

Our Methodology

The Double Materiality Assessment was conducted at the end of 2024 through a structured, datadriven process. It was supported by surveys, stakeholder consultations, and analytical scoring models. Our methodology followed the steps below:

Key Results of the 2024 Double Materiality Assessment
The results of the DMA highlighted strong alignment between internal and external stakeholders, demonstrating a shared understanding of the sustainability issues most relevant to OCI Group.

How DMA Shaped Our Updated ESG Strategy
The output of the Double Materiality Assessment directly strengthened our ESG Strategy for 2025 and beyond. It informed topic prioritization and validated critical areas of focus such as:
Board of Directors
The Board plays a central leadership role in steering sustainability across the Group. It reviews and approves the annual ESG Plan, evaluates proposed sustainability projects and investments, and ensures oversight of KPIs, MSX ESG metrics and external disclosures. The Board's involvement guarantees that sustainability is integrated into longterm business strategy, risk management and governance processes.

STEP 1. Identification of Material Topics

Topics were identified across ESG domains: environmental, social, governance, and economic and then mapped through internal analysis, stakeholder input, and industry benchmarking. These topics were consistent with the 2022 foundation but expanded based on new external expectations and internal developments.

Material Topics and Definitions

The following is the set of material topics that were identified for the IMPACT Materiality Assessment:

Material Topic	Definition
Energy Efficiency & GHG Emissions	Focusing on optimizing energy efficiency and reducing Scope 1, 2 and 3 emissions driven by manufacturing processes through sustainable practices and innovations in cable production.
Occupational Health & Safety	Ensuring a safe and healthy work environment by preventing workplace injuries, illnesses and hazards through safety protocols, training and compliance with regulatory standards.
Sustainable Value Chain	Integrating environmentally and socially responsible practices throughout all stages of production, from sourcing to disposal, to minimize ecological impact and enhance ethics and community well-being
Waste Management	Systematic collection, transport, processing, and disposal of waste materials to minimize their impact on health and the environment.
Biodiversity Conservation	Protecting and restoring the variety of life on Earth to maintain ecosystem health and resilience, minimizing the impact on biodiversity by company actions and making targeted commitments to restoring affected zones.
Governance, Ethics & Integrity	Ensuring compliance with ethical standards and practices that guide decision-making, assure integrity, and promote fairness and transparency in organizations and institutions.
Equity, Diversity & Inclusion	Creating a fair environment that values diverse backgrounds and ensures equal opportunities regardless of gender, nationality, race, or other defining characteristics.
Digital Transformation	Integration of digital technology into all areas of a business, fundamentally changing operations and delivering value to stakeholders.
Employee Happiness, Engagement & Upskilling	A positive work environment that fosters satisfaction, engagement, and development through tasks to boost motivation, while creating learning opportunities to drive personal and professional growth.
Local Community Engagement and Contribution	Creating job opportunities, providing social support, and adopting sustainable practices that benefit the local community and improve well-being.
Realizing a Circular Economy	Designing products and processes where materials are reused, repaired, or repurposed, minimizing waste and reducing the need for new resources to create a sustainable closed-loop system
Risk Management	Identifying, assessing, and mitigating risks that threaten a company's operations, financial health, and strategic objectives to minimize potential losses.

Resource Efficiency & Renewable Sources	Optimal management of resources through efficient use (lighting, HVAC, automation, BMS) and increased reliance on renewable and sustainable energy sources
Product Quality & Design	Ensuring product functionality, safety, and durability while enabling reuse, recycling, and sustainable design principles (e.g., EPD, ecolabel, recycled materials).
Water Usage & Conservation	Managing water use through practices that minimize consumption and promote conservation to protect natural resources
Human Rights & Fair Labor Practices	Upholding human rights, ensuring fair wages, safe working conditions, and the elimination of forced or child labor across the value chain.
Transparency of Remuneration & Incentives	Openly disclosing the pay, bonuses, and incentives of company leaders to stakeholders, ensuring consistent and equitable compensation practices.
Strong Financial Performance	Consistent revenue growth, stable profitability, efficient cost management, and a sound financial structure.
Optimal Distribution Network & Channels	Improving efficiency, speed, cost-effectiveness, and reach of a company's delivery system to ensure timely, reliable, and scalable product access.
Customer and Stakeholder Satisfaction and Experience	Fostering trust by meeting customer expectations through quality products, effective communication, and excellent service.
Brand Integrity & Visibility	Maintaining a strong brand reputation while ensuring the brand remains relevant, recognizable, and competitive in the market.

The following is the set of material topics that were identified for the Financial Materiality Assessment:

Material Topic	**Definition**
Business Continuity Risk	Potential disruptions in operations due to events such as equipment failures or natural disasters that may impact production, delivery schedules, and overall business stability.
Supply Chain Risk	Disruptions or vulnerabilities within the supply chain, including delays, material shortages, or supplier failures that affect production and delivery.
Regulatory Non-Compliance Risk	Risk of financial penalties, legal liabilities, and reputational damage due to failure to comply with applicable laws, regulations, or industry standards
Energy Management Risk	Risk related to inadequate energy management or carbon-reduction initiatives, potentially affecting competitiveness, tenders, and profitability.
Reputational Risk due to Improper Governance	Risk of damage to reputation and stakeholder trust resulting from weak governance practices, lack of transparency, or ineffective leadership.
Product Quality Risk	Risk of defects or inconsistencies in products that may lead to customer dissatisfaction, recalls, or reputational damage.
Workplace Injury Risk	Risk of accidents or injuries arising from unsafe working conditions, equipment failure, or insufficient safety controls.

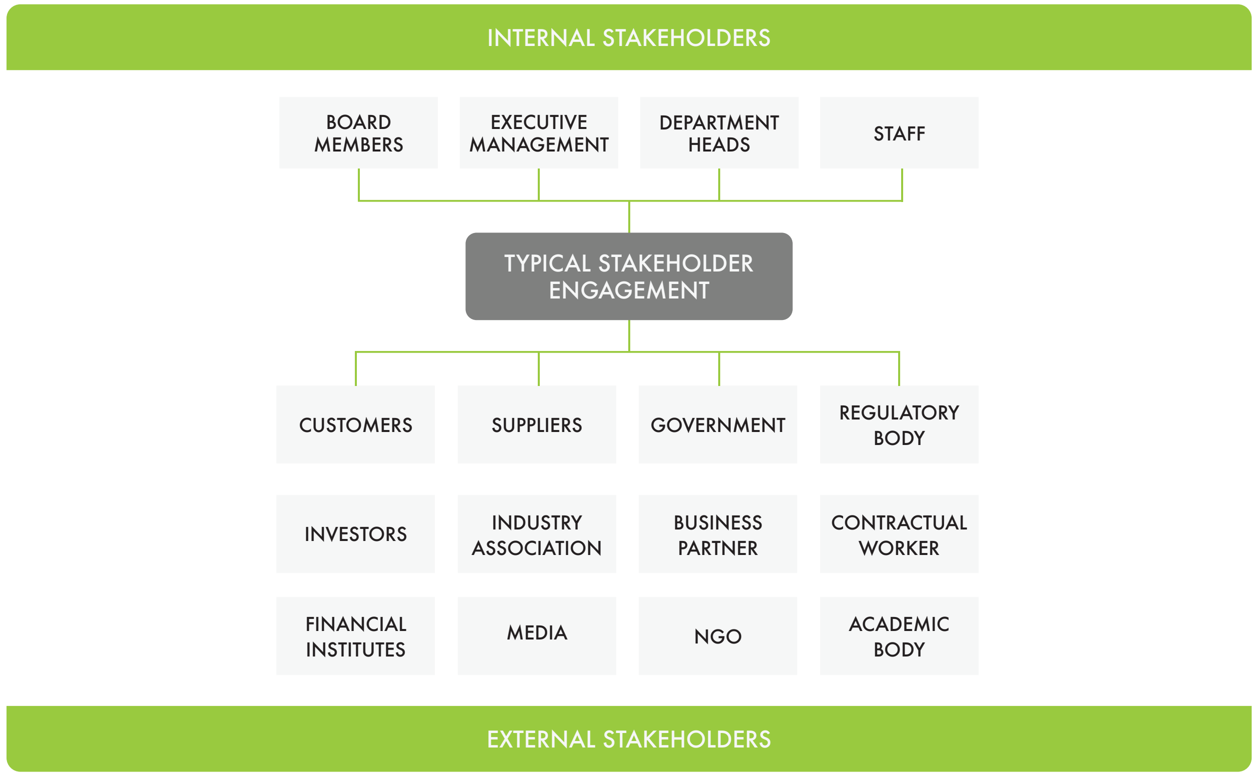
Cybersecurity and Data Privacy Risk	Risk of unauthorized access, data breaches, or misuse of sensitive information, leading to financial, legal, and reputational consequences.
Reputational Risk from Community Disengagement	Risk of reputational damage due to insufficient engagement or support for local communities, affecting social license to operate.
Workforce Development Risk	Risk related to skills gaps, talent retention, insufficient training, or low employee engagement impacting long-term performance.
Human Rights Risk	Risk of violations related to human rights, including forced labor, discrimination, or unsafe working conditions within operations or the supply chain
Competitive Landscape Risk	Risk of loss of market share or profitability due to competitive pressures, pricing strategies, innovation, or changing customer preferences.
Negative Biodiversity Impact Risk	Risk of environmental harm caused by operations or supply chain activities, potentially leading to regulatory penalties and reputational impacts.
Diversity and Inclusivity Risk	Risk arising from lack of diversity, inclusion, or equitable practices, affecting workplace culture, innovation, and talent attraction.
Customer Relationship Risk	Risk of losing customer trust, loyalty, or satisfaction due to poor service, product issues, or ineffective communication.
Digitalization Risk	Risk associated with adopting digital technologies, including system failures, cybersecurity threats, or falling behind competitors due to slow digital transformation.

STEP 2. Stakeholder Engagement

Surveys and focused consultations were distributed to internal and external stakeholders, ensuring representation across employees, leadership, customers, suppliers, academia, and partners. Responses were categorized and analyzed according to priority. Stakeholder engagement was strengthened compared to 2022, capturing a larger and more diverse respondent group.

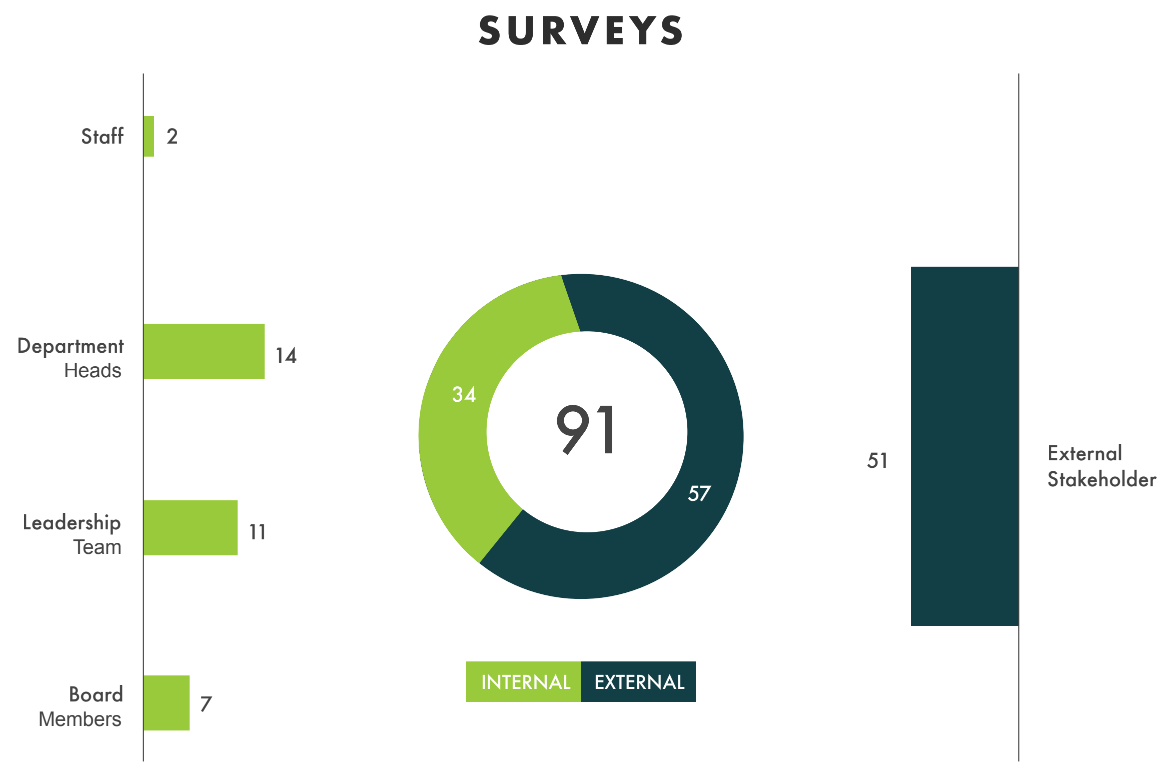
Stakeholder identification for sustainability materiality assessment involves identifying individuals and groups with an interest or influence in an organization's sustainability matters.

This process ensures a comprehensive understanding of perspectives from customers, employees, investors, suppliers, communities, and regulators. Effective stakeholder engagement helps prioritize sustainability issues based on relevance and impact, forming the basis for a materiality matrix



Multiple sessions were conducted with the stakeholders including interviews, workshops, discussions, and surveys.

The surveys were prepared and launched on digital platforms, circulated to over 300 plus stakeholders, internal and external. Over the course of 3 weeks, we collected 91 responses of credible quality. Among the 91, we received a substantial number of survey responses from external stakeholders, reflecting their engagement and interest in the process. The overall response rate has been encouraging, with external stakeholders contributing the majority of responses. Specifically, the ratio of internal to external stakeholder responses were 37% to 63%, highlighting the balanced and inclusive nature of the survey effort. This robust participation provides a comprehensive perspective, ensuring that both internal and external viewpoints are well-represented in the analysis.



Stakeholder Engagement – Sessions

The following sessions were conducted with the teams:

Stakeholder Interviews
1-hour sessions with key stakeholders performed over 2 days

Survey Batch 1 - Impact Assessment
1-hour session with key stakeholders

Survey Batch 2 - Impact Assessment
1-hour session with key stakeholders

Survey - Risk Assessment
1-hour sessions with key stakeholders

Survey - Impact Assessment
Over a digital platform

STEP 3. Scoring and Evaluation

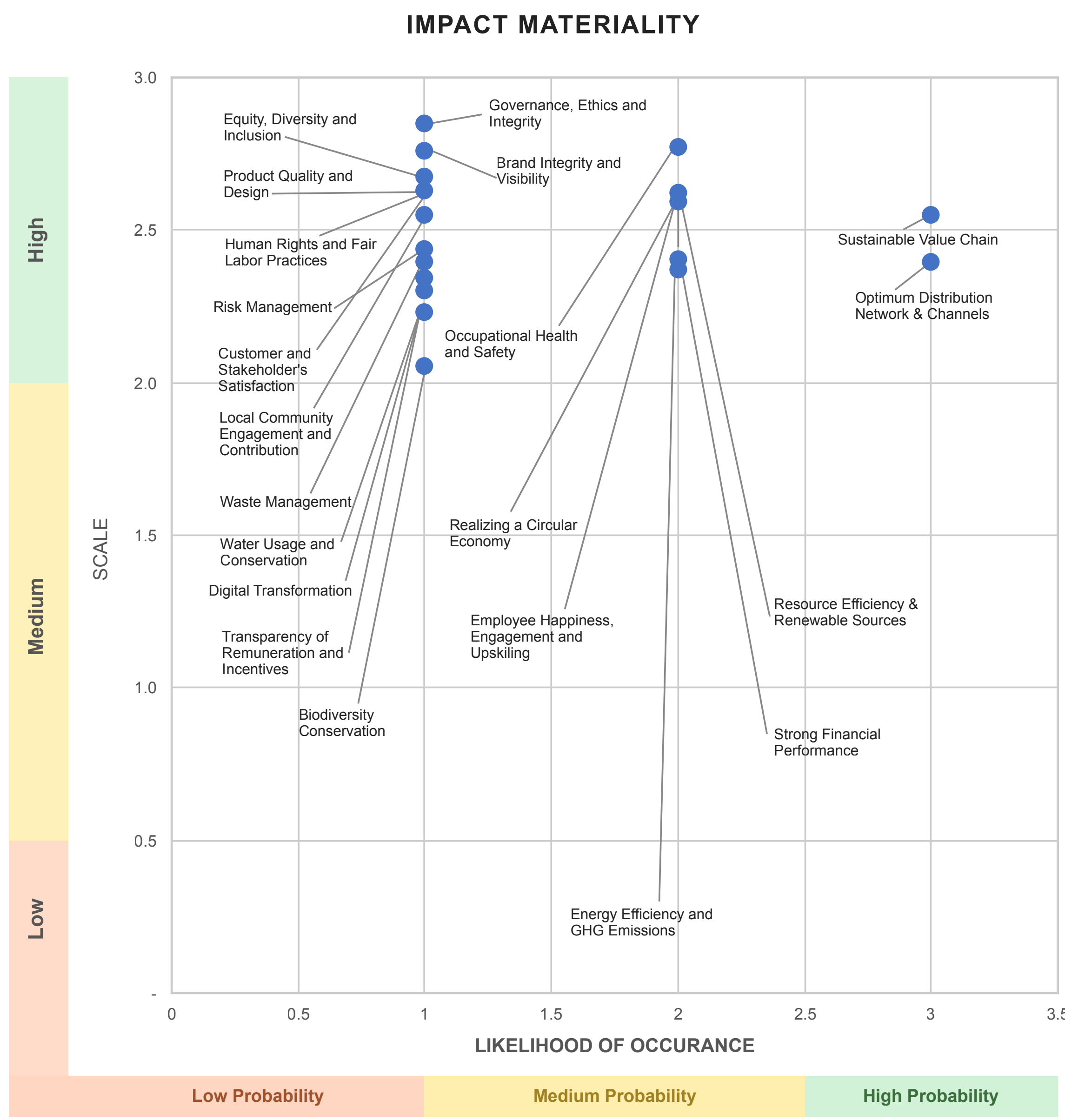
Both Impact Materiality and Financial Materiality were calculated by multiplying scale and probability parameters, giving final scores between 0 and 9. These were plotted on two matrices to visually determine high-priority topics.

TOPIC	ALL	BOARD	INTERNAL	EXTERNAL
Sustainable Value Chain	5.70	6.29	5.76	5.66
Optimum Distribution Network & Channels	5.27	5.14	4.86	5.52
Realizing a Circular Economy	2.59	2.71	2.53	2.63
Resource Efficiency & Renewable Sources	2.54	2.88	2.60	2.54
Employee Happiness, Engagement and Upskilling	2.56	2.54	2.41	2.62
Strong Financial Performance	2.36	2.71	2.46	2.33
Energy Efficiency and GHG Emissions	2.38	2.79	2.46	2.30
Occupational Health and Safety	1.39	1.48	1.41	1.38
Human Rights and Fair Labor Practices	0.96	0.92	0.95	0.99
Product Quality and Design	0.97	1.05	0.95	0.97
Risk Management	0.91	0.95	0.91	0.90
Digital Transformation	0.90	0.83	0.84	0.94
Governance, Ethics and Integrity	0.68	0.66	0.65	0.69
Brand Integrity and Visibility	0.66	0.68	0.66	0.66
Transparency of Remuneration and Incentives	0.57	0.49	0.51	0.61
Equity, Diversity and Inclusion	0.32	0.32	0.31	0.33
Customer and Stakeholder's Satisfaction	0.32	0.32	0.30	0.33
Local Community Engagement and Contribution	0.31	0.31	0.30	0.32
Waste Management	0.29	0.33	0.29	0.29
Water Usage and Conservation	0.29	0.32	0.28	0.30
Biodiversity Conservation	0.25	0.26	0.22	0.27

Impact Materiality: evaluates OCI Group's impact on people, environment, and the economy.

The graph will show the result of the Impact materiality Assessment. On the x-axis we denote the Likelihood of Impact and on the y-axis, we denote the Scale of the Impact.

The methodology followed is to derive the Material topics, followed by surveys with stakeholders to understand the SCALE of the impact (x-axis) rated from Low to High, followed by surveys with stakeholders to understand the LIKELIHOOD of the Occurrence (y-axis) rated from Low to High.



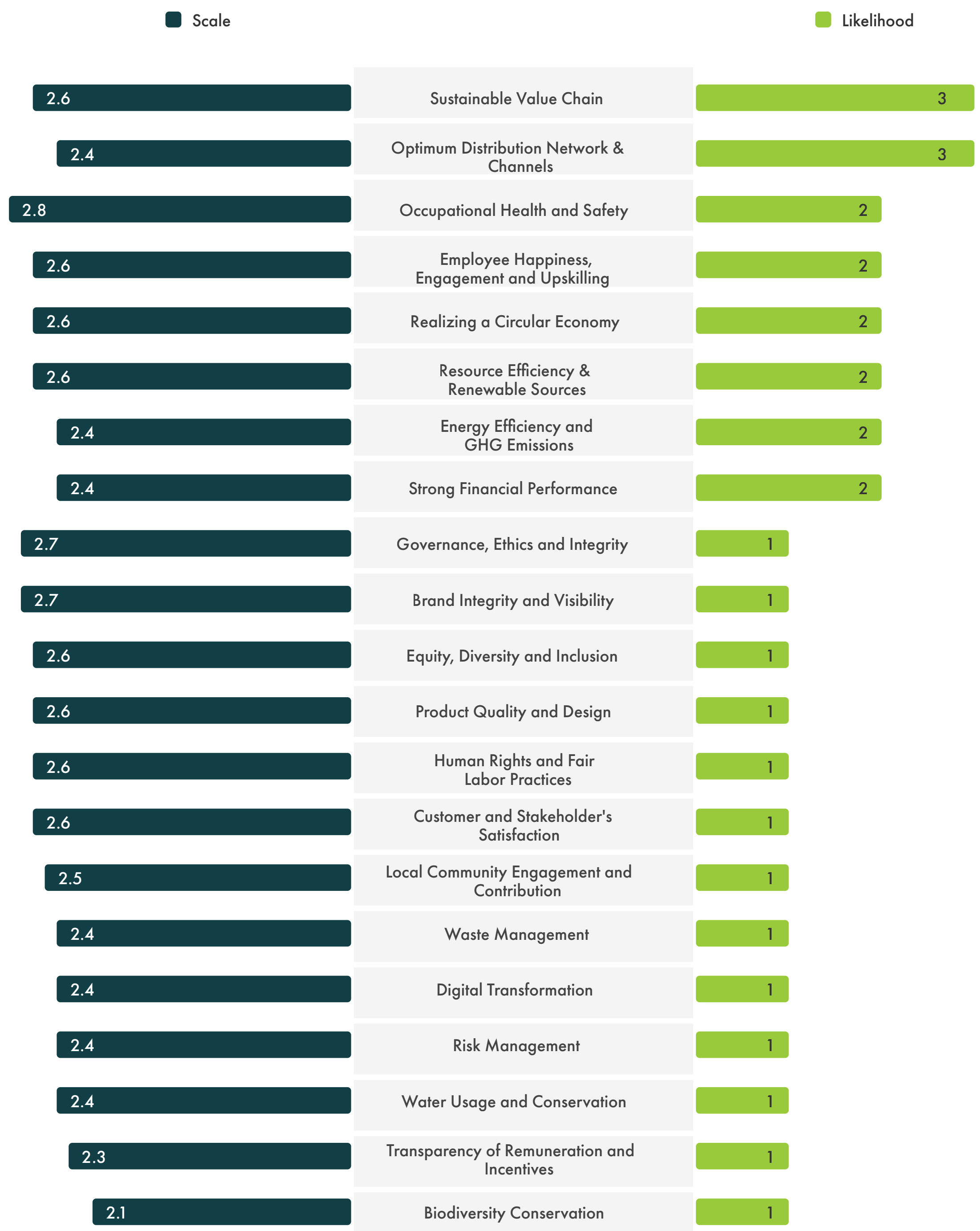
The scaling assigned is 0 (NA), 1 (Low), 2 (Medium), 3 (High)

The table below shows the result of the Impact Materiality Assessment. The topics are categorized in order of priority. The results are plotted from the surveys categorized in order of priority.

PRIORITY	TOPIC	
1	Sustainable Value Chain	High
2	Optimum Distribution Network & Channels	
3	Occupational Health and Safety	
4	Realizing a Circular Economy	
5	Resource Efficiency & Renewable Sources	
6	Employee Happiness, Engagement and Upskilling	
7	Strong Financial Performance	
8	Energy Efficiency and GHG Emissions	
9	Governance, Ethics and Integrity	Medium
10	Brand Integrity and Visibility	
11	Human Rights and Fair Labor Practices	
12	Equity, Diversity and Inclusion	
13	Product Quality and Design	
14	Customer and Stakeholder's Satisfaction	
15	Local Community Engagement and Contribution	
16	Risk Management	Low
17	Digital Transformation	
18	Waste Management	
19	Water Usage and Conservation	
20	Transparency of Remuneration and Incentives	
21	Biodiversity Conservation	

Response Analysis

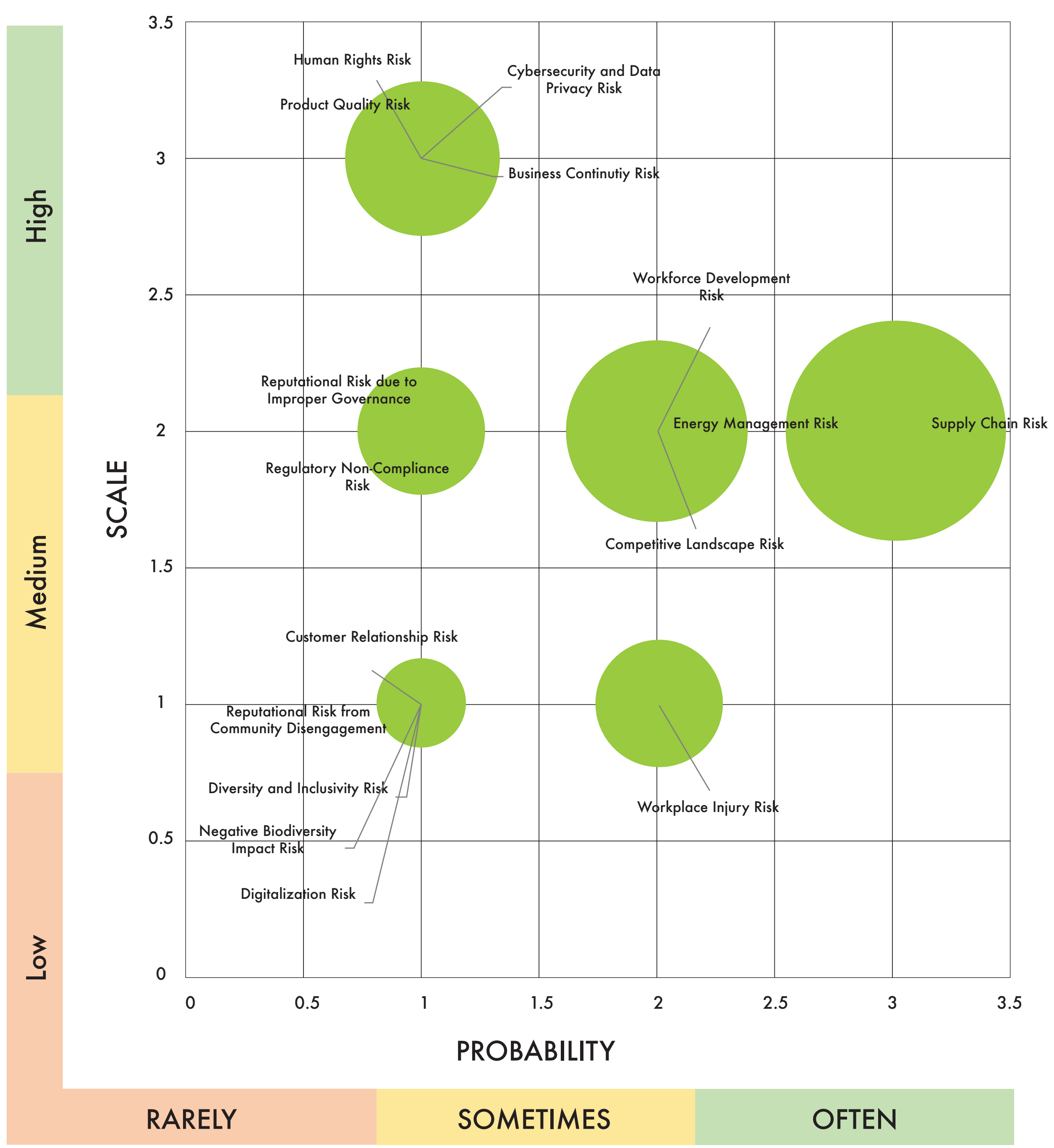
The Scale (Navy) is marked from 0 to 3 (Low to High) and the Likelihood (Green) is marked from 0 to 3 (Low to High).



Financial Materiality: evaluates how each topic affects OCI's financial performance, risks, and resilience.

The graph will show the result of the Financial Materiality Assessment. On the x-axis we denote the Probability of Occurrence and on the y-axis, we denote the Scale of the Impact. The results are plotted from the surveys categorized in Low, Mid and High..

FINANCIAL MATERIALITY



The results are plotted from the surveys categorized in Low, Mid, High

The table below will show the result of the Financial Materiality Assessment. The topics are categorized in order of priority. The results are plotted from the surveys categorized in Low, Mid, and High.

PRIORITY	TOPIC
1	Supply Chain Risk
2	Energy Management Risk
3	Workforce Development Risk
4	Competitive Landscape Risk
5	Business Continuity Risk
6	Product Quality Risk
7	Cybersecurity and Data Privacy Risk
8	Human Rights Risk
9	Regulatory Non-Compliance Risk
10	Reputational Risk due to Improper Governance
11	Workplace Injury Risk
12	Reputational Risk from Community Disengagement
13	Negative Biodiversity Impact Risk
14	Diversity and Inclusivity Risk
15	Customer Relationship Risk
16	Digitalization Risk
17	Material Sourcing Risk

High
Medium
Low

Response Analysis

The graph below will show the result of the Financial Materiality Assessment. This assessment will be overlapped with the Impact Materiality Assessment by mapping the risks to the corresponding impact topic.

Risks	Description	Probability of	Scale
Business Continuity Risk	Potential disruptions in operations due to events like equipment failures, natural disasters, which can impact production, delivery schedules, and overall business stability.	Rarely	High
Supply Chain Risk	Potential disruptions or vulnerabilities within the supply chain, such as delays, material shortages, or supplier failures, that can impact a company's ability to produce and deliver products efficiently.	Often	Medium
Regulatory Non-Compliance Risk	Potential financial penalties, legal liabilities, and reputational damage a company could face due to failure to adhere to laws, regulations, and industry standards relevant to its operations.	Rarely	Medium
Energy Management Risk	Potential impact on securing tenders due to lack of a net zero plan and carbon reduction initiatives which can affect a company's production and profitability.	Sometimes	Medium
Product Quality Risk	Potential for defects or inconsistencies in a product's design, manufacturing, or performance that can lead to customer dissatisfaction, recalls, and reputational damage.	Rarely	High
Workplace Injury Risk	Potential for accidents or injuries occurring in the workplace due to unsafe conditions, equipment failures, or insufficient safety measures, which can lead to employee harm, legal liabilities, and productivity loss.	Sometimes	Low
Cybersecurity and Data Privacy Risk	Risk of unauthorized access, data breaches, or misuse of sensitive information (including personal, financial, and intellectual property), potentially resulting in financial loss, legal penalties, and reputational damage.	Rarely	High
Reputational Risk from Community Disengagement	Risk of reputational harm due to limited engagement or support for local communities, leading to negative public perception, reduced trust, and lower customer loyalty.	Sometimes	Low
Workforce Development Risk	Potential impact on securing tenders due to lack of a net zero plan and carbon reduction initiatives which can affect a company's production and profitability.	Rarely	Low
Product Quality Risk	Risk arising from skill gaps, insufficient training, and limited employee development opportunities, potentially impacting productivity, talent retention, and the ability to meet evolving business needs.	Sometimes	Medium
Human Rights Risk	Risk of association with human rights violations (e.g., unsafe working conditions, forced labor, or discrimination), leading to legal exposure, reputational damage, and loss of stakeholder trust.	Rarely	High
Competitive Landscape Risk	Risk of adverse impacts on market position, profitability, and growth due to competitor actions such as new product offerings, pricing strategies, or innovation shifts.	Sometimes	Medium
Negative Biodiversity Impact Risk	Risk of environmental harm to ecosystems and biodiversity from operations and supply chain activities, potentially resulting in regulatory penalties and reputational damage.	Rarely	Low
Diversity and Inclusivity Risk	Risk of negative impacts on employee morale, company culture, and brand reputation due to lack of diversity and inclusive practices, affecting innovation and talent attraction.	Rarely	Low
Customer Relationship Risk	Risk of declining customer trust, satisfaction, and loyalty due to poor service, miscommunication, or unmet expectations, leading to reduced sales and reputational harm.	Rarely	Low
Digitalization Risk	Risk associated with digital transformation challenges, including cybersecurity threats, system failures, and inability to keep pace with technological advancements and competitors.	Rarely	Low

Both assessments used a 10-point scale for alignment across stakeholder perspectives.

STEP 4. Validation and Refinement

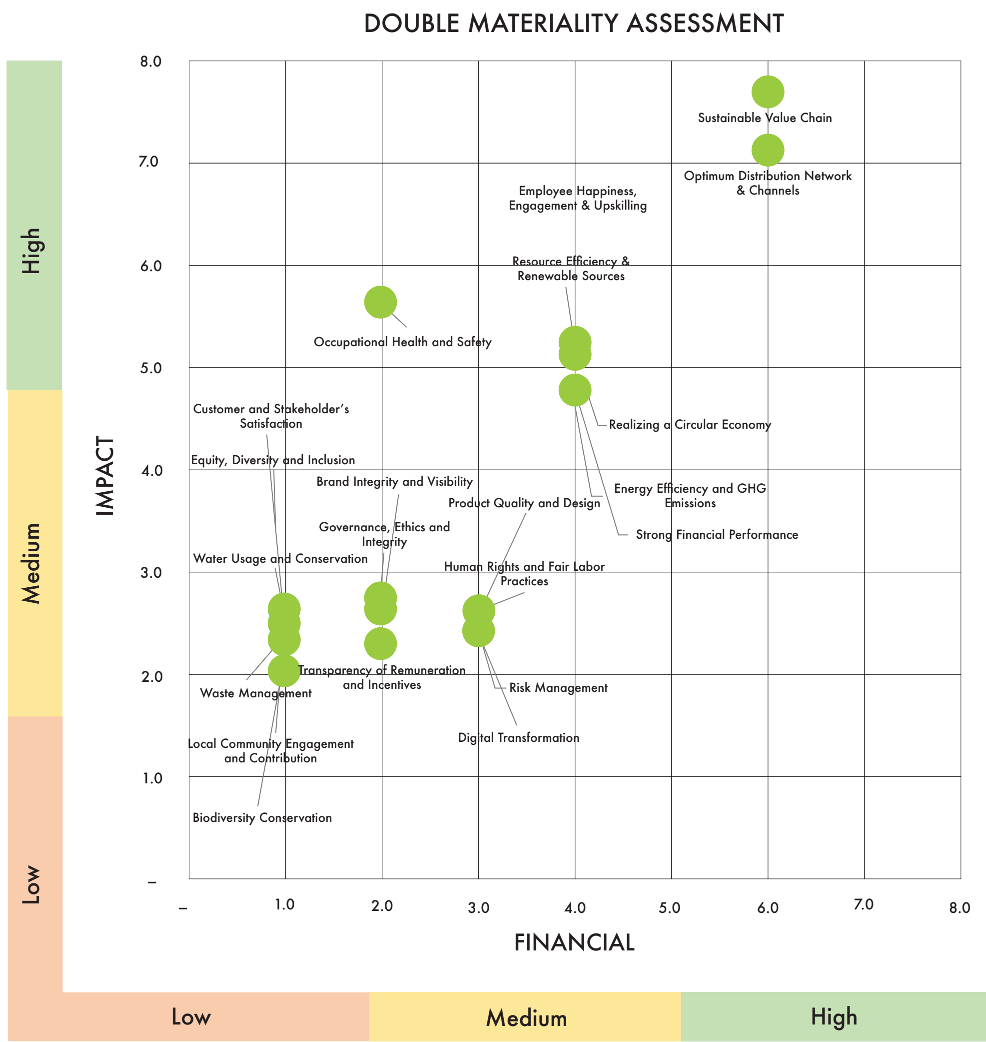
Results were reviewed with senior management and the sustainability steering bodies to validate accuracy and ensure alignment with OCI's long-term strategic direction.

Key Results of the 2024 Double Materiality Assessment

The results of the DMA highlighted strong alignment between internal and external stakeholders, demonstrating a shared understanding of the sustainability issues most relevant to OCI Group.

Double Materiality Assessment – Conclusions

The DMA Graph illustrates the significance of various ESG issues from two perspectives: Financial Materiality and Impact Materiality. These issues are plotted on a matrix, with one axis representing Financial Materiality results and the other representing Impact Materiality.
Both the Impact and Financial Materiality results are derived by multiplying their respective Scale with Probability. This results in numerical values from 0 to 9 for each materiality – which are further plotted on the graph below.



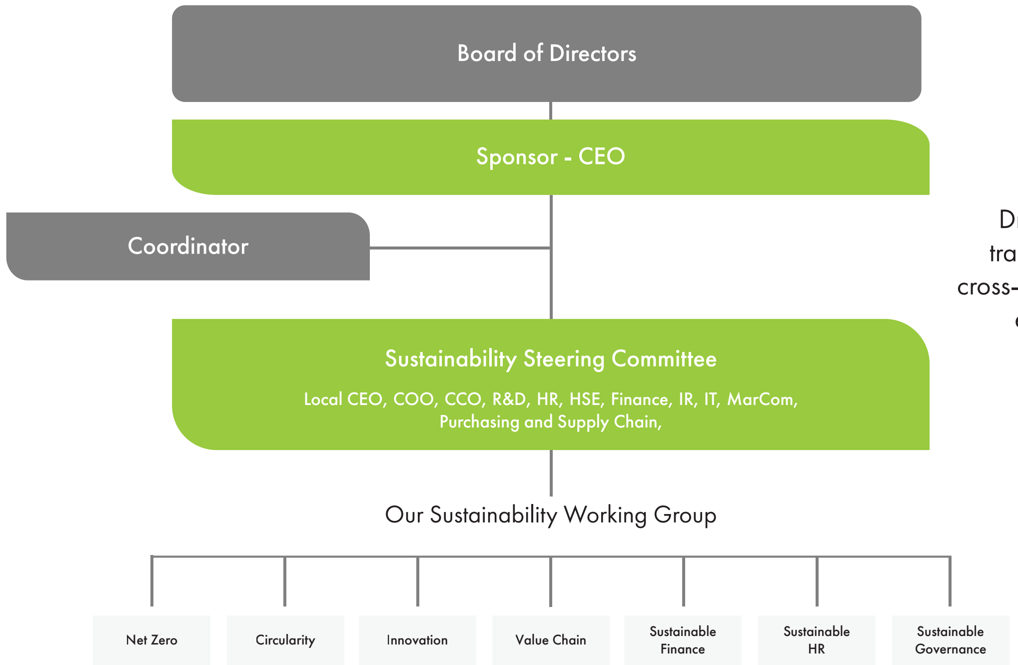
How DMA Shaped Our Updated ESG Strategy

The output of the Double Materiality Assessment directly strengthened our ESG Strategy for 2025 and beyond. It informed topic prioritization and validated critical areas of focus such as:

- Decarbonization
- Green Circular Economy
- Innovation & Technology
- Social Responsibility and RoleModel Behavior

These focus areas now drive our four sustainability ambitions and support the evolution of our business strategy with a greater ESG lens.

Our Sustainable Organization



OUR SUSTAINABILITY ORGANIZATION

Driven by strong leadership, transparent governance, and cross-functional collaboration to ensure long-term resilience and responsible growth

Our Sustainability Organization provides the framework through which OCI Group embeds sustainability into every level of decisionmaking and operational practice. Built on strong governance and crossfunctional collaboration, it brings together the Board of Directors, executive leadership, Sustainability Steering Committees and specialized Working Groups to ensure that our ambitions translate into measurable action across all entities. This structured approach strengthens accountability, enhances alignment with regional and global priorities and enables our teams to consistently drive progress across our Climate Change, Innovation, Social and Role Model Ambitions. By integrating oversight, coordination and implementation into a single, cohesive governance model, our Sustainability Organization ensures that sustainability remains a core part of who we are and how we grow.

No. of Meetings Held in 2025	5 (1 per quarter) & 1 Board Training on ESG

Regional & Local Executive Leadership

Our Regional CEO sponsors the MEART Sustainability Steering Committee, championing sustainability integration at the highest level and setting the tone for regional leadership commitment. Local CEOs serve as sponsors of their respective entitylevel committees, ensuring alignment between Groupwide strategy and local implementation. Their leadership reinforces sustainability as a strategic priority and supports operational accountability.

Sustainability Steering Committees

The Regional and Local Sustainability Steering Committees coordinate and oversee the execution of sustainability initiatives. They review progress on KPIs and MSX ESG metrics, address implementation barriers and ensure alignment between project execution, reporting and regulatory expectations. These committees act as the operational bridge linking strategic intent with measurable outcomes across the Group.

No. of Meetings Held in 2025	3

Sustainability Coordinator

The Sustainability Coordinator leads and advances the Group's sustainability agenda by collaborating closely with all functional departments to ensure full alignment with our strategic priorities. The role not only coordinates the Working Groups but also consolidates, analyzes, and reports the results and progress of sustainability initiatives, disclosures, and investments to the Steering Committee, the wider organization, and the Board of Directors. It oversees ESG reporting across the Group, drives consistency and accuracy in our disclosures, and fosters awareness, engagement, and ownership of sustainability across teams. To strengthen capability and ensure excellence in both sustainability management and reporting, the Coordinator is continuously upskilled through Prysmian and Oman Cables' development programs, including specialized GHG & Decarbonization training with a leading consultancy in Oman, and Sustainability Leadership training with Politecnico di Milano, SDA Bocconi and other relevant institutions.

The Organization and Committee is supported by Alia Cabañez, Regional Sustainability Coordinator. In addition to these responsibilities, she also serves as the Regional DE&I Lead and represents Prysmian MEART, reporting the region's sustainability and DE&I efforts to Prysmian, thereby strengthening alignment between regional priorities and global commitments.

Integrated Reporting, Controlling, Governance, Audit & Compliance

Sustainability at OCI Group is supported by a strong internal ecosystem that ensures accuracy, transparency, and credibility across all disclosures. Controlling plays a central role in verifying sustainability results and validating data, ensuring reliability and consistency in line with ESG requirements. Audit strengthens the quality of our reporting by reviewing processes, enhancing controls, and ensuring that disclosures reflect sound governance and best practices. Governance provides the structure, policies, and oversight necessary to embed sustainability into decisionmaking and operational processes across all entities. Integrated Reporting, driven through collaboration between Sustainability, IR, Finance, and other departments, ensures the smooth integration of financial and nonfinancial information, enabling a holistic and forwardlooking representation of our performance. Together, these functions form a cohesive framework that supports accountable, credible, and impactful sustainability reporting.

Sustainability Working Groups

The Net Zero, Circularity, Innovation, Sustainable HR, Sustainable Finance, Value Chain and Sustainable Governance Working Groups drive specialized sustainability activities across entities. Their responsibilities include executing thematic projects, raising internal awareness, analyzing data, identifying improvement opportunities and reporting KPI and project outcomes to the Steering Committees. Through collaboration across departments and entities, these groups accelerate progress on decarbonization, circularity, supplier sustainability, people development and governance enhancements.

Cross Functional Departments and Employees

Business functions such as Procurement, R&D, HR, HSE, Finance, Logistics, Operations and Communications implement sustainability practices in daytoday operations. Employees across all levels contribute to embedding sustainability through participation in training, initiatives and continuous improvement efforts. This collective engagement strengthens the Group's sustainability culture and operational effectiveness.

MSX 30 ESG METRICS:

E8. Environmental Oversight

	2024	2025
E8. Does your Management Team oversee and/or manage sustainability issues?	Yes	Yes

E9. Environmental Oversight

	2024	2025
E9. Does your Board oversee and/or manage sustainability issues?	Yes	Yes

Our Sustainability KPIs

OCI Group evaluates its sustainability performance through a structured set of KPIs that align with both Prysmian's global sustainability expectations and national disclosure requirements. Our KPI framework combines the Prysmian Impact Scorecard 2023-2025 with the MSX 30 ESG Metrics, creating a consistent and transparent system that enhances the credibility and comparability of our sustainability reporting.

Prysmian Impact Scorecard 2023-2025* provides a group-wide performance structure that covers key sustainability areas such as climate action, innovation, social impact and responsible governance. This global framework ensures alignment with international best practices, reinforces Oman Cables' four Sustainability Ambitions and allows us to monitor our contribution within Prysmian's broader sustainability direction.

Please refer to Prysmian's Integrated Annual Report 2025

Complementing this, we adhere to the Muscat Stock Exchange (MSX) 30 ESG Metrics, which include 30 metrics and 54 submetrics covering environmental, social and governance indicators. These metrics are reviewed internally on a quarterly basis and disclosed annually on the MSX ESG Platform, reinforcing transparency and compliance with national sustainability reporting requirements. The MSX framework strengthens data integrity through internal verification steps, structured reporting workflows and alignment with national regulatory expectations.

Together, the Prysmian Impact Scorecard 2023-2025 and MSX 30 ESG Metrics form the core of our sustainability performance system helping us ensure consistent tracking, enhanced accountability and clear alignment between our operations, regional priorities and the expectations of our stakeholders.

ESG Governance

Our ESG governance framework ensures that the sustainability information we disclose is credible, accurate and aligned with both national requirements and global practices. We have established a structured reporting process framework that reinforces internal control, data validation and consistency across all entities within the Group. This framework is supported by clear oversight roles, cross-functional involvement and robust verification mechanisms, enabling us to maintain reliable ESG disclosures across our annual reporting cycle.
To uphold the integrity of our ESG data, our Internal Audit function plays a key role in reviewing our processes and ensuring that the principles of accuracy, transparency and completeness are consistently respected. Internal Audit conducts yearly assessments that strengthen our governance discipline and reinforce accountability in relation to ESG performance and reporting.

KPI / METRIC PROCESS FLOW	Submission of Data & Supporting Documents	Verification of Data & Supporting Documents	Certification of Results	Approval of Results	Reporting of Results
	OWNER & RESPONSIBLE	BUSINESS CONTROLLER	CFO	CFO	SUSTAINABILITY

Results & Supporting Documents are submitted to the designated SharePoint folders and verified within the first 10 days of the month (per quarter and full year).

In addition to our internal controls, this year we have engaged an external third-party auditor to perform limited assurance over selected ESG disclosures. This milestone enhances the reliability of our reporting and reflects our growing commitment to strengthening the robustness and credibility of our sustainability information.

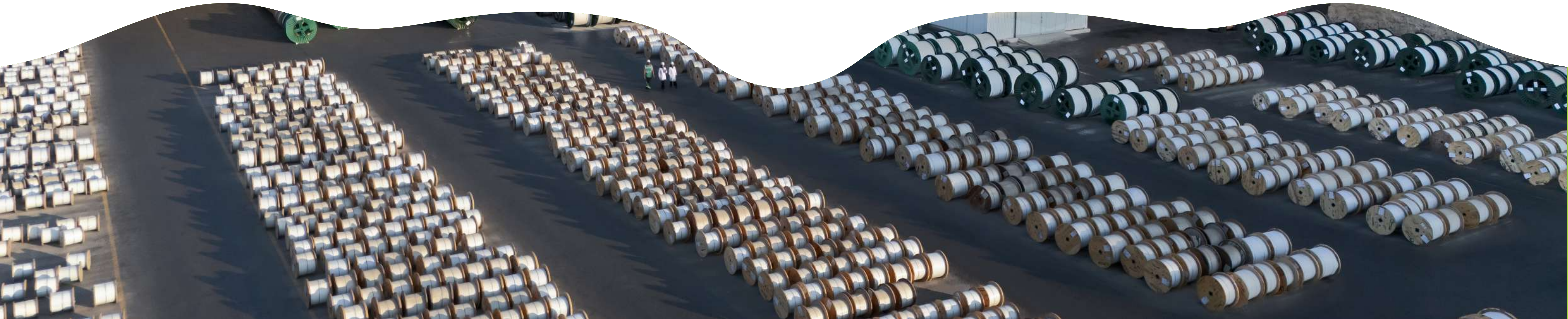
Our ESG governance framework is underpinned by internationally recognized reporting standards and regulatory frameworks:

- **MSX 30 ESG Metrics (Muscat Stock Exchange ESG Disclosure Framework)**
  We disclose performance against the MSX 30 ESG Metrics, consisting of 30 metrics and 54 sub-metrics covering environmental, social and governance topics. This framework supports public joint-stock companies in Oman by enhancing transparency, comparability and investor confidence. It is aligned with national regulatory expectations and reinforces the non-financial performance insights required for informed decision-making.
  Please refer to the annexures on MSX 30 ESG metrics to have the full view of OCI Group's MSX 30 ESG Metrics Scorecard.

- **Global Reporting Initiative (GRI) Standards**
  Our sustainability disclosures are prepared with reference to the GRI Standards, specifically the relevant environmental, social and governance topic standards used across our reporting structure. These standards guide organizations in presenting comprehensive, comparable and globally recognized sustainability information.
  Please refer to the annexures on GRI to have the full view of OCI Group's ESG Disclosures.

- **Prysmian Impact Scorecard 2023-2025 referencing ESRS and the CSRD**
  Through the Prysmian Impact Scorecard 2023-2025, Prysmian aligns with the European Sustainability Reporting Standards (ESRS), mandated under the EU Corporate Sustainability Reporting Directive (CSRD). These standards require detailed, decision-useful disclosures on material impacts, risks and opportunities across environmental, social and governance topics. ESRS and the CSRD introduce enhanced expectations on sustainability governance, double materiality, transparency and integration of ESG within strategy, areas that shape the evolution of our own sustainability reporting practices as part of Prysmian.
  Together, these mechanisms, strong governance structures, an established reporting process framework, Internal Audit oversight, and third-party limited assurance ensure that our ESG reporting remains credible, accurate and aligned with national and international expectations.

- **Reference to Standards and ISO Frameworks for GHG Disclosures**
  In preparing our greenhouse gas (GHG) disclosures, OCI Group refers to a combination of recognized international standards, regional frameworks and Grouplevel guidance to ensure the accuracy, consistency and comparability of our emissions data. Our reporting approach draws upon the methodologies embedded in the MSX ESG Framework, which provides Oman's public jointstock companies with structured ESG disclosure requirements covering environmental, social and governance indicators.



06 Powering Progress Responsibly

The Pillars of Our Story

Our sustainability journey is built on four ambitions that define who we are and what we strive to achieve: Climate Change Ambition, Social Ambition, Innovation Ambition, and Role Model Ambition. These pillars are more than aspirations, they are the foundation of our initiatives, the measure of our impact, and the reflection of the people behind every effort.

Together with our stakeholders and shareholders, we share a common goal: to create value that extends beyond business.

With a strong focus on our contributions to the national priorities and global sustainability standards, we aim to drive progress that benefits the country we operate in and the communities we serve. Every action we take is guided by a commitment to transparency, inclusivity, and innovation, ensuring that our collective efforts contribute to a sustainable future for all. Energy and operations aren't just the backbone of our business: they're the pulse of our sustainability journey.

This path hasn't been without its challenges, but every step forward reflects our determination to do better.

Here, we share how we're cutting emissions, championing circularity, and embedding efficiency into every process. Because powering progress means doing it responsibly: for the planet, for our communities, and for generations yet to come.

UN SDGs: SDG 7, SDG, 9, SDG 11, SDG 12, SDG 13, SDG 14, SDG 15, UN SDG 17

Climate Change Ambition

Towards a low-carbon future

The story of our Climate Change Ambition begins with a simple truth: progress must never come at the expense of the planet. In 2025, we stand at a defining moment where every decision we make shapes not only our business but the world we leave behind.

Our Ambition is about action: real, tangible steps that make a difference every day. In 2025, we are not just talking about sustainability; we are living it through the choices we make and the practices we embed across our operations.

Across our facilities, change is taking shape. Systems are being optimized for efficiency, processes redesigned to minimize waste, and resources managed with care. These efforts are driven by people - engineers refining energy use, sustainability ambassadors championing awareness, and our stakeholders working alongside us to create meaningful impact. Together, they form the backbone of our climate journey.

We focus on what matters most:

- **Energy Efficiency:** Implementing projects that cut consumption and improve performance across our operations.
- **Circularity:** Recycling copper, aluminum, and polymers, reducing waste, and promoting sustainable packaging.
- **Resource Management:** Conserving resources through better monitoring and reuse practices.
- **Biodiversity:** Protecting natural ecosystems around our sites and integrating biodiversity considerations into site management.

Every initiative is a step toward reducing our environmental footprint and building resilience. They demonstrate our commitment to climate action and our role in shaping a sustainable future.

Looking ahead, this ambition is more than a program, it is a shared responsibility. Together with our stakeholders, we are writing a story of progress where every effort counts and every choice matters.

Working Groups – Net Zero and Circularity

The Net Zero and Circularity Working Groups play a central role in advancing OCI Group's sustainability agenda by driving crossfunctional action on decarbonization, resource efficiency and responsible materials management. These teams are established to lead key thematic areas such as carbon management, energy management, renewable sourcing, waste and scrap reduction, water and resource optimization, and the increased use of recycled materials. They work across entities and functions to execute projects, strengthen internal awareness and ensure that sustainability considerations are embedded into everyday operations. Through regular measurement, monitoring and analysis of emissions and circularityrelated efforts, the Working Groups help identify highimpact areas, foster collaboration among internal and external stakeholders, and support alignment with organizational sustainability goals. Their efforts also include communicating emerging trends, sharing data, reporting KPIs, highlighting project outcomes and tracking ESGrelated investments, reinforcing their role as essential contributors to the Group's progress toward Net Zero and enhanced circularity.

GHG Emissions & Energy Consumption

OCI Group's commitment to climate responsibility is grounded not only in robust methodologies, but also in an honest and continual process of learning. As we advance our greenhouse gas (GHG) emissions reporting, we acknowledge that our journey is still evolving. Like many organizations, we are not yet complete in all areas of data readiness and that is precisely why transparency remains at the heart of our approach. When we identify gaps, improvements, or corrections, we document them openly through our restatements process, ensuring stakeholders have a clear and accurate view of our progress.

Our disclosures continue to draw on recognized standards and frameworks, including the MSX ESG Framework, GRI and the GHG Protocol, enabling consistency across our Scope 1, Scope 2, and applicable Scope 3 categories. While we continue expanding the breadth and quality of our value-chain data, we recognize that this process takes time. We are not yet as mature in data completeness as larger or longer-established reporting systems but with each reporting cycle, we grow more confident, more informed, and more aligned with global best practices.

A key enabler of this progress is the strong support we receive from our stakeholders. Our employees, suppliers and customers stand with us in this learning curve -contributing data through our Green Tender initiative, participating in Supplier Sustainability Audits, and collaborating closely to refine the quality and reliability of the information we collect. The data may not be perfect, but it is improving because we are learning and re-learning together. Their willingness to engage meaningfully strengthensour value-chainvisibilityandenhancesthec redibilityofour disclosuresover time.

To further reinforce accuracy and build trust, we have also introduced voluntary limited assurance - an important step in strengthening the reliability of our reporting. This independent review process helps us identify improvement areas earlier, refine methodologies, and enhance the accuracy of the emissions figures we disclose. It is another layer of our commitment to accountability and continuous improvement, especially as we work toward full Group-wide emissions coverage.

As we move forward, our goal is to deliver increasingly detailed, increasingly robust emissions data. With the support of our value chain and the internal working groups driving our Climate Change Ambition, particularly in Net Zero and Circularity, we are confident that our systemsandprocesseswill continue tomature.In time,thiswill enable us to provide more specific, more comprehensive, and more decision-useful emissions insights across all OCI Group entities.

GHG Emissions

Oman Cables is a leading manufacturer specializing in the development, production, and distribution of a wide range of cable products. Its product portfolio includes medium-voltage power cables, low-voltage power and control cables, instrumentation cables, pilot cables, overhead power transmission line conductors, and building wires. The company also offers specialized cables designed to meet various industry requirements.

Oman Cables serves customers across the GCC, Asia, Africa, and Europe, and is part of the Prysmian, a globally recognized leader in cable manufacturing. Prysmian currently holds 51% of the shares of OCI. Furthermore, Oman Cables itself has two wholly owned subsidiaries:

- Oman Aluminium Processing Industries SPC (OAPIL) which is based in Sohar, Oman
- Associated Cables Pvt. Ltd. (ACPL) which is based in Chiplun, India

The below sections provide information on the emissions of greenhouse gases (GHG) to the atmosphere as reported for OCI Group (Oman Cables as parent and its subsidiaries).

Methodology Statement

Organizational Boundaries

OCI Group has adopted the operational control approach to define the organizational boundaries for its sustainability reporting. Under this approach, OCI Group includes

all entities over which it has full operational authority to implement operational policies at those entities. For this reporting period, this includes Oman Cables and its two subsidiaries: OAPIL and ACPL. These subsidiaries are fully consolidated into OCI Groups sustainability disclosures in this sustainability report however, in the MSX ESG Disclosure platform, we are only disclosing Oman Cables as a parent company. There are no other reporting units which OCI Group has 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 2025, while 2024 will serve as OCI Group base year since this is the first GHG reporting that OCI is conducting for itself.

Operational Boundaries

OCI Group 's 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 operationally controlled by Oman Cables, including fuel combustion in company-owned equipment, generators, and vehicles.
- Scope 2 (Indirect Energy Emissions): Includes indirect emissions from purchased energy-related utilities like electricity, heat, or steam from other entities used at Oman Cables' operationally controlled facilities, including those of its subsidiaries.
- Scope 3 (Other Indirect Emissions): Includes emissions from Oman Cables' 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) o Category 4: Transportation Delivery Upstream
  - Category 5: Waste generated in operations o Category 6: Business travel
  - Category 7: Employee commuting
  - Category 9: Downstream transportation and distribution
  - Category 10: Processing of sold products (specifically for OAPIL only to avoid double counting)
  - Category 11: Use of sold products
  - Category 12: End-of-life treatment of sold products

For an overview of all the emissions categories and explanation considered for this report, please refer to Annexures – GHG Emissions.

Methodological Approach

OCI Group's GHG calculations are conducted in accordance with the GHG Protocol Corporate Standard, GHG protocol Scope 2 Guidance, GHG Protocol Scope 3 Standard, and ISO 14064, 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 Tier 2 approach was applied, 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. These factors have been specifically calculated by a third-party consultant 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, IPCC, 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.

Scope 1. Direct Emissions

(tCO2e)	Oman Cables	OAPIL	ACPL
Natural Gas	0.00	5,075.22	0.00
Diesel	419.46	95.06	34.46
LPG	1.18	0.0	11.55
Gasoline	61.09	11.85	0.00
Refrigerants	155.97	175.18	0.00
TOTAL	637.71	5,357.31	46.01

Breakdown of Scope 1 Sources of Emissions (SOE) per entity – 2025

tCo2e	2024	2025	% Difference
OCI Group	5,859.87	6,041.02	+3.09%
Oman Cables	867.27	637.71	-26.47%
OAPIL	4,950.98	5,357.31	+8.21%
ACPL	41.62	46.01	+10.52%

Comparison of Scope 1 total emissions per entity – 2024 vs 2025

Sources of Emissions Consumption for FY 2025

	Units	OCI Group	Oman Cables	OAPIL	ACPL
Natural Gas	m^3	2,684,048.00	0.00	2,684,048	0.00
Diesel	liters	203,837.78	155,750.10	35,296.00	12,791.68
LPG	liters	6.90 Tonnes	5,624.00	11.55	7,500 Liters
Gasoline	liters	31,894.46	26,714.42	5,180.04	0.00
Refrigerants	tonne	0.11	0.085	0.10	0.00

Breakdown of Sources of Emissions (SOE) Consumption per entity for Scope 1 – 2025

Oman Cables

In 2025, Oman Cables' energy and fuel consumption was primarily driven by diesel, which represented the highest source of consumption across operations, followed by gasoline and LPG. Natural gas recorded zero consumption, as no usage was identified through either invoices or metering systems during the reporting period. Refrigerant use remained minimal.

Overall, total emissions from Oman Cables declined in 2025 compared to 2024, decreasing from 867.27 tCO_2e to 637.71 tCO_2e. This reduction reflects a general drop in consumption across all emission sources, rather than a shift between fuel types, indicating improved operational efficiency and lower overall energy demand during the year.

OAPIL

In contrast, OAPIL recorded a moderate increase in total emissions in 2025, rising from 4,950.98 tCO_2e in 2024 to 5,357.31 tCO_2e in 2025, representing a 8.2% yearonyear increase. This increase was primarily driven by higher consumption of natural gas and diesel, making natural gas the dominant energy source at OAPIL in 2025.

The increase highlights the need for a detailed review of energy consumption data, validation of underlying assumptions, and strengthened monitoring practices. It also underscores the importance of intensifying energyefficiency initiatives and operational controls to better manage consumption trends and mitigate future emissions growth.

Note on Refrigerants: At present, refrigerant leakage is not measured as a standalone indicator across our operations. We recognize the importance of improving the accuracy and completeness of this data and intend to strengthen our approach by working with external specialists to support the measurement, validation, and reporting of refrigerant leakage in future reporting cycles. At ACPL, refrigerant usage is minimal and negligible due to the cold weather.

Scope 2. Indirect Energy Emissions for FY 2025

tCO2e	Location-Based	Market-Based*
OCI Group	22,209.42	25,594.97
Oman Cables	14,673.68	17,128.62
OAPIL	5,562.45	6,493.06
ACPL	1,973.29	1,973.29**

*without reductions from I-REC
**since contractual mechanisms was not readily available, GEF was used for both location-based and market-based accounting

Comparison of Scope 2 Location and Market Based total emissions per entity – 2025

Sources of Emissions Consumption for FY 2025

kwh	OCI Group	Oman Cables	OAPIL	ACPL
Electricity from Grid	58,027,163.00	40,554,613.00	15,373,303.00	2,099,247.00

Breakdown of Scope 2 Sources of Emissions (SOE) per entity – 2025

tCo2e	2024		2025		% Diff	
	Location-Based	Market-Based	Location-Based	Market-Based	Location	Market
OCI Group	22,409.30	23,285.98	22,209.42	25,594.97	-0.89%	+9.92%
Oman Cables	15,643.11	17,636.59	14,673.68	17,128.62*	-6.20%	-2.88%
OAPIL	4,873.77	3,756.97	5,562.45	6,493.06	+14.13%	+72.83%
ACPL	1,892.42	1,892.42	1,973.29	1,973.29	+4.27%	+4.27%

*without I-REC reduction (with I-REC reduction: from 40,554.613 mWh to 38,554,613 mWh =
Comparison of Scope 2 Location and Market Based total emissions per entity – 2024 vs 2025

I-REC Redemption

kwh	2024	2025
Oman Cables	None	2,000,000
OAPIL	None	None
ACPL	None	None

Comparison of I-REC redemption per entity – 2024 vs 2025

Note on Oman Cables' I-REC Redemption:

In 2025, Oman Cables redeemed International Renewable Energy Certificates (I-RECs) as part of its market-based Scope 2 emissions accounting, supporting the transition toward lower-carbon electricity consumption. The I-RECs redeemed correspond to electricity generated from renewable energy sources and were used to adjust the Company's market-based Scope 2 emissions, in line with the GHG Protocol methodology.

The I-REC redemption contributed to a reduction in market-based Scope 2 emissions, while no changes were made to location-based Scope 2 results, ensuring transparency between physical electricity consumption and contractual renewable energy instruments. This approach reflects Oman Cables' use of market-based mechanisms as a complementary measure, alongside ongoing energy-efficiency initiatives, during the early phases of its decarbonization journey.

I-REC procurement and redemption were conducted through approved national mechanisms and contractual agreements, including the execution of a Single Trade Agreement and participation in the national I-REC(E) auction process. The I-RECs were redeemed through an approved local provider, ensuring appropriate tracking, redemption and exclusive use of the certificates for Oman Cables' electricity consumption during the reporting period.

Oman Cables

In 2025, Oman Cables' Scope 2 emissions were primarily driven by electricity consumption from the national grid, with total electricity use amounting to 40,554,613 kWh. Scope 2 location based emissions totaled 14,673.68 tCO_2e, This location-based Scope 2 emissions value has been disclosed on the MSX ESG Platform.

When applying a market based approach without I REC reductions, Scope 2 emissions amounted to 17,128.62 tCO_2e. Following the redemption of I REC certificates, market based Scope 2 emissions were reduced to 16,283.91 tCO_2e, representing a 7.67% reduction compared to 2024 on a market based basis.

Overall, location based Scope 2 emissions decreased marginally by 6.20% year on year, reflecting relatively stable electricity consumption levels. The more pronounced reduction under the market based approach reflects the use of renewable energy certificates as a complementary decarbonization measure, alongside ongoing energy efficiency initiatives across operations.

OAPIL

In 2025, OAPIL's Scope 2 emissions were derived from electricity consumption from the national grid, resulting in location based Scope 2 emissions of 5,562.45 tCO_2e, representing a 14.13% increase compared to 2024. This increase reflects higher electricity consumption during the reporting period, calculated using a consistent grid emission factor for year on year comparability.

While electricity contributes to OAPIL's overall emissions profile, it is not the primary source of emissions. Natural gas consumption associated with furnace operations remains the dominant emissions contributor, driving the majority of OAPIL's total GHG emissions under Scope 1. As such, changes in Scope 2 emissions should be interpreted within the broader operational context of energy intensive thermal processes.

OAPIL did not apply market based instruments, such as I REC certificates in 2025.

Looking ahead, energy efficiency initiatives are being implemented across operations, which are expected to support a reduction in electricity consumption and associated Scope 2 emissions over time. These efforts are aligned with the parent company's decarbonization approach, reinforcing a consistent Group wide direction toward improved energy performance and emissions management.

Scope 3 Other Indirect Emissions

Scope 3 emissions represent the largest share of OCI Group's overall footprint, driven primarily by downstream use-phase impacts of our products. For Oman Cables, the most material contributor is Category 11: Use of Sold Products, which accounts for 96% of its total emissions profile due to energy losses across cable lifecycles.

In 2025, Oman Cables continues to report on the full set of relevant Scope 3 categories applicable to its operations, while OAPIL reports fewer categories, reflecting its comparatively smaller contribution but still significant Scope 3 impact within the Group. ACPL, whose current Scope 3 emissions are relatively negligible at X% of Group emissions, remains in the process of strengthening its data systems and expanding category coverage as its reporting maturity grows.

As our subsidiaries progress at different levels of readiness, OCI Group remains committed to continuous improvement, expanding visibility across the value chain, and enhancing category completeness over time.

tCO2e (Scope 3)	OCI Group	Oman Cables	OAPIL	ACPL
Cat 1: Purchased Goods and Services	1,099,224.19	544,203.20	555,020.99	Omitted
Cat 2: Capital Goods	455.45	151.08	304.37	Omitted
Cat 3: Fuel- and energy-related activities (not included in Scope 1 or 2)	7,931.10	5,618.24	2,025.28	287.58
Cat 4: Upstream Transportation and Distribution	6,983.47	6,922.62	60.85	Omitted
Cat 5: Waste Generated in Operations	439.28	372.75	66.53	Omitted
Cat 6: Business Travel	58.01	43.82	13.62	0.57
Cat 7: Employee Commuting	594.47	2.84	562.17	29.46
Cat 8: Upstream Leased Assets	Not relevant	Not relevant	Not relevant	Not relevant
Cat 9: Downstream Transportation and Distribution	47,268.06	40,862.38	6,405.68	Omitted
Cat 10: Processing of Sold Products	4,592.51	Not relevant	4,592.51	Not relevant
Cat 11: Use of Sold Products	15,672,314.39	15,672,314.39	Omitted	Omitted
Cat 12: End-of-Life of Sold Products	87,830.04	65,648.84	22,181.20	Omitted
Cat 13: Downstream Leased Assets	Not relevant	Not relevant	Not relevant	Not relevant
Cat 14: Franchises	Not relevant	Not relevant	Not relevant	Not relevant
Cat 15: Investments	Not relevant	Not relevant	Not relevant	Not relevant

Scope 3 Emissions per category and per entity – 2025

tCO2e OCI Group	2024	2025	% Difference
OCI Group (Total)	24,773,910.82	16,929,735.47	-32.06%
Oman Cables	19,202,800.53	16,336,109.32	-15.70%
OAPIL	5,539,512.94	591,233.20	-89.32%*
ACPL	2,471.80	2,392.95	-2.08%

Comparison of Scope 3 total emissions per entity – 2024 vs 202
*excluding OAPIL's CAT 11 as it is omitted

The table above presents the Scope 3 GHG emissions breakdown across all entities within the Group,categorizedinaccordancewiththeGHG Protocol Scope 3 Standard. Emissions are reported by category and entity where data is currently available and sufficiently reliable.
Categories identified as "Not Relevant" reflect activities that do not apply to the Group's business model or operating structure, such as leased assets, franchises, and investments, where the Group has no operational control or exposure during the reporting period.

Categories marked as "Omitted" indicate instances where data is not yet sufficiently mature for disclosure, primarily due to limitations in data collection systems, methodological readiness, or operational changes that occurred during the year. These omissions do not imply immateriality; rather, they reflect a phased and controlled approach to Scope 3 data development, prioritizing accuracy, consistency, and auditability.

The Group recognizes the importance of comprehensive Scope 3 reporting and is actively enhancing its data management systems, internal processes, and governance structures to improve coverage and quality. As these systems mature, additional Scope 3 categories and entity-level data will be incorporated in future disclosures.

The Group intends to update and expand Scope 3 emissions data in the 2026 Sustainability Report, and, where feasible, will also publish an updated Version 2 of the 2025 report during 2026 to reflect improved data completeness and methodological refinements.

Summary of all GHG Emissions per entity for FY 2025

tCO2e	OCI Group	Oman Cables	OAPIL	ACPL
Scope 1	6,041.03	637.71	5,357.31	46.01
Scope 2-loc	22,209.42	14,673.68	5,562.45	1,973.29
Scope 2-mar	25,594.97	17,128.62	6,493.06	1,973.29
Scope 3	16,929,735.47	16,336,109.32	591,233.20	2,392.95
Total	16,957,985.92	16,351,420.71	602,152.96	4,412.25

*Oman Cables: without I-REC Redemption

Emissions Intensity for FY 2025

Scope	OCI Group	Oman Cables	OAPIL	ACPL
Scope 1	0.12	0.01	0.10	0.02
Scope 2 loc	1.02	0.18	0.10	0.73
Scope 1+2 loc	1.14	0.19	0.20	0.75
Scope 1+2 loc+3	217.09	204.25	11.20	1.64

Breakdown of Emissions Intensity per entity – 2025

Methodology and Scope:

Emissions intensity measures greenhouse gas emissions relative to a defined business activity, allowing for meaningful comparison of environmental performance over time while accounting for changes in operational scale.

For OCI Group entities, emissions intensity is calculated using Scope 1 and Scope 2 (location-based) emissions and is scaled against production volume, which best reflects the core operational activity and energy demand of the business.

The Group has chosen to disclose Scope 1 and Scope 2 emissions intensity only at the MSX ESG Platform, as these emissions are directly linked to operations and energy consumption and can be measured with a higher degree of accuracy and consistency. While Scope 3 emissions are material, they currently rely more heavily on assumptions, industry averages, and third-party estimates, which can limit comparability and robustness at a corporate level.

For product-level impacts, Environmental Product Declarations (EPDs) for Oman Cables and OAPIL products provide detailed and verified emissions factors across the product life cycle. At the corporate level, however, the Group will continue to focus on Scope 1 and Scope 2 emissions intensity until Scope 3 data maturity and market practices further evolve, ensuring transparency, credibility, and methodological consistency in reporting.

For further information on our Environmental Product Declarations (EPDs), please contact Alia Cabañez.

Energy Consumption for Oman Cables for FY 2025 in mWh and GJ

Energy Source	Unit	Value	MWh	GJ
Natural Gas	m^3	0.00	0.00	0.00
LPG	Liters	5,624.00	73.89	266.02
Diesel	Liters	155,750.10	1,548.85	5,575.85
Petrol	Liters	26,714.42	238.20	857.53
Electricity	kWh	40,554,613.00	40,554.61	145,996.61
Total Energy			42,415.56	152,696.01

*Standard Conversion Factors used to convert to GJ (IPCC, GHG protocol) Breakdown of Energy Consumption for Oman Cables Only - 2025

Energy Intensity for FY 2025

Metric	OCI Group	Oman Cables	OAPIL	ACPL
MWh/MT of Cables	1.90	0.02	4.80	0.05

Breakdown of Energy Intensity per entity - 2025

Energy Mix for FY 2025

Energy Source (%)	OCI Group	Oman Cables	OAPIL	ACPL
Natural Gas	81.0%	0.00%	94.2%	0.0%
LPG	0.0%	0.17%	0.0%	0.0.%
Diesel	0.6%	3.65%	0.1%	5.7%
Petrol	0.1%	0.56%	0.0%	0.0%
Electricity	18.3%	95.61%	5.6%	94.3%

Breakdown of Energy Mix per entity – 2025

Non-GHG Emissions

Consistent with the approach applied in the 2024 Sustainability Report, disclosures related to non-GHG emissions are based on available operational data and established assumptions. Where direct measurement was not available, values were extrapolated using activity data and relevant operational parameters, in line with the methodology disclosed in the reporting cycle.

This approach was adopted to ensure continuity, comparability, and transparency between reporting years while data collection systems continue to mature. From 2026 onwards, OCI Group (Oman Cables and all its subsidiaries) will take a step forward by expanding the scope of its environmental assessment to include a more comprehensive evaluation of non-GHG emissions. This enhanced scope will support the systematic assessment and reporting of non-GHG emissions, with the intention of disclosing this information in the 2026 Sustainability Report.

MSX 30 ESG Metrics:

E1. GHG Emissions

	2024	2025
E1.1 Total amount in CO2 equivalents, for Scope 1	867.27 tCO2e	637.71 tCO2e
E1.2 Total amount in CO2 equivalents, for Scope 2 (location-based)	15,643.11 tCO2e	14,673.68 tCO2e
E1.2 Total amount in CO2 equivalents, for Scope 2 (market-based)	17,636.59 tCO2e	17,128.62* tCO2e Without I-REC
E1.3 Total amount in CO2 equivalents, for Scope 3	19,379,608.95 tCO2e	16,336,109.32 tCO2e

E2. Emissions Intensity

	2024	2025
E2.1 Total GHG emissions per output scaling factor %	0.20 tCO2e/cable MT	0.19 tCO2e/cable MT
E2.2 Total non-GHG emissions per output scaling factor %	0.00 KG/MT	0.00 KG/MT

E3. Energy Usage

	2024	2025
E3.1 Total amount of energy directly consumed	2,006.48 mWh	1,860.94 mWh
E3.2 Total amount of energy indirectly consumed	40,713.38 mWh	40,554.61 mWh

E4. Energy Intensity

	2024	2025
E4. Total direct energy usage per output scaling factor	0.02 mWh/cable MT	0.02 mWh/cable MT

E5. Energy Mix

Metric	2024	2025
E5. Percentage: Energy usage by generation type	Electricity 95.30%	Electricity 95.61%
	Diesel 3.94%	Diesel 3.65%
	Gasoline 0.60%	Gasoline 0.56%
	LPG 0.14%	LPG 0.17%
	Natural Gas 0.02%	Natural Gas 0.00%

Our Initiatives

Energy Efficiency

	Projects	Entity	What it is	Primary Benefit	Status
1	LED Lighting Rollout	Oman Cables	Replaced conventional fixtures with highefficiency LEDs across plants and buildings	Lower kWh use, better lux levels & safety	Implemented
2	Daylight Upgrade (PC Sheet Replacement)	Oman Cables	Replaced aged polycarbonate roof/wall sheets to maximize natural light	Cuts daytime lighting load; improved work comfort	Implemented
3	Fleet Electrification (Forklifts)	Oman Cables	Transition from diesel to electric forklifts	Eliminates local emissions; reduces fuel & maintenance	Ongoing transition
4	Chiller Interconnection Optimization	Oman Cables	Networked chillers to share loads dynamically	Significant chiller energy savings; higher reliability	Implemented
5	CompressedAir Leakage Program	Oman Cables	Systematic leak detection & repair	Major kWh reduction per scfm saved; stability	Implemented (continuous)
6	VFD on Chiller Circulation Pumps	Oman Cables	Variable Frequency Drives on pump motors	Reduces pump power at partial loads	Implemented
7	HeatAging Oven Loading Optimization	Oman Cables	New lifting/loading jig restored full 24basket capacity	Cycle efficiency; less time & energy per batch	Implemented
8	SolarPowered External Lighting (Site)	OAPIL	Shifted external lighting to PV	Offsets grid use; resilience	In implementation
9	SolarPowered Forklift Charging	OAPIL	PV system dedicated to tractionbattery charging	Reduces charging kWh from grid; cleaner MWh	Planned/Design stage
10	Centrifuge for TWD Lube Oil	OAPIL	Oilcleaning centrifuge for wiredrawing to extend oil life	Less heating/handling & disposal; process efficiency	Implemented

ISO 50001: Energy Management System

In early 2025, OCI Group advanced its commitment to structured and responsible energy management through the completion of the ISO 50001 implementation process at Oman Cables. This milestone reflects a year-long effort to streamline energyrelated procedures, enhance data monitoring, and integrate energy efficiency into daily operational routines.

Following the successful completion of the required assessments and system enhancements, Oman Cables Industry SAOG achieved official certification to ISO 50001:2018 on May 2025, covering cable manufacturing operations across all certified sites. This certification confirms that Oman Cables has established a robust Energy Management System aligned with international best practices, enabling more accurate energy performance monitoring, informed decision-making, and identification of impactful energyefficiency opportunities.

While Oman Cables has already reached this important milestone, OAPIL has initiated internal reviews and incorporated ISO 50001 alignment into its mediumterm planning, recognizing the standard as an enabler for improved efficiency and operational discipline. Similarly, ACPL is preparing to integrate energymanagement enhancements into its future roadmap, with the intention of adopting ISO 50001 as part of its longer-term sustainability development. These progressive steps across the Group will support a more unified and datadriven approach to energy performance, reinforcing our broader ambition to reduce emissions, optimize resource use, and strengthen operational resilience across all entities.

MSX 30 ESG METRICS:

E7. Environmental Operations

	2024	2025
E7.3 Does your company use a recognized energy management system?	Yes	Yes

Green Circular Economy

At OCI Group, the Green Circular Economy is more than an environmental approach, it is a strategic pillar that defines how we innovate, produce, and generate longterm value for our stakeholders. As we transition toward a lowcarbon and resourceefficient operating model, circularity anchors our ambition to reduce waste, optimize material use, and extend the lifecycle of our products across all Group entities. In 2025, we strengthened this ambition by integrating circular practices into our operational systems, supplier engagements, waste and water management frameworks, and product development processes. This commitment reflects our role as an industry partner to national and regional sustainability priorities and reinforces our contribution to building a resilient, futureready economy.

Our Green Circular Economy strategy is guided by the principle of creating more value with fewer resources. We pursue this by closing material loops, enhancing recovery systems, and expanding reuse and recycling channels across our production facilities. The OCI Group entitiescollectively advanced circular performance through increased recovery of copper, aluminum, PE, PVC, and other critical materials; improvements in scrap segregation; expansion of packaging optimization programs; and enhanced drum reuse and recycling initiatives.

In 2025, we focused on strengthening datadriven circularity by monitoring material flows, measuring efficiency gains, and aligning our practices with international sustainability frameworks. Our approach ensures that each step in our value chain: from sourcing and manufacturing to product use and endoflife recovery, follows responsible, regenerative, and resourceefficient principles.

OCI Group remains committed to accelerating our circularity roadmap as part of our broader climate transition and sustainability strategy. By embedding circular thinking into our daily operations, we not only minimize our environmental impact but also contribute to national circular economy agendas, support industrial resilience, and reaffirm our purpose of powering progress responsibly.

Our Initiatives

Recycling of Materials (Cu, Al, PVC, PE, LSZH)

OCI Group continues to enhance material circularity by strengthening the recovery, sorting, and recycling of critical materials such as copper, aluminum, PVC, PE, and LSZH across all operations. This initiative reduces dependency on virgin resources, lowers carbon intensity associated with extraction and processing, and supports the integration of recycled content into our manufacturing processes. Increasing recycling efficiency also contributes to operational cost stability, especially for highvalue materials like Cu and Al.

Opportunities:
- Reducing exposure to volatile global commodity prices through circular material loops.
- Increasing the share of recycled content in products, supporting market differentiation and compliance with future regulations (e.g., CBAMrelated expectations for aluminum).
- Strengthening partnerships with suppliers and recyclers to build a more resilient, closedloop value chain.

Challenges:
- Variability in material quality depending on scrap composition and contamination.
- Limited regional availability of highgrade recycling vendors for specialized materials like LSZH.
- Need for continuous investment in advanced sorting and separation technologies to increase efficiency.

Sustainable Materials

We continue transitioning toward more sustainable materials solutions by optimizing packaging design, reducing material intensity, and shifting toward recyclable and reusable packaging formats where feasible. By incorporating lighter-weight materials and improving packaging durability, OCI Group aims to reduce upstream environmental impacts while supporting logistics efficiency across the supply chain.

Opportunities:
- Cost savings through reduced packaging material usage and improved transport efficiency.
- Ability to meet growing customer expectations for ecodesigned, lowimpact packaging.
- Potential for supplier coinnovation, including biobased or recycled-content packaging solutions.

Challenges:
- Limited availability of alternative materials locally, requiring coordination with global suppliers.
- Ensuring packaging changes do not compromise product protection or safety during transport.
- Balancing sustainability goals with customer specifications and regulatory packaging requirements.

QR Code Implementation

As part of our ongoing digitalization efforts, we have introduced QR codes to improve accessibility, communication, and sustainability across our operations. The new QR codes provide users with direct access to key resources such as product handling, storage and installation guidelines, as well as customer feedback surveys, replacing paper-based materials with a more efficient digital alternative. This initiative also supports future enhancements, including the integration of productspecific sustainability information.

The implementation work included collaboration between our design, IT, sustainability, and digital marketing teams to ensure the QR codes are embedded consistently across drum tags and customer touchpoints. This follows stakeholder discussions on expanding digital access and strengthening customer engagement. The concept also aligns with broader governance and digitalization ideas previously proposed, such as integrating QR codes to share product background information and environmental insights.

Drum Recycling

Our drum recycling programme strengthens circularity by extending the lifespan of industrial drums through reuse, refurbishment, and end-of-life recycling. By improving collection systems and harmonizing processes across entities, we reduce the environmental footprint of packaging, cut procurement needs, and avoid unnecessary waste generation.

Drums Re-use	2024	2025
Oman Cables	8%	16%
OAPIL	84%	23%

Comparison of Drum Reuse Percentage for Oman Cables & OAPIL – 2024 vs 2025

In 2024, OAPIL achieved a high utilization of recycled drums as most units returned from customer sites remained in good condition and required minimal refurbishment. However, by 2025, a significant portion of the available recycled drums had undergone multiple rotation cycles, resulting in wear and structural deterioration. This led to an increase in customer quality concerns, prompting the shift toward the use of new drums to maintain delivery standards. Consequently, the percentage of recycled drums decreased in 2025 due to the limited availability of reusable units in acceptable condition.

Opportunities:
- Lower purchasing costs for new drums and reduced disposal fees.
- Ability to collaborate with suppliers on circular supply models (e.g., buyback or return schemes).
- Enhanced tracking systems could provide transparency on drum lifecycle and improve ROI.

Challenges:
- Physical condition of returned drums varies, requiring inspection and quality assurance before reuse.
- Hazardous residue risks if drums are not properly cleaned at source.
- Differences in drum specifications between entities may limit reuse compatibility.

Waste Management

OCI Group continues to reinforce its waste management practices through a structured and continuously improving framework guided by our formal **Waste Management Policy**, which emphasizes responsible disposal, regulatory compliance, and the integration of best environmental practices. As highlighted in our 2024 Sustainability Report, this policy is supported by regular audits, performance assessments, and employee training programs - all of which ensure the effectiveness and consistency of our wastehandling procedures across the Group. These reviews help identify gaps, ensure alignment with evolving requirements, and strengthen our ability to manage waste responsibly.

In 2025, we expanded the implementation of these practices. Regular internal audits continue to validate the effectiveness of our wastemanagement activities, ensuring our procedures remain aligned with national regulations and bestpractice standards. Employee awareness, noted as a foundational element in 2024, remains central to our program, supported through continuous training on segregation, hazardouswaste handling, and proper disposal methods. These efforts reinforce a culture of environmental responsibility throughout the organization.

Beyond formal procedures, our wastemanagement strategy also includes practical everyday actions across offices and production sites to reduce waste generation upstream and improve responsible disposal. These efforts demonstrate how small but consistent actions contribute to meaningful environmental impact.

Our 2025 Office & Operational WasteReduction Efforts

Reduction of Paper Usage & Responsible Paper Recycling
As part of our drive to reduce unnecessary waste, OCI Group has taken deliberate steps to minimize paper consumption across all office operations. Digital workflows, reduced printing, and awareness campaigns have significantly lowered paper usage.

In addition, all paper scrap generated in offices is properly collected and discarded through an authorized recycling partner, ensuring that paper waste is not only diverted from landfill but also returned into the recycling value chain. This supplier supports our circulareconomy principles by guaranteeing that collected paper is repurposed into new material, reinforcing our commitment to responsible resource use.

Segregation of Office Waste Through Dedicated Bins
To encourage responsible disposal habits, OCI Group has established wastesegregation stations across all offices, enabling employees to separate plastic, paper, general waste, and recyclables at source. These initiatives, supported by clear signage and internal communication, promote awareness and empower employees to take small but impactful actions in reducing contamination and improving recycling yields.

This behavioralchange effort complements the formal wastemanagement procedures in our Policy, helping drive practical and consistent adoption across teams.

Offices Designed to Conserve Energy & Water and Avoid Waste
In line with our circularity and sustainability commitments, OCI Group offices are designed with features that reduce unnecessary energy and water use, thereby minimizing waste at the source. Energyefficient lighting, motion sensors, optimized HVAC operations, lowflow fixtures, and waterrecirculation features all contribute to lowering resource consumption.
These design choices not only reduce environmental impact but also reinforce the Group's philosophy that responsible resource management begins in everyday operational spaces—not only in manufacturing.

Opportunities
- Scaling recycling partnerships across all entities for broader categories of office waste.
- Enhanced digitalization, enabling further reductions in paper use and improving efficiency.
- Employeedriven sustainability actions, building a stronger culture of shared responsibility.
- Alignment with national circulareconomy frameworks, strengthening OCI's leadership position in Oman and India.

Challenges
- Ensuring consistent wastesegregation behavior across all teams and shifts.
- Limited availability of local recycling suppliers for specialized or lowvolume materials.
- Need for continued investment in awareness campaigns to maintain longterm engagement.
- Balancing efficiency, cost, and environmental performance in office retrofits and upgrades.

Scrap Segregation

Scrap segregation remains a critical pillar of OCI Group's circulareconomy and wastemanagement approach. By enforcing strict segregation of scrap at the source, we ensure that recoverable materials are properly sorted, uncontaminated, and directed into the appropriate recycling streams. This systematic approach enables us to

maximize material recovery rates especially for highvalue materials such as copper, aluminum, PVC, PE, and other production scrap while reducing the volume of waste destined for landfill.
Across our facilities, standardized segregation procedures and clearly labeled collection points help operators distinguish between different scrap categories with ease. These processes are further reinforced through regular employee training, internal campaigns, and ongoing monitoring to ensure that material handling remains consistent and aligned with Group policies.

Our refined scrapsegregation effort not only strengthens operational efficiency but also supports the costeffectiveness of our recycling programs. Clean, wellsorted scrap retains higher recycling value, enhances the quality of recovered materials, and enables stronger collaboration with recycling partners who depend on sourcesegregated inputs to optimize their own processing systems.

This initiative continues to be a practical, highimpact action within our broader circulareconomy roadmap demonstrating how disciplined habits on the production floor contribute to resource conservation, reduced environmental impact, and longterm sustainable value creation for OCI Group and its stakeholders.

Opportunities

- Higher Material Recovery Value
  Clean and wellsegregated scrap retains significantly higher market value, allowing OCI to maximize returns from recycled materials and reduce reliance on virgin raw materials.
- Improved Operational Efficiency
  Consistent segregation reduces processing time, simplifies internal logistics, and supports smoother downstream handling by recycling partners.
- Stronger CircularEconomy Integration
  Wellsorted scrap enables greater use of recycled materials in manufacturing, supporting circular design, sustainability targets, and alignment with emerging ESG standards.
- Employee Engagement & Culture Building
  Scrapsegregation routines help strengthen environmental culture across teams, demonstrating that everyday actions contribute meaningfully to Groupwide sustainability goals.

Challenges

- Contamination Risks in FastPaced Environments
  Highthroughput production can make consistent segregation difficult, and even small lapses can contaminate entire scrap batches, lowering recyclability.

- Space & Infrastructure Constraints
  Not all facilities have ideal layouts for scrapsegregation zones, requiring tailored solutions to ensure proper sorting without disrupting production flow.
- Training and Behavioral Consistency
  Ensuring all shifts, contractors, and new employees follow segregation protocols requires ongoing onboarding, reinforcement, and monitoring.
- Variability in Scrap Composition
  Different production lines generate unique scrap types, demanding facilityspecific labeling, workflows, and periodic reviews to maintain effectiveness.

MSX 30 ESG METRICS:

E7. Environmental Operations

	2024	2025
E7.1 Does your company follow an Environmental Policy?	Yes	Yes
E7.2 Does your company follow specific waste, water, energy, and/or recycling policies?	Yes	Yes

Water Management

Water management remains a fundamental component of OCI Group's sustainability strategy, guided by our commitment to conserve resources and and minimize operational impact. While our manufacturing activities are not water-intensive, we recognize the critical importance of water, particularly within the Gulf region, and continue to prioritize responsible consumption, reuse, and longterm stewardship across all Group entities.

As highlighted in the 2024 Sustainability Report, our facilities in Oman already reuse unexposed water by recirculating it through chillers for periods ranging from 3 to 24 months. We are also assessing additional circularwater approaches, such as the potential treatment of consumed water for landscaping applications at our Head Office and Sustainability Academy. These efforts illustrate our ongoing exploration of innovative circular practices, even as we continue evaluating which technologies are most feasible and effective for our operational context.

In parallel, and in coordination with Madayn (Rusayl Industrial Estate), we have confirmed that all water waste generated onsite is processed and reintegrated into the wider system. While current infrastructure does not allow us to directly measure the volume of treated and relooped water, this verification strengthens our understanding of the overall watermanagement ecosystem in which our operations function.

Similar commitments extend to our operations in India, where rainwater harvesting systems support daily needs across both factory and office settings, helping reduce reliance on freshwater withdrawals. Collectively, these initiatives underscore a forwardlooking approach to water stewardship, one that integrates conservation, operational efficiency, and resource circularity.

Looking ahead to 2025, OCI Group continues to enhance watermanagement practices through improved monitoring, responsibleconsumption protocols, and exploration of new circularwater technologies. We are strengthening tracking mechanisms to better understand usage patterns, integrating water efficiency into facility design, and promoting behavioral awareness among employees to ensure responsible use across all sites. At the same time, we will continue working to identify feasible pathways for reclaiming water within our operations and exploring opportunities that may also benefit nondeskworker accommodations.

Oman Cables Only	2024	2025	%
Water Consumption	38,865 m^3	39,577 m^3	+1.83%
Water Reclaim	607 m^3	607 m^3	No change

Comparison of Oman Cables Water Consumption and Reclaim – 2024 vs 2025

Opportunities

- **Expansion of WaterReuse Systems** - Building on 2024's successful recirculation of unexposed water in Oman, significant opportunities exist to expand reclamation systems, treat additional wastewater streams, and reduce demand for municipal water supplies.

- **Integration of Advanced WaterEfficiency Technologies** - Smart metering, lowflow fixtures, leakdetection solutions, and automated monitoring tools present avenues to improve accuracy, reduce losses, and enable early identification of inefficiencies.

- **Strengthening Alignment with CircularEconomy Principles** - Waterreclamation initiatives especially in our plants located in the GCC and rainwater-harvesting projects (particularly at our plant in Chiplun, India where rainfall is abundant), demonstrate the Group's commitment to circular resource management. While such rain-dependent solutions cannot be replicated in our Gulf-based facilities due to the region's extremely low rainfall, we continue to explore alternative circular-water practices that are more suitable for arid climates. Together, these varied regional approaches advance OCI Group's broader shift towards resource circularity and long-term environmental resilience.
- **Engagement & Awareness Initiatives** - Embedding waterconservation behaviors into daily routines, similar to scrap segregation and officewaste programs, can drive longterm efficiency and enhance employee participation Groupwide.

Challenges

- **Infrastructure Limitations** - Not all sites currently have the capacity to treat or reclaim water at scale, requiring phased investments and operational adjustments.

- **Climatic Conditions & Resource Constraints** - Hot, arid conditions in the Gulf increase evaporation losses and constrain natural freshwater availability, reinforcing the importance of efficiency planning.

- **Behavioral Consistency** - Ensuring longterm adoption of waterefficient practices requires ongoing training, communication, and awareness campaigns.

MSX 30 ESG METRICS:

E6. Water Usage

	2024	2025
E6.1 Total amount of water consumed	38,865 m^3	39,577 m^3
E6.2 Total amount of water reclaimed	607 m^3	607 m^3

Reclaim Methodology:

As water is reclaimed and reused within our operations, reclaimed water has been calculated based on total storage capacity of our water tanks, collectively 607 m3. Tank cleaning activities are monitored and no tank cleaning was conducted in 2025.

Exploring, Improving & Enhancing Our Sustainability Practices

At OCI Group, our commitment to sustainability is not static, it is a continual journey of learning, innovation, and refinement. As reflected in our previous disclosures, we are driven by a longterm vision to embed sustainable thinking into every aspect of our operations, from resource management to product design and stakeholder engagement. We actively explore new solutions, assess opportunities for operational excellence, and enhance our existing practices to ensure that our sustainability actions remain meaningful, datadriven, and aligned with evolving global expectations.

To strengthen our circulareconomy approach, we continuously evaluate new technologies and methodologies that can improve material efficiency, reduce waste, and increase the use of recycled content across our product lines. Our innovation and rolemodel ambitions support this direction, guiding us toward advanced, ecoefficient practices and enabling the integration of sustainability considerations early in our productdevelopment and processoptimization stages.

Through structured assessments, internal audits, and performance reviews, we regularly identify areas where improvements can be made and ensure that our policies and procedures are updated to reflect best practices. This includes ongoing refinement of our waste management processes, enhancements to energyefficiency initiatives, and stronger alignment with global frameworks such as the circulareconomy model. Our efforts also extend to exploring new partnerships, implementing pilot programs, and engaging employees at all levels to encourage a culture of continuous improvement and environmental responsibility.

As we advance our sustainability journey, we remain committed to systematically enhancing our practices ensuring they evolve in response to operational insights, stakeholder expectations, regulatory developments, and technological progress. This proactive, exploratory mindset enables us to push beyond compliance, embrace innovation, and set higher standards for ourselves year after year.

07 Designing for Impact

Innovation isn't just about creating, it is about caring. Every breakthrough begins with a question: **how can we make life better without costing the planet?**

This chapter tells the story of our dream, our journey: designing products that perform brilliantly while treading lightly on the planet.

From pioneering new technologies to embedding sustainable design principles, each solution reflects our resolve to turn creativity into a force for good, **shaping a future where progress and responsibility walk hand in hand.**

UN SDGs: SDG 7, SDG, 9, SDG 11, SDG 12, SDG 13, SDG 14, SDG 15, UN SDG 17

Innovation Ambition
Designing Tomorrow, Today

Innovation is not just about creating new products; it is about reimagining possibilities and shaping a future where technology and sustainability go hand in hand. In 2025, our Innovation Ambition reflects this belief, driving progress through ideas that transform industries and improve lives.

Across our organization, innovation is a mindset. It starts in our design labs, where teams challenge conventional thinking to create solutions that are smarter, cleaner, and more efficient. It extends to our operations, where digitalization and advanced engineering unlock new levels of performance and sustainability. Every breakthrough is a testament to our commitment: to lead with impact and deliver value beyond business.

Our focus areas include:

- **Design for Sustainability:** Embedding environmental criteria into product development, ensuring that every design decision supports resource efficiency and circularity.
- **Advanced Technologies:** Leveraging digital tools and smart systems to optimize processes and reduce environmental impact.
- **Collaborative Innovation:** Partnering with stakeholders, research institutions, and industry peers to accelerate progress and share knowledge.

Innovation is not an isolated effort, it is a network of ideas, partnerships, and actions that ripple across our value chain. From enabling renewable energy integration to improving infrastructure resilience, our solutions contribute to global priorities and national development goals.

Looking ahead, our ambition is clear: to make sustainability the standard in innovation. Every product we design, every process we improve, and every collaboration we forge brings us closer to a future where progress is responsible, inclusive, and enduring.

Our Approach: Innovation for Sustainability
Turning Ideas Into Impact

Sustainability is not just a destination, it is a design principle.

Our Innovation for Sustainability ambition is about embedding this principle into every solution we create, ensuring that progress is both responsible and enduring.

In 2025, innovation is the lens through which we view every challenge. It is in the way we rethink product design to minimize environmental impact, the way we harness technology to optimize resource use, and the way we collaborate to accelerate breakthroughs. This ambition transforms sustainability from a goal into a standard, embedded into the DNA of our products, processes, and stakeholder engagement.

What drives our Innovation journey:

- **Design for Sustainability:** Every new product begins with environmental criteria: carbon footprint, recyclability, and lifecycle benefits so that sustainability is built in, not added on.
- **Circular Thinking:** We innovate to close loops, creating solutions that reduce waste and maximize material recovery.
- **Digital and Smart Solutions:** Leveraging advanced technologies to improve efficiency, reduce emissions, and enable predictive maintenance for a lower environmental footprint.
- **Collaborative R&D:** Working with research institutions, industry peers, and customers to co-create solutions that meet global sustainability standards.

Driving sustainability through innovation means evolving constantly, not working in silos. From enabling renewable energy integration to developing smarter infrastructure, our innovations contribute towards the national commitments and priorities of the countries we operate in, playing our responsible role as key enablers of a sustainable future.

Design For Sustainability

At OCI Group, sustainability is intentionally built into the way we design and engineer our products, ensuring that environmental performance, efficiency, and longterm value are considered from the very beginning of the development process. Our design philosophy focuses on minimizing lifecycle impact, optimizing material use, and supporting lowcarbon infrastructure across the region and beyond.

Through the integration of measurable ecodesign criteria - including carbon footprint reduction, circularity, recyclability, sustainable material selection, and elimination of substances of concern - we create solutions that support the transition to cleaner, more resilient energy systems. This approach is reflected in the advancement of E Path–certified products, which apply internationally recognized sustainability benchmarks to assess and communicate environmental performance.

Our product design teams work closely with Prysmian's global R&D ecosystem to incorporate sustainability into material science, cable architecture, and process innovation. This includes developing cables that reduce energy losses, enabling renewable energy expansion, strengthening grid resilience, and supporting electrification and digital monitoring through advanced technologies such as PRYCAM and Alesea.

The principle of circularity also guides our design choices. By increasing recycled content, enhancing endoflife recoverability, and reducing overall material consumption, we ensure our products align with emerging global expectations for responsible manufacturing and longterm resource efficiency.

By embedding sustainability into the design stage, long before a cable is produced or deployed, OCI Group ensures its portfolio actively contributes to global climate goals, reduces environmental impacts, and supports customers in achieving their own sustainability and decarbonization commitments.

Life-Cycle Thinking

We apply lifecycle thinking throughout our product development process, ensuring that every cable and solution is evaluated for environmental impact from raw material extraction to manufacturing, installation, operation, and endoflife. This holistic perspective allows us to design products that minimize emissions, reduce waste, and deliver longterm performance with lower environmental burden. As part of this approach, we increasingly rely on Environmental Product Declarations (EPDs) to quantify cradletogate environmental impacts through internationally recognized, thirdpartyverified assessments. EPDs strengthen our transparency and allow customers to make informed, lifecyclebased decisions in their own sustainability strategies. Readers can learn more about our EPD framework and certified products in the dedicated EPD section of this chapter, where the methodology and applications are explained in further detail.

Circularity & Recyclability

Circularity is a central pillar of how we envision the future of our products and their role in the wider sustainability ecosystem. Our approach goes beyond traditional endoflife considerations, aiming instead to create a closedloop value chain where materials retain value for as long as possible and where waste is minimized through intelligent design, responsible sourcing, and innovative recovery strategies.

We design our cables to incorporate recyclable materials wherever technically feasible, ensuring that metals, polymers, and other components can be recovered through existing recycling streams. By prioritizing materials that have established recycling infrastructures such as copper, aluminium, and specific thermoplastics we help reduce the demand for virgin resources while lowering the environmental footprint associated with extraction and processing.

Our circularity vision includes designing products for easier disassembly at endoflife, enabling recyclers to separate conductors, insulation, and sheathing more efficiently. This design approach not only supports material recovery but also encourages responsible wastehandling practices across the industry. As part of this shift, we are scaling initiatives that explore how cable components can be reintroduced into new product cycles, helping us progress toward longterm circular manufacturing models.

We also collaborate closely with suppliers, customers, and industry partners to strengthen circular practices throughout the value chain. This includes encouraging suppliers to provide recycled or lowerimpact materials, and supporting customers in managing installation waste, leftovers, or decommissioned cables responsibly. The development of takeback and pilot buyback schemes, aimed at recovering endoflife cables and supporting local recycling markets, further demonstrates our commitment to creating circular pathways that benefit the environment, the economy, and the broader energy transition.

In the context of product performance, circularity contributes to enhanced sustainability without compromising reliability or safety. Our efforts ensure that even as we move toward more resourceefficient designs, our cables maintain the high durability, transmission efficiency, and safety standards required across critical infrastructure sectors.

By embedding circularity and recyclability into the design stage, OCI Group is actively reshaping how cable products are created, used, and handled at the end of their service life. This commitment not only reduces waste and optimizes material use, it also supports national and global ambitions for a more sustainable, lowcarbon, and resourceefficient future.

Replacement of Hazardous Materials

In line with our commitment to advancing sustainability across our operations, Oman Cables continues to strengthen its approach to chemical safety and regulatory compliance. Our environmental strategy does not focus solely on reducing carbon emissions and increasing circularity in our products; it also prioritizes minimizing impacts on human health, ecological systems, and the broader society.

During 2025, we made significant progress in eliminating hazardous substances from our cable manufacturing processes. We successfully replaced all directly impacting chemicals, most notably DOP (Dioctyl Phthalate) and CPW (Chlorinated Paraffin Wax), with safer, compliant alternatives. As a result, our cable product portfolio is now free from hazardous substances in accordance with REACH and RoHS requirements.
These changes reinforce our commitment to ensuring that the materials we use meet the highest environmental and safety standards. They also reflect our broader ambition: to embed sustainability into every stage of our value chain and to support healthier communities, safer workplaces, and responsible product stewardship.

While we have achieved substantial reductions in hazardous substances, lead continues to be used in the inner sheath of certain products to meet specific customer technical specifications. We remain committed to working closely with customers, suppliers, and regulatory bodies to assess alternatives that can ensure both compliance and performance without compromising safety.

A detailed list of the hazardous chemicals present in our raw materials is maintained within our internal compliance documentation to ensure full traceability, transparency, and ongoing risk management.

	2022-kg	2023-kg	2024-kg	2025-kg	Comments
Lead alloy	422,660	1,156,128	201,807	595,154	This is still present in cable
Others SVHC materials	165,209	48,371	26,009	60	Not present in cable
DCP only	Not added in ECHA			70,692	Not present in cable
Total in Kg	587,869	1,204,499	227,816	665,905	

Historical Data of identified Hazardous Materials Consumption – 2022, 2023, 2024, 2025

New Products Development

New product development plays a central role in strengthening our innovation capability and ensuring that our portfolio remains aligned with evolving market demands. Through structured research, cross-functional collaboration, and continuous improvement, we focus on creating products and solutions that enhance customer value while supporting long-term sustainability objectives. This process includes identifying unmet needs, integrating emerging technologies, and accelerating time-to-market through efficient project execution.

By embedding sustainability criteria into every stage of development, we ensure that our new offerings contribute positively to operational efficiency, environmental impact reduction, and customer satisfaction.

New Products & Solutions Vitality (NPSV)

New Products & Solutions Vitality (NPSV) (formerly referred to as New Product Vitality) measures the commercial contribution of newly developed products and solutions. It reflects how effectively innovation translates into business performance. NPSV is calculated as the share of net turnover generated from new products and solutions introduced within the last three years, relative to the company's total sales. This indicator highlights our capacity to continuously refresh our portfolio and drive value through innovation, ensuring that a meaningful proportion of our revenue is derived from recent developments.

Methodology for NPSV Calculation

NPSV is calculated using the following formula:

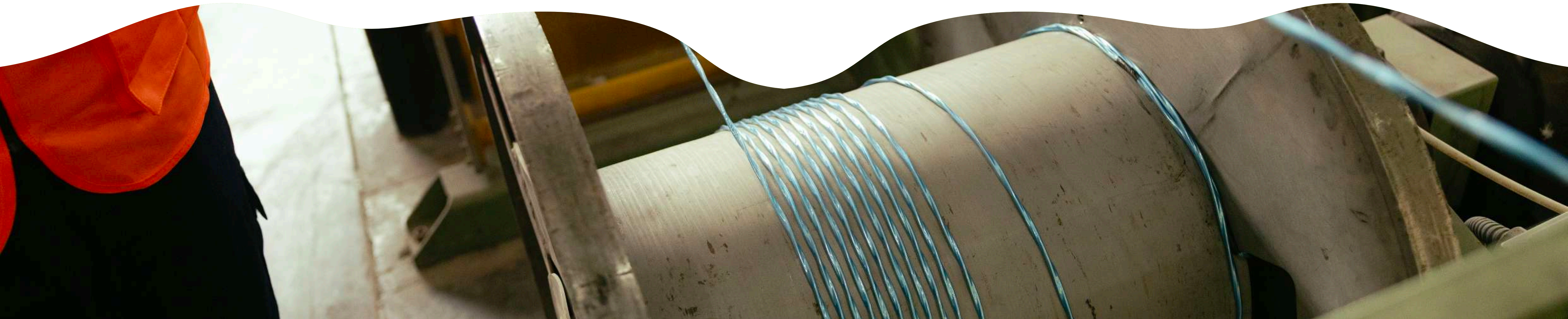
NPSV = (Net Turnover from New Products & Solutions) / (Total Net Turnover)

Only products and solutions that have been launched in the past three years are included in the numerator, with the calculation period starting from the date of the first sales order. The resulting percentage reflects the vitality of our innovation pipeline and the commercial success of new introductions.

	2024	2025
NPSV Score	17.6%	21.4%

Comparison of NPSV Score – 2024 vs 2025

Our NPSV increased from 17.6% in 2024 to 21.% in 2025, demonstrating improved innovation performance and stronger market uptake of newly developed products and solutions.



Our Innovative Products, Services and Solutions

Innovation and sustainability remain at the core of our strategic direction, guiding the way we design, manufacture, and deliver value to our customers and communities. Across our portfolio, we continue to introduce innovative and environmentally responsible products and solutions that support the region's energy transition goals and strengthen critical infrastructure. Our approach moves beyond technological advancement, focusing instead on creating long-term, measurable impacts that contribute to grid resilience, reduced carbon emissions, enhanced safety, and improved resource efficiency.

Through the development of new product families, sustainable solutions, and digital tools, we are transforming our role from a traditional cable manufacturer into a solutions provider. This shift is enabled by offerings such as EPath lowimpact cable solutions, Airbag™ & Superdry™, PRYCAM for advanced asset monitoring, OMHERO™ for safer and more energy-efficient installations, and Alesea for intelligent cable inventory management. These solutions not only deliver superior performance but also lower environmental footprints by reducing emissions, eliminating hazardous substances, extending product life cycles, and increasing recyclability.

Our commitment to sustainability-driven innovation is also reflected in our continuous effort to enhance materials, processes, and customer applications. From developing fireresistant products made in Oman (e.g., FP400), to advancing nextgeneration overhead technologies such as E3X , to expanding renewableenergy cable solutions like PrySolar and PRYSUN, we consistently embed energy efficiency, carbon reduction, and circularity into each stage of product development. These efforts are reinforced by a broader innovation ambition that integrates sustainability into our design parameters, shaping how we use key resources: energy, carbon, water, materials, and waste across our operations.

Collectively, our diverse portfolio of innovative and sustainable products, services, and solutions demonstrates our dedication to accelerating the transition toward a greener, safer, and more resilient future. By continuously investing in new technologies, customercentric solutions, and responsible product design, we ensure that sustainability remains embedded in everything we create and deliver.

Environmental Product Declarations (EPDs)

OCI Group continues to advance product transparency and lifecycle accountability by expanding the development and certification of Environmental Product Declarations (EPDs) across the Group. EPDs provide independently verified, sciencebased environmental impact information for products over their full life cycle, following internationally recognized standards such as ISO 14025, ISO 14040/14044, and EN 15804. These declarations rely on detailed Life Cycle Assessments (LCAs), enabling customers and stakeholders to understand a product's environmental footprint across raw material extraction, manufacturing, transport, use, and endoflife treatment.

In 2025, Oman Cables strengthened its environmental product transparency by obtaining EPDs covering three major product categories: Building Wires (BW), Low Voltage (LV) cables, and Medium Voltage (MV) cables. These EPDs were developed and thirdparty verified to meet the requirements of projects such as the Sustainability City Yiti, where EPDs are required for greenbuilding certification pathways including LEED, BREEAM, Green Star, and Estidama. The addition of these verified declarations enhances OCI Group's positioning in markets that prioritize lowcarbon, resourceefficient cable solutions.

In parallel, OAPIL also has Environmental Product Declarations in place for selected aluminum product categories. This reinforces OAPIL's commitment to environmental transparency and aligns with increasing customer expectations, supplychain disclosure requirements, and national circulareconomy priorities.

EPDs go beyond carbon footprint accounting; they assess a wide range of environmental indicators, often more than 20 categories, including global warming potential, abiotic resource depletion, water use, acidification, eutrophication, photochemical smog formation, and waste generation. As highlighted in earlier sustainability documentation, EPDs capture the complete lifecycle profile of cable products, making them essential tools for both customers and manufacturers seeking to quantify and reduce environmental impacts.

The process of developing an EPD involves rigorous data collection and verification. According to the EPD development framework used within the Group, this includes billofmaterials validation, annual plant utility data, waste streams, LCA modeling, supplier transportation data, safety data sheets and detailed processflow documentation. It follows a multistage sequence: product grouping, data gathering, expert LCA modeling, internal review and thirdparty verification before publication.

Looking ahead, OCI Group will continue expanding the scope of EPDs to additional product families, which highlights lifecycle transparency, improved LCA data collection, and regular publication of updated declarations as key levers within the Group's sustainability and decarbonization roadmap.

Our View on CBAM

As international climate regulations evolve, OCI Group recognizes the critical importance of preparing for the European Union's Carbon Border Adjustment Mechanism (CBAM), a policy designed to ensure that the carbon cost of imported goods reflects their embedded emissions. For exportoriented industries, particularly those involving aluminum, CBAM is not only a compliance requirement but also a strategic driver shaping future competitiveness, transparency, and market access.

Within the Group, OAPIL leads CBAM readiness efforts due to the aluminumrelated nature of its operations. OAPIL has initiated a structured preparation program that includes:

- Understanding CBAM regulations and technical requirements.
- Gathering and verifying emissionsrelated data across all manufacturing stages.
- Performing precise embeddedcarbon calculations for aluminum products.
- Implementing quarterly CBAM reporting aligned with the EU's transitional phase.
- Strengthening collaboration with suppliers to obtain accurate upstream emissions data.
- Establishing internal monitoring systems to ensure ongoing compliance and readiness for full CBAM implementation in 2026.

The Board of Directors and Management Team underscored CBAM as one of the most impactful regulatory shifts for the aluminum sector. OAPIL has already begun quarterly CBAM submissions as required under the EU's transition period (2023–2025), ensuring the organization maintains regulatory alignment and is fully prepared for the mechanism's taxation phase.

CBAM readiness is further strengthened by OAPIL's broader sustainability initiatives, including ASI (Aluminium Stewardship Initiative) alignment, EPDs for key product categories, increased recycled content in raw materials, and the exploration of lowcarbon technologies through industry collaborations. These efforts place OCI Group in a strong position to meet customer expectations, secure access to sustainabilitydriven tendering opportunities, and maintain longterm compliance with global decarbonization policies.

OCI Group views CBAM not only as a regulatory obligation but as an opportunity to elevate transparency, improve emissions data quality, and reinforce our longterm strategy of aligning operational excellence with lowcarbon growth and market resilience.

Responsible Aluminium Stewardship

As part of OCI Group's commitment to responsible production and global sustainability alignment, OAPIL is actively progressing toward compliance with the Aluminium Stewardship Initiative (ASI), the leading international standard for sustainability and ethical practices throughout the aluminum value chain. ASI plays a critical role in strengthening environmental performance, ensuring responsible sourcing, and enhancing the transparency of aluminumrelated operations.

OCI Group outlines ASI as a central pillar of OAPIL's longterm sustainability roadmap. It highlights the structured actions needed to meet ASI certification requirements, including:

- Conducting selfassessments to identify strengths and gaps.
- Bridging identified gaps through policy drafting, documentation improvement, and emissions verification.
- Preparing for engagement with accredited ASI auditors.
- Addressing audit findings through corrective actions and continuousimprovement measures.
- Establishing the foundation needed to achieve full ASI certification in the coming period.

Further reinforced during our regular Sustainability Steering Committees, OAPIL's ASI work is recognized as a key enabler for meeting rising regulatory expectations and supporting lowcarbon aluminum solutions. ASI Certification is seen as a critical requirement for global market access, particularly as aluminumintensive sectors face tightening environmental regulations and increased demand for verifiable sustainability credentials.

Pursuing ASI is more than compliance, it strengthens OAPIL's broader decarbonization and circulareconomy efforts by ensuring: responsible sourcing of raw materials, enhanced governance and due diligence practices, improved lifecycle performance of aluminum products, and alignment with customer and tender requirements for responsible, lowimpact materials.

By embedding ASI into its strategic direction, OAPIL positions itself to meet the expectations of global partners, national sustainability objectives, and future market competitiveness. ASI readiness complements ongoing progress in EPDs, CBAM preparation, recycledcontent expansion, and emissionsreduction initiatives - collectively advancing OCI Group's ambition to lead in responsible, transparent, and sustainable aluminum manufacturing.

08 Empowering our Greatest Assets

Empowering Our Greatest Assets

People aren't just part of our story, they are the story. This section honors our commitment to keep every team member safe, healthy, and inspired, while embracing diversity, equity, and inclusion as the foundation of our culture.

We believe in empowering every individual, valuing their unique strengths, and providing the care and support they need to thrive. Because when people grow, we grow together.

Together, we are turning shared goals into shared success and building a workplace where every voice matters, every contribution counts, and every person shapes a better future.

UN SDGs: SDG 3, SDG 4, SDG 5, SDG 8, SDG 10, SDG 11, SDG 17

Social Ambition

Empowering People, Enriching Communities

Every sustainability story begins with people and ours is no different. In 2025, our Social Ambition is about turning safety, well-being, and opportunity into lived experiences, ensuring progress uplifts everyone from the factory floor to the communities we serve.

We are creating an environment where safety is second nature and learning never stops. This commitment comes to life through thousands of hours of training, robust wellness programs, and a culture that prioritizes care. Behind every statistic is a human story: a colleague returning home safely thanks to rigorous protocols, an employee gaining confidence through upskilling initiatives.

Our ambition extends beyond our walls. We invest in education and community programs that open doors for youth and empower women, and the local communities. These goals come to life in classrooms we support, scholarships we fund, and partnerships that create pathways for inclusive growth.

Diversity and inclusion remain at the heart of this journey. We celebrate differences, foster equity, and ensure every voice matters. Our initiatives are more than checklists, they are commitments to fairness and representation in every decision we make.

Looking ahead, 2025 was a year of action. Every training session, every community project, every policy update is a chapter in our story of empowerment. Together with our stakeholders, we are shaping a future where progress is shared, opportunities are equal, and well-being is universal.

Working Group – Sustainable HR

The Sustainable HR Working Group plays a central role in OCI Group's ambition to embed sustainability into every aspect of our people strategy. As part of the seven Sustainability Working Groups: Circularity, Net Zero, Sustainable Finance, Value Chain, Innovation, Sustainable Governance, and Sustainable HR, the Sustainable HR cluster focuses on strengthening the

social dimension of sustainability, ensuring that our workforce development, engagement, safety, and culture evolve in alignment with our longterm ESG commitments.

The group's mandate covers core peoplerelated topics that are essential for building a futureready, responsible, and inclusive organization. These topics include:

- **Safety** – fostering a proactive safety culture and ensuring that all employees and contractors operate in a safe and riskaware environment.
- **DE&I (Diversity, Equity & Inclusion)** – advancing fairness, representation, and equal opportunity across the organization.
- **People Development & Upskilling** – enabling employees to grow through structured learning, capability building, and technical and leadership development programs.
- **Training & Awareness** – empowering employees with continuous sustainability education, workshops, and awarenessdriven initiatives that reinforce environmental and social responsibility.Green Travel – promoting environmentally responsible commuting and businesstravel practices.
- **Local Communities Support** – strengthening our impact through social engagement and community partnerships.

The Working Group model is designed to execute tangible projects and drive internal awareness on these priority areas. Members collaborate across departments and geographies to plan and deliver targeted initiatives, as highlighted during workinggroup interactions where teams coordinate local implementation and share best practices across Oman, OAPIL, ACPL, and other regions.

This collaboration ensures that sustainability in HR moves beyond compliance and becomes a lived culture across the Group. Through knowledgesharing, local activation, and joint problemsolving, the Sustainable HR Working Group strengthens the foundations of a workforce that is resilient, inclusive, and fully engaged in OCI Group's sustainability journey.

The group's work is further supported by structured coordination with the Sustainability Steering Committee, which ensures alignment with strategic priorities, mentorship, and oversight of progress across all seven working groups.

As OCI Group continues its transformation toward longterm sustainable growth, the Sustainable HR Working Group remains instrumental in ensuring that our people, our greatest asset, are empowered, protected, and equipped to contribute to a sustainable future.

Our Approach – People Are Our Greatest Assets

Safety: Our Shared Commitment

Safety remains one of OCI Group's most fundamental values and is a shared commitment across all employees, contractors and leaders. Our approach is guided by a comprehensive Health, Safety & Environment (HSE) and Integrated Management System (IMS) Policy, aligned with international standards and formally implemented, maintained and communicated across our organization. Safety is embedded within our Sustainability Working Groups under the Sustainable HR cluster, reflecting its critical importance to our longterm sustainability and operational excellence.

2025	Lost Time Injuries	Minor Accidents	First Aids	Near Misses	Unsafe Act and Conditions Reporting
OCI	7	19	4	52	1,081
OAPIL	1	25	1	18	693
ACPL	0	0	2	2	3
2024					
OCI	3	13	11	5	175
OAPIL	2	5	1	8	93
ACPL	0	0	0	1	0

Breakdown of Key Safety KPIs per entity – 2025

In 2025, we continued strengthening our proactive safety culture through initiatives focused on prevention, digital transformation, risk visibility and continuous improvement. Despite recording 7 Lost Time Injuries (LTIs) in 2025, an increase of 133% compared to 3 LTIs in 2024 for Oman Cables, we remain fully committed to safeguarding the wellbeing of every individual in the company. This increase reinforces our determination to enhance controls, address root causes, and maintain a work environment where safety is prioritized at every level.

Frequency & Gravity/Severity Index

2025	LTI	WH	LD	IF	IG
OCI	7	1,983,327.00	204	0.71	20.57
OAPIL	1	398,670.00	47	0.50	23.58
ACPL	0	335,799.00	0	0.00	0.00

2024	LTI	WH	LD	IF	IG
OCI	3	1890570.2	175	0.32	18.51
OAPIL	2	288226	0	1.39	0.00
ACPL	0	305283	0	0.00	0.00

Breakdown of Values to Determine IF & IG for all entities – 2024 and 2025

Notes:

LTI = Lost Time Injuries: all accidents with at least 1 lost workday (not including the day of the accident), or more than 1 workday.

Note: if the injured employee is back to work the day after the accident, this is not an LTI.

Minor Accident : all accidents with at least less than 1 lost workday

First Aid: minor injuries that are treated once and do not result in lost time or medical intervention

Near Miss: A near accident is an event that occurs unexpectedly and unintentionally but which does not cause any ill health, injury, fatality or (environmental) damage, although the event had the potential to cause an accident.

Days lost due to accident: calendar days of work lost without counting the day of the accident. For example if the accident happens Thursday afternoon and the worker come back to the work on next Monday, it must consider three days of lost of work (Friday, Saturday and Sunday); that without considering whether the worker were supposed or not to work on Saturday and Sunday.

Worked hours: worked hours of employees (desk workers, non desk workers and contractors)

Frequency Index (IF): measures the number of accidents occuring per 200,000 hours worked.

The IF is calculated according to this formula:

IF = (number of accidents with injury (LTI) / total worked hours) x 200,000

*200,000 used as a standard benchmark to allow a fair comparison between companies of vastly different sizes

Severity / Gravity Index (IG):

The IF is calculated according to this formula:

IG = (number of lost worked days / total worked hours) x 200,000

*200,000 used as a standard benchmark to allow a fair comparison between companies of vastly different sizes (reference to US Occupational Safety and Health Administration – OSHA)

MSX 30 ESG METRICS:

S7. Injury Rate

	2024	2025
S7. Percentage: frequency of injury events relative to total workforce time	0.3	0.7

S8. Global Health & Safety

Metric	2024	2025
S8. Does your company follow an occupational health and/or global health & safety policy?	Yes	Yes

Digitalization of Hazard and Unsafe Condition Reporting

A major enhancement this year was the digitalization of hazardous and unsafe condition reporting. The new digital platform (EHS Watch) enables employees to record unsafe acts, unsafe conditions, and nearmiss events in real time. This system improves accuracy, accelerates response and followup, and ensures that supervisors and EHS teams can monitor trends and risks more effectively.

Oman Cables	
No. of Unsafe Acts and Conditions reported in 2024 (through QR Code)	385
No. of Unsafe Acts and Conditions reported in 2025 (through EHS Watch)	1,757
OAPIL	
No. of Unsafe Acts and Conditions reported in 2024 (through QR Code)	93
No. of Unsafe Acts and Conditions reported in 2025 (through EHS Watch)	693

Table x & x. Oman Cables & OAPIL improvement in reporting

While Oman Cables and OAPIL have demonstrated a strong and consistent grasp of reporting unsafe acts and unsafe conditions, contributing to a more proactive safety culture across their operations, ACPL is still in the early stages of strengthening its reporting practices. Although the foundation is in place, further progress is needed to build the same level of awareness, engagement, and ownership seen in the other entities. We remain confident that with continued guidance, capacitybuilding, and crossentity collaboration, ACPL will steadily improve its reporting performance and contribute more actively to our shared commitment to a safer workplace.

Traffic Management Review and Forklift Safety

Internal traffic flow and forklift operations were identified as priority risk areas. A groupwide traffic management review was carried out to assess pedestrian and vehicle interactions, blind spots, road markings and loading zones.

A special focus was dedicated to forklift safety, including strengthening operator training, reviewing competency requirements, enhancing route separation, and reinforcing strict adherence to seatbelt and speedlimit rules. These improvements significantly reduce the risk of highimpact incidents.

OAPIL has recently launched its Forklift Operator Driving License initiative, reinforcing its commitment to safe materialhandling practices and ensuring that all operators receive structured, competencybased training. This initiative aligns with the Group's broader emphasis on traffic management as a critical safety priority, a topic consistently highlighted across regional safety programs and MEART Safety Week presentations.

As a Group, we continue to explore innovative approaches to enhance forklift and pedestrian safety, including digitalization and potential AI supported solutions, for which a feasibility study will continue through 2026. This direction reflects our ambition to modernize our safety systems, strengthen hazard detection, improve traffic flow, and integrate realtime data into everyday safety practices.

Being part of the wider Prysmian network gives us access to global best practices, including those already implemented by Turk Prysmian. Turkiye has deployed a more advanced, digitalized forklift safety program, featuring smartforklift technologies such as:

- realtime pedestrian tag scanning,
- automatic speedreduction zones,
- visual and audible warning systems for operators, and
- wearable vibrationalert tags for pedestrians.

Furthermore, Turk Prysmian has implemented even broader digital safety enhancements: radar systems, zonebased speed controls, cloud dashboards, and factorywide deployment covering 44 forklifts and 750 pedestrian tags, serving as a model for future regional adoption.

Together, these initiatives illustrate our region's commitment to raising safety standards through structured training, technological advancement, and shared learning across the Prysmian network.

Ongoing Risk Identification and BestPractice Reinforcement

Risk assessments were continuously updated across factories to ensure that potential hazards are identified early and preventive measures are implemented. Regular safety walks, crossteam discussions, and standard operating procedure reviews supported the continuous adoption of best practices. Lessons learned and improvements are shared across entities to ensure consistent safety excellence.

	Oman Cables	OAPIL
RAMBOLL RESULTS	4.55/5	4.5/5

The Ramboll Audit is an independent, internationally recognized assessment conducted by Ramboll, a global consultancy specializing in engineering, safety, and sustainability performance. The audit evaluates the maturity of an organization's safety culture across six core dimensions: Roles and Responsibilities, Leadership Commitment, Communication, Training, Incident Investigation, and Risk Assessment.
Through a combination of site inspections, employee interviews, management discussions, and structured evidence reviews, the Ramboll Audit provides an objective measurement of how deeply safety principles are embedded across operations. This method enables each entity to identify strengths, address gaps, and implement targeted improvements that enhance the wellbeing of employees and the resilience of operations.
At both Oman Cables and OAPIL, the Ramboll Audit serves as a critical benchmark in our continuous improvement journey. Oman Cables has consistently demonstrated strong safety culture performance, as

reflected in its high audit scores and ongoing commitment to leadership and employee engagement in safety. For OAPIL, the Ramboll Audit has been instrumental in driving substantial progress. The latest audit results show a significant improvement in OAPIL's safety culture maturity, rising to a score of 4.5 out of 5 in 2025, an increase of approximately 68.5% from the previous cycle (2.67/5). This achievement highlights the effectiveness of the enhanced safety initiatives, training programs, and reporting systems implemented across the plant.
The Ramboll Audit remains a cornerstone of our shared commitment to building a proactive, engaged, and continuously improving safety culture. one that strengthens manufacturing excellence and supports our long-term sustainability ambitions.

Strengthening our Safety Culture

In 2025, we strengthened our safety culture through continuous training and awareness programs, ensuring employees received the proper skills, competencies, and guidance to perform their work safely. Through initiatives such as Safety Week, multiple-topic trainings, and targeted HSE upskilling, we reinforced shared responsibility and supported a safer, more resilient workplace.

	Oman Cables	OAPIL	ACPL
No. of Trainings	37	22	10
No. of Training Hours	4,809.37	1,267.16	489.93
No. of Stakeholders Engaged	681	173	76

OCI Group Safety Training Details – 2025

Risk Assessment

Risk assessment remains an essential pillar of our safety management system, forming the foundation of a proactive and preventionfocused safety culture. It enables us not only to identify hazards before they cause harm, but also to evaluate their likelihood and potential impact, ensuring that effective control measures are

implemented in a timely manner. As outlined in the Group's SAFE Risk Management Model: Spot, Assess, Fix, and Evaluate - hazards must be recognized early, assessed systematically, and addressed through structured mitigation actions, followed by continuous review and improvement.

By embedding risk assessments into our daily operations, whether during new tasks, workplace changes, incident reviews, or equipment introduction, we strengthen our ability to mitigate risks at source, apply appropriate technical, organizational, and humanfactor controls, and maintain compliance with established safety standards. This disciplined approach ensures that we protect people, enhance operational reliability, and reinforce a culture where safety is not only practiced but actively lived across all levels of the organization.

Please refer to the Annexures to have a full view of our Policy.

Extending our Safety Culture to Contractors and All External

Stakeholders

At Oman Cables and across our wider Group, including OAPIL and ACPL, we extend our strong safety culture and principles to all contractors, suppliers, and external stakeholders visiting our premises. Every individual entering our operational areas must complete a mandatory HSE safety induction prior to accessing the factory. This induction outlines key safety requirements, site rules, designated walkways, assembly points, prohibited activities, and emergency evacuation procedures. Visitors are also informed whether a mock drill is scheduled for the day, ensuring they understand when an alarm indicates a real emergency versus an exercise.

In line with our HSE policy, no person (internal or external) is permitted to enter the factory without the required Personal Protective Equipment (PPE). The minimum PPE includes safety shoes or safety shoe caps and highvisibility reflective jackets. Additional PPE such as safety goggles may be required depending on the area visited. These items are provided to visitors whenever necessary, and compliance is strictly enforced by HSE personnel and security teams.

At OAPIL, where aluminium production involves working in close proximity to furnaces and molten metal processes, additional caution and reinforced PPE protocols are mandatory. Given the elevated thermal, radiant heat, and splash hazards associated with aluminium melting and casting operations, visitors and contractors in these zones receive enhanced induction briefings and may be required to use thermalresistant protective equipment, depending on operational status and area access. These stricter controls ensure that anyone entering highrisk production areas understands furnacerelated hazards, restricted zones, and emergency response expectations. This forms an essential layer of protection for both our people and all external stakeholders engaging with our operations.

Golden Rules for Saftey

01	I always perform a high-risk activity only if authorized.	07	I always carry out interventions/ maintenance activities after having properly isolated all energy sources
02	I always perform an activity after having done the risk assessment and Job planning	08	I immediately report hazards, incidents, and unsafe acts/conditions.
03	I always perform an activity after having received proper training/ license	09	I always operate machines/equipment with the foreseen protective systems activated.
04	I always wear required PPE.	10	I am prepared for emergencies, and I know the steps I need to follow.
05	I always operate free from the influence of alcohol, drugs, or narcotics.	11	I do not use cell phones, electronic devices, or headphones while working or moving in the operation areas.
06	I always respect the rules of safe traffic management.	12	I always avoid lighting cigarettes, cigars, or pipes in no-smoking areas.

6S Implementation

The Group continued advancing the 6S methodology (Sort, Set in Order, Shine, Standardize, Sustain and Safety) to strengthen workplace organization and hazard prevention. Applying 6S helps reduce incident triggers related to poor housekeeping, improves efficiency and reinforces predictable, safe working conditions.

6S in Our Shopfloor and Operations

The 6S System is a daily operational discipline embedded across our factories, ensuring safety, efficiency, and a highquality work environment. At Oman Cables, 6S is not a periodic activity but a continuous operational standard implemented through clear policies, visual controls, structured audits, and employee ownership.

- **Sort (Seiri)**
  Unnecessary items are removed from the work area to prevent clutter and reduce hazards. The shopfloor uses redtagging to identify items that do not belong, and obsolete materials are flagged and removed systematically.

- **Set in Order (Seiton)**
  Materials, tools and equipment are placed in clearly marked, designated locations. Colorcoding, floor markings, labels and shadow boards ensure everything is easy to find, use, and return. FIFO lanes and work orders are organized visually to avoid errors and improve flow.
- **Shine (Seiso)**
  The shopfloor is kept clean and maintained throughout all shifts. Cleaning tools are organized, fluid lines and pipes are painted by identification color, and machinery surfaces and floors are kept in good condition. Regular cleaning schedules and inspections are part of daily routines.

- **Standardize (Seiketsu)**
  Standard operating practices ensure consistency. Visual work instructions, colorcoded storage areas, documented area policies, and structured checklists help all teams follow the same expectations. Monthly 6S audits and weekly walkthroughs reinforce these standards.
- **Sustain (Shitsuke)**
  Employees are trained, monitored, and coached to maintain 6S continuously, not only during audits. Results and actions are displayed on Tier 1 boards to keep teams aware of progress. The goal is to make 6S a natural part of daily habits and not a onetime activity.

- **Safety (Anzen)**
  Safety is the core of 6S and is integrated into every step. Teams identify unsafe conditions, ensure PPE usage, maintain accessible fire extinguishers, keep pathways clear, review ergonomic risks, and regularly update risk assessments. Safety checks are conducted during every shift to prevent accidents before they occur.

Additional 6S Operational Practices at Oman Cables

- **Visual Controls and Safety Integration**
  Labels, hazard signs, shadow boards, walkway markings, and colorcoded routes help reduce confusion and prevent unsafe movements.

- **Warehouse & Traffic Flow Improvements Under 6S**
  In P1 and P2 warehouses, 6S has been used to improve flow and safety by defining walkways, loading zones, and truck paths. This supports safer forklift operations and greater efficiency.

- **Clear Area Responsibilities**
  Areaspecific policies outline expectations: no items on floors, proper waste segregation, PPE compliance, unobstructed emergency devices, and clear document storage.

- **6S Leadership, Structure, and Audits**
  A defined structure assigns 6S Leaders, area facilitators, and audit committees responsible for implementation, training, monthly audits, and action followup.

- **Continuous Improvement Framework**
  The system encourages daily improvement, rootcause investigation, and elevating repetitive issues through RAIL (Raise, Align, Improve, Learn) for Tier2 discussions.

Zero and Beyond Culture

Our safety philosophy, "Zero and Beyond," underpins every safety initiative. The goal is not only to achieve zero incidents but to cultivate a culture where hazards are proactively prevented, safe behaviors are reinforced, and employees feel responsible for one another's safety. This mindset encourages accountability, open reporting and strong safety leadership at every level.

Safety remains the foundation of our sustainability journey. Through digital tools, structured assessments, training, and a strong safety culture, OCI Group continues to build safer and more resilient workplaces for all

Management Safety Walks

Management Safety Walks are an essential part of our safety culture and a key element of how we demonstrate leadership commitment across our operations. These structured walkthroughs allow our leaders to be physically present on the shopfloor, reinforce safe behaviours, identify risks early, and ensure that safety remains a shared responsibility. They reflect the principle that safety leadership is not only about oversight, it is about active engagement, visibility, and direct communication with our teams.

In 2025, Management Safety Walks were further strengthened to align with our digital safety tools and the broader improvements in risk management. During these walks, managers review housekeeping conditions, verify the correct application of 6S practices, observe traffic and forklift movements, and check that employees are using the required PPE. The presence of leadership reinforces the message that safety standards are nonnegotiable, and that everyone has the responsibility to intervene when unsafe situations arise. This supports our "Zero & Beyond" mindset, where the goal is not only to prevent incidents but to embed proactive hazard prevention into daily routines.

Through Safety Walks, management also engages operators in open discussions about hazards and nearmisses, encouraging transparency and empowering employees to speak up. These conversations often lead to immediate corrective actions or escalation of improvement opportunities. Safety Walks have been crucial in strengthening our unsafecondition reporting culture, which in 2025 recorded over one thousand reports through the digital reporting system, demonstrating greater awareness and participation across the organization.

The walks also help sustain the implementation of key safety initiatives, including trafficmanagement enhancements, forkliftsafety controls, machinesafety improvements, and emergencypreparedness practices.

By witnessing operations firsthand, leaders can better understand risks, validate correctiveaction progress, and ensure that best practices are consistently applied across all areas.
Management Safety Walks remain a core part of our commitment to building a safe, organized and disciplined workplace. Together with 6S, digitalized reporting, training programs and riskvisibility tools, these Walks help us maintain a strong and proactive safety culture across all sites.

Safety Walks Highlights

- **Leadership on the Shopfloor** - Management Safety Walks were carried out regularly throughout 2025, reinforcing visible safety leadership and demonstrating that safety ownership begins at the top.
- **Direct Engagement with Employees** - Leaders used these walks to speak directly with operators, understand daytoday challenges, and encourage open reporting of unsafe conditions and nearmisses.
- **Verification of 6S Practices** - Safety Walks helped ensure consistent application of 6S principles across work areas, focusing on cleanliness, organization, visual controls and hazard prevention.
- **RealTime Hazard Identification** - During walkthroughs, managers proactively identified unsafe conditions, behavioral risks and environmental hazards, triggering immediate corrective actions.
- **Support for Digital Reporting** - Safety Walks reinforced the use of the digital unsafeact/ unsafecondition reporting system, which recorded more than a thousand reports in 2025, strengthening data visibility and response times.
- **Focus on Critical Risk Areas** - Walks prioritized highrisk topics such as forklift operations, trafficmanagement flow, emergencyexit accessibility, PPE compliance, and machinesafety conditions.
- **Continuous FollowThrough** - Findings from Safety Walks were integrated into action plans, 6S audits and safetycommittee reviews, ensuring issues were tracked, resolved and communicated across teams.

No. of Management Safety Walks in 2025 (Oman Cables only)	6

No. of Management Safety Walks - 2025

While we successfully conducted six Management Safety Walks at Oman Cables this year, we are further strengthening this initiative by extending the same structured approach to OAPIL in 2026. As part of our continuous improvement mindset, Management Safety Walks at OAPIL will reinforce leadership visibility, operational discipline, and shared accountability for safety across teams.
In addition, as Chiplun operates under a different geographical and organizational setup in India, we plan to take the opportunity of our upcoming plant visit in the coming years to implement the same structured Management Safety Walk framework there. It is worth noting that leadership and executives at Chiplun already conduct routine safety walkthroughs as part of their daily leadership practice; however, these have historically not been measured or formally recorded. Standardizing this practice will allow us to harmonize expectations, monitor improvement, and ensure alignment across all entities within the Group.

Diversity, Equity and Inclusion

Diversity, Equity and Inclusion (DE&I) is one of the foundational pillars within OCI Group and continues to be a driving force behind our peoplecentered culture. In 2025, we strengthened our commitment to building a workplace where everyone feels respected, supported and empowered. With a diverse workforce spanning multiple nationalities, languages, backgrounds and perspectives, we view inclusion not only as a value but as a strategic advantage that enhances collaboration, innovation and organizational resilience.

Being part of a diverse and global organization such as Prysmian, provides us with an expanded set of tools, platforms and best practices that support our inclusion journey. This global connection allows us to benefit from shared expertise, standardized approaches and crossregional learning, ensuring that our DE&I commitment is aligned with international expectations and evolving social needs.

Digital inclusion is also a critical part of our DE&I approach. Through our internal communication platforms, online learning tools and multichannel messaging, we ensure that every employee, whether in an office, factory, or remote operational role, receives the same information and opportunities to participate.

For nondesk workers, our toolbox talks act as an essential communication bridge, enabling supervisors to pass down key updates, safety messages, cultural reminders and engagement topics directly on the shopfloor, ensuring inclusion in both knowledge and participation.

Oman Cables	2025
No. of Toolbox Talks Held in 2025	75 sessions

Number of Toolbox Talks held in Oman Cables – 2025

Our Toolbox Talks, held at the Plant Information Centers, continue to serve as an essential platform for strengthening awareness, reinforcing responsibilities, and deepening engagement across all teams. In line with global best practice, these sessions are led directly by the Plant Director and the COO, ensuring that leadership remains visibly and meaningfully involved in shaping our safety culture.

Each Toolbox Talk covers a broad range of important themes - including Safety, Sustainability, Innovation, DE&I, and Compliance - reflecting our commitment to nurturing a wellrounded and informed workforce. These topics are consistently integrated into the discussions, aligning with the established practice of delivering themed Toolbox Talks for NonDesk Workers.

By embedding these topics into routine dialogue, our leaders help pass on critical knowledge, address emerging issues, and disseminate relevant information to employees in real time. This approach not only strengthens operational awareness but also promotes continuous learning and shared responsibility across all functions.

Information Center

The Information Center at Oman Cables serves as a central hub for knowledge-sharing, operational visibility, and continuous improvement. It is designed to bring together real-time operational data, safety performance, sustainability insights, and 6S practices in one accessible space, enabling teams, visitors, and partners to clearly understand how the company operates and the values that guide its decisions.

Strategically positioned within our facilities, the Information Center reflects our commitment to transparency, operational excellence, and sustainability integration. It supports plant teams in monitoring key indicators, showcases ongoing initiatives, and provides a structured environment for learning, briefings, and internal collaboration.

Through this dedicated space, Oman Cables strengthens a culture of shared responsibility, informed decision-making, and continuous improvement, reinforcing its role as a regional leader in responsible and sustainable manufacturing.

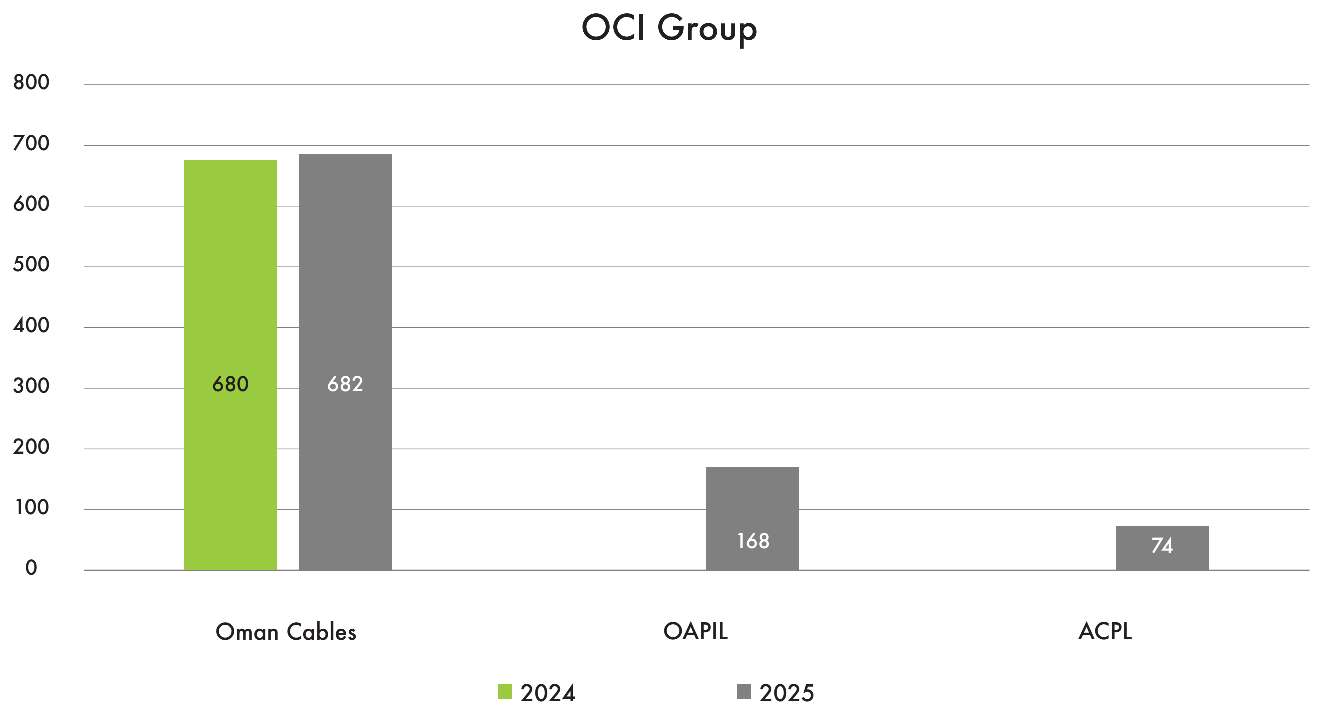
Our DE&I Statistics

OCI Group

At OCI Group, we are committed to providing equal opportunities for all, ensuring that every individual, regardless of gender, nationality, background, or ability, has fair access to growth, development, and representation within our organization. We foster an inclusive culture built on respect, transparency, and merit, where every voice is valued, and every person is empowered to reach their full potential.

Our commitment extends beyond our company walls. Through our strategic investments, local partnerships, and sustainability initiatives, we actively support the growth of the countries we operate in. By generating meaningful employment opportunities, developing local capabilities, and aligning our efforts with the nation’s priorities, we contribute to economic progress, innovation, and long-term national development. As we grow, we ensure the country grows with us, strengthening communities, enabling shared prosperity, and building a sustainable future for generations to come.

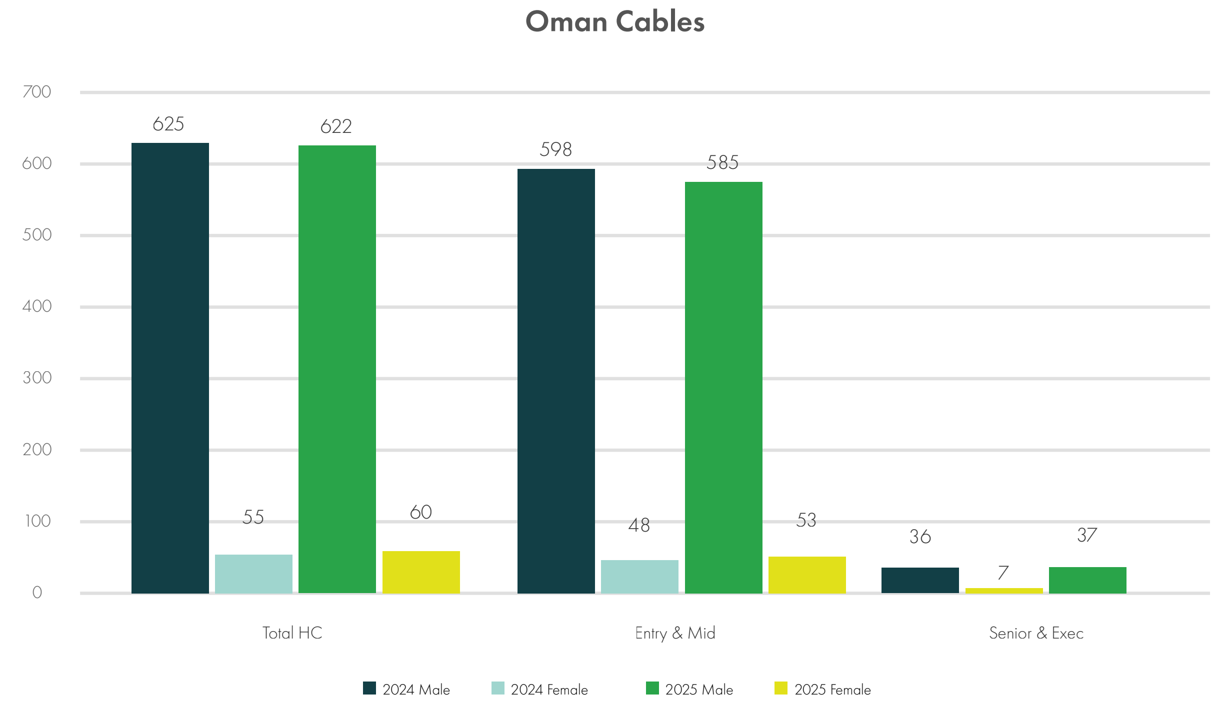
Total Population per entity – 2024 vs 2025



2025	Oman Cables	OAPIL	ACPL
Total HC per entity	682	168	74

Total Population per entity – 2025

Gender Diversity per entity



Gender Diversity – 2024 vs 2025

	Oman Cables	OAPIL
Total HC held by men and women	Male: 622 (91%) Female: 60 (9%)	Male: Female:
Entry- and mid-level positions held by men and women	Male: 585 (92%) Female: 53 (8%)	Male: Female:
Senior- and executive-level positions held by men and women	Male: 37 (84%) Female: 7 (16%)	Male: Female:
2024	**Oman Cables**	**OAPIL**
Total HC held by men and women	Male: 625 (92%) Female: 55 (8%)	Male: Female:
Entry- and mid-level positions held by men and women	Male: 598 (93%) Female: 48 (7%)	Male: Female:
Senior- and executive-level positions held by men and women	Male: 36 (79%) Female: 7 (21%)	Male: Female:

Gender Representation for Oman Cables and OAPIL – 2024 and 2025

MSX 30 ESG METRICS:

S4. Gender Diversity

Metric	2024	2025
S4.1 Percentage: Total enterprise headcount held by men and women	Female: 8% Male: 92%	Female: 9% Male: 91%
S4.2 Percentage: Entry- and mid-level positions held by men and women	Female: 7% Male: 93%	Female: 8% Male: 92%
S4.3 Percentage: Senior- and executive-level positions held by men and women	Female: 21% Male: 79%	Female: 16% Male: 84%

Women's Representation

Despite operating in a traditionally maledominated sector such as cable manufacturing, Oman Cables and OAPIL continue to advance women's representation across the organization. Our latest DE&I data shows that women contribute meaningfully to our workforce even within technical and industrial roles, with women representing 8% of the workforce at Oman Cables and 4% at OAPIL.

In manufacturing environments, where global female participation typically remains low, this level of representation demonstrates our commitment to opening pathways for women in engineering, operations, and industrial disciplines. Our initiatives, such as the SHE STEMS program, further strengthen this commitment by equipping Omani women with handson technical training tailored for the nation's manufacturing and STEM ecosystem.

By creating inclusive hiring pipelines, expanding upskilling opportunities, and ensuring equal access to leadership pathways, where women also represent 16% of senior and executive roles at Oman Cables and 17% at OAPIL, we continue to bridge the gender gap in industrial sectors.

2025	Oman Cables	OAPIL	ACPL
% of women in technical roles	4%	2%	3%
% of women in new hires	27%	0%	0%
% of promotions received by women	67%	0%	0%

Women's Representation per entity – 2025

In 2025, women contributed to technical roles at varying levels across our entities—**4% at Oman Cables, 2% at OAPIL, and 3% at ACPL**, reflecting steady progress in expanding opportunities for women in operational and engineering functions.

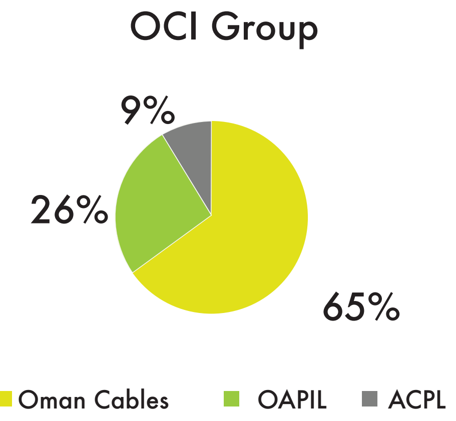
Our hiring patterns also show encouraging developments: **27% of new hires at Oman Cables were women**, demonstrating strong momentum in attracting diverse talent into the organization. While OAPIL and ACPL reported no female new hires during this period, these results highlight areas where we continue to focus our efforts to broaden the entry pipeline for women across all business units.

Notably, at Oman Cables, **67% of promotions were awarded to women**, underscoring our commitment to equitable career progression, meritbased advancement, and cultivating female leadership in a traditionally maledominated sector. While OAPIL and ACPL did not record promotions for women this cycle, our broader DE&I strategy remains centered on ensuring that women have clear pathways for growth and representation at all levels.

Together, these indicators reflect both our progress and our ongoing dedication to fostering an inclusive, equitable, and diverse workplace where women can thrive and contribute to the future of our industrial and manufacturing excellence.

Our Strength Lies in Our Diversity

We are a team of 17 nationalities speaking 14 languages. While English is our main communication language, all our trainings, digital or inperson, are delivered in English, Arabic and Hindi, with our digital platforms offering multiple language options for our people.



Nationalities Representation by Entity - 2025

Nationalities:
Bangladeshi, Brazil, Egyptian, Filipino, French, German, Indian, Indonesian, Italian, Jordanian, Lebanese, Nepalese, Omani, Pakistani, Romanian, Saudi, Turkish

Languages:
English, Arabic, Bahasa, Bengali, French, German, Hindi, Italian, Nepali, Portugese, Romanian, Tagalog, Turkish, Urdu

Stakeholder Engagement and DE&I Celebrations in 2025

In 2025, we enriched our DE&I agenda through a vibrant calendar of stakeholderengagement activities designed to celebrate identity, strengthen community ties and showcase the cultural richness of our teams across Oman Cables, OAPIL and ACPL.
Throughout the year, employees participated in cultural events, observances and gatherings that highlighted traditions, heritage and unity:

Ramadan Observance and Adjusted Timings

During the holy month, we implemented respectful workinghours arrangements equally for all employees and emphasized the importance of togetherness and understanding. Ramadan was observed across all entities, reflecting the shared values of compassion and reflection.

Group Iftar Gatherings

Iftar celebrations brought together employees from various departments and nationalities to break the fast, fostering unity, gratitude and mutual respect.

Family Day Events

We opened our doors to families, strengthening the connection between work and home life, and celebrating the people who support our employees every day.

Onam Celebrations

Onam, celebrated by all our colleagues, featured traditional dress, cultural presentations and shared meals that brought festive spirit and cultural appreciation to our workplace.

Indian and Pakistani National Days

We recognized the national holidays of India and Pakistan through mini cultural exhibitions, traditional attire and shared food, honoring the strong representation these communities have within our workforce.

Filipino Independence Day

This day was marked with traditional Filipino dishes, music and storytelling, giving visibility to one of our most active cultural groups and reinforcing their sense of belonging.

Other Indian Festivities

Depending on team composition and interest, festivities such as Diwali, Vishu or Holi were recognized informally or formally, with shared treats and cultural exchanges.
These celebrations helped bring visibility to the variety of cultures represented in our workplace, creating meaningful opportunities to learn from one another and strengthening our shared identity as one OCI Group.

Creating Spaces for Connection: The Social Pantry

In 2025, we introduced a Social Pantry at our headquarters (Oman Cables, Rusayl): a dedicated space where employees from all functions can gather informally, share conversations over coffee or meals, and participate in smallscale activities. As a communal meeting point, the Social Pantry has become a natural hub for team bonding, cultural exchange and open communication.
It also serves as a space where leadership can engage directly with employees in a relaxed setting, encouraging transparent dialogue, fostering a sense of accessibility and reinforcing the inclusive culture we aim to build.
At OAPIL, our weekly breakfast gathering for desk workers has become a meaningful extension of our DE&I commitment. This simple yet powerful ritual creates a welcoming space where colleagues can connect beyond daily tasks, strengthening relationships and fostering a sense of belonging across teams. By bringing people together regularly in an informal setting, we not only encourage open dialogue and collaboration but also provide an avenue for sharing updates, celebrating wins, and reinforcing the values that shape our culture.
The weekly breakfast serves as an opportunity to disseminate relevant information, encourage crossfunctional engagement, and ensure that every voice feels seen and heard, supporting our broader DE&I goal of creating an environment where people feel valued, included, and empowered to contribute to our collective success.

A Culture of Inclusion Across All Levels

DE&I at OCI Group is not limited to celebrations - it is reflected in how we communicate, train, develop and empower our people every day. Through crosssite participation, involvement of both office and shopfloor teams, and consistent representation from all entities, we ensure that DE&I is practiced across all levels of the organization.
The Sustainable HR Working Group supports this through coordinated planning, ideasharing and ensuring that events and initiatives reflect the needs and cultures of all employees across Oman Cables, OAPIL and ACPL.

Age Diversity breakdown OCI, OAPIL, ACPL

OCI Group reflects strong age diversity across its workforce, with a healthy mix of earlycareer, midcareer, and highly experienced employees across all entities. While most of our people fall within the 30–50 age group, we also maintain a growing young workforce and a solid representation of employees over 50, especially in leadership roles, where experience plays a key part in driving our companies forward.

% of employees by age group (e.g., <30, 30–50, >50)	OCI	OAPIL	ACPL
<30	11%	24%	5%
30 - 50	79%	67%	51%
>50	11%	9%	43%
Age distribution in leadership roles	**OCI**	**OAPIL**	**ACPL**
<30	0%	0%	0%
30 - 50	50%	100%	0%
>50	50%	0%	100%

Visual Representation of Age Diversity by Age Group and Leadership Role - 2025

Gender Pay Ratio

OCI Group remains committed to promoting fairness, equity, and transparency across all entities. Our 2025 gender pay ratio reflects maletofemale average salary comparisons of 1.13 at OCI, 1.19 at OAPIL, and 1.11 at ACPL. While these ratios indicate some variation between entities, they also reinforce our ongoing commitment to monitor pay structures, address disparities, and uphold equal pay for equal work. Through continuous review, stronger governance practices, and the integration of global standards, we remain focused on fostering a workplace where compensation is consistent, fair, and based solely on role, responsibility, and performance.

	OCI	OAPIL	ACPL
Gender pay ratio (male/female average salary comparison)	1.13	1.19	1.11

Pay Equity - breakdown per entity - 2025

Employee categories were defined using internal band/grade structures. For each category, the ratio of median total renumeration of men to women was calculated, in line with GRI 405-2 requirements.

An overall median-of-medians figure is additionally presented to provide a simplified summary of gender pay gap across the organization. The results are disclosed using the methodology selected by OCI Group, which directly refers to the requirements of GRI 405-2 and reflects gender pay ratio within comparable roles and grades.

While alternative methodology, such as the approach applied under the MSX ESG framework, would result in a different overall outcome (0.47), OCI Group considers the GRI-aligned methodology to provide a more representative and realistic view of gender pay ratio, particularly within an industrial and manufacturing context where role specialization, operational structures, and grade differentiation significantly influence remuneration patterns.

Note: Any band with only one individual is excluded in the calculation as the ratio cannot be calculated.

MSX 30 ESG METRICS:

S2. Gender Pay Ratio

	2024	2025
S2. Ratio: Median male compensation to median female compensation	1.14	1.13

Omanization at Oman Cables & OAPIL

Omanization remains a cornerstone of our people strategy and a key expression of our commitment to national development. As an Omani-rooted industrial group, Oman Cables and OAPIL continue to actively contribute to the country's vision of building a skilled, competitive, and futureready national workforce. Our approach contributes towards Oman Vision 2040, which emphasizes human capital development, knowledge transfer, and longterm employability for Omani nationals.

Oman Cables

At Oman Cables, Omanization is integrated into our workforce planning, talent development, and leadershippipeline strategies. We focus on attracting, training, and retaining Omani talent across functions, ranging from engineering and production to corporate, technical, and supervisory roles.
Our internal learning programs, supervisory and leadership courses, skillsmatrix mapping, and continuous professionaldevelopment initiatives help ensure that Omani employees gain the competencies needed to grow into specialized and senior roles. This approach strengthens local expertise while reducing longterm dependency on external resources.

Oman Cables also continues to embed Omanization through:

- structured onboarding and technical capability development for Omani hires
- leadershipreadiness programs to accelerate progression into critical roles
- upskilling initiatives through Lean, White/Yellow Belt and Manufacturing Fundamentals programs
- workplace exposure to modern manufacturing, digitalization, quality and safety systems

These efforts reflect our longstanding commitment to developing a strong national workforce equipped for the needs of tomorrow.

OAPIL

OAPIL plays an equally important role in supporting Oman's workforce localization agenda. As a major player in the aluminum sector, an industry aligned with the nation's industrial diversification priorities, OAPIL focuses on bringing Omani talent into key operational, technical, quality and administrative positions.
Training and upskilling of Omani employees remains a priority, enabling them to take on critical responsibilities in areas such as safety, production, maintenance, and process optimization.

OAPIL's commitment is further strengthened through:

- dedicated technical training and competencybuilding pathways
- exposure to international sustainability frameworks (such as ASI and CBAM requirements)
- participation in sustainability working groups that build crossfunctional knowledge
- targeted hiring to increase the presence of Omani staff in supervisory and engineering roles

Omanization at OAPIL supports sectorspecific capability building in aluminum production while preparing the national workforce for evolving sustainability and operational standards.

Our Ongoing Commitment

Across both entities, Omanization is more than a compliance requirement, it is a longterm investment in national talent and a reflection of OCI Group's deep ties to the communities where we operate. We remain committed to:

- expanding career opportunities for Omani nationals
- deepening technical and leadership capabilities among local talent
- embedding learning, safety, digital skills and sustainability awareness into workforce development
- ensuring that future growth is driven by a strong, empowered national workforce

As we continue strengthening our Social Ambition, Omanization will remain a key driver of inclusive growth, competitiveness and national contribution.

Omanization %	2024	2025
OCI	51.4%	53.5%
OAPIL	47.6%	53.3%

Comparison of Omanization Percentage for Oman Cables and OAPIL – 2024 vs 2025

Note:

- For Oman Cables, the above figures does not consider our employees in the representative offices in the GCC, who are not registered in Oman.
- Persons with disabilities that are our employees are in line with the Oman authority methodology

In 2025, Oman Cables has achieved an Omanization level of 53.5%, while has OAPIL reached 53.3%, both proudly exceeding the minimum industry requirement for national workforce participation. This milestone reflects our continued commitment to supporting national priorities, contributing to local capability-building, and generating meaningful employment opportunities within the Sultanate.

At the same time, we remain equally committed to balancing DE&I across all entities. Our efforts ensure that while we strengthen national representation, we also cultivate a workplace where individuals of different backgrounds, nationalities, genders, and abilities are valued and empowered. This approach aligns with our Groupwide philosophy of providing equal opportunities for all, fostering a culture built on respect, transparency, and merit, and ensuring that our growth actively contributes to both organizational excellence and the socioeconomic development of the communities we serve.

Employee Turnover

Employee turnover at OCI Group remains at a healthy and stable level, reflecting the strength of our organizational culture and our ongoing commitment to employee engagement, development, and wellbeing. Based on our MSX 30 ESG Metrics, OCI recorded a low fulltime employee turnover rate of 4.0% in 2025 comparing to 4.5% in 2024, demonstrating consistency in retention across our operations. This level of stability shows that our peoplefocused initiatives, ranging from upskilling programs and leadership development to improved workplace systems and stronger sustainability integration, continue to support longterm employee commitment and satisfaction.

Our structured approach to talent management, combined with transparent HR processes and a culture grounded in safety, equity, and growth, helps us attract and retain a skilled, diverse and motivated workforce. As we advance our sustainability journey, OCI Group remains committed to maintaining a workplace environment where people feel valued, supported, and empowered to build meaningful, longterm careers.

	Oman Cables	OAPIL
Total Employees at the end of 2025	682	168
Total Employees that has left throughout 2025	31	21
Employee Turnover in %	4.5%	12.5%

Contractor/Consultant Turnover

Contractor/Consultant turnover at Oman Cables is calculated using a standardized methodology whereby one supplying company is counted as one headcount. Turnover reflectsinstanceswhereacontractor/consultantrelationshipendedduringthereporting period, including voluntary contract cancellations or terminations. This approach ensures consistency in tracking contractor movements and provides a clear view of changes within the contractor base.

	2024	2025
Number of Contractors/Consultants Engaged with Oman Cables	56	65
Number of Consultants Turnover	0	0
Turnover Percentage	0%	0%

Details of Employee Turnover for Oman Cables – 2024 vs 2025

For the purpose of calculating turnover rates, the total “workforce” base comprises the total number of employees plus the number of contractor/consultant companies, each counted as one headcount. The turnover percentage therefore represents the proportion of contractor/consultant companies that exited during the reporting period relative to this combined total

Year	Contractor/Consultant Headcount	Consultant/ Contractor Turnover	Employee Headcount	Total
2024	56	0	680	736
2025	65	0	682	747

Details of Contractor/Consultant Headcount, Turnover, and Contractor/Consultant Count vs Total Workforce Base – 2024 vs 2025

MSX 30 ESG METRICS:

S3. Employee Turnover

	2024	2025
S3.1 Percentage: Year-over-year change for full-time employees	4.0%	4.5%
S3.2 Percentage: Year-over-year change for part-time employees	Not Applicable	Not Applicable
S3.3 Percentage: Year-over-year change for contractors and/or consultants	0%	0%

People Health and Wellbeing

At Oman Cables, OAPIL, and ACPL, the health and wellbeing of our people remain a cornerstone of our social ambition and a defining element of our sustainability commitment. We believe that fostering a culture of care, where physical, mental, and emotional wellbeing are prioritized, enables our employees to thrive, strengthens engagement, and empowers our organization to perform at its best. Our approach is proactive and inclusive, embedding wellbeing into daily routines, workplace practices, and community-focused initiatives. This commitment is reflected in our structured programs, awareness campaigns, preventive health actions, and partnerships that promote healthier lifestyles, early detection, and holistic wellness.

Throughout 2025, we continued to advance impactful health and wellbeing activities across the Group. These initiatives not only enhanced awareness and encouraged healthier behaviours but also reinforced our role as an organization that actively contributes to community health and national wellbeing priorities.

Oman Cables Health and Wellness Week

Oman Cables’ Health and Wellness Week 2025 reaffirmed our commitment to fostering a workplace culture where health, prevention, and wellbeing are proactively championed. Designed as a holistic program addressing physical, mental, and community wellbeing, the week brought together employees from across the organization to participate in awareness sessions, screenings, fitness challenges, and healthfocused activities. Through this initiative, we emphasized that wellbeing is not a standalone event but an ongoing shared responsibility embedded in how we work and live.

Throughout the week, employees engaged in a series of impactful activities, including “Movember” prostate cancer awareness, breast cancer education sessions, nutrition and wellness consultations, health and safety quizzes, and a group blood donation drive. The program also integrated movement and healthylifestyle promotion through the “Miles for Smiles” fitness challenge and participation in the Oman Cancer Association Walkathon, encouraging active living and strengthening our positive connection with the community.

The initiative saw strong engagement, with 322 employees participating across eight activities and two major awareness sessions, reflecting the high level of interest and ownership among our workforce. The blood donation effort alone gathered 32 donors, contributing directly to national healthcare needs. These results highlight our employees’ commitment to wellness and their readiness to support causes that extend beyond the workplace.

Health and Wellness Week remains a key pillar of our social and employee wellbeing agenda, contributing towards the national priorities for health and social protection as well as the UN Sustainable Development Goal (SDG 3: Good Health and WellBeing). By raising awareness, encouraging healthy habits, and empowering employees with relevant knowledge, we continue to strengthen a resilient, informed, and healthconscious workforce, one that feels supported, valued, and equipped to thrive.

Oman Cables Healthy Mondays

Continuing the successful launch of Healthy Mondays in 2024, Oman Cables has sustained and expanded this weekly wellbeing initiative throughout 2025 as part of our commitment to fostering a healthier and more energizing workplace. Healthy Mondays provides employees with access to fresh fruits and nutritious snacks at the start of each week, promoting better eating habits, supporting natural energy levels, and encouraging a culture of wellness across all departments.

This simple yet impactful initiative complements our broader health and wellbeing programs ensuring that employees feel supported in their personal wellbeing every day. By embedding Healthy Mondays into our routine, we reinforce our belief that wellbeing begins with small, consistent actions that help our people thrive both at work and at home.

Safety-Linked Wellbeing

At OCI Group, we recognize that safety and wellbeing are inseparable pillars of a healthy, productive, and resilient workforce. Our approach goes beyond compliance, placing the physical and psychological safety of our people at the heart of how we operate.

In 2025, we continued strengthening our integrated Safety & Wellbeing framework through structured programs, awareness campaigns, preventive measures, and dedicated investments aimed at safeguarding our employees every day.

A core component of this commitment is our regular mock fire drills conducted consistently in all buildings across our premises, ensuring that every employee is trained, prepared, and confident in responding to emergency situations. These drills enhance evacuation readiness, reinforce emergency protocols, and foster a culture of shared responsibility for safety.

Throughout the year, we advanced several safetylinked wellbeing initiatives designed to protect, educate, and support our teams:

- Forklift Safety Awareness and Operational Trainings, equipping employees with the knowledge needed to prevent injuries and promote safer interactions with heavy machinery.
- Work Stress & Mental Health discussions integrated into safety programs, acknowledging the importance of psychological safety and emotional wellbeing in highdemand industrial environments.
- Overhead Crane Safety Trainings in OAPIL, reinforcing safe handling practices and reducing operational risks.
- Pre-Monsoon Safety Preparation and Near-Miss Analysis Sessions at ACPL and other sites, promoting proactive hazard identification and seasonal risk management.
- Air Quality and Hazard Inspections within ACPL facilities to maintain healthy indoor conditions and identify potential risks before they impact employee wellbeing.
- Upgrades to Firefighting Systems and Emergency Lights, enhancing the environmental safety and operational readiness of our facilities.
- Digitalization of Traffic Management within the plant to minimize congestion risks, improve visibility, and support the wellbeing of both desk and nondesk workers.

On top of these initiatives, to strengthen emergency preparedness further, Oman Cables has established two dedicated groups of trained responders:

Certified Fire Wardens

Employees are nominated and trained as Fire Wardens, completing structured training covering evacuation leadership, hazard identification, use of fire extinguishers, and coordination with emergency teams. These wardens serve as firstline leaders during drills and actual emergencies, ensuring safe, orderly, and efficient evacuation.

Basic First Aid Responders

Another group of employees completes certified Basic First Aid training, equipping them with essential skills in CPR, wound management, incident stabilization, and emergency communication. These trained responders ensure immediate assistance is available across all shifts and departments, providing critical support while awaiting medical professionals.

Together, these teams strengthen our ability to respond effectively and minimize harm, while also reinforcing a sense of confidence and support within the workforce.

These initiatives form part of our broader People Wellbeing program, which includes preventive measures, continuous safety improvement, and employee empowerment through knowledge and practice.

By combining structured safety trainings, consistent emergency readiness exercises, environmental improvements, and mental health awareness, we continue to build a workplace where employees feel protected, supported, and valued. Our goal is unwavering: to ensure that every individual returns home safely, every single day, while fostering a culture where wellbeing is not only encouraged but actively lived across all levels of the organization.

Incentives and Benefits

At OCI Group, our incentive and benefits framework is designed to recognize excellence, reward performance, and support the holistic wellbeing of our people. As a Group that operates across dynamic manufacturing environments and highperformance industrial settings, we believe that an engaged, motivated, and secure workforce is critical to achieving sustainable success. Our programs ensure that employees share in the company's achievements, feel appreciated for their contribution, and experience a strong sense of belonging and financial stability.

Grounded in our HR principles, which emphasize fairness, transparency, meritocracy, and continuous development, the Group's incentive structure integrates both shortterm and longterm rewards, aligned with company performance, ESG outcomes, and individual contribution. This includes a robust mix of performance bonuses, sustainabilitylinked incentives, profitsharing, and a multilayered incentive architecture that supports employees across all roles and grades. Our HR policies reinforce this philosophy by promoting consistency, equity, and clarity in how rewards are applied and communicated.

Moreover, as part of Prysmian, employees benefit from globally structured reward mechanisms that promote financial inclusion, ownership, and longterm alignment with corporate strategy. These include participation in the LongTerm Incentive Plan, as well as other performancedriven management bonus programs.

ProfitShare Bonus (From Employees to Shareholders)

The ProfitShare Bonus reflects our belief in rewarding collective achievement. When the company performs well, employees directly benefit reinforcing shared success, strengthening engagement, and building a culture where every contribution helps drive financial growth. This program boosts motivation and fosters a strong sense of ownership and pride among employees.

LongTerm Incentive (LTI) Plan

The LTI Plan is a threeyear performancebased program that includes performance shares, deferred shares, and matching shares. Designed to foster longterm alignment with strategic objectives, it supports retention of top talent and creates financial inclusivity by enabling employees to participate in the company's longterm value creation. This reinforces alignment between individual ambition and the Group's sustainable growth trajectory.

Management by Objectives (MBO)

The MBO Program ensures that managers are rewarded based on measurable performance outcomes tied to strategic goals. Focusing on operational efficiency, leadership effectiveness, and business performance, MBO encourages managers to drive results while upholding the company's values. It fosters accountability, clarity, and a resultsoriented culture, strengthening leadership contributions across the Group.

Sales Management by Objectives (SMBO)

The SMBO Program recognizes exceptional performance that exceeds standard objectives. By incentivizing Commercial and Sales leads who deliver abovetarget outcomes, SMBO promotes innovation, operational excellence, and breakthrough performance. It reinforces highimpact behaviors, encourages proactive problemsolving, and rewards leadership teams who contribute transformative value to the organization.

Local Incentive Scheme

The Local Incentive Scheme supports countryspecific and sitespecific priorities, ensuring that employees are rewarded in a way that reflects operational realities and local business performance. This scheme allows Oman Cables, OAPIL, and ACPL to tailor rewards to local goals, operational milestones, and productivity achievements - ensuring agility while recognizing the contribution of teams working closest to the operations.

SustainabilityRelated Incentives

At OCI Group, sustainability is not an isolated objective but a shared responsibility woven into the fabric of how we measure, reward, and drive performance. All employees, regardless of grade, participate in sustainabilitylinked KPIs that form a core part of their incentive structure, ensuring that every member of our organization contributes meaningfully to the achievement of our ESG ambitions. These KPIs are directly connected to the Group's commitments—spanning safety, governance excellence, energy performance, community impact, and environmental stewardship—reinforcing that sustainability is an everyday operational priority rather than a standalone initiative.

To strengthen alignment across all levels, sustainability performance is fully embedded within our major incentive mechanisms: the LongTerm Incentive (LTI) Plan, the Management by Objectives (MBO) program, the Sales MBO (SMBO) program, and the Local Incentive Scheme used across entities. By integrating ESG metrics into

each of these layers, we ensure that sustainability is rewarded consistently and intentionally, from longhorizon strategic value creation to annual management performance and sitelevel operational achievements.
This framework reinforces accountability, encourages crossfunctional collaboration, and ensures that every employee, whether in leadership, technical, operational, or administrative roles, has a clear and tangible stake in advancing the Group's sustainability roadmap. Embedding sustainability into the incentive ecosystem not only motivates action but also cultivates a culture where ESG performance is treated with the same rigor and importance as financial, operational, and commercial results.
In doing so, OCI Group ensures that sustainability is both a collective duty and a shared achievement, uniting our teams behind common goals, accelerating progress toward our ESG commitments, and reinforcing the longterm resilience, credibility, and leadership of our organization in the region and beyond.

MSX 30 ESG METRICS:

G3. Incentivized Pay

	2024	2025
G3 Are executives formally incentivized to perform on sustainability?	Yes	Yes

At OCI Group, we continue to strengthen our commitment to sustainability by integrating a broad range of environmental, social, and financial considerations into our strategic decisionmaking and internal performance frameworks. These sustainabilityrelated topics typically cover areas such as climate action, responsible resource use, workplace wellbeing, community engagement, and governance integrity.
To ensure accuracy, transparency, and alignment with international best practices, we have shared our sustainabilityrelated documentation with our external auditors while conducting the limited assurance audit activity. They have reviewed the material and confirmed that the information and approach presented are appropriate and consistent with the expected reporting standards.
We remain committed to advancing these priorities responsibly while safeguarding the confidentiality of detailed methodologies and data that form part of our competitive advantage.

Additional Benefits (Family & WellbeingLinked)

The incentive ecosystem is complemented by a wide range of benefits that support employees' personal and family wellbeing, including:

- Baby Bonus
- Parental & maternity leave
- Medical facilities
- Accommodation & furniture allowances
- Communication allowances
- Education support programs

These benefits help employees feel secure, supported, and able to balance personal needs with professional success.

Upskilling/People Development

People Development

People Development is an integral part of OCI Group's culture and a key component of our longterm sustainability strategy. As a Group operating across Oman Cables, OAPIL and ACPL, we are committed to developing the skills, knowledge and leadership capabilities of our workforce to meet the evolving needs of our business, our customers and our region. Our approach ensures that every employee, desk worker and non-deskworker, has access to structured learning opportunities that support their growth and the Group's ambitions.

According to our People Development framework, training and upskilling are aligned with our broader sustainability objectives, enabling employees to contribute to innovation, operational excellence and the green economy. Our programs are designed to build the competencies necessary for responsible production, digital transformation and organizational resilience.

Building Capability Through Structured Learning

We take a strategic approach to developing our people. Training programs across entities are carefully planned and implemented to enhance technical expertise, strengthen leadership readiness, and support the integration of sustainability across all functions. The OCI Group ESG Plans reflect our commitment to continuously empowering our teams through:

capability building,
continuous learning,
and targeted leadership development.

These initiatives directly support a skilled, confident and highperforming workforce.

Key People Development Initiatives Across OCI Group

Upskilling Framework

Upskilling is at the heart of our development strategy, ensuring our workforce remains competitive amid rapid industry changes. Our dedicated Upskilling Program covers technical skills, sustainability training, digital proficiency, and leadership competencies supported by a methodology for tracking upskilling hours per employee.

Workday

We are committed to achieving 100% digital inclusion by ensuring that every employee, whether deskbased or working on the shopfloor, has full and equal access to our global Workday platform. Workday, the Group's unified HR cloud system, places people at the center of the digital experience and enables seamless access to personal information, HR services, learning content, performance tools, and organizational updates through both desktop and mobile applications. This transformation allows us to connect all employees across entities and regions, ensuring consistent access to information, selfservice capabilities, and datadriven decisionmaking for managers and teams. Through Workday, we eliminate paperbased processes, improve transparency, simplify HR interactions, and ensure every member of our workforce can participate equally in our digital employee experience, strengthening inclusion, engagement, and operational efficiency across the entire Group.

LEAN White and Yellow Belt Training

A defining highlight in 2025 was the delivery of the LEAN White/Yellow Belt training for employees across Oman Cables and OAPIL. Fifteen participants were trained on LEAN methodology, problemsolving tools and operationalefficiency techniques, with the next step requiring each participant to complete two Kaizen projects to apply their learning in real business environments.

Leadership Development Programs

Leadership development is a priority across all entities. Our programs include:

Supervisory Leadership Course (Certified Supervisor Course)

The Supervisory Leadership Course provides structured training for team leaders and supervisors working in both office and shopfloor environments. The course focuses on developing the skills needed to manage daytoday operations effectively, including coaching, performance management, shiftteam coordination,

communication and problemsolving. By equipping supervisors with the tools to lead confidently, the program strengthens production efficiency, improves employee engagement and supports consistent application of standards across teams.

No. of Participants	60

Safety Leadership

Safety is a core value at OCI Group, and the Safety Leadership reinforces the responsibility of every leader to model, promote and enforce safe behaviors. This pdeepens understanding of hazard identification, risk mitigation, emergency response, and behavioralsafety leadership. Participants learn how to proactively address risks, conduct effective safety dialogues, and create a culture where employees feel empowered to speak up about unsafe conditions. Safety Leadership is closely aligned with our Safety Culture initiatives and supports the Group's commitment to "Zero & Beyond."

SkillMatrix Development Initiatives

Skillmatrix development is a key component of OCI Group's People Development approach, particularly for our nondesk workforce operating on the shopfloor and in technical functions. As an integral part of our capabilitybuilding framework, the skill matrix ensures that operators, technicians and shift personnel have the right competencies to perform their roles safely, efficiently and consistently.
The skill matrix serves as a structured tool that maps out all the technical, safety and operational skills required for each position on the shopfloor. For every employee, the matrix identifies:
the skills they currently possess, the skills they need to develop, and the level of proficiency required for their role.

This approach allows supervisors, trainers and HSE teams to understand workforce capability at a glance and to prioritize targeted upskilling for highrisk operations, machinehandling activities, materialmovement tasks and productionline responsibilities.

The skillmatrix system benefits our nondesk workforce by:

- clearly defining expectations for each role and task,
- supporting handson training and onmachine learning,
- identifying employees ready for multiskilling or rotation,
- helping supervisors assign tasks based on verified competency,
- reinforcing a culture of safety and consistency on the shopfloor.

Skillmatrix reviews are conducted regularly to ensure employees remain uptodate with new equipment, upgraded processes, digital tools, and evolving safety requirements. These initiatives strengthen process reliability, enhance product quality and deepen the technical expertise of our frontline teams, who form the backbone of our operations.

As we continue investing in our people, we ensure that OCI Group remains futureready, competitive and strongly aligned with the sustainability, innovation and operational excellence goals that define our longterm vision.

Prysmian Graduate: Build the Future

The Build the Future Graduate Program is Prysmian's flagship international talent initiative designed to attract, develop, and retain highpotential young graduates from across the world. The program builds wellrounded future leaders through a structured, multiyear learning journey that combines technical development, crossfunctional exposure, and global experience.

As part of the program design, participants spend their first two years in Muscat, where they undergo intensive rotations across Research & Development and Operations, enabling them to build a strong foundation in the technologies, processes, and industrial dynamics that define our business. This handson exposure develops technical fluency, operational awareness, and a deep understanding of the product and manufacturing lifecycle.
Following the Muscat phase, graduates embark on a twoyear international assignment, where they take on strategic roles and projects across Prysmian's global operations. Our OCI Group graduates have completed placements in the UAE, France, Spain, the Czech Republic, and Italy, gaining invaluable multicultural experience and enhancing their global mindset. We also continue to have participants currently stationed in the United States, where they are contributing to advanced operations, innovation projects, and marketspecific strategies.

The impact of this journey is significant. Many of the graduates who have returned from their international assignments are now holding senior roles across OCI Group, demonstrating the effectiveness of the program in accelerating career progression and building a strong, futureready leadership pipeline. By equipping young professionals with worldclass training, crossregional exposure, and the confidence to navigate complex environments, the Build the Future program continues to play a central role in shaping the next generation of leaders within our organization.

STEM It, Sell it, Sum it

STEM It, Sell It, Sum It is a dynamic capabilitybuilding pathway aimed at young talents with backgrounds in science, engineering, commercial functions, or analytical fields. The program blends technical mastery, commercial acumen, and datadriven thinking helping participants develop a holistic understanding of how innovation, product excellence, commercial strategy, and business performance interact across the Group. By integrating practical learning, workshops, and realworld problemsolving, the initiative builds versatile professionals who can translate ideas into business value and support the Group's continued growth and competitiveness.

JOLT: Junior Omani Leaders of Tomorrow

JOLT is an international leadership development program launched under the patronage of the Ministry of Commerce, Industry & Investment Promotion, positioning it as a nationally endorsed initiative aligned with Oman's strategic talent development priorities. Coordinated by Oman Cables and supported by Prysmian, the program is delivered in collaboration with Sultan Qaboos University and the Politecnico di Milano Graduate School of Management, bringing global academic excellence together with local talent empowerment.

Designed specifically for young Omani engineers and earlycareer professionals, JOLT provides an intensive development journey combining classroom learning, realworld problemsolving, and international assignments in multiple countries. The program aims to prepare Omani youth to become futureready leaders equipped to drive sustainability, innovation, and industrial transformation directly contributing to Oman Vision 2040.
Through JOLT, participants gain exposure to global best practices, advanced technical and leadership training, and crosscultural experiences, enabling them to develop the capabilities needed to support Oman's transition toward a competitive, knowledgebased, lowcarbon economy. It represents a pioneering collaboration

between public institutions and the private sector, reflecting a shared commitment to empowering national talent, strengthening industry leadership, and shaping the country's sustainable future.

Regional Leadership Program

The Regional Leadership Program is designed to develop highpotential talent across the Group by strengthening core leadership competencies, business acumen and strategic decisionmaking. Participants gain exposure to crossfunctional topics, learn through realcase scenarios, and collaborate with leaders from multiple entities. The program reinforces essential leadership behaviors such as communication, accountability, peoplemanagement and operational discipline. It also supports succession planning and prepares emerging leaders for broader responsibilities within the region.

JIL and JAL

The Junior International Leadership (JIL) program develops earlycareer professionals with strong potential and ambition to grow into future leaders of the organization. Over an intensive 18month blended learning journey, participants engage in highlevel leadership modules, handson project assignments, international exposure, and direct collaboration with global peers. Supported by the renowned Polimi Graduate School of Management, the program strengthens participants' strategic thinking, crossfunctional understanding, and global mindset, equipping them with the insight and adaptability needed to contribute effectively to the Group's evolving strategic agenda.

While, the Junior Advanced Leadership (JAL) program is designed for midcareer professionals who have demonstrated proven leadership capabilities and readiness for expanded responsibilities. Developed in partnership with SDA Bocconi School of Management and Polimi GSoM, the program offers advanced leadership training, executivelevel strategic frameworks, and deep immersion into complex business challenges. Participants work closely with senior leaders, engage in strategic projects, and refine their ability to lead teams, drive transformation, and influence organizational direction. JAL plays a critical role in strengthening the Group's succession pipeline for future senior management roles.

Executive Mentorship

Our Executive Mentorship Program connects highpotential employees with experienced senior leaders across Prysmian, including functional heads, regional executives, and members of the top leadership team. Through structured onetoone mentoring, strategic discussions, coaching, and exposure to highlevel decisionmaking, participants gain invaluable insight into leadership expectations, organizational strategy, and global business dynamics. This direct connectivity to senior leadership accelerates professional development, enhances confidence, and helps shape the next generation of leaders who will support the Group's longterm growth and transformation.

Stakeholder Engagement

People Engagement

At OCI Group, our people are the driving force behind our sustainability journey and longterm resilience. Across all entities, we are committed to nurturing an environment where every employee feels empowered, included, informed, and connected to the Group's shared purpose. Our sustainability strategy recognizes people as a central pillar of value creation, reflecting our ambition to empower our people and local communities while ensuring that wellbeing, safety, diversity, equity, and inclusion remain embedded in daily operations.

We continuously strengthen people engagement through structured programs, cultural initiatives, learning platforms, and communitybuilding activities that reflect the diverse identities and experiences of our workforce. From inclusive celebrations and familyoriented events such as Iftar gatherings that reinforce unity and cultural respect, to flexible work arrangements that consider the needs of employees across entities like OCI, OAPIL, and ACPL, our engagement efforts focus on fostering a workplace where everyone belongs and thrives. These initiatives reinforce our commitment to fairness, equity, and shared values across the Group's multicultural teams. In parallel, we invest in continuous capability building, including global and regional training sessions, leadership development, technical upskilling, and crossfunctional knowledge exchange, to equip our people with the tools and confidence needed to contribute actively to our sustainability ambitions. Our Sustainability Policy and HR Policy clearly emphasize that every individual is expected to integrate responsible practices into their daytoday work, ensuring that sustainability is not the responsibility of one department, but a shared mindset across all levels and functions of the organization.

Through this humancentered approach, the OCI Group cultivates a culture where engagement, learning, safety, and empowerment are not initiatives, but foundations of how we work, ensuring our people remain at the core of innovation, operational excellence, and longterm sustainable value creation.

Stakeholder Engagement

Effective stakeholder engagement is fundamental to how OCI Group operationalizes its sustainability and business strategy and delivers longterm value across the full spectrum of our priorities. We recognize that progress toward a sustainable future cannot be achieved in isolation; it requires inclusive participation and collaboration with all stakeholders, both internal and external, as outlined in our Sustainability Policy. Our stakeholder engagement framework spans customers, suppliers, distributors, employees, community members, local institutions, academia, industry partners, and regulatory bodies. Through structured platforms such as the annual Sustainability Day, Safety Week, Compliance Week or Customer-Engagement Activities, bringing together onsite

and virtual participants for dialogue, panels, and knowledgesharing, we create meaningful opportunities to align on collective goals, deepen relationships, and explore advancements in lowcarbon pathways, circularity, innovation, and responsible production. These interactions allow stakeholders to contribute insights that shape our strategies, strengthen transparency, and reinforce mutual accountability.

Within the Group, crossfunctional working groups, internal upskilling initiatives, and governance committees ensure alignment and consistency across entities. These mechanisms facilitate collaboration between sustainability, operations, HR, finance, innovation, and executive leadership, helping translate stakeholder expectations into clear actions. They also support continuous improvement through feedback loops, audits, materiality assessments, and annual reporting processes aligned with international frameworks.

By cultivating open, trustbased relationships with our stakeholders and establishing strong channels for engagement, OCI Group ensures that our sustainability journey remains relevant, informed, and responsive. This approach strengthens our ability to anticipate emerging trends, codevelop responsible solutions, and contribute meaningfully to national and global sustainability ambitions, ultimately advancing our role as a responsible industry leader committed to shared progress.

A Culture Built on Engagement, Voice, and Collaboration

Beyond our DE&I programs, annual celebrations, learning initiatives, and cultural activities, the OCI Group further strengthens people engagement through a series of meaningful platforms and mechanisms designed to amplify employee voice, foster collaboration, and deepen our collective impact. We reinforce our community commitment through **active participation in CSR initiatives**, where our employees contribute not only financially but also through handson volunteering. By dedicating their time, skills, and personal efforts to community programs, they help maximize social value and embody our responsibility to uplift the communities in which we operate.

We also nurture customer connection and market understanding through **Customer Day**, an engagement platform that brings together our people and customers for open dialogue, facility tours, product demonstrations, and strategic discussions. These exchanges strengthen relationships, enhance trust, and ensure our teams remain aligned with evolving customer expectations and sustainability priorities.
A culture of continuous learning and innovation is further supported through our **Innovation Pills**: short, highimpact learning bursts that expose employees to our innovative and sustainable products, solutions and services, industry developments, and problemsolving approaches. These sessions encourage curiosity, creativity, and the integration of new ideas into everyday work.

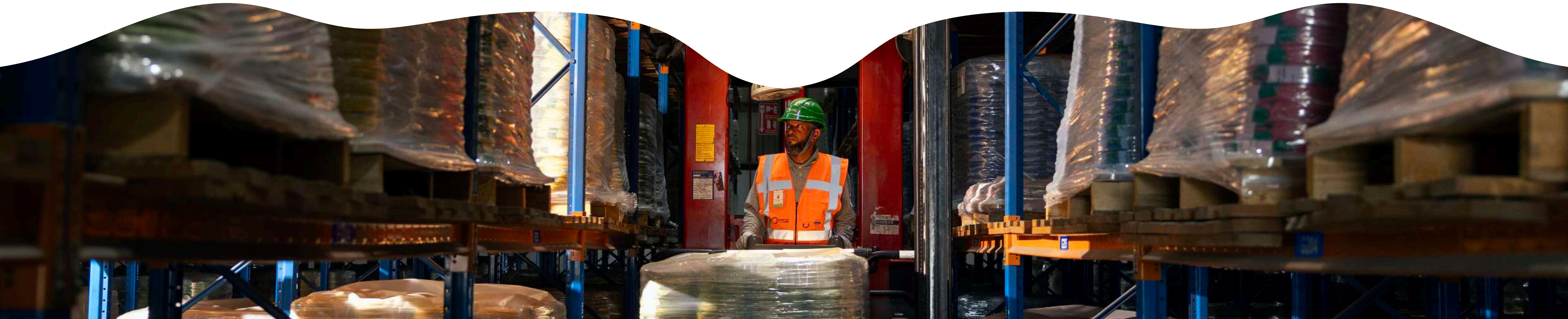
To ensure transparency and authentic employee voice, we conduct our **Speak Up Survey** in partnership with Gallup, a global leader in engagement research. This secure and confidential platform enables employees to openly share their experiences, perspectives, and priorities related to culture, leadership, wellbeing, teamwork, and organizational processes. Gallup's methodology allows us to benchmark results globally, identify strengths and gaps, and shape targeted action plans. This initiative reinforces our commitment to listening, responding, and creating a workplace where all voices are valued.

Employee development and performance excellence are further strengthened through our **P+ evaluation system and 360° feedback process**. These tools provide comprehensive insights into each individual's behavioural strengths, competencies, and areas for growth, informed not only by managers but also by peers and crossfunctional colleagues. This holistic approach fosters selfawareness, supports career development, and reinforces a culture of transparency, accountability, and continuous improvement across the Group.

We also encourage bottomup innovation through the **Bank of Ideas**, a digital platform that empowers employees to propose creative solutions, submit improvements, and collaborate on initiatives that enhance operations, sustainability, and overall performance. By making innovation accessible to everyone, we ensure that progress is a collective effort shared across all OCI Group entities.

Crossfunctional working groups further advance employee engagement by bringing together diverse expertise from different business units to address operational, sustainability, and innovation challenges. These groups create stronger alignment, accelerate execution, and ensure that our strategic ambitions are supported through coordinated collaboration.

Open communication remains a cornerstone of our culture. Over the year, we held three regional town halls across the MEART region, led by the Regional CEO, offering employees transparent updates on business performance, ESG progress, operational achievements, and future priorities. These sessions provide employees with the opportunity to engage in open Q&A, gain clarity on strategic direction, and strengthen their connection to the broader Group vision. In addition, we hosted one major Groupwide town hall led by Prysmian CEO,



Massimo Battaini, bringing together teams from across the OCI Group to hear firsthand about global strategy, innovation, and longterm ambitions - reinforcing unity and alignment across all entities.

Finally, we continue to elevate our sustainability capability through participation in the Group Sustainability Academy, where employees engage in structured ESG learning - both online and onsite - to strengthen their understanding of sustainability frameworks, energy transition dynamics, and their own role in advancing our Groupwide sustainability roadmap.

These collective initiatives reflect our belief that engagement is not a single program, but a continuous commitment to empowering our people, listening to their voices, fostering collaboration, and enabling every individual to contribute meaningfully to the OCI Group's shared success.

Our Global Sustainability Academy

The Global Sustainability Academy represents a major milestone in OCI Group's commitment to capabilitybuilding, innovation, and sustainable transformation. As an integral step of our sustainability and peopledevelopment strategy, it serves as our approach of how we shape futureready skills, nurture responsible leadership, and engage with stakeholders across the region.
The Academy is located within the Innovation Lab (ATL) - a deliberate choice to bring innovation and sustainability together under one roof. By situating the Academy inside the ATL, we strengthen the synergy between technical advancement, operational excellence, digital transformation and sustainability education. This unique pairing transforms the facility into a living ecosystem where learning and innovation continuously reinforce each other.

A Transformative Renovation for a FutureReady Learning Space

The 2025 renovation of the Sustainability Academy elevated it into a stateoftheart, iconic platform for capability building and stakeholder engagement. Guided by the CEO and managed through a crossfunctional working group - including Operations, Sustainability, IR, CSO, R&D, MarCom and IT, the renovation delivered a modern, inspiring and fully equipped environment designed for hybrid and experiential learning.

The renovation introduced a variety of sustainabilitydriven features:

Solar Flower - Oman's First

A 7.5 kW Solar Flower installed on the Academy grounds provides clean energy while serving as a teaching asset on renewable technologies.

Sustainable Landscaping

More than 100 trees, native plants and solarpowered outdoor learning spaces emphasize nature as a learning environment and enhance environmental awareness.

Recycled & Circular Materials

The Academy incorporates recycled cork benches and cork cladding around digital screens, demonstrating practical applications of circularity in design.

"Sands of Oman" Reception Feature

The Academy's main entrance includes a reception wall engineered from sand collected across Oman, symbolizing pride in local identity and a connection to the country's natural heritage.

Preserved Moss Wall

A natural, maintenancefree moss installation brings greenery indoors, enhancing wellbeing while reinforcing environmental consciousness.

Digital Interactive Screen

A centrally placed digital interactive display provides access to sustainability dashboards, Academy programs, KPIs, and realtime updates, reflecting our move towards full digital integration and enhanced user engagement.

Together, these features create a unique, immersive educational space that embodies the principles we share.

Designed for Inclusion, Engagement and Collaboration

The Academy was intentionally designed as an inclusive environment - accessible to office employees, nondesk workers, leadership teams, suppliers, customers, and external partners.

Key architectural elements support diverse learning needs:

- **Two modular classrooms** that transform into a large lecture hall for forums, workshops or certification ceremonies.
- **An openair pavilion**, purposefully built as a multifunctional space for interactive learning, dialogues and informal engagement.
- **Hybrid-ready facilities** enabling training, workshops and stakeholder sessions to be delivered both onsite and digitally.

Inclusivity is also embedded through the Academy's programming, ensuring:
- reachable content for nondesk workers through simplified delivery formats,
- multilingual and accessible visuals,
- crossfunctional participation from all entities,
- and stakeholder engagement sessions opened to customers, suppliers, and community partners.

Inauguration and Opening of the Academy

The Academy was inaugurated in 2025 following the completion of its civil works, branding and facility readiness. Preparations included walkthroughs, staging for visitor flow, and coordination with the teams responsible for branding, IT infrastructure, safety and event management.

Activities Conducted at the Academy

Throughout 2025, the Academy hosted a diverse set of programs that strengthened internal capability and external engagement.

OCI Group Sustainability Day 2025: Accelerating Sustainable Growth

OCI Group Sustainability Day 2025 was a fullday regional gathering dedicated to the theme "Accelerating Sustainable Growth." Hosted at the newly inaugurated Sustainability Academy, the event brought together 45 onsite participants along with additional colleagues and partners joining online, creating a hybrid environment that ensured inclusive access and broad engagement across the Group. The Academy's set the tone for a day centered on collaboration, dialogue and forwardlooking action.

The program unfolded across a structured agenda that guided participants through the most material topics shaping OCI Group's sustainability direction. The morning opened with highlevel discussions on climate transformation, beginning with a panel on Pathways to a LowCarbon Economy 2050, where internal leaders, regional experts and industry partners explored longterm decarbonization, energytransition readiness and the role of regulatory mechanisms in shaping corporate strategies. This was followed by a session on Circular Economy and Resource Transformation, which examined how companies across the value chain can move from linear consumption to circular models that reduce waste, maximize resource efficiency and design for longterm sustainability. These conversations brought together diverse voices - from executives and specialists to technical teams and external stakeholders - reflecting the multidisciplinary nature of sustainable growth.

Midday, the focus shifted toward practical action and innovation. Participants explored the Innovation Through Sustainability Showcase, which highlighted advancements in product development, digital tools, smart manufacturing applications and sustainabilityaligned technologies within the Group. This was complemented by a dedicated showcase on Empowering Our Local Communities, featuring programs that support education, local capacity building, community partnerships and social responsibility. The networking lunch offered additional opportunities for internal and external participants to exchange insights in the Academy's open spaces, further strengthening crossentity collaboration between Oman Cables, OAPIL, ACPL and invited partners.

The afternoon sessions shifted toward governance, finance and operational readiness. A panel on EU Taxonomy and Sustainable Finance provided insight into emerging expectations for corporate sustainability disclosures and responsible investment. This was followed by a discussion on Responsible Sourcing and Energy Transition, addressing supplychain preparedness, ESG risk management and alignment with evolving mechanisms such as CBAM. A presentation on Integrated Reporting demonstrated how combining operational, financial and ESG performance strengthens transparency, decisionmaking and stakeholder trust. These sessions attracted a wide range of stakeholders, including sustainability practitioners, finance and procurement teams, external advisors, and representatives from the industrial ecosystem.

As the fullday event drew to a close, participants joined guided tours of the Sustainability Academy. The tours showcased its learning spaces, renewableenergy installations, sustainabilityinspired design elements and hybridready training infrastructure- reinforcing the Academy's role as the Group's central hub for capability building, innovation and continuous learning. The event was conducted under OCI's Zero & Beyond safety commitment, with clear guidance provided to ensure a safe and wellmanaged experience for all attendees.

OCI Group Sustainability Day 2025 strengthened alignment across entities, deepened understanding of priority sustainability topics and reinforced the Group's ambition to lead responsibly within the region. With diverse stakeholders contributing to panels, showcases and discussions, the event demonstrated the value of shared engagement and collective action. It also marked the beginning of a new era for the Sustainability Academy, a space designed to empower people, cultivate innovation and drive transformation as OCI Group advances its sustainability journey.

Prysmian Leaders in Sustainability

Our Leaders in Sustainability program brought together participants from multiple regions across the Prysmian, reflecting our commitment to building a common sustainability culture across diverse geographies. The course covered foundational sustainability drivers, strategy integration, sustainable products, sustainable processes, and social dimensions, delivered by subjectmatter experts and academic partners. Designed to strengthen leadership capability and engagement, the program enabled participants to deepen their understanding of global sustainability challenges and explore how these principles translate into business practice

No. of Participants	30

GHG & Decarbonization Workshop

Our twoday GHG & Decarbonization Workshop provided comprehensive upskilling on greenhouse gas accounting, emissions boundaries, lifecycle assessment, mitigation pathways, and emerging global standards. Participants engaged in structured sessions covering Scope 1, 2, and 3 accounting, marketbased approaches, sectorspecific benchmarking, and practical case studies. The workshop also featured opening and closing messages from leadership, as well as assessment components to reinforce learning. Through this program, teams strengthened their technical knowledge and gained practical insights to support informed decarbonization planning.

No. of Participants	41

Stakeholder Engagement With Customers & Distributors

Our stakeholder engagement activities included targeted dialogues with customers and distributors to strengthen collaboration on key sustainability themes such as circularity, decarbonization, and responsible operations. These exchanges support continuous improvement by gathering feedback, aligning expectations, and building momentum for joint initiatives across the value chain. Such engagements form a critical part of our governance and communication approach, ensuring our programs remain responsive, transparent, and relevant.

The Future: Launch of the Digital Academy Platform

Aligned with the digitalization roadmap outlined in the Academy's working group meetings, preparations are underway for a fully integrated Digital Academy Platform.

Key components include: selfpaced eLearning modules, digital registration & attendance tracking, video libraries and bestpractice repositories,and virtual realityenabled sustainability experiences (being explored).

This will ensure that learning expands beyond physical walls, reaching every employee, in every shift and location, while opening the platform to suppliers, partners, and customers.

09 Safeguarding Tomorrow Together

Safeguarding Tomorrow Together

Sustainability is a collective responsibility and a shared journey. This section reflects how we stand alongside communities and strengthen governance to protect what matters most: trust, integrity, and progress that benefit all.

Safeguarding tomorrow is never a solitary act; it's a partnership that builds resilience and hope.

Over the years, we have evolved our CSR approach into a broader sustainability-led strategy: integrating it into the very core of our business while never forgetting to give back to the communities that have grown with us. As we advance, they advance too.

Every initiative we choose is deliberate, rooted in intent, and designed to create meaningful impact.

This year, we have done more than act: we have measured. By capturing and enhancing the impact of our programs with the same rigor as any ESG metric, we ensure that what we do truly makes a difference. Why? Because knowing is the first step to improving, and improving is how we honor our commitment.

Looking ahead, our ambition doesn't stop here. With a new strategy for 2026 and beyond, we aim to broaden our reach, engage more stakeholders, and create even greater value and impact for all.

Together, we're not just shaping a sustainable future, we are building a legacy of care, empowerment, and shared growth.

THE POWER OF CONNECTION - Our CSR Journey of Impact and Inclusion 2025

Oman Cables' Corporate Social Responsibility (CSR) is a strategic pillar embedded within our 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.

Governance

During 2025, in line with the shareholders' approval during the Annual General Meeting held on 27 March 2025, we executed a structured CSR plan through a dedicated committee, focusing on four key chapters: Our People, Our Community, Our Economic Empowerment, and our Ecosystem. The committee operates under a formal charter and clear terms of reference that guide its responsibilities and decision-making processes. It follows defined criteria for selecting impactful initiatives that form part of an annual CSR plan, all aligned with the Board-approved CSR Policy. This structured approach strengthens our reputation, builds stakeholder trust, and ensures that our actions and initiatives generate measurable social and environmental value, contributing to a more resilient, inclusive, and sustainable future for all.

Approach

CSR Evolution: Moving from 'Charitable Approach' to 'Impact Organization' - Generating shared value.

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. As expectations from our stakeholders continue to grow, it is essential that we remain aligned with the latest local and international developments in responsible business practices and emerging approaches, to ensure that our CSR approach remains relevant, forward-looking, and impactful. 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 the company 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.

Shedding the light on CSR and ESG as a synergistic approach, delivering:

- Long-Term Sustainability: towards societal well-being and environmental conservation
- Shared Values: responsible business conduct and ethics
- Stakeholder Engagement: shaping the impact on society
- Data-Driven Decision Making: ESG data driving CSR activities

Highlighting the benefits of the synergistic approach between CSR and ESG strategies:

- Enhanced reputation and trust
- Improved Stakeholder Engagement
- Long-Term Value Creation
- Better Regulatory Governance

The importance of introducing the Social Return on Investment, as a step towards a broader impact:

- Quantifies Impact: Measures the social, environmental, and economic value created by CSR initiatives.
- Beyond Financial Returns: Assesses the broader impact of CSR efforts beyond just financial gains.
- Effective Strategy Identification: Helps organizations identify the most effective strategies for addressing social issues.
- Reputation Enhancement: Enhances the company's reputation and builds trust with stakeholders.
- Attracts Investors and Customers: Demonstrating high SROI can attract socially conscious investors and customers.
- Fosters Sustainability: Contributes to long-term sustainability.
- Comprehensive Evaluation: Provides a framework for evaluating the true value of CSR activities, aligning business goals with societal needs.

Initiatives

SHE STEMS

Empowering People, Shaping Futures, Unlocking Potential

Empowerment begins with access, opportunity, and the belief that every individual can shape their own future. Through SHE STEMS 3.0, Oman Cables continued its long-standing commitment to opening doors for women in Oman's industrial and manufacturing sectors. In partnership with national institutions, the program offered a six-month technical training journey that equipped Omani women with practical skills, real industry exposure, and clear pathways into employment.

The impact of SHE STEMS went far beyond technical training. It nurtured confidence, promoted inclusion, and supported national priorities in employment, education, and gender equity. With the support of the Ministry of Higher Education, Research and Innovation, and a local technical institute, Oman Cables successfully completed the third cycle of the program for 20 Omani women and launched its fourth edition, reaffirming its mission to unlock potential, uplift communities, and champion women's participation in the manufacturing sector and support their employment journey.

Impact:	**Contributing to:** Oman Vision 2040 National Priorities
20 Omani women	Education, Learning, Scientific Research and National Capabilities
2,380 volunteering hours	Labour Market and Employment
16,800+ training hours	The Private Sector, Investment, and International Cooperation
3 trainees hired by Oman Cables	

UN SDGs

Kids in STEM - Empowering the next generation

Inspiring Young Minds Early

A belief in a brighter future begins with investing in the youngest members of our community. Through Kids in STEM 2.0 and 3.0, Oman Cables, collaborating with the Ministry of Education, introduced hands-on STEM learning experiences to public schools across Oman. In classrooms filled with curiosity, students explored electronics, programming, and problem-solving activities that opened their minds to the possibilities of science and technology. For many, it was their first encounter with using technology as a tool for creativity, innovation, and self-expression.

This initiative became more than just a series of workshops, it laid the foundation for digital literacy, nurtured early interest in technical fields, and aligned with national efforts to prepare youth for the knowledge-based economy envisioned in Oman Vision 2040. Reaching more than 260 students across two public schools, the program builds STEM skills in Grades 4–1 and kids in STEM continues to ignite imagination, build confidence, and empower the next generation to dream, explore, and shape the future.

Impact:	Contributing to: Oman Vision 2040 National Priorities
260+ students participated	Education, Learning, Scientific Research and National Capabilities
8+ teachers trained and engaged	The Private Sector, Investment, and International Cooperation
108 hours (Total for 2 schools)	
2 programs	
6 courses	
2 Schools Involved	

UN SDGs

- 04 QUALITY EDUCATION
- 05 GENDER EQUALITY
- 08 DECENT WORK AND ECONOMIC GROWTH
- 10 REDUCED INEQUALITIES
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 17 PARTNERSHIPS FOR THE GOALS

Supporting the Engineers of Tomorrow

Education extends beyond the classroom.

Oman's future innovators are shaped not only in classrooms, but also through experiences that connect learning with real-world possibilities. By supporting the Engineering Society at Sultan Qaboos University, Oman Cables helped create an environment where young engineers could explore ideas, experiment boldly, and strengthen their professional readiness. Through technical workshops, innovation showcases, and development-focused activities, students were given opportunities to bridge academic theory with industry insight, gaining the confidence and skills needed to contribute meaningfully to Oman's industrial and economic progress.

This contribution reflects a long-term commitment to nurturing talent: empowering engineering students, fostering academic excellence, and equipping the next generation of leaders with the tools to build a more resilient and prosperous future.

Impact:	Contributing to: Oman Vision 2040 National Priorities
Students Reached: **~2,000+** (Engineering students, faculty, guests)	Education, Learning, Scientific Research and National Capabilities
Projects Showcased: **100+** local and international student projects	Economic Leadership and Fiscal Sustainability
Workshops: **5+** technical and innovation events funded	Labour Market and Employment
Workshops: **200+** students took part in technical workshops	The Private Sector, Investment, and International Cooperation

UN SDGs

- 04 QUALITY EDUCATION
- 08 DECENT WORK AND ECONOMIC GROWTH
- 09 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 17 PARTNERSHIPS FOR THE GOALS

Empowering Youth Through Sport

Inspiring Future Champions

Strong communities are built through connection and opportunity.
By supporting a local youth football academy, Oman Cables invested in in far more than athletic training, it invested in health, teamwork, discipline, confidence and character among young generations. The initiative provided safe, structured environments that promote positive engagement and healthy lifestyles.

Highlights of the Initiative
Supporting a football academy (Al Ittifaq) that serves children in our community with the aim to foster not only health, well-being and athletic talent but also personal growth, teamwork, and discipline among young generations. By investing in such an initiative, we create a safe and structured environment where children can develop their physical and social skills, build confidence, and stay engaged in positive activities. This support helps nurture future leaders, promotes healthy lifestyles, and strengthens the bonds within our community.

Impact:	**Contributing to:** Oman Vision 2040 National Priorities
90 Kids	Health
128 Contributed Hours	Well-being and Social Protection
32 Employees	Education, Learning, Scientific Research, and National Capabilities
4 Coaches	

UN SDGs

03 GOOD HEALTH AND WELL-BEING
10 REDUCED INEQUALITIES
17 PARTNERSHIPS FOR THE GOALS

Rooting for a Greener Oman
Protecting the Earth We Call Home

In the heart of Oman's natural beauty lies a promise – a promise to nurture, protect, and restore. A Greener Oman is more than a CSR initiative; it's a movement to reconnect with nature and safeguard biodiversity for generations to come.

Our journey began during OCI Sustainability Day and Prysmian Leaders in Sustainability Course, where we pledged to plant trees on behalf of every participant, a symbolic gesture that spoke louder than words. This was the first seed of change, planted with hope and purpose.

The second chapter unfolded at Qurum Natural Reserve, where our team, led by management, rolled up their sleeves to plant mangrove seeds along the coast. These resilient trees are nature's guardians, shielding our shores and fostering marine life. But we didn't stop there. Together, we cleared invasive plants and collected waste, ensuring the mangroves could thrive in a clean, safe habitat. It was a day of action, reflection, and unity, a short walk that left a lasting footprint.

And the story continues, we will expand this green legacy by planting trees across industrial and community zones, creating vibrant spaces that echo our commitment to sustainability. Each tree is a seed of Oman's future: a future where climate resilience and ecological responsibility are embedded into everyday life.

Why it matters:

A Greener Oman contributes to Oman Vision 2040 and the relevant UN Sustainable Development Goals, driving measurable impact through biodiversity conservation and carbon sequestration. It's our way of powering positive change – one tree at a time.

Impact:	**Contributing to:** Oman Vision 2040 National Priorities
200+ stakeholders contributed and engaged towards this activity (Oman Cables Sustainability Day & Prysmian Leaders in Sustainability)	Health
70 internal and external stakeholders volunteered during the activity	Development of Governates and Sustainable Cities
150 internal stakeholder volunteering hours	Environment and Natural Resources
520 mangrove trees planted along the coast of Oman	
742 kg of invasive plants collected	Environment and Natural Resources
6240 kg of CO2e absorbed annually	

UN SDGs

03 GOOD HEALTH AND WELL-BEING
11 SUSTAINABLE CITIES AND COMMUNITIES
13 CLIMATE ACTION
15 LIFE ON LAND
17 PARTNERSHIPS FOR THE GOALS

Health, Well-Being, and Social Care

Building a Culture of Care

Oman Cables Health and Wellness Week

Well-being is a shared responsibility.
During Oman Cables Health and Wellness Week, employees and community members came together around health education, blood donation, cancer awareness, fitness challenges, and preventive screenings. These activities reinforced a culture where health is proactive, inclusive, and embedded in everyday life.

Highlights of the Initiative
Oman Cables Health and Wellness Week fosters a culture of care and awareness through impactful initiatives like blood donation, cancer screenings, health and wellness advocacy, and fitness challenges, promoting holistic well-being among employees and the community. A dedicated week fostering a culture of care and awareness through various initiatives including blood donation, cancer screenings, health and wellness advocacy, trainings and awareness sessions, fitness challenges through a "Miles for Smiles challenge" and participation in the "Walkathon with Oman Cancer Association", promoting holistic well-being among individuals and the community.

Impact:	Contributing to: Oman Vision 2040 National Priorities
32 Employees donated blood	Health
322 Employees participated	Well-being and Social Protection
8 Activities	Education, Learning, Scientific Research, and National Capabilities
2 Awareness Sessions	

UN SDGs

- 03 GOOD HEALTH AND WELL-BEING
- 10 REDUCED INEQUALITIES
- 17 PARTNERSHIPS FOR THE GOALS

Standing with Communities in Need

Supporting local community through Dar Al Atta'a

Through partnerships with Dar Al Atta'a and the Oman Charitable Organization, Oman Cables supported families facing health, economic, and social challenges. These initiatives focused on dignity, access, and immediate relief, while reinforcing long-term social resilience and community trust.

Highlights of the Initiative
Supporting local community as part of our commitment to social equity and community upliftment by providing immediate relief focusing on the health and well-being, empowering the communities to pursue better opportunities and playing an active role in promoting shared prosperity.

Impact:	Contributing to: Oman Vision 2040 National Priorities
22 Equipment	Health
4 Family members	Development of Governates and Sustainable Cities
2 Institutes	The Private Sector, Investment, and International Cooperation

UN SDGs

- 01 NO POVERTY
- 03 GOOD HEALTH AND WELL-BEING
- 10 REDUCED INEQUALITIES
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 17 PARTNERSHIPS FOR THE GOALS

Strengthening Healthcare Services
Equipment for Al Nahda Hospital (Nursing Station)

Supporting healthcare means empowering those who deliver it.
Oman Cables supported Al Nahdha Hospital by providing specialized equipment to enhance nursing stations and improve patient care. This initiative contributed to better training environments, improved service quality, and more efficient healthcare delivery for thousands of beneficiaries.

Highlights of the Initiative:
Supporting local hospitals by providing special equipment to educate/train Nursing station for better Well-being, health and healthcare services to the patients. This initiative helps bridge gaps in medical resources and empowers healthcare professionals and ultimately improve overall healthcare.

Impact:	**Contributing to:** Oman Vision 2040 National Priorities
11 Equipment	Health
4000+ Beneficiaries	Well-being and Social Protection
	Development of Governates and Sustainable Cities

UN SDGs

03 GOOD HEALTH AND WELL-BEING
09 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES

Tradition to Tomorrow "Local Roots, Global Impact"
Culture & Heritage – Bait Al Ghasham Museum

Sustainability is not only about progress. It is also about preserving identity.
Through the Tradition to Tomorrow initiative at Bait Al Ghasham Museum, Oman Cables supported local families, women entrepreneurs, and traditional artisans. The initiative celebrated Omani heritage while reinforcing inclusive economic participation and cultural pride.
Employees engaged directly with heritage, culture, and community, strengthening connection and purpose in a rapidly evolving world.

Highlights of the Initiative:
A CSR initiative designed to bridge the rich traditions and cultural heritage of Oman with forward-thinking innovation for a sustainable future.

- Preserve and promote Omani cultural heritage
- Support local communities and women entrepreneurs
- Enhance employee engagement through cultural immersion

By celebrating local customs, such as a traditional meal, artisan crafts and heritage tours, the project empowers communities, supports SMEs, and fosters cultural pride. At the same time, contributing to the global sustainability goals demonstrating how honoring culture and heritage can inspire innovative solutions for tomorrow.

Impact:	**Contributing to:** Oman Vision 2040 National Priorities
24 Participants	Society and Human Development
48 Volunteering hours	Economic Diversification and Development
25+ Beneficiary families	Governance and Institutional Performance

UN SDGs

01 NO POVERTY
08 DECENT WORK AND ECONOMIC GROWTH
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
17 PARTNERSHIPS FOR THE GOALS

Inclusion, Youth and Social Equity
Supporting Children with Special Needs

Care and Special Education – Indian School

Inclusion remains a core pillar of our responsibility.
By supporting care and special education programs, Oman Cables contributed to inclusive learning environments for children with developmental, learning, and physical challenges. Access to specialized education, therapeutic care, and essential equipment helped ensure that every child has the opportunity to grow and thrive.

Highlights of the Initiative:

At the heart of a compassionate community is the belief that every child deserves the chance to learn, grow, and dream, no matter their challenges. By supporting a specialized institution dedicated to nurturing more than a thousand children with diverse needs, Oman Cables reinforces its commitment to inclusion and dignity for all. This institution provides need-centric education and therapeutic care for children facing mobility impairments, developmental delays, learning difficulties, and intellectual disabilities, including Autism, Down syndrome, and Attention Deficit (Hyperactivity) Disorder. Through individualized support, specialized programs, and a deeply caring environment, the initiative helps each child discover their potential, build confidence, and move toward a more independent and empowered future. Oman Cables' contribution reflects a firm belief in creating opportunities where every child, regardless of ability, can thrive.

Impact:	**Contributing to:** Oman Vision 2040 National Priorities
35 Equipment in various activity rooms	Health
9 Nationalities	Well-Being and Social Protection
145188 Hours/year (981/child)	
7 Activities related to health and wellbeing	
12 Special educators	
10 Special therapists	
148 Children with special needs	

UN SDGs

03 GOOD HEALTH AND WELL-BEING
09 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
17 PARTNERSHIPS FOR THE GOALS

Oman Charitable Organization

Supporting Oman Charitable Organization reflects the company commitment to social responsibility and community well-being. These efforts help address urgent local needs, uplift vulnerable populations, and foster inclusive growth. Beyond immediate impact, such support builds trust, strengthens community ties, being a socially responsible, conscious and compassionate company.

Impact:	**Contributing to:** Oman Vision 2040 National Priorities
Enhanced Community Well-being	Health
Stronger Social Cohesion	Well-Being and Social Protection
Long-term Impact	Development of Governates and Sustainable Cities
Sustainable improvements in education and health	

UN SDGs

01 NO POVERTY
02 ZERO HUNGER
03 GOOD HEALTH AND WELL-BEING
10 REDUCED INEQUALITIES
17 PARTNERSHIPS FOR THE GOALS

A Commitment That Continues

Every CSR initiative in 2025 shared one common vision: "Creating value beyond business".
Oman Cables' CSR story is defined by people empowered, futures shaped, ecosystems protected, and communities strengthened. It reflects our belief that responsibility is continuous, and impact is collective.

As we move forward, we remain committed to growing responsibly, partnering with society, and contributing meaningfully to a sustainable and inclusive Oman.

The Story Continues... Oman Cables stands ready not just as a company, but as a partner to society, a guardian of the environment, and a catalyst for future generations.

This is our CSR story. And it is only the beginning.

MSX 30 ESG METRICS:

S11. Community Investment

	2024	2025
S11. Amount invested in community, including philanthropic donations, as a percentage of the company's pre-tax profits	0.6%	0.6%

Table of Initiatives

	Category	Activity / Initiative	Amount
1	Social, Educational & Skill Development	SHE STEMS	68,335
2	Social, Educational & Skill Development	Kids in STEM Empowering the next generation	11,005
3	Social, Educational & Skill Development	Supporting Future Engineers in Oman (SQU)	2,000
4	Health & Well-Being	Inspiring Future Champions: Empowering Young Football Talent in Our Community	2,422
5	Health & Well-Being	Supporting local community through Dar Al Atta'a	2,905
6	Health & Well-Being	Equipment for Al Nahda Hospital	2,663
7	Environmental Sustainability & Biodiversity	Rooting for a Greener Oman	4,000
8	Social, Educational & Skill Development Health & Well-Being	Care and Special Education Indian School	2,000
9	Environmental Sustainability & Biodiversity	Tradition to Tomorrow "Local Roots, Global Impact" Culture & Heritage – Bait Al Ghasham Museum	2,500
10	Directive	Oman Charitable Organization	19,566
	Total		117,396

10 Role Model to the Industry

Leadership isn't claimed. It is forged through bold vision and decisive action. This chapter illustrates how OCI Group is redefining what it means to lead in Sustainability in the industry, setting new benchmarks that inspire transformation across industries.

By championing transparency, pioneering innovation, and embracing responsibility as a catalyst for progress, we strive not just to participate in change but to shape it.

Our ambition is simple yet profound: to lead by example, showing that progress and responsibility can move hand in hand. We aim to guide, and inspire others through transparency, collaboration, and innovation as we work toward a future where sustainability is the shared foundation of success.

Our Approach

Sustainability & IR

Our Sustainability and Investor Relations (IR) functions continue to work in full alignment to ensure transparent, coherent, and impactful communication of our Environmental, Social, and Governance (ESG) performance. Sustainability is not a chapter we close; it is an evolving narrative that reflects our commitments, actions, and longterm ambitions as an organization. We integrate nonfinancial and financial information to provide stakeholders with a comprehensive and meaningful view of our progress and resilience.
As part of our commitment to internationally recognized standards, our reporting approach is with reference to the Global Reporting Initiative (GRI) and incorporates the MSX ESG Disclosure Guidelines. This ensures that our disclosures are accurate, relevant, and decisionuseful for investors, regulators, and broader stakeholders seeking clarity on our sustainability performance and strategy.
Throughout this reporting cycle, we continued strengthening the alignment between sustainability performance and value creation. Our IR and Sustainability teams collaborate closely to articulate our results, plans, and forwardlooking strategy, ensuring that our sustainability narrative is fully woven into the company's investment case. This integrated approach enhances our credibility, reinforces trust, and supports stakeholders in understanding how sustainability drives operational excellence, risk management, innovation, longterm growth and value creation.
We remain committed to transparency, continuous improvement, and proactive engagement. By maintaining open communication channels and fostering cross-functional collaboration, we ensure that our sustainability actions, ambitions, and performance are consistently reflected in our external reporting. In doing so, we uphold our role in shaping a responsible, resilient, and futureready organization, one where progress and responsibility move forward together.

Sustainability Reporting

Our sustainability reporting reflects our commitment to strengthening the way we communicate our progress, our challenges, and the actions we are taking to build a more responsible and resilient organization. As expectations evolve across global markets, we continue to refine our disclosures with greater discipline, transparency, and alignment to internationally recognized frameworks, including the GRI Standards and the MSX ESG Disclosure Guidelines. This approach ensures that our reporting offers stakeholders a clear, consistent, and meaningful understanding of our sustainability journey.
We recognize that sustainability reporting is not merely a compliance exercise, it is an ongoing process of learning, improving, and demonstrating accountability. With every reporting cycle, we work to sharpen the accuracy of our data, improve the clarity of our narrative, and enhance the way we communicate our longterm ambitions. We hope that our Sustainability Report becomes a document people can truly learn from: not because we present ourselves as the benchmark, but because we are honest about where we are, where we are progressing, and where we are still working to get better. Our intention is to contribute to a collective learning environment where transparency becomes a catalyst for improvement, not a claim of perfection.
To support this openness, our 2024 Sustainability Report is publicly accessible through our corporate website, the MSX ESG Platform, and the GRI Platform, ensuring that our stakeholders, whether internal, external, or across the global value chain, can easily explore our performance and understand our direction of travel.
In our pursuit of more robust reporting, we have also begun taking steps toward voluntary limited assurance on select sustainability indicators. This deliberate move strengthens the integrity of our data by reinforcing internal governance, enhancing documentation and traceability, and encouraging closer alignment among reporting teams. While this process naturally introduces new challenges, such as more rigorous evidence requirements, deeper crossfunctional collaboration, and the need to elevate certain internal controls, it also brings forward valuable opportunities. It pushes us to mature our systems, improve data quality, and build greater confidence among stakeholders who increasingly rely on reliable, comparable sustainability information to make informed decisions. Ultimately, the discipline introduced through voluntary assurance is becoming an important element of our longterm reporting approach.
As regulatory landscapes shift globally, we are further preparing for the upcoming mandatory IFRS S1 and IFRS S2 sustainabilitydisclosure requirements. Our readiness work involves strengthening our climaterisk assessment practices, refining our datamanagement processes, and aligning our reporting structure with these new international standards. This proactive stance ensures that we are not only compliant when the requirements take effect, but also positioned to communicate our sustainability performance with even greater clarity and coherence.
Together, these efforts support our broader transition toward Integrated Reporting, where financial and nonfinancial information come together to present a unified picture of the value we create over time. This step reflects our belief in transparency, our commitment to stakeholder trust, and our ambition to continuously evolve in line with global best practices. Our focus remains on building a reporting foundation that is credible, future ready, and reflective of our values, ensuring that our sustainability narrative grows stronger, more consistent, and more impactful year after year.

MSX 30 ESG METRICS:

G7. Sustainability Report

	2024	2025
G7. Does your company publish a sustainability report?	Yes	Yes

G8. Disclosure Practices

Metric	2024	2025
G8.1 Does your company provide sustainability data to sustainability reporting frameworks?	Yes	Yes
G8.2 Does your company focus on specific UN SDGs?	Yes	Yes
G8.3 Does your company set targets and report progress on the UN SDGs?	No	No

G9. External Assurance

	2024	2025
G9. Are your sustainability disclosures assured or verified by a third-party audit firm?	Yes	Yes

11 Annexure

Annexure

Policies & Documents

Section	Requirement	Document Title
Environment	Environmental Policy	E7.1 Health Safety & Environment & IMS Procedure
	Waste, Water, Energy, Recycling policy	E7.2 Health Safety & Environment & IMS Procedure / Waste Management & IMS Procedure
	Recognized Energy Management System	E7.3 ISO 140001 and ISO 50001
	Environmental Oversight	E8-9. Sustainability Policy
Social	Non-Discrimination	S6. HR Policy Section 1.5 Page 4
	Global Health and Safety	S8. Health Safety & Environment & IMS Procedure
	Child & Forced Labor	S9.1 HR Policy Section 1.5 Page 4 / S9.2 Annexure of Supplier Declaration Form
	Human Rights	S10.1 HR Policy Section 1.5 Page 4 / S10.2 Annexure of Supplier Declaration Form
Governance	Ethics and Prevention of Corruption	G5.1 Anticorruption Policy / G5.1 Helpline Policy
	Data Privacy	G6.1 Data Privacy and Information Security Policy

Annexure

GRI Content Index w

Statement of use	**Oman Cables Industry SAOG has reported the information cited in this GRI content index for the period January 1, 2025 to December 31, 2025 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	p. 35-37 OCI Group Overview
	2-2 Entities included in the organization's sustainability reporting	p.14 About This Report p. 17-19 Boundary and Scope
	2-3 Reporting period, frequency and contact point	p. 14 About This Report p. 17 Reporting Period
	2-4 Restatements of information	p. 14 About This Report p. 24 Restatements p. 241-242 Annexures Restatements
	2-5 External assurance	p. 247-250 Independent Auditors Limited Assurance Report
	2-6 Activities, value chain and other business relationships	p. 32-33 Path to Progress p. 77 Sustainable Value Chain p. 88-89 Creating Value for our Stakeholders
	2-7 Employees	p.148-195 Empowering our Greatest Assets
	2-8 Workers who are not employees	p.176 Contractor/Consultant Turnover
	2-9 Governance structure and composition	p. 49-57 Corporate Governance
	2-10 Nomination and selection of the highest governance body	p. 54 Nomination and Remuneration Committee
	2-11 Chair of the highest governance body	p. 50 Organization Strucuture p. 52 Board of Directors
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 52-56 Board of Directors, Board Committees, Audit Committee, Strategic Committee, Nomination and Remuneration Committee, Board Committees Evaluation, Board Induction, Training, Development and Engagement Sessions in 2025
	2-13 Delegation of responsibility for managing impacts	p. 50-57 Board of Directors, Board Committees, Audit Committee, Strategic Committee, Nomination and Remuneration Committee, Board Committees Evaluation, Board Induction, Training, Development and Engagement Sessions in 2025, Committees and Working Groups
	2-14 Role of the highest governance body in sustainability reporting	p. 50-57 Board of Directors, Board Committees, Audit Committee, Strategic Committee, Nomination and Remuneration Committee, Board Committees Evaluation, Board Induction, Training, Development and Engagement Sessions in 2025, Management Team, Committees and Working Groups
	2-15 Conflicts of interest	p. 68-70 Integrity and Responsible Business Conduct
	2-18 Evaluation of the performance of the highest governance body	p. 55 Board Committees Evaluation, Board Induction, Training, Development and Engagement Sessions in 2025
	2-19 Remuneration policies	p.179-181 Incentives and Benefits
	2-20 Process to determine remuneration	p. 54 Nomination and Remuneration Committee
	2-21 Annual total compensation ratio	p. 173-174 Gender Pay Ratio
	2-22 Statement on sustainable development strategy	p. 84 Our Sustainability Strategy
	2-23 Policy commitments	p. 68-76 Integrity and Responsible Business Conduct
	2-24 Embedding policy commitments	p. 68-76 Integrity and Responsible Business Conduct
	2-27 Compliance with laws and regulations	p. 68-76 Integrity and Responsible Business Conduct
	2-28 Membership associations	p. 37 Certifications & Accreditations
	2-29 Approach to stakeholder engagement	p. 94-96 Double Materiality Assessment p. 187-195 Stakeholder Engagement

GRI 3: Material Topics 2021	3-1 Process to determine material topics	p. 91-104 Double Materiality Assessment
	3-2 List of material topics	p. 91-93 Material Topics and Definitions
	3-3 Management of material topics	p. 103-104 Key Results of 2024 Double Materiality Assessment
GRI 101: Biodiversity 2024	101-2 Management of biodiversity impacts	p. 205 Rooting for a Greener Oman
GRI 102: Climate Change 2025	102-5 Scope 1 GHG emissions	p. 116-117 Scope 1 Direct Emissions
	102-6 Scope 2 GHG emissions	p. 117-119 Scope 2 Indirect Emissions
	102-7 Scope 3 GHG emissions	p. 119-121 Scope 3 Other Indirect Emissions
	102-8 GHG emissions intensity	p. 121-122 Emissions Intensity
	102-9 GHG removals in the value chain	p. 118-119 I-REC Redemption
GRI 103: Energy 2025	103-1 Energy policies and commitments	
	103-2 Energy consumption and self-generation within the organization	p. 124 Energy Usage
	103-4 Energy intensity	p. 124 Energy Intensity
	103-5 Reduction in energy consumption	p. 116 -123 GHG Emissions and Energy
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	p. 13 Integrated Report of 2025
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	p. 174-175 Omanization at Oman Cables & OAPIL
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	p. 68-71 Integrity and Responsible Business Conduct
	205-2 Communication and training about anti-corruption policies and procedures	p. 68-71 Integrity and Responsible Business Conduct
GRI 301: Materials 2016	301-2 Recycled input materials used 301-3 Reclaimed products and their packaging materials	p. 128 Recycling of Materials p. 128 Sustainable Materials
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 124 Energy Usage
	302-3 Energy intensity	p. 124 Energy Intensity
	302-4 Reduction of energy consumption	p. 116 - 123 GHG Emissions and Energy
	302-5 Reductions in energy requirements of products and services	p. 116 -123 GHG Emissions and Energy
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p. 133-135 Water Management
	303-5 Water consumption	p. 133-135 Water Management
GRI 305: Energy 2016	305-1 Direct (Scope 1) GHG emissions	p. 116-117 Scope 1 Direct Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	p. 117-119 Scope 2 Indirect Emissions
	305-3 Other indirect (Scope 3) GHG emissions	p. 119-121 Scope 3 Other Indirect Emissions
	305-4 GHG emissions intensity	p. 121-122 Emissions Intensity
	305-5 Reduction of GHG emissions	p. 118-119 I-REC Redemption
GRI 306: Effluents and Waste 2016	306-3 Significant spills	p. 130-133 Waste Management
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p. 130-133 Waste Management
	306-2 Management of significant waste-related impacts	p. 130-133 Waste Management
	306-3 Waste generated	p. 130-133 Waste Management
	306-4 Waste diverted from disposal	p. 130-133 Waste Management
	306-5 Waste directed to disposal	p. 130-133 Waste Management
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	p. 70 Ethical Practices

GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 168 Women's Representation p. 175-177 Employee Turnover
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 179-181 Incentives and Benefits, Additional Benefits (Family & Wellbeing Linked)
	401-3 Parental leave	p. 181 Additional Benefits (Family & Wellbeing Linked)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 152-162 Safety: Our Shared Commitment
	403-2 Hazard identification, risk assessment, and incident investigation	p. 152-162 Safety: Our Shared Commitment
	403-3 Occupational health services	p. 152-162 Safety: Our Shared Commitment
	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 152-162 Safety: Our Shared Commitment
	403-5 Worker training on occupational health and safety	p. 152-162 Safety: Our Shared Commitment
	403-6 Promotion of worker health	p. 152-162 Safety: Our Shared Commitment
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 152-162 Safety: Our Shared Commitment
	403-8 Workers covered by an occupational health and safety management system	p. 152-162 Safety: Our Shared Commitment
	403-9 Work-related injuries	p. 152-162 Safety: Our Shared Commitment
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p. 182-187 Upskilling/People Development
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 182-187 Upskilling/People Development
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p. 50-57 Organization Strucuture p. 164-172 Diversity, Equity and Inclusion
	405-2 Ratio of basic salary and remuneration of women to men	p. 173-174 Gender Pay Ratio
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	p. 72-73 Human Rights, Child and Forced Labor p. 72-73 Human Rights, Child and Forced Labor
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	p. 72-73 Human Rights, Child and Forced Labor
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	p. 196-213 Safeguarding Tomorrow Together
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	p. 70 Ethical Practices

Annexure

MSX 30 ESG Metrics

MSX ESG Metrics	Corresponding GRI Standards	FY 2024 Disclosed in MSX Platform	FY 2024 Restatement	FY 2025	Notes	% Change	Explanation
E1. GHG Emissions							
E1.1) Total amount in CO2 equivalents, for scope 1	GRI 305: Emissions 2016	867.92 tCO2e	867.27 tCO2e	637.71 tCO2e	Sources of Emissions: Diesel, Gasoline, LPG, Natural Gas and Refrigerants	-0.265	Decrease in consumption on sources of emissions.
E1.2) Total amount, in CO2 equivalents, for Scope 2 (location)		15,433.833 tCO2e	15,643.11 tCO2e	14,673.68 tCO2e	Source of Emissions: Electricity purchased from the grid, Oman Cables does not have Renewables on site; excluding Representative offices outside of Oman	-0.004	Decrease in electricity consumption.
E1.2) Total amount, in CO2 equivalents, for Scope 2 (market)		16,088.91 tCO2e	17,636.59 tCO2e	17,128.62 tCO2e	Market-based result without I-REC reduction: 16,232.53 tCO2e (40,554.613. mwh) I-REC reduction of 800.53 tCO2e (2,000 mwh) Market-based result with I-REC reduction: 15,431.99 tCO2e (38,554,613 mwh) Scope 1 + Scope 2 reduction = -5% vs 2024 (with I-REC)	-0.053	Decrease in electricity consumption and application of I-REC redeemed for the months May and June 2025.
E1.3) Total amount, in CO2 equivalents, for Scope 3		19,198,189.44 tCO2e	19,379,608.95 tCO2e	16,336,109.32 tCO2e	All relevant categories assessed	-0.149	

MSX ESG Metrics	Corresponding GRI Standards	FY 2024 Disclosed in MSX Platform	FY 2024 Restatement	FY 2025	Notes	% Change	Explanation
E2. Emissions Intensity							
E2.1) Total GHG emissions per output scaling factor %	GRI 305: Emissions 2016	0.20 tCO2e/cable MT	0.20 tCO2e/cable MT	0.20 tCO2e/cable MT	0.19 tCO2e /cable MT	0	-
E2.2) Total non-GHG emissions per output scaling factor %		0.00 KG/MT	-	0.00 KG/MT		0	-
E3. Energy Usage							
E3.1) Total amount of energy directly consumed	GRI 302: Energy 2016	2,006.48 mWh	-	1,860.94 mWh	Scope 1 is considered as direct energy	-0.073	Decrease in consumption on sources of emissions.
E3.2) Total amount of energy indirectly consumed		40,713.78 mWh	-	40,554.61 mWh	Scope 2 is considered as indirect energy	-0.004	Decrease in electricity consumption.
E4. Energy Intensity							
Total direct energy usage per output scaling factor	GRI 302: Energy 2016	0.02 mWh/cable MT	-	0.02 mWh/cable MT	Total Scope 1 in MWH considered as direct energy divided by the Total Production Volume	0	-
E5. Energy Mix							
Percentage: Energy usage by generation type	GRI 302: Energy 2016	Electricity 95.30% Diesel 3.94% Gasoline 0.60% LPG 0.14% Gas 0.02%	-	Electricity 95.61% Diesel 3.65% Gasoline 0.56% LPG 0.17% Gas 0.00%	Breakdown of Energy Mix in Oman Cables' Operations		-
E6. Water Usage							
E6.1) Total amount of water consumed	GRI 303: Water and Effluents 2018	38,865 m3	-	39,577 m3	Offices, Plants and NDW Accommodation, excluding representative offices outside of Oman	+1.83%	Increase in water consumption due to the transition of shifting our NDW accommodations from Rusayl to Al Khoud.
E6.2) Total amount of water reclaimed		607 m3	-	607 m3	Considering re-circulated water in chillers (volume of chillers and cleaning schedule)	0	-

E7. Environmental Operations							
E7.1) Does your company follow a formal Environmental Policy?	GRI 103: Management Approach 2016*	YES	-	YES		-	-
E7.2) Does your company follow specific waste, water, energy, and/or recycling polices?		YES	-	YES	Oman Cables is ISO 14001 certified	-	-
E7.3) Does your company use a recognized energy management system?		YES	-	YES	ISO 14001 is considered as per MSX guidance and we have obtained ISO 50001 certification	-	-
E8. Environmental Oversight							
Does your Management Team oversee and/or manage sustainability issues?	GRI 102: general Disclosures 2016	YES	-	YES	We have a Sustainability Steering Committee that is required to meet at maximum 4 or 5 times a year to discuss the progress of the ESG KPIs, ESG Projects and ESG Investments	-	-
E9. Environmental Oversight							
Does your Board oversee and/or manage sustainability issues?	GRI 102: general Disclosures 2016	YES	-	YES	Updates and Progress are reported through Integrated Reporting in the Board of Directors meeting on a quarterly basis	-	-
E10. Climate Risk Mitigation							
Total amount invested, annually, in climate-related infrastructure, resilience, and product development		231477	-	1622572.42	Operations 95.69% (OMR 1,552,697.00) / R&D 1.93% (OMR 31,251.37) / Sustainability 2.23% (OMR 36,233.75) / Stakeholder Engagement (Commercial) 0.15% (OMR 2,390.30)	+601.10%	Better collection of data and more investment towards climate mitigation initiatives.

S1. CEO Pay Ratio							
S1.1) Ratio: CEO total compensation to median Full Time Equivalent (FTE) total compensation	GRI 102: General Disclosures 2016	-	-	-	Optional Metric	-	-
S1.2) Does your company report this metric in regulatory filings?		NO	-	NO	We do not report this metric in any regulatory filings	-	-
S2. Gender Pay Ratio							
Ratio: Median male compensation to median female compensation	GRI 405: Diversity and Equal Opportunity 2016	1.14	-	1.13	We have categorized employees by grades and by gender, identifying the median for each grade (excluding band/s with only 1 employee as a median cannot be derived), then taking the median of medians.	-0.88%	Improvement in gender pay ratio
S3. Employee Turnover							
S3.1) Percentage: Year-over-year change for full-time employees	GRI: 401: Employment 2016	4%	-	4.5%	YTD 2025 Turnover = 31 Employees / Total Employees = 682 YTD 2024 Turnover = 27 Employees / Total Employees = 680	+0.29%	-
S3.2) Percentage: Year-over-year change for part-time employees		NA	-	NA	We do not have part time employees	-	-
S3.3) Percentage: Year-over-year change for contractors and/or consultants		6%	0%	0%	Considering 1 supplying company as 1 headcount	0%	-
S4. Gender Diversity							
S4.1) Percentage: Total enterprise headcount held by men and women	GRI 102: General Disclosures 2016	Female: 8% Male: 92%	Female: 8% Male: 92%	Female: 9% Male: 91%	YTD 2025: Total Employees: 682 - Male 622 / Female 60 YTD 2024: Total Employees: 680 - Male 625 / Female 55		-

S4.2) Percentage: Entry- and mid-level positions held by men and women		Female: 7% Male: 93%	Female: 7% Male: 93%	Female: 8% Male: 92%	YTD 2025: Total Employees: 638 - Male 585 / Female 53 YTD 2024: Total Employees: 646 - Male 598 / Female 48		-
S4.3) Percentage: Senior- and executive-level positions held by men and women	GRI 405: Diversity and Equal Opportunity 2016	Female: 21% Male: 79%	Female: 21% Male: 79%	Female: 16% Male: 84%	YTD 2025: Total Employees:44 - Male 37 / Female 7 YTD 2024: Total Employees: 43 - Male 36 / Female 7		-
S5. Temporary Worker Ratio							
S5.1) Percentage: Total enterprise headcount held by part-time employees	GRI 102: General Disclosures 2016	NA	-	NA	We do not have part time employees	-	-
S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	GRI 405: Diversity and Equal Opportunity 2016	12%	7.6%	8.7%	Considering 1 supplying company as 1 headcount 2025 = 65 contractors/consultants / 2024 = 56 contractors/consultants	+14.5%	-
S6. Non-Discrimination							
Does your company follow non-discrimination policy?	GRI 103: Management Approach 2016*	YES	-	YES		-	-
S7. Injury Rate							
Percentage: Frequency of injury events relative to total workforce time	GRI 403: Occupational Health and Safety 2018	0.3	0.32	0.71	YTD 2025: 7 Total of LTI / Total WH : 1,983,327 = 0.71 YTD 2024: Total of 3 LTI / Total WH : 1,890,570 = 0.32 (total workplace injuries/total work hours) x 200,000	+121.9%	Increase in lost time incidents (LTIs)

S8. Global Health & Safety							
Does your company follow an occupational health and/or global health & safety policy?	GRI 103: Management Approach 2016*	YES	-	YES		-	-
S9. Child & Forced Labor							
S9.1) Does your company follow a child and/or forced labor policy?	GRI 103: Management Approach 2016*	YES	-	YES		-	-
S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors?		YES	-	YES		-	-
S10. Human Rights							
S10.1) Does your company follow a human rights policy?	GRI 103: Management Approach 2016*	YES	-	YES		-	-
S10.2) If yes, does your human rights policy also cover suppliers and vendors?		YES	-	YES		-	-
S11. Community Investment							
Amount invested in community, including philanthropic donations, as a percentage of the company's pre-tax profits		0.6%	-	0.6%	Total CSR Expense for FY 2025: OMR 117,395.563 / PBT: OMR 20,238,592 Total CSR Expense for FY 2024: OMR 115,180 / PBT: OMR 19,333,000	0	-

G1. Board Diversity							
G1.1) Percentage: Total board seats occupied by men and women	GRI 405: Diversity and Equal Opportunity 2016	71% male and 29% female	-	71% male and 29% female	The BoD is constituted from 5 Men representing 71.4% and 2 Women representing 28.6%	0	-
G1.2) Percentage: Committee chairs occupied by men and women		75% male and 25% female	-	75% male and 25% female	Following the feedback from the consultant and MSX, the chair of the board is to be included in the calculation: (3 committees: Audit, Remco, Stratco + Board of Directors - Chair is Female)	0	-
G2. Board Independence							
G2.1) Does company prohibit CEO from serving as board chair?		YES	-	YES		-	-
G2.2) Percentage: Total board seats occupied by independent board members		43%	-	43%	OCI's board of directors consists of 7 seats, four (4) of them are non-independent directors representing (57%) and three (3) are independent directors representing (43%) of the Board of Directors.	0	-
G3. Incentivized Pay							
Are executives formally incentivized to perform on sustainability?		YES	-	YES		-	-

G4. Supplier Code of Conduct							
G4.1) Are your vendors or suppliers required to follow a Code of Conduct?		YES	-	YES		-	-
G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?		98%	-	99%	2025: Total no. of active suppliers: 615 / Declaration Received - 610 2024: Total no. of active suppliers: 443 / Declaration Received - 436	+1.02%	Increase in efforts collecting Vendor Confirmation of Supplier Code of Conduct
G5. Ethics & Prevention of Corruption							
G5.1) Does your company follow an Ethics and/or Prevention of Corruption policy?	GRI 103: Management Approach 2016*	YES	-	YES		-	-
G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?		100%	100%	100%		0	-
G6. Data Privacy							
G6.1) Does your company follow a Data Privacy policy?		YES	-	YES		-	-
G6.2) Has your company taken steps to comply with GDPR rules?		YES	-	YES		-	-
G6.3) Has your company taken steps to comply with Oman Personal Data Protection Law rules?		YES	-	YES		-	-

G7. Sustainability Reporting							
Does your company publish a sustainability report?		YES	-	YES	We intend to publish our Sustainability Report on March 2026 at the MSX ESG Disclosure Platform and Submit to GRI website	-	-
G8. Disclosure Practices							
G8.1) Does your company provide sustainability data to sustainability reporting frameworks?		YES	-	YES	We will notify GRI and forward our Sustainability Report 2025	-	-
G8.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)?		YES	-	YES		-	-
G8.3) Does your company set targets and report progress on the UN SDGs?		NO	-	NO		-	-
G9. External Assurance							
Are your sustainability disclosures assured or verified by a third-party audit firm?*	GRI 102: General Disclosures 2016, GRI 103: Management Approach 2016 to be used in combination with the topic-specific standards	NO	-	YES	We have gone through a voluntary limited assurance - please refer to the assurance statement in the index	-	-

Annexure

UN SDGs

UN SDG	Category	Topic
3	Climate Change Ambition Innovation Ambition Social Ambition	Waste Management Non-Hazardous Materials Health & Wellness Mental Health & Employee Wellbeing Safety
4	Social Ambition	She STEMs Kids in STEM Collaboration with Academia Employee Upskilling, Leadership Development and Professional Development Global Sustainability Academy
5	Social Ambition	DE&I Employee Upskilling, Leadership Development and Professional Development Local Communities Support (CSR) Global Sustainability Academy
7	Climate Change Ambition Innovation Ambition Role Model Ambition	GHG Emissions Green Circular Economy Design for Sustainability/Innovation through Sustainability Sustainable Products EPDs CBAM ASI Manufacturing Excellence Renewables Excellence Center Sustainable Value Chain Sustainable Finance Local Communities Support (CSR)
8	Social Ambition Role Model Ambition	
9	Role Model Ambition Climate Change Ambition Innovation Ambition Social Ambition	
10	Role Model Ambition Social Ambition	

Annexure

GHG Emissions

This annexure provides additional information that supports and complements our greenhouse gas (GHG) disclosures. While the data and methodologies presented here may not be perfect or fully complete, they reflect our commitment to transparency, continuouslearning,andhonestreporting.Wehopetheinsightssharedwill be valuable to readers as we continue improving the quality, coverage, and maturity of our emissions reporting year after year.

Applicable Standards

The GHG assessment in this report has been conducted according to the following standards and guidance documents:

Assessment Scope	Standard
Corporate	ISO 14064:2018 Greenhouse Gases
Corporate	Greenhouse Gas Protocol's Corporate Standard
Corporate	GRI Section 305 Emissions

Organizational Boundaries

The organizational boundaries used in this assessment are based on Operational Control, thus 100% of the emissions from all reporting units falling under OCI Group's Operational Control are included in this assessment:

Entity	Definition	Inclusion
Oman Cables	Parent	Rusayl, Oman Headquarter / Head Office Plant 1 Plant 2 PVC Plant Sustainability Academy Staff Accommodation Vehicles
OAPIL	Subsidiary, 100% owned by Oman Cables	Sohar, Oman Office Plant Staff Accommodation Vehicles
ACPL	Subsidiary, 100% owned by Oman Cables	Mumbai, India Office Vehicles Chiplun, India Plant

Operational Boundaries

All Scope 1 and 2 emissions sources are included in this report as well as relevant Scope 3 emissions sources, where data or assumptions permit.

Methodology

Majority of the calculations for each scope of emissions in this report rely on a Tier 1 emissions factor, except for Scope 2 and certain Scope 3, unless stated otherwise.

Calculations are based on the below equation:

Emissions = Activity * Emissions Factor * GWP

Note:

- Activity – a process that results in GHG emissions
- Emissions Factor – mass-based unit of GHG emissions per unit of activity
- GWP – Global Warming Potential; unitless value that converts a primary GHG converts a primary GHG into an equivalent amount of CO2 based on differences in its radiative forcing values and other atmospheric parameters of the compound (tonnes of CO2eq/tonnes of CO2)
- Emissions – mass-based unit of GHG emissions (tonnes of CO2eq/tCO2e)

Gas	GWP Values
CO_2	1.00
CH_4	29.80
N_2O	273.00
PFC	-
HFC	-
SF_6	25,200
NF_3	Not applicable

Activity/SoEs

Category	Oman Cables	OAPIL	ACPL
Natural Gas	Used for curing and prototypes	Used for thermal furnaces (95% gas-fired, 5% normalizing furnace)	Not applicable
LPG	Used for extrusion, rewinding, and quality control testing	Not applicable	Used for extrusion
Diesel	(Mobile) used for forklifts and company bus	(Mobile) used for forklifts	(Stationary) used for diesel generator, (Mobile) used for forklifts
Gasoline	(Mobile) used for company cars	(Mobile) used for company cars	(Mobile) used for company cars
Refrigerants	HCFC-22, HFC-134A, R407C, R410A, R404A	R407C, R410A, HCFC-2	Immaterial

Electricity	Headquarters/Head Office, Plants 1 and 2, PVC, Sustainability Academy and Staff Accommodation	Office, Plant and Staff Accommodation	Office and Plants
Purchased Goods and Services	Considers metals (Cu and Al), polymer, plastic, steel, and other materials	Considers aluminium as main, steel and other materials	Omitted
Capital Goods	Assets purchased and received in 2025	Assets purchased and received in 2025	Omitted
Fuel & Energy Related Activities	Upstream emissions from extraction, production and transportation of fuel consumed; Upstream indirect emissions from electricity consumption – specifically those associated with the production and supply of natural gas. Additionally, transmission losses were estimated using these same emissions factor after considering Oman's grid factor due to transmission and distribution	Upstream emissions from extraction, production and transportation of fuel consumed; Upstream indirect emissions from electricity consumption – specifically those associated with the production and supply of natural gas. Additionally, transmission losses were estimated using these same emissions factor after considering Oman's grid factor due to transmission and distribution	Upstream emissions from extraction, production and transportation of fuel consumed; Upstream indirect emissions from electricity consumption – specifically those associated with the production and supply of natural gas. Additionally, transmission losses were estimated using these same emissions factor after considering Oman's grid factor due to transmission and distribution
Upstream Transportation & Distribution	Considering International Vendors, GCC Vendors, Emissions Calculation, Data Segregation (land or sea)	Considering International Vendors, GCC Vendors, Emissions Calculation, Data Segregation (land or sea)	Omitted
Waste Generated in Operations	Generated waste and wastewater	Generated waste and wastewater	Omitted
Business Travel	Flights categorized as: Short Haul (less than 482.802 km) Medium Haul (more than 482.802 km and less than 3,701.5 km) Long Haul (more than 3,701.5 km) For business class tickets, value was multiplied by 2 (ref: ICAO)	Flights categorized as: Short Haul (less than 482.802 km) Medium Haul (more than 482.802 km and less than 3,701.5 km) Long Haul (more than 3,701.5 km) For business class tickets, value was multiplied by 2 (ref: ICAO)	Cconsidering internal (in-country) travel via train from Mumbai to Chiplun
Employee Commuting	Daily commute distance per employee, considering 12 days of public holiday per year, with an average annual leave of 20 days per employee and total annual working days of 266 days (234 commuting days consider in total)	Daily commute distance per employee, considering 12 days of public holiday per year, with an average annual leave of 20 days per employee and total annual working days of 266 days (234 commuting days consider in total)	Daily commute distance per employee, considering 12 days of public holiday per year, with an average annual leave of 20 days per employee and total annual working days of 266 days (234 commuting days consider in total)
Upstream Leased Assets	Omitted due to immateriality		
Downstream Transportation	Categorization by road and sea; identifying customer's city and country were identified	Categorization by road and sea; identifying customer's city and country were identified	Omitted

Processing of Sold Products	Not relevant	Exclusively for OAPIL, which produces semi-finished products falling into two main categories: construction wire and aluminium rods and other products *Oman Cables is one of OAPIL's customers, the cradle-to-gate emissions factor for Oman Cables was applied to determined category 10 emissions	Not relevant
Use of Sold Products	Based on the recommended methodology from Europacable for estimating energy losses and GHG emissions associated with wires, and cables, during their use phase. For wires and cables, lossess from the Joule effect are calculated using parameters such as resistance, current, use rate, and cable length. Losses are translated into GHG emissions using the local Grid Emission Factor. The calculation model estimates annual cable losses by cable type and country from 2025 until the end of each cable's lifespan (ranging from 30-40 years). Losses are multiplied by the relevant country emissions factor and considering a 60% decarbonization over the next 40 years	Omitted	Omitted
End-of-Life Treatment of Sold Products	Considered 90% of sold products are recycled while 10% are sent to landfill.	Considered 90% of sold products are recycled while 10% are sent to landfill.	Omitted

Annexure
Abbreviations and Definition

Abbreviation	Definition
6S	Sort, Set in Order, Shine, Standardize, Sustain & Safety
AAAC	Aluminium Alloy Conductor, a product of OAPIL
ACSR	Aluminium Conductor Steel Reinforced, a product of OAPIL
ACPL	Associated Cables Private Limited
AI	Digital cable inventory management
Alesea	Aluminium Stewardship Initiative
ASI	Aluminium Stewardship Initiative
ATL	Advanced Technology Lab or Innovation Lab
CBAM	Carbon Border Adjustment Mechanism
CEO	Chief Executive Officer
CO2e/tCO2e	Tonnes of CO2 equivalent
CPW	Chlorinated Paraffin Wax
CSO	Chief Strategy Officer
CSR	Corporate Social Responsibility
CSRD	Corporate Sustainability Reporting Directive
Cu	Copper
D4S	Design for Sustainability
DE&I	Diversity, Equity and Inclusion
DMA	Double Materiality Assessment
DOP	Dioctyl Phthalate
DW	Desk Worker, White Collar
E Path	Proprietary sustainability rating for cables measuring environmental performance
E3X	Advanced ceramic surface-coating technology improving energy efficiency
EPD	Environmental Product Declaration
ESG	Environmental, Social & Governance
ESRS	European Sustainability Reporting Standards
FP400	Fire Performance Cable
GDPR	General Data Protection Regulation
GHG	Greenhouse Gas
GRI HR	Global Reporting Initiative
HSE	Health, Safety and Environment or EHS
HVAC	Heating, Ventilation & Air Conditioning
IMS	Integrated Management System

IR	Investor Relations
JAL	Junior Advanced Leadership
JIL	Junior International Leadership
JOLT	Junior Omani Leaders of Tomorrow
KPI	Key Performance Indicator
LCA	Life Cycle Assessment
LSZH	Low Smoke Zero Halogen
LTI	Lost Time Injury
M EART	Middle East, Africa, Russia & Türkiye
MSX	Muscat Stock Exchange
MSX 30 ESG	MSX ESG Disclosure Framework
MT	Metric Ton
M3	Cubic meter
NDW	Non-Desk Worker, Blue Collar
NPSV	New Products & Solutions Vitality
OAPIL	Oman Aluminium Processing Industries LLC
OCI Parent	Oman Cables Industry SAOG, parent company listed on Muscat Stock Exchange
OM HERO	Electrical safety and energy monitoring system for real-time insights
OMR	Omani Rial
PDPL	Personal Data Protection Law
PE	Polyethylene
PPE	Personal Protective Equipment
PRYCAM	Cable-condition monitoring technology
PVC	Polyvinyl Chloride
R&D	Research & Development
REACH	Registration, Evaluation, Authorization and Restriction of Chemicals
RoHS	Restriction of Hazardous Substances
ROI	Return on Investment
SBTi	Science Based Targets Initiative
scfm	Standard Cubic Feet per Minute
SDG	Sustainable Development Goals (UN SDGs)
SMBO	Sales by Management Objective
She STEMS	Women-in-STEM program
STEM	Science, Technology and Mathematics
SROI	Social Return on Investment
tCO2e	Tonnes of CO2 Equivalent
VFD	Variable Frequency Drive

Annexure

Restatements

MSX ESG Metrics	Corresponding GRI Standards	FY 2024 Disclosed in MSX Platform	FY 2024 Disclosed in 2024 Sustainability Report	FY 2024 Official Restatement	Reason for Restatement
E1. GHG Emissions					
E1.1) Total amount in CO2 equivalents, for scope 1	GRI 305: Emissions 2016	867.92 tCO2e	867.92 tCO2e	867.27 tCO2e	-0.07% percentage difference, due to activity data used for the disclosure overestimated some SOE and once the data was available, we have updated it in our GHG accounting platform.
E1.2) Total amount, in CO2 equivalents, for Scope 2 (location)		15,433.833 tCO2e	15,433.833 tCO2e	15,643.11 tCO2e	+1.36% percentage difference, due to activity data used for the disclosure underestimated some SOE and once the data was available, we have updated it in our GHG accounting platform.
E1.2) Total amount, in CO2 equivalents, for Scope 2 (market)		16,088.91 tCO2e	16,088.91 tCO2e	16,296.06 tCO2e	+1.29% percentage difference, due to activity data used for the disclosure underestimated some SOE and once the data was available, we have updated it in our GHG accounting platform.
E1.3) Total amount, in CO2 equivalents, for Scope 3		19,198,189.44 tCO2e	19,198,189.44 tCO2e	19,202,800.19 tCO2e	+0.024% increase, due to a mislabeling in Category 9 Transport of Downstream Products - for products delivered through Sohar Port - marine transport instead of road transport. This was corrected and uploaded in the GHG accounting platform.
E6. Water Usage					
E6.1) Total amount of water consumed	GRI 303: Water and Effluents 2018	38,865 m3	38,546 m3	38,865 m3	Typographical error in the Sustainability Report. The data was correctly reported in the MSX ESG disclosure platform, and the correction aligns the report with the originally submitted and verified figures.

E10. Climate Risk Mitigation					
Total amount invested, annually, in climate-related infrastructure, resilience, and product development		231,477.00	Not disclosed	231,477.00	Value was inadvertently omitted from the Sustainabiltiy Report, while the data was correctly disclosed in the MSX ESG disclosure platform.
S3. Employee Turnover					
S3.3) Percentage: Year-over-year change for contractors and/or consultants		6%	6%	0%	Refinement to the calculation methodology following a clarification of the definition of "headcount".
S4. Gender Diversity					
S4.2) Percentage: Entry- and mid-level positions held by men and women		"Female: 7% Male: 93%"	"Female: 7% Male: 93%"	"Female: 8% Male: 92%"	Reflecting a correction following the identification of an inconsistency in the employee master data and categorization, which was resolved upon revalidation.
S4.3) Percentage: Senior- and executive-level positions held by men and women	GRI 405: Diversity and Equal Opportunity 2016	"Female: 21% Male: 79%"	"Female: 21% Male: 79%"	"Female: 16% Male: 84%"	Reflecting a correction following the identification of an inconsistency in the employee masterdata and categorization, which was resolved upon revalidation.
S5. Temporary Worker Ratio					
S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	GRI 405: Diversity and Equal Opportunity 2016	0.0%	12.0%	7.6%	Refinement to the calculation methodology following a clarification of the definition of "headcount".
S7. Injury Rate					
Percentage: Frequency of injury events relative to total workforce time	GRI 403: Occupational Health and Safety 2018	0.3	0.6	0.3	Typographical error in the Sustainability Report. The data was correctly reported in the MSX ESG disclosure platform, and the correction aligns the report with the originally submitted and verified figures.

G1. Board Diversity				
G1.2) Percentage: Committee chairs occupied by men and women	75% male and 25% female	67% male and 33% female	75% male and 25% female	Typographical error in the Sustainability Report. The data was correctly reported in the MSX ESG disclosure platform, and the correction aligns the report with the originally submitted and verified figures.
G5. Ethics & Prevention of Corruption				
G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	100%	98%	100%	Typographical error in the Sustainability Report. The data was correctly reported in the MSX ESG disclosure platform, and the correction aligns the report with the originally submitted and verified figures.

Crowe

Crowe Mak Ghazali llc
Level 5, The Office, Al Khuwair
P.O. Box 971, P.C. 131,
Sultanate of Oman
T +968 2403 6300
F +968 2458 7588
www.crowe.om
C.R. No 1488627

Ref: AUP/KJ/3006/ESG/2026

30th March 2026

Chief Executive Officer
Oman Cables Industry SAOG
Sultanate of Oman

INDEPENDENT AUDITORS LIMITED ASSURANCE REPORT ON OMAN CABLES INDUSTRY SAOG SUSTAINABILITY INFORMATION

Limited Assurance Conclusion

We have conducted a limited assurance engagement on the Sustainability Report of Oman Cables Industry SAOG (the Company) for the year ended December 31, 2025 (the "Sustainability Information").

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Sustainability Information in the MSX ESG 30 metrics and Company's Sustainability Report are not prepared, in all material respects, in accordance with the MSX ESG Guidelines 2025 and subsequent circular No. 36/2024 from MSX dated 7th October 2024 for companies publicly listed on the MSX, and aligned with the Global Reporting Initiative (GRI) Standards to the extent required by the MSX ESG Guidelines. Our conclusion does not extend to the Scope 3 greenhouse gas (GHG) emissions information and the subsidiaries of the Company, as its disclosure is voluntary under the MSX ESG Guidelines and the Company is in the process of expanding its Scope 3 reporting

Basis for Conclusion

We conducted our limited assurance engagement in accordance with International Standard on Sustainability Assurance (ISSA) 5000, General Requirements for Sustainability Assurance Engagements, issued by the International Auditing and Assurance Standards Board.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under this standard are further described in the Auditor's Responsibilities section of our report.

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We are independent of the Company in accordance with the International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) issued by the International Ethics Standards Board for Accountants, together with the ethical requirements that are relevant to our assurance engagement of the Sustainability Information in the MSX ESG 30 metrics and the Company's Sustainability Report, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code.

Our firm applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Emphasis of Matters

We draw attention to the following matters disclosed in the Sustainability Report of the Company. As noted in section Boundary and Scope of the Sustainability Report, the Company's Sustainability Information reported in the MSX ESG 30 metrics covers the parent entity only and does not encompass the ESG performance of its subsidiaries, the values related to MSX 30 ESG Metrics for the subsidiaries are not audited through limited assurance. Furthermore, as disclosed in Section Double Materiality Assessment of the Sustainability Report, the Company's materiality assessment has not been updated since 2024. Additionally, as disclosed in ESG Governance, GRI Standards of the Sustainability Report, the GRI Standards have been used as a reference to those elements aligned with the MSX ESG Guidelines 2025 in preparing the Sustainability Report. Moreover, the Company on the MSX ESG 30 metrics disclosed gender pay ratio not based on MSX provided methodology as explained in section Gender Pay Ratio of the Sustainability Report. Our conclusion is not modified in respect of these matters.

Responsibilities for the Sustainability Information

The Management of the Company is responsible for:

- Preparation of the Sustainability Information in the MSX ESG 30 metrics and Company's Sustainability Report in accordance with the MSX ESG Guidelines 2025 for companies publicly listed on the MSX.
- Designing, implementing and maintaining such internal control that management determines is necessary to enable the preparation of the Sustainability Information in the MSX ESG 30 metrics and Company's Sustainability Report.

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Auditor's Responsibilities

Our objectives are to plan and perform the assurance engagement to obtain limited assurance about whether the Sustainability Information is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Sustainability Information.

As part of a limited assurance engagement in accordance with ISSA 5000, we exercise professional judgment and maintain professional skepticism throughout the engagement. We also:

- Perform risk assessment procedures, including obtaining an understanding of internal controls relevant to the engagement, to identify and assess the risks of material misstatements, whether due to fraud or error, at the disclosure level but not for the purpose of providing a conclusion on the effectiveness of the entity's internal controls.
- Design and perform procedures responsive to assessed risks of material misstatement at the disclosures level. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

Summary of the Work Performed

A limited assurance engagement involves performing procedures to obtain evidence about the Sustainability Information. The nature, timing and extent of procedures selected depend on professional judgment, including the assessed risks of material misstatement at the disclosures level, whether due to fraud or error.

In conducting our limited assurance engagement, we:

- Reviewed the Governance-related disclosures in the MSX ESG 30 metrics against the Company's Annual Corporate Governance Report, which has been subject to independent audit by the external auditors.
- Obtained and reviewed the Company's relevant underlying policies for those qualitative disclosures forming part of the MSX ESG 30 metrics where the Company has reported an affirmative position, assessing whether the existence and content of such policies are consistent with and supportive of the disclosures made.
- Verified the inputs to the emissions calculations by tracing data back to source documentation, including electricity bills and fuel receipts; verified the emission factors applied against the relevant reporting framework adopted by the Company; and performed independent recalculations to assess the accuracy and completeness of the reported emissions figures.

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- For disclosures of a confidential nature, reviewed the relevant calculations and supporting workings directly with the Company's team to obtain sufficient appropriate evidence whilst maintaining the confidentiality of information.
- Reviewed the MSX ESG 30 metrics in their entirety to assess whether they are consistent with the disclosures reported in the Company's Sustainability Report.

CROWE MAK GHAZALI LLC

Karl Jackson
Engagement Partner

Licence No: M H /1/95
P.O. Box: 971
Postal Code : 131
Sultanate of Oman
Chartered Accountants
CROWE MAK GHAZALI LLC

Muscat, Sultanate of Oman
30 March 2026

12 Disclaimer

Disclaimer

This report has been prepared to share our sustainability journey and performance in good faith, based on the best available data and practices at the time of publication. While every effort has been made to ensure accuracy and transparency, the information herein is subject to change as we continue to evolve and improve.

For any inquiries or feedback regarding this report, please contact:

Alia Cabanez

Regional Sustainability Coordinator

alia.cabanez@omancables.com

A Final Note

Thank you for taking the time to explore our sustainability journey. Every page reflects not just our progress, but our promise to keep learning, improving, and creating value for all. This report is more than numbers and narratives; it's a story of people, impact, and engagement.

"Writing Tomorrow" is more than a theme, it is our commitment. Every decision, every initiative, and every engagement reflected in this report is a line in the story of a future we are shaping together.

Sustainability is not a chapter we close; it is the narrative we continue to write boldly, responsibly, and with impact. As we turn the page to what comes next, we invite all our stakeholders to join us in authoring a tomorrow where progress and responsibility define success.

"Together, let's keep writing tomorrow: one action, one innovation, and one shared commitment at a time."

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