



SOHAR-ALUMINIUM.COM | @SOHARALUMINIUM



# 2024

## SOHAR ALUMINIUM SUSTAINABILITY REPORT

Pioneering Sustainable &  
Responsible Growth





## MILESTONES

Formation of Sohar Aluminium	September 2004
Commencement of construction	January 2006
Start of first pot	June 2008
First export shipment	July 2008
First downstream hot metal delivery	August 2008
Achieved full capacity	February 2009
Inaugurated	April 2009
Technical completion certification	June 2009
Larger Anode	March 2010
Cumulative 1 million tonne of Aluminium produced	August 2011
Commencement of Amperage Creep Project	February 2014
ISO 14001 and OHSAS 18001 Certification	February 2016
Certification of Sohar Industrial Training Institute by the Ministry of Manpower	July 2016
Agreement signed with 4 <sup>th</sup> downstream customer to reach the goal of supplying 60% of hot metal production to local downstream customers	May 2018
Commemorating the 10 <sup>th</sup> Anniversary since official Inauguratio	April 2019
ISO 45001 Certification	December 2020
Winning His Majesty the Sultan's Award for Industrial Excellence	February 2021
Inauguration of Sohar Industrial Training Institute	October 2022
Winning the Oman Sustainability Week Platinum Award (OSW)	February 2023
Start of new Aluminium/ Alumina offtake contracts	June 2023
ASI Performance Standard V2 Certificate	June 2023
Winning the Oman Sustainability Week Platinum Award (OSW)	April 2024





VISION

SOHAR ALUMINIUM

Maximise shareholder and social value by responsible and sustainable operation of our business.

SOHAR ALUMINIUM OBJECTIVES

Environment, Health and Safety

Enable an effective, committed and interdependent culture of safety across the organization to proactively mitigate risks and eliminate injuries and occupational illnesses.  
Reduce our overall environment footprint through protection of the environment, prevention of pollution and responsible use of natural resources.

People and Community

Build competent, engaged and empowered workforce to drive technical and leadership excellence across the organization.  
Integrate and engage our stakeholders to contribute to Oman's sustainable development and maximize positive impact in the community.

Customers

Meet the highest customer expectations through quality products, supply reliability and responsive employees.  
Maximize revenue growth opportunities, support downstream industry development, and expand company's operations through a diverse product portfolio.

Productivity and Incremental Improvements

Progressive and safe increase of productive capacity and technical capabilities to operate at high amperage.  
Implement continuous improvements and develop internal resources to optimize process efficiency.

Innovation and Growth

To be a state-of-the-art mega smelter producing over 1 M tonnes of green aluminium annually.  
Lead development of breakthrough innovations and growth in aluminium smelting and power generation aiming for long-term sustainability.

Financial Strength

Retain strong position in the 1st quartile on the cost curve in aluminium and power generation through ensuring return on investment and cost management.  
Maximize the shareholders economic welfare and support the company's future growth.  
Resource efficiency, waste elimination and sustainability in the supply chain of raw materials.

VALUES

HonestyIntegrityRespectTrustEmpowermentTeam Work



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BUILDING A SUSTAINABLE, ACCOUNTABLE, AND RESILIENT TOMORROW

At Sohar Aluminium (SA), our commitment to sustainable progress extends beyond operational growth; it's about shaping a future where Environmental, Social, and Governance (ESG) considerations drive every decision. As we navigate a world marked by economic uncertainties and rapidly evolving stakeholder expectations, we recognise that sustainability is no longer a choice but a responsibility. In this era of change, our resolve to adapt, innovate, and lead responsibly is stronger than ever.

Our operations, rooted in a resource-intensive sector, face unique challenges, but also significant opportunities. Through environmental stewardship, community empowerment, and a focus on sustainable growth and governance, we aim to set new benchmarks for how business can harmonise

with society and the planet. Our commitment to sustainable resource use, operational efficiency, and ethical governance underpins every aspect of our business, driving us toward a future of shared value and sustainable growth.

Our people are at the heart of our operations. With a workforce of nearly 1,000 employees and numerous contractors, we have established employee-centric policies that foster a safe, inclusive, and growth-oriented workplace. Additionally, our commitment to innovation, stakeholder engagement, and responsible supply chain management strengthens our position as a trusted industry leader.

This report offers a glimpse into the exciting initiatives shaping our path to sustainability, showcasing our contributions to environmental protection, community well-being, and workplace safety. As we continue to evolve and refine our approach, we remain focused on innovation, resilience, and accountability, ensuring that Sohar Aluminium remains a trusted partner in creating a positive impact for current and future generations.





## ESG STRATEGY AND ROADMAP

To shape our ESG future, Sohar Aluminium developed a comprehensive ESG Strategy in 2023, outlining the strategic direction for sustainability within the company. This strategy is built on three key pillars: Environmental Stewardship, Delivering Social Value, and Sustainable Growth & Governance. It provides a structured framework to align our operations with Oman Vision 2040, the Sustainable Development Goals (SDGs), and the Aluminium Stewardship Initiative (ASI).

The ESG Roadmap covers 12 key topics, including GHG Emissions & Decarbonisation, Resource Efficiency, Employee Engagement, Health, Safety and Well-being, Empowering Communities, Supply Chain Resilience, and Human Rights. These focus areas guide our efforts to integrate sustainability across our operations and decision-making processes.

Building on this foundation, significant progress was made in 2024 through various initiatives and achievements, including obtaining the ASI full Certification (V2) and advancing multiple sustainability-driven actions, which will be detailed in the relevant sections of this report.

To ensure measurable progress, the ESG strategy is guided by short- and long-term targets and key performance indicators (KPIs), driving continuous improvement across all sustainability areas. Each ESG topic follows a structured roadmap, outlining clear milestones and actions to achieve strategic objectives. The strategy undergoes regular reviews, with ESG topics reassessed to maintain alignment

with emerging challenges and opportunities.

Stakeholder engagement is central to our ESG approach, with efforts to enhance collaboration with employees, suppliers, and other key stakeholders highlighted in the Stakeholder Engagement section of this report.

Looking ahead, Sohar Aluminium remains committed to further strengthening its ESG roadmap, continuing progress across all key topics, and periodically revisiting the strategy to ensure long-term sustainability and resilience.

### ESG MANAGEMENT AND GOVERNANCE

At Sohar Aluminium, strong ESG governance is key to driving sustainable progress. In 2023, the company established the ESG Committee, which includes the Chief Operating Officer (COO), Human Resources and Corporate Affairs General Manager, Plant Operations Director, Maintenance Director, and managers from the EHS, HRA, SCM, and Communication departments. This committee plays a crucial role in overseeing sustainability practices, ensuring compliance with regulations and best practices, and advancing the company's strategic ESG goals. It convenes monthly to review ESG performance, discuss progress, and outline the way forward for strengthening the company's sustainability initiatives. In 2024, the company appointed an ESG Specialist to raise awareness of ESG related topics, provide support for the ESG Committee and ensure alignment with the latest requirements and emerging trends.

## ABOUT THIS REPORT

### PERIOD

The Sustainability Report of Sohar Aluminium covers the reporting period from the 1st of January 2024 to the 31st of December 2024. Information from previous years is included where relevant and necessary.

### BOUNDARIES

The report focuses exclusively on the Sohar Aluminium Activities in Oman only. Throughout this report, the terms “We”, “Our”, or “the company” refer to Sohar Aluminium.

### SCOPE

Basis of Preparation

This report provides a comprehensive overview of the company's environmental, social, and governance performance.

### BASIS OF PREPARATION

This report has been prepared in accordance with the GRI Standards and is aligned with the United Nations Sustainable Development Goals (UNSDGs), Oman Vision 2040, and the Muscat Stock Exchange (MSX) ESG Disclosure Guidance. Although we are not a listed company and are not required to comply with MSX disclosure requirements, our reporting is voluntarily aligned with these guidelines.

### RESTATEMENT OF INFORMATION

To improve accuracy and alignment, certain waste-related figures have been updated following a transition from measuring data in cubic metres to tonnes.

### ASSURANCE

GHG data is compiled by a third party and undergoes internal verification. In 2024, Sohar Aluminium engaged Kiwi Co. in collaboration with URS to strengthen the verification process for GHG emissions reporting, while financial data is assured by external auditors.







## MESSAGE FROM CHAIRMAN

As industries worldwide evolve to meet the demands of a changing world, Sohar Aluminium remains steadfast in its pursuit of responsible and sustainable growth. It is with sincere pleasure that I welcome you to the Sustainability Report 2024, a reflection of our resilience, innovation, and commitment to creating lasting value for our stakeholders.

This year, we continued to push boundaries by integrating sustainability more deeply into our core operations and strengthening the foundation for a low-carbon, resource-efficient future. From environmental stewardship initiatives and creating lasting social value to adhering to leading governance practices, every step we take is aligned with our tagline, Aluminium Delivered Responsibly.

Our progress is measured not just by the milestones achieved, but by the positive impact we have had on our people and community. By embracing cutting-edge solutions and strengthening our governance framework, we are building a future where sustainability is embedded in every decision, process, and partnership. This unwavering commitment drives us forward, ensuring that we contribute meaningfully to Oman Vision 2040 while upholding the highest standards of transparency and accountability.

As a testament to our commitment towards sustainability and excellence, in 2024 Sohar Aluminium was awarded the prestigious Platinum Award at the Oman Sustainability Week Awards, for the second consecutive year, reaffirming our commitment to ESG excellence.



By embracing cutting-edge solutions and strengthening our governance framework, we are building a future where sustainability is embedded in every decision, process, and partnership. This unwavering commitment drives us forward, ensuring that we contribute meaningfully to Oman Vision 2040 while upholding the highest standards of transparency and accountability.

As we move ahead, we recognise that meaningful change cannot be achieved in isolation. Collaboration, innovation, and shared responsibility will remain at the heart of our efforts. I extend my gratitude to our employees, partners, and stakeholders who continue to walk this path with us. Your trust and engagement fuel our ambition to shape a more sustainable tomorrow for Oman.

Together, we are not just meeting expectations, we are setting new ones.

With best regards,

**Abdulrahman Al Harthi**  
Board Chairman,  
Sohar Aluminium





# MESSAGE FROM CEO

At Sohar Aluminium, sustainability is not just a commitment; it is the foundation of our progress. We are pleased to welcome you to the latest edition of our Sustainability Report, where we proudly showcase the advancements in our ESG strategy and the impactful actions driving progress across the environmental, social, and governance pillars.

Building on our ESG strategy and roadmap, 2024 marked a year of tangible progress in advancing sustainability across our operations. We strengthened our focus on resource efficiency, circularity, and low-carbon initiatives while fostering an inclusive workplace and supporting community well-being. Simultaneously, we reinforced governance frameworks to uphold transparency, integrity, and ethical business practices.

Environmental responsibility remains a core pillar of our sustainability efforts. Over the past year, we advanced resource optimisation, strengthened circular economy practices, and made significant strides in realising our decarbonisation strategy. Additionally, we expanded external scrap recycling and continued to explore cleaner energy solutions to further reduce our environmental footprint.

Empowering communities and fostering social well-being are central to our approach. In 2024, we deepened our community engagement through initiatives focused on health, education, and environmental sustainability, providing opportunities that drive long-term positive change. Our commitment to a diverse and inclusive workplace not only strengthens our internal culture but also extends outward, shaping how we engage with and support the wider community. By aligning our social contributions with our core values, we ensure that our impact reaches beyond the workplace and contributes to the well-being of the communities we serve.

Responsible governance is the cornerstone of our sustainable operations. Throughout the year, we reinforced ethical business practices, enhanced oversight mechanisms, and introduced digital solutions to elevate transparency and accountability. These efforts reflect our unwavering dedication to integrity and trust across our value chain.

As our journey continues, we remain resolute in driving sustainable progress. We extend our sincere appreciation to our stakeholders for their continued support and collaboration. Together, we can accelerate change, embrace innovation, and shape a future where responsible aluminium production contributes to long-term prosperity. We invite you to join us in making sustainability a shared success.

With best regards,

**Eng. Said Mohammed Al Masoudi**  
 Chief Executive Officer,  
 Sohar Aluminium



Together, we can accelerate change, embrace innovation, and shape a future where responsible aluminium production contributes to long-term prosperity







## ABOUT SOHAR ALUMINIUM

Sohar Aluminium Company LLC is the first greenfield aluminium smelter in the country, having been founded in 2004 as a significant industrial development project and a major factor in the Sultanate of Oman's long-term success and aspirations for sustainable development. The business, a joint venture between Rio Tinto, Abu Dhabi National Energy Company PJSC-TAQA, and OQ SAOC, has won awards for its excellent and eco-friendly technologies on a global scale.

A 1,000 MW dedicated power plant, port facilities, and 390,000 tonnes of premium aluminium are all part of its yearly design capacity. Sohar Aluminium has been designed with decades of industry experience in mind, incorporating decades of efficiency, environmental protection, and worker safety into every aspect of its construction and design. The company has its own internationally recognised training centre and employs a varied workforce, of which over 79% are Omani. It dedicates about 60% of its yearly production to

serving the clients in the nearby downstream sector. Hailed as one of the world's growing major metals, aluminium boasts highly desirable qualities that distinguish it from other metals. It is lightweight but adaptable, solid but flexible. Products manufactured of aluminium are acknowledged as a response to the global energy crisis and as a representation of a future with greater fuel efficiency.

Aluminium products are often used but rarely fully consumed over their lifespan, making it infinitely recyclable. Aluminium may be recycled with no loss of its natural qualities and with up to 95% less energy than the main metal's production, resulting in significantly lower emissions. We at Sohar Aluminium generate value for our suppliers, consumers, shareholders, and the local community in which we do business. Achieving balance between inputs and outputs is crucial to minimise the detrimental effects of our procedures while optimising their positive effects.



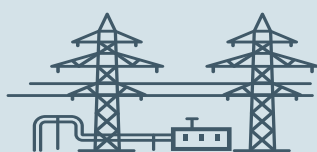
# 2004

Sohar Aluminium was founded in 2004



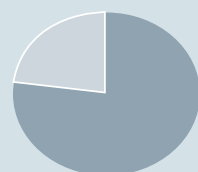
# 395,000

Annual design capacity of 395,000 tonnes of high-quality aluminium



# 1,000

1,000 MW dedicated Power Plant



# 79%

Diverse workforce, with nearly 79% is Omanised

## Shareholders

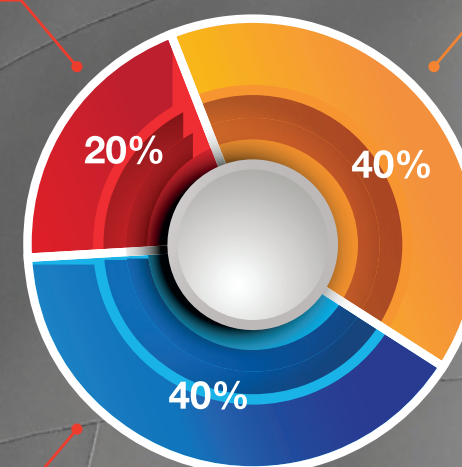
### A Powerful Alliance

Sohar Aluminium was created through the alliance of three formidable Stakeholders: OQ SAOC (40%), Abu Dhabi National energy company PJSC - TAQA (40%) and Rio Tinto (20%).

RioTinto

TAQA  
طاقة

OQ





## FACILITIES

### SMELTER

Sohar Aluminium features a single 1.2 km long potline and was the first smelter globally to implement Rio Tinto Alcan’s benchmark AP35 smelting technology, known for its productivity and energy efficiency. The facility produces over 395,000 metric tonnes of high-purity aluminium annually, operating at current of more than 395kA. To ensure optimal efficiency, the Smelter is equipped with an on-site Carbon Plant that produces anodes. With two ingot casting lines and one sow caster, the Casthouse is capable of casting up to 27 mt of ingot per hour and 25 mt of sow per hour.

### POWER PLANT

The Sohar Aluminium Power Plant is a modern 1,000 MW combined cycle captive facility that complies with the stringent standards of the local Environment Authority (EA). It converts gas energy into electricity with an efficiency exceeding 50%. Strategically located to optimise its utilisation of abundant natural gas resources in the area and to access the Sea of Oman’s waters for cooling, the Sohar Aluminium Power Plant excels in efficiency, reliability and power availability while minimising emissions, operational costs and

environmental disturbance. In addition to the Power Plant, there are facilities for desalinating water to supply both the smelter and power plant sites, as well as a seawater pumping station to deliver cooling water for steam condensing.

### PORT

Sohar Aluminum has its own specialised port infrastructure and is housed in the Sohar Industrial Port Complex, which is a joint venture between the Port of Rotterdam and the Government of Oman. Up to 75,000 metric tonnes of ships may dock at this facility, aiding the import of raw materials and the export of primary aluminium. The port has many storage silos, including two for alumina (each 60,000 metric tonnes), two for petroleum coke (each 15,000 metric tons), and two for liquid pitch (each 5,000 metric tons). It also has a bulk material ship unloader that is connected to conveyors.





## GOVERNANCE AND EXECUTIVE TEAM

Strong governance and commitment to accountability and transparency are central to how Sohar Aluminium operates. Sohar Aluminium has developed and implemented world class management and oversight systems to improve the efficiency, transparency, and quality of its operations at every level; operational decisions are guided by the Board of Directors and the Executive Committee.

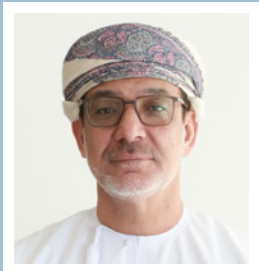
### CORPORATE GOVERNANCE

There are five directors on the board of Sohar Aluminium, who are the shareholding firms' representatives. Members of the board are appointed for certain terms and are compensated according to the rules of the shareholders'

agreement. Members of the company's Executive Committee attend quarterly board meetings in order to guarantee effective communication between governance and the executive teams.

Board members have fixed terms and compensation, as defined in the shareholders' agreement.

### SOHAR ALUMINIUM BOARD OF DIRECTORS



**Abdulrahman Al Harthi**  
Chairman



**Al Muthir Al Kharusi**  
Member



**Farid Al Awlaqi**  
Member



**Omar Al Hashmi**  
Member



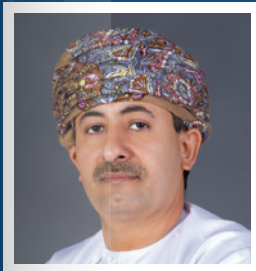
**Eric Murray**  
Member

## EXECUTIVE COMMITTEE (EXCO)

The day-to-day management of Sohar Aluminium's activities falls within the purview of the Executive Committee (ExCo). As a fundamental element of Sohar Aluminium's business strategy, sustainability is a major topic of discussion at the company's regular ExCo meetings. The committee is composed of the Chief Executive Officer (CEO), Chief Financial Officer (CFO), Chief Operating Officer (COO), Human Resources and Corporate Affairs General

Manager. In July 2024, Ricardo Fontes Santana departed from the company, and Jerry Van Alphen rejoined Sohar Aluminium as Interim Chief Financial Officer (CFO). In 2025, Mr. Philip Roos joined Sohar Aluminium as Chief Financial Officer (CFO), succeeding Jerry Van Alphen. In addition, Matt Liddy, the Business Development and Strategy Executive, joined Sohar Aluminium in 2024.

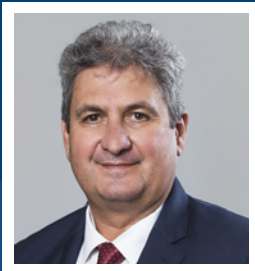
### SOHAR ALUMINIUM EXECUTIVE COMMITTEE



**Said Mohammed Al Masoudi**  
Chief Executive Officer



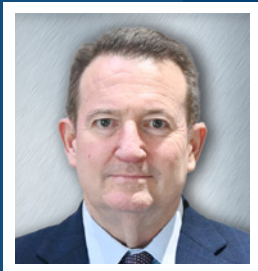
**Philip Roos**  
Chief Financial Officer



**Agnello Borim**  
Chief Operating Officer



**Ahmed Al Kharusi**  
Human Resources and Corporate Affairs General Manager



**Matt Liddy**  
Business Development and Strategy Executive



# COMMITTEES OF THE BOARD

## COMMITTEES OF THE BOARD (FINCO)

The Finance, Audit and Risk Committee (FinCo) at Sohar Aluminium consists of representatives appointed by each shareholder, the Chief Financial Officer (CFO), and the Internal Audit and Compliance Manager. FinCo evaluates and discusses all finance, risk, and audit-related issues before presenting them to the Board for approval and providing recommendations as needed. Additionally, it serves as the company's Audit Committee and convenes quarterly.

## HUMAN RESOURCE COMMITTEE (HRC)

The Human Resource Committee (HRC) includes one representative from each shareholder, the Chief Executive Officer, the General Manager of Human Resources and Corporate Affairs, the Human Resources Administration Manager (who acts as the committee's Secretary), and the Talent and Organisational Effectiveness Manager. The committee meets biannually to provide counsel and recommendations to the Board on human resources issues at Sohar Aluminium.

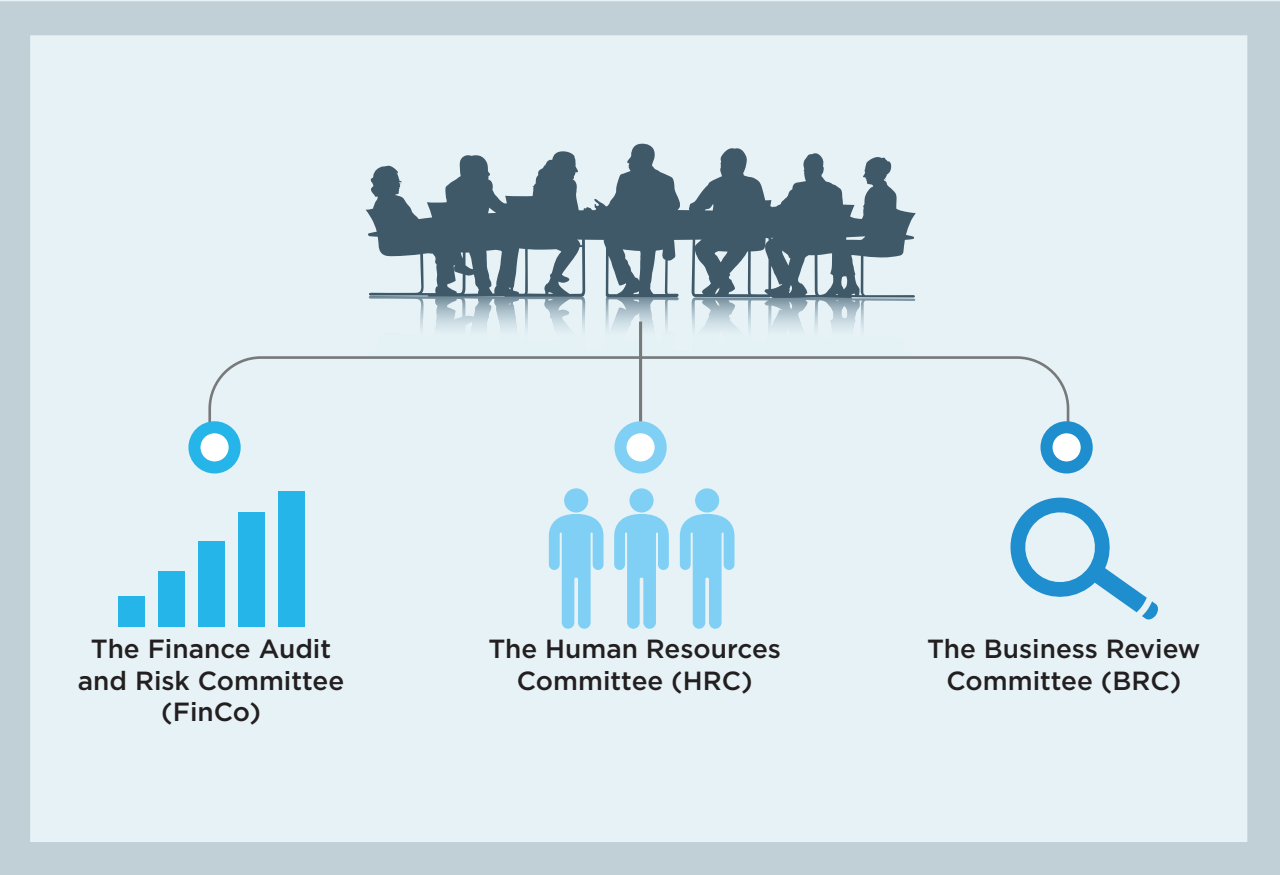
## BUSINESS REVIEW COMMITTEE (BRC)

The Business Review Committee (BRC) is supported by a minimum of one representative from each shareholder, members of the management team, and the Executive Committee (ExCo). The BRC meets prior to planned Board meetings to assess and address major capital projects, proposed capital plans, technical assessments and plant performance. After discussions, the committee prepares reports for the Board's review, offering advice and support as appropriate. The BRC holds two in-person meetings every two years, supplemented by two teleconferences in between.

Please visit our website to learn more about our Corporate Governance:  
<https://www.sohar-aluminium.com/Corporate-Governance>



Sustainability performance is regularly overseen by our executive team through the Executive Committee and the Board of Directors. At each board meeting, members of the Executive Committee provide updates on the progress of Sohar Aluminium's ESG strategy in alignment with the broader business objectives. In addition to these scheduled reviews, the Board also engages with specific sustainability topics on an ad hoc basis, reinforcing their commitment to responsible governance and continuous improvement





## CORPORATE AUDITS AND CERTIFICATIONS

Since joining the Aluminium Stewardship Initiative (ASI) in 2021, Sohar Aluminium has prioritised embedding sustainable practices into our operations. Our journey towards sustainability began with a comprehensive audit and provisional certification in 2022. Throughout 2023, we focused on refining our practices, closing any gaps, and fully aligning our processes with ASI's rigorous requirements. This dedication culminated in achieving full ASI V2 certification in 2024. As we continue to evolve, we are already preparing for the transition to ASI V3, ensuring we remain at the forefront of responsible aluminium production.

At Sohar Aluminium, we believe strong internal auditing is essential for maintaining excellence in everything we do. While independent external audits provide valuable oversight, our internal audits offer a deeper insight into our performance, driving continuous improvement and ensuring alignment with our commitments. These structured assessments validate product quality, evaluate operational performance, and safeguard the financial health of our business. Conducted annually and as needed, our audits enhance operational efficiency, ensure regulatory compliance, and uphold industry standards.

More than just a compliance measure, they foster a culture of accountability and continuous improvement. Led by a dedicated team that collaborates closely with departments across the company, these audits help us stay on track, drive innovation, and align with global best practices, strengthening our foundation for sustainable growth and long-term success.

Since our founding in 2009, Sohar Aluminium has undergone regular external audits by leading certification bodies, including DNV-GL and TUV Rheinland. Our commitment to quality is reflected in our consistent ISO 9001 (Quality Management) certification for our metal casting operations, which produce finished goods. In the 2022 TUV Rheinland ISO 9001 audit, we achieved zero non-conformities, maintaining the positive trend established since 2012. This achievement highlights the strength and maturity of our quality management system, which was first recognised by DNV-GL during our initial certification.

Sohar Aluminium has also obtained ISO 14001 (Environmental Management), OHSAS 18001, and ISO 45001 (Occupational Health & Safety) certifications for both the smelter and power plant, reaffirming our commitment to sustainability and workplace safety. Since 2015, we have recorded no severe non-conformities, with only minor findings identified in the 2022 audit—an achievement that reflects the robustness of our management systems, given the scale and complexity of our operations.

In 2024, we successfully renewed all our ISO certifications, reinforcing our dedication to maintaining the highest environmental, health, and safety standards. These certifications, along with rigorous audits and continuous improvements, underscore our commitment to operational excellence and adherence to global best practices.

### PARTICIPATION AND AWARDS IN 2024

- Sohar Aluminium won the Platinum Award at Oman Sustainability Week for the second consecutive year, recognising its excellence in sustainable business practices, industry innovation, environmental preservation, and corporate social responsibility.
- Sohar Aluminium won the Social Investment Forum Award for its 'Technical Education Support to Schools' initiative, recognising its outstanding contributions to education and student development.
- Sohar Aluminium won the Corporate Excellence and Quality Award at Al Mar'a Summit and Awards.
- Sohar Aluminium was awarded by the General Federation of Oman Workers as one of the private sector entities supporting the Federation, during its celebration of International Labour Day.
- Sohar Aluminium acquired full certification under the Aluminium Stewardship Initiative's (ASI) Performance Standard V2.
- Sohar Aluminium participated in the Conference of the Parties (COP29) that addressed Climate Change.
- Sohar Aluminium participated in London Metal Exchange Week to discuss current situation in Metal industry
- Sohar Aluminium participated in ICSOBA 2024 International Conference and three technical papers have been presented.

- Sohar Aluminium participated in the HR Summit & Expo, contributing to discussions on HR trends and practices.
- Sohar Aluminium participated in the 63rd International Congress and Convention Association (ICCA) Congress in Abu Dhabi, contributing to the exchange of industry knowledge and best practices in sustainability and the Meetings, Incentives, Conferences, and Exhibitions (MICE) sector.
- Sohar Aluminium participated in the Aluminium Conference 2024 in Germany, gaining insights into industry advancements and trends.
- Sohar Aluminium participated in the Gulf Youth Council.
- Sohar Aluminium participated in the Global HR Excellence Energy Summit 2024, 3rd edition, in Dubai.
- Sohar Aluminium participated in Oman Artificial Intelligence Summit 2024.
- Sohar Aluminium Toastmasters participated in the Annual Conference of District 105 (DTAC) 2024.
- Sohar Aluminium's team participated in the Quarterly Meeting of the Development and Training Committee of the Gulf Aluminium Council (GAC), which was held at Aluminium Bahrain 'Alba' along with other GCC smelters.



### MEMBERSHIP ASSOCIATIONS

- ARABAL
- The Gulf Aluminium Council (GAC)
- The International Aluminium Institute (IAI)
- The Aluminium Stewardship Initiative (ASI)





# SUSTAINABILITY AT SOHAR ALUMINIUM

At Sohar Aluminium, sustainability is more than a commitment; it is embedded in our operations, driving our approach to environmental responsibility, social progress, and ethical governance. Since launching our first sustainability report in 2009, we have continuously strengthened our practices to align with international standards and national priorities, including Oman Vision 2040 and the UN Sustainable Development Goals (SDGs).

In 2024, we took significant steps to enhance resource efficiency, reduce our environmental footprint, and promote a more sustainable supply chain. Key initiatives included advancing energy efficiency projects, optimising waste management strategies, and enhancing workforce well-being through targeted engagement programmes. These efforts reflect our commitment to creating long-term value for our stakeholders while reinforcing operational resilience.

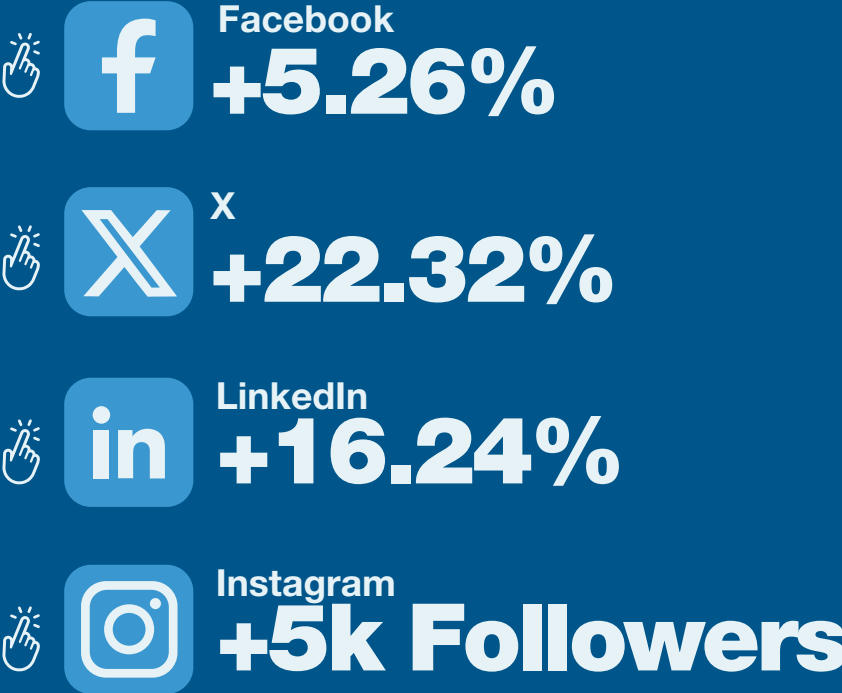
Looking ahead, we remain focused on strengthening our decarbonisation strategy, integrating circular economy principles, and driving meaningful ESG progress. By embedding sustainability at the core of our business, Sohar Aluminium is shaping a future that is responsible, resilient, and aligned with global sustainability ambitions.

# GROWING OUR SOCIAL MEDIA PRESENCE

Customers and community members are encouraged to engage with Sohar Aluminium on social media while adhering to the company's guidelines. Our growing digital presence in 2024 reflects increased engagement with our sustainability efforts, innovation, community development, and industry leadership.

Additionally, we launched our official Instagram account to further enhance community engagement and outreach. These platforms serve as valuable spaces to highlight our sustainability initiatives, share progress on ESG goals, and connect with stakeholders on key environmental and social issues, achieving over 5k followers.

## Our Social Media Followers Increased Throughout 2024

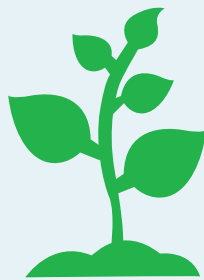




## 2024 KEY HIGHLIGHT

### ENVIRONMENTAL STEWARDSHIP

- 90.4% of resources (industrial waste) were reused.
- 22% reduction in the fluoride emission over the last 6 years.
- Conducted a study to assess the environmental and social impact (ESIA) of the company's operations on surrounding areas.
- Achieved 3,543 mt of external scrap recycling and 25,554 mt of waste recycling in 2024.
- Realisation of Decarbonisation plan



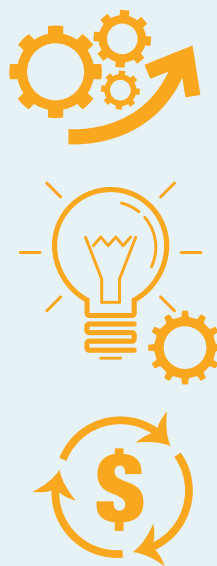
### DELIVERING SOCIAL VALUES

- Delivered 8 health campaigns and 12 safety focus campaign.
- Over 350 training programmes options introduced to over 9429 participants in 2024.
- Launched a vocational education programme for 45 students in North Al Batinah, in collaboration with the Ministry of Education and Oman Energy Association (OPAL).
- At least 1.5 million USD goes to the local community.
- Completed 2 years without Recordable Injury.
- Increase the local spend by more than 4 million USD compared to 2023.
- Completed 7.6 million hours without recordable injuries and 12.6 million hours without lost time injuries



### SUSTAINABLE GROWTH AND GOVERNANCE

- Acquired ASI Performance Standard V2 Full Certification.
- Achieved an increase of 4,124 tonnes in finished product production and a rise of 1,617 tonnes in hot metal production compared to 2023.
- Completed various Lean Six Sigma projects and initiatives, generating 12.8 million USD in 2024.



## STAKEHOLDERS, MATERIALITY, AND SUSTAINABLE DEVELOPMENT GOALS

In this Sustainability Report, Sohar Aluminium references the material topics highlighted in the ESG Report 2023. As part of our ongoing commitment to Sustainability, the company officially launched its ESG strategy in 2023, with a focus on integrating environmental, social, and governance principles into our core operations. This strategy was developed through extensive internal workshops, stakeholder engagement, and external benchmarking against industry best practices. A comprehensive

materiality assessment was conducted, using both qualitative and quantitative methods, including surveys, interviews with key stakeholders, and a review of global trends to identify and prioritise the most relevant ESG issues.

To strengthen our ESG framework, we have also developed key performance indicators (KPIs) to track progress on material topics and measure the impact of our initiatives. These KPIs will guide our decision-making and help us continually improve in areas such

as carbon emissions reduction, environment conservation, and employee well-being.

In 2026, we aim to conduct a double materiality assessment, building upon last year's findings and expanding the scope to capture emerging risks and opportunities within the metals and mining sector. This assessment will evaluate both the impact of our operations on the environment and society, as well as the risks posed by environmental and social factors to the long-term success of the business.

We remain committed to refining our materiality assessment as part of our broader ESG strategy and will continue to engage with stakeholders to ensure our priorities align with both business objectives and societal expectations.





# STAKEHOLDERS, MATERIALITY AND SUSTAINABLE DEVELOPMENT GOALS

ESG Strategy Pillars	Sustainable Development Goals	Material Topics	Align with Oman Vision 2040	Align with SA Objectives
Environmental Stewardship	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div><div>15 LIFE ON LAND</div></div>	<ul style="list-style-type: none"><li>Biodiversity and Ecosystems</li><li>GHG Emissions</li><li>Climate Change Resilience</li><li>Air Quality</li><li>Water Management</li><li>Waste Management</li></ul>	Environment and Natural Resources	Environment, Health and Safety
Delivering Social Value	<div><div>1 NO POVERTY</div><div>3 GOOD HEALTH AND WELL-BEING</div><div>4 QUALITY EDUCATION</div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK ECONOMIC GROWTH</div><div>15 LIFE ON LAND</div></div>	<ul style="list-style-type: none"><li>Employee Engagement</li><li>Diversity, Equity and Inclusion</li><li>Community Engagement</li><li>Human Rights</li><li>Occupational Health and Safety</li></ul>	Labour Market and Employment Well-being and Social Protection Health	People and Community
		<ul style="list-style-type: none"><li>Product Quality</li></ul>	Economic Diversification and Fiscal Sustainability	Customers
Sustainable Growth and Governance	<div><div>8 DECENT WORK ECONOMIC GROWTH</div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>	<ul style="list-style-type: none"><li>Aluminium Stewardship</li><li>Business Integrity and Ethics</li><li>Compliance and Transparency</li><li>Supply Chain Management</li></ul>	Governance of State's Administrative Bodies, Resources and Projects	Productivity and Incremental Improvements
		<ul style="list-style-type: none"><li>Technology and Innovation</li></ul>	Economic Diversification and Fiscal Sustainability	Innovation and Growth
		<ul style="list-style-type: none"><li>Economic Performance</li><li>Shareholder Value</li></ul>	The Private Sector, Investment, and International Cooperation	Financial Strength

# THE MATERIALITY MATRIX FOR THE INTERNAL AND EXTERNAL STAKEHOLDERS





# THE WAY AHEAD

In pursuit of its vision to be a world-class and pioneering industrial company, Sohar Aluminium remains dedicated to industrial excellence by adopting global best practices. The company is committed to protecting the environment through sustainable initiatives, upholding high working standards, fostering strong stakeholder relationships, and maintaining transparency and ethical responsibility. These principles are core to its ESG commitments.

## ENVIRONMENTAL WAY AHEAD

**Commitment to Net Zero:**  
Following the release of its Decarbonisation Strategy, Sohar Aluminium will focus on identifying opportunities and key requirements to achieve its emission reduction targets.

As part of this strategy, the company will prioritise:

### Power of clean and renewable energy:

Continue Exploring opportunities to transition to cleaner energy sources, supporting long-term sustainability goals.

**Recycling and circular economy:**  
Increasing recycled scrap purchases and remelting, reinforcing ASI commitments and advancing circular economy principles for sustainable aluminium production.

## SOCIAL WAY AHEAD

**ESG Training:**  
Circulate ESG training for all the staff

## GOVERNANCE WAY AHEAD

**ASI Performance Standard Surveillance Audit:**  
Sohar Aluminium upholds ASI Performance Standards through regular surveillance audits. In 2024, we are focused on transitioning to ASI v3, reinforcing our commitment to responsible governance and continuous improvement.



These global standards determine the sustainability and future financial performance of an organisation and its commitment to local social development.

## ENVIRONMENT



## SOCIAL



## GOVERNANCE



Sohar Aluminium defines “materiality” as: “All aspects that affect the sustainable development of Sohar Aluminium’s business, operations and people that are of significant concern to stakeholders and which Sohar Aluminium can have an impact on or has a responsibility to act towards.”



# ENVIRONMENTAL STEWARDSHIP

3
GOOD HEALTH AND WELL-BEING

Ensure healthy lives and promote well-being for all at all ages



12
RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns



3
CLIMATE ACTION

Take urgent action to combat climate change and its impacts



15
LIFE ON LAND

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss



## CLIMATE CHANGE RESILIENCE

Despite ongoing efforts to reduce emissions, the effects of climate change are already entrenched in global climate systems. To ensure long-term sustainability, Sohar Aluminium remains committed to thoroughly assessing and addressing the physical risks associated with these changes, enabling proactive planning and effective adaptation strategies.

Recognising that climate risks evolve over time, we continuously integrate climate considerations into our long-term strategy, aligning with both national and global sustainability goals. Building on our previous climate risk assessment, we actively seek opportunities to strengthen our resilience against climate-related challenges, reinforcing our commitment to sustainable and responsible operations.

We recognise that climate change poses risks to our operations, including both physical and transition-related challenges. Sohar Aluminium has conducted a climate risk assessment that identifies key physical risks that may impact our smelter and power plant. We understand the importance of exploring opportunities for climate change resilience and view it as a crucial area for future development.

While resilience ensures our ability to adapt to climate-related challenges, our broader environmental responsibility also includes mitigating our contribution to climate change. At Sohar Aluminium, we are dedicated to minimising our environmental impact through responsible operations and strategic initiatives aimed at reducing carbon emissions.

Our core Environment, Health, and Safety (EHS) objectives focus on conducting our smelting and power generation activities with a minimal environmental footprint, fostering a culture of zero harm and ensuring the well-being of our workforce. This commitment is reflected in our comprehensive decarbonisation strategy, which targets a significant reduction in carbon emissions by 2030, in alignment with Oman Vision 2040 and global net-zero ambitions. Key initiatives include increasing the use of recycled external scrap aluminium and optimising resource efficiency to lower our carbon footprint. Additionally, we actively monitor ambient air quality to ensure compliance with environmental regulations.

Through our integrated approach, building resilience to climate risks while actively mitigating our environmental impact, we contribute to a more sustainable future for our operations, our communities, and the broader global climate agenda.

In 2023, Sohar Aluminium conducted a comprehensive Life Cycle Assessment (LCA) for its aluminium products, covering the entire process from raw ore extraction to final casting. utilising the most recent 2023 data, along with advanced Life Cycle Inventory (LCI) and Product Environmental Footprint (PEF) methodologies, the analysis provides insights into the global warming potential and overall carbon footprint. To explore our findings in detail, visit <https://www.sohar-aluminium.com/life-cycle-assessment>.

## ENERGY MANAGEMENT

Energy is a fundamental driver of Sohar Aluminium's operations, particularly in the energy-intensive refining and smelting processes. Recognising the importance of optimising energy efficiency, we are committed to reducing both our carbon footprint and operational costs. Sohar Aluminium primarily relies on natural gas as its main energy source, secured through a longstanding agreement with the Omani government. To ensure energy security and operational resilience, our on-site power plant is also equipped to switch to diesel in emergency situations.

Building on the findings of the Order of Magnitude study completed in 2023, which identified 45 improvement opportunities across electricity, gas, water, and compressed air systems, Sohar Aluminium has implemented key energy efficiency initiatives. These efforts have improved system performance, reduced energy consumption, and contributed to lower emissions. These initiatives include the following:

### COMPRESSED AIR SYSTEM OPTIMISATION

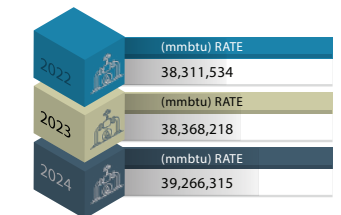
To improve energy efficiency, Sohar Aluminium optimised its compressed air system by adjusting its operational settings. This led to a reduction in energy consumption, lower maintenance needs, and extended equipment lifespan. As a result, the initiative helped cut emissions and enhance overall system performance.

### FLOW METER INSTALLATION

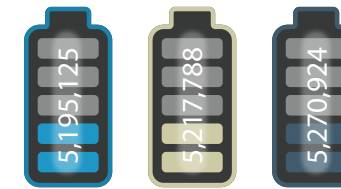
A flow metre has been strategically installed in the compressor house to facilitate more accurate monitoring and management of airflow. This enhanced oversight has enabled better optimisation of energy use and further supports the company's energy-saving goals.

### SMELTING PROCESS ENHANCEMENT WITH AP40S TECHNOLOGY

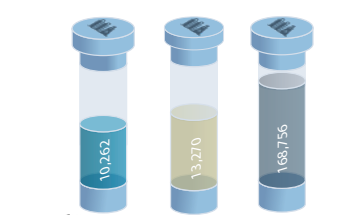
Sohar Aluminium has upgraded its smelting process by adopting the advanced AP40S technology. This cutting-edge solution offers superior production efficiency per MWh and uses an optimised anode density for carbon content, further improving the overall energy.



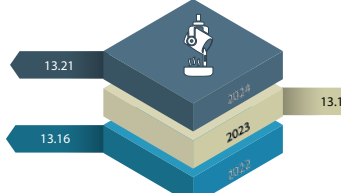
Power Plant Natural Gas Consumption (mmbtu)



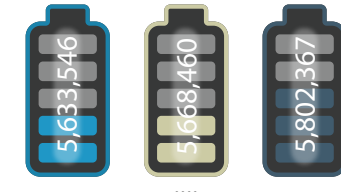
Smelter Operations Energy Consumption (Mwh)



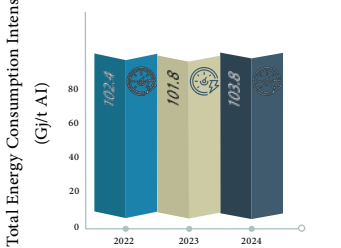
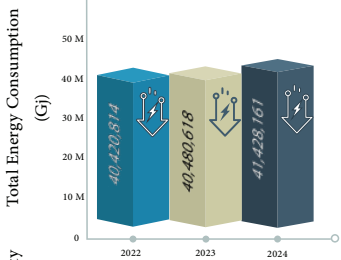
Power Plant Fuel Oil / Diesel Usage (Liters)



Smelter Operations Energy Consumption (MWh/t Al)



Total Power Generated by Power Plant (Mwh)





# ENVIRONMENTAL STEWARDSHIP

## GHG EMISSIONS

Sohar Aluminium's Greenhouse Gas (GHG) emissions primarily originate from two key sources: the combustion of fuel at its power plant and the electrolytic process used in aluminium production at the smelter. The main GHG emitted is Carbon Dioxide (CO<sub>2</sub>), primarily produced from the energy consumed by the anodes during the production process. Additionally, aluminium production generates Perfluorocarbons (PFCs) and releases gaseous hydrogen fluoride, contributing to air pollution.

In 2024, Sohar Aluminium continues to rigorously monitor and manage its emissions. The company utilises its own tool to calculate GHG emissions and adheres to global best practices, including the GHG Protocol and the International Aluminium Institute's (IAI) Aluminium Sector GHG reporting protocol. Sohar Aluminium has also conducted a Carbon Footprint study with an independent consultant to benchmark its emissions and ensure alignment with global standards. Benchmarking against five other GCC smelters revealed that Sohar Aluminium is well-positioned regarding GHG emissions, indicating effective emissions management compared to its regional peers. The company consistently complies with national standards and regulations to control emissions, demonstrating its commitment to environmental stewardship and regulatory compliance.

In terms of performance, Sohar Aluminium recorded a slight increase in total emissions intensity in 2024 compared to 2023, rising from 5.51 tonnes of CO<sub>2</sub> per tonne of aluminium in 2023 to 5.60 tonnes in 2024. This increase is likely attributed to higher production levels. However, Sohar Aluminium remains committed to implementing initiatives aimed at reducing emissions, including achieving a 22% reduction in fluoride emissions over the past six years and consistently reducing NO<sub>x</sub> emissions at the power plant from 2021 to 2024. The company is dedicated to reversing this upward trend and aligning with national net-zero strategies, ensuring continuous improvements in emissions performance.

## DECARBONISATION STRATEGY

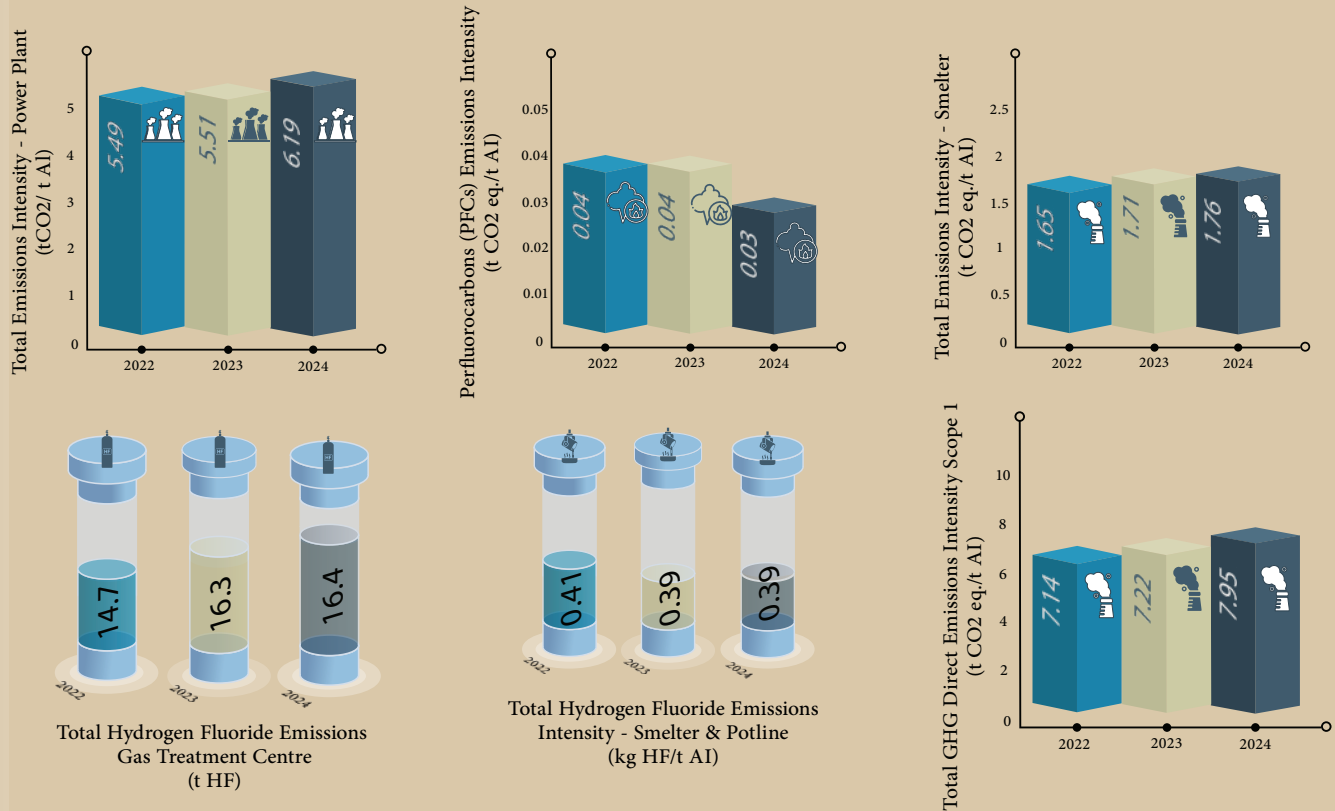
Sohar Aluminium continues to advance its decarbonisation journey through a structured and strategic approach. Building on previous commitments, the company reviewed its updated Decarbonisation Strategy with the Executive Committee in December 2024, in collaboration with OQ Alternative Energy (OQAE), Rio Tinto, and TAQA. This strategy features a comprehensive decarbonisation plan, aligned with the International Aluminium Institute (IAI) pathways, guiding long-term Greenhouse Gas (GHG) reduction efforts.

To support its climate commitments, Sohar Aluminium has set ambitious GHG reduction targets, aiming for a 13% reduction by 2030, 43% by 2040, and 86% by 2050, based on 2021 emissions levels. Several ongoing and future initiatives are currently under study or in progress to further drive emissions reduction and accelerate the company's journey towards Net Zero.

These efforts are reinforced by Sohar Aluminium's earlier commitments, including its agreement with the International Aluminium Institute (IAI) for carbon emissions reduction, announced during COP28, and its participation in the SOHAR Net Zero Alliance (SNZA). These strategic engagements continue to fuel the company's decarbonisation efforts and align its goals with regional and global sustainability objectives.

## EXTERNAL SCRAP RECYCLING

Recycling aluminium is crucial to Sohar Aluminium's decarbonisation strategy, significantly reducing both emissions and energy consumption. The company has successfully recycled 3,543 metric tonnes of external scrap, contributing to a circular economy and enhancing resource efficiency. Aluminium recycling requires 95% less energy compared to primary production, making it a key initiative in reducing the company's overall carbon footprint. By integrating recycling into its operations, Sohar Aluminium continues to drive emissions reduction while supporting global sustainability efforts.



In 2024, Sohar Aluminium initiated reporting of Location Based Scope 2 emissions, enhancing the transparency of its greenhouse gas inventory disclosure. The total GHG Indirect Emissions Intensity (Scope 2) of year 2024 was 0.68 t CO<sub>2</sub> eq./t Al, contributing to a combined Scope 1 and 2 Total GHG Emissions Intensity of 8.64 t CO<sub>2</sub> eq./t Al.







## ENVIRONMENTAL STEWARDSHIP

### AIR QUALITY

Sohar Aluminium is committed to conducting its operations with a strong focus on environmental protection, pollution prevention, and responsible management of natural resources. By implementing effective air quality control measures, the company ensures compliance with regulatory requirements while contributing to a healthier ecosystem and workplace environment.

### AIR QUALITY MONITORING AND COMPLIANCE

- Sohar Aluminium fully complies with air quality regulations issued by the Environment Authority (EA).
- Real-time air quality monitoring is conducted using the Ambient Air Quality Monitoring Station (AQMS) at the smelter.
- According to the latest Air Quality Reports, the air quality in and around Sohar Aluminium's operations remains within healthy limits.
- The company continuously enhances its monitoring systems to align with best practices and regulatory expectations.

### IMPORTANCE OF AIR QUALITY MANAGEMENT

Maintaining high air quality standards is crucial for:

- Compliance with national and international environmental regulations.
- Enhancing workplace satisfaction and employee well-being
- Strengthening company reputation and operational sustainability
- Protecting surrounding ecosystems and biodiversity
- Supporting productivity by ensuring a cleaner and safer work environment

### AIR QUALITY INITIATIVES

To strengthen its air quality management efforts, Sohar Aluminium has implemented the following initiatives:

- 24/7 Monitoring: The smelter's Ambient Air Quality Station provides real-time data on key pollutants.
- Upgraded AQMS: Advanced monitoring capabilities include tracking PM10, PM2.5, H2S, and SO2 levels.

- Power Plant Monitoring: Integration with SIPC's Ambient Air Quality Network ensures comprehensive oversight.

- Regulatory Integration: Sohar Aluminium has linked its AQMS with the Environment Authority's control centre.

- Stack Emissions Surveillance: CCTV monitoring of all stacks provides continuous compliance verification.

### PERFORMANCE MONITORING AND CONTINUOUS IMPROVEMENT

Sohar Aluminium remains committed to monitoring and reducing air emissions as part of our sustainability strategy. Our air quality management approach aligns with internationally recognised standards, ensuring transparency and accountability in reporting.

- Reduction in Fluoride Emissions: Over the past six years, we have successfully reduced fluoride emissions by 22% since 2019, demonstrating our commitment to continuous improvement.

- NOx Emission Control: Through operational enhancements, our power plant has achieved a measurable reduction in NOx emissions from 2021 to 2024, contributing to improved air quality.

- GHG Emissions Management: We systematically measure and disclose greenhouse gas emissions in line with global reporting frameworks, reinforcing our commitment to emissions reduction.



## WASTE MANAGEMENT

### WASTE MANAGEMENT STRATEGY

Sohar Aluminium is committed to minimising waste generation and enhancing circular economy practices through a structured and sustainable waste management approach. Aligned with the waste management hierarchy, we prioritise reduction, reuse, and recycling before considering landfill disposal. Our strategy focuses on leveraging advanced techniques to enhance resource efficiency, improve the recycling-to-waste ratio, and ensure full compliance with industry standards and local regulations.

### HAZARDOUS WASTE MANAGEMENT AND RECYCLING INITIATIVES

To mitigate hazardous waste, Sohar Aluminium implements measures to extend pot lifespan and reduce pot failures, resulting in fewer replacements and more efficient handling of spent pot linings (SPL). In 2024, we successfully secured the recycling of SPL cathode, generating revenue while reinforcing our commitment to circular economy principles. Additionally, we introduced new recycling initiatives for aluminium scrap and carbon shot blast, further strengthening our sustainability efforts.

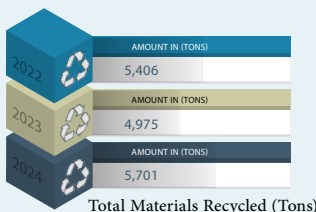
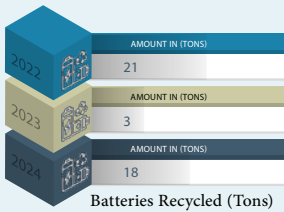
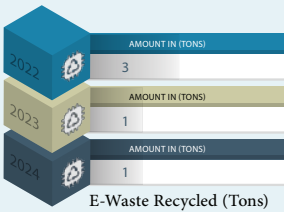
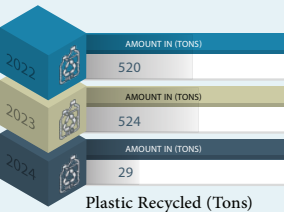
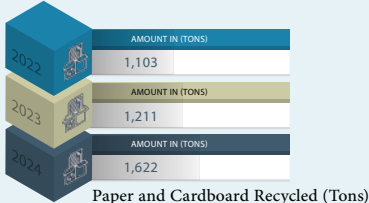
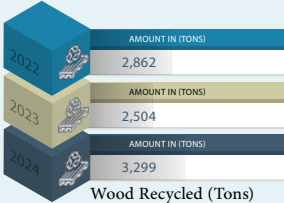
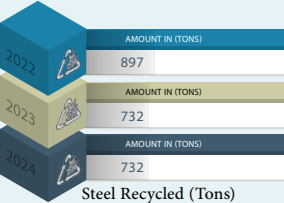
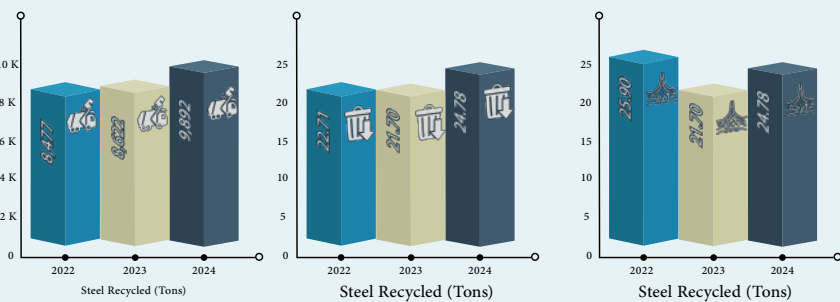
Our long-standing collaboration with local cement industries continues to support the recycling of SPL as a raw material in modified cement production, benefiting the construction, oil, and gas sectors. We also apply best industrial practices to manage shot blasting waste, focusing on minimising waste generation at the source and continuously refining our waste reduction strategies.

**In 2024, Sohar Aluminium organised a forum and workshop on aluminium recycling, bringing together key stakeholders and industry experts. The event served as a platform to discuss the current landscape of aluminium recycling, identify challenges, and explore opportunities for enhancing circularity within the sector.**





# ENVIRONMENTAL STEWARDSHIP



**EXPANDING CIRCULAR ECONOMY EFFORTS**

Building on our commitment to circularity, Sohar Aluminium has explored new recycling opportunities for materials such as plastics, batteries, and bath magnets. Through continuous innovation, we have implemented processes to recover valuable materials and establish a closed-loop system, thereby reducing our overall environmental impact. Strengthened partnerships with recycling firms further optimise waste recovery and upcycling efforts, ensuring more efficient resource utilisation.

**RESPONSIBLE E-WASTE MANAGEMENT**

Sohar Aluminium continues to manage electronic waste responsibly by working closely with authorised local vendors to ensure the proper recycling of e-waste, including laptops and printers. This approach guarantees full compliance with environmental regulations while maintaining a sustainable and efficient disposal process. Through these integrated initiatives, Sohar Aluminium remains dedicated to reducing landfill dependency, enhancing waste management practices, and contributing to a more sustainable and resource-efficient future.

**WATER MANAGEMENT**

In regions facing water scarcity, effective water management is essential for long-term sustainability. Sohar Aluminium is committed to responsible water use, continuously optimising conservation and recycling efforts across its operations. Our strategy focuses on minimising freshwater consumption, maximising resource efficiency, and aligning with best practices in industrial water management.

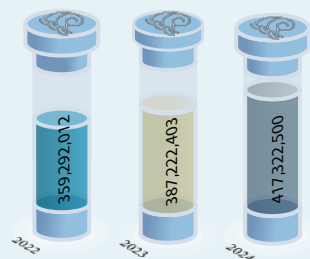
Our production processes do not rely on potable water. Instead, we extract and treat well water to meet operational requirements, ensuring efficient utilisation. Seawater is used exclusively for once-through cooling at our power plant and is safely returned to the sea with minimal net consumption. Additionally, demineralised water, a byproduct of the Power Plant's steam turbines, is repurposed for various operational processes, further enhancing resource efficiency.

To minimise freshwater dependency, Sohar Aluminium exclusively uses treated sewage water for operational activities, including irrigation. This practice significantly reduces the strain on Oman's freshwater resources while aligning with government recommendations for sustainable water management.

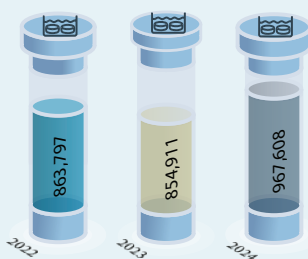




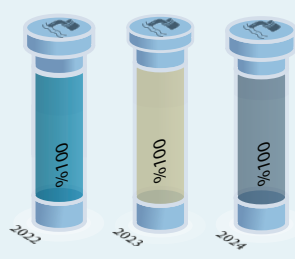
# ENVIRONMENTAL STEWARDSHIP



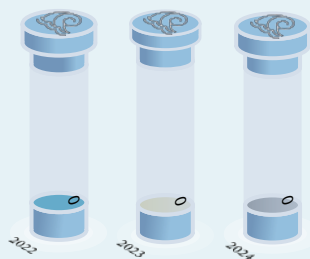
Sea Water Use for Cooling (m3)



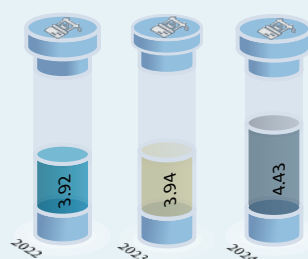
Brine Discharged to the sea (m3)



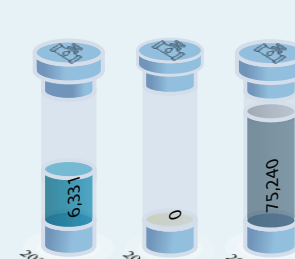
Percentage of Treated Sewage Water Reused for Irrigation (m3)



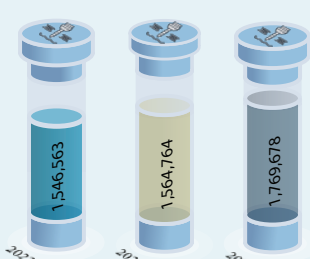
Sea Water Consumption in the Reverse Osmosis Plant (m3)



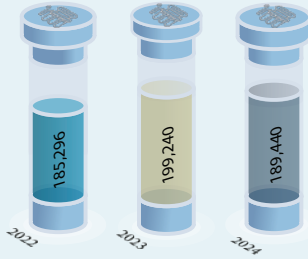
Well Water Intensity (m3/t Al)



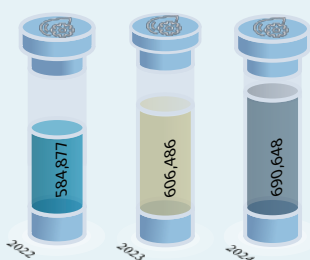
Process Water (non-potable) Exported to Majis Industrial Services Comapny (m3)



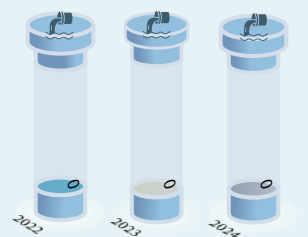
Brackish Well Water Extraction (m3)



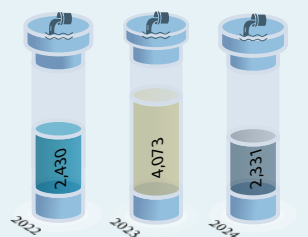
Demineralized Water Used for Heat Capture in the Heat Recovery (m3)



Process Water Produced (m3)



Sewage Water Imported from Neighbouring Community for Irrigation (m3)



Treated Sewage Water Used for Irrigation (m3)



Sustainability is an undeniably complex challenge for all businesses. Identifying and understanding the value that our business brings to our community and all of our stakeholders will continue to be the focus of our sustainability management



# ENVIRONMENTAL STEWARDSHIP

## BIODIVERSITY AND ECOSYSTEM

Sohar Aluminium is committed to safeguarding biodiversity, preserving natural ecosystems, and managing natural resources responsibly. Our environmental approach is guided by pollution prevention, sustainable resource management, and proactive conservation efforts, ensuring compliance with regulatory requirements and alignment with global best practices.

In 2024, we reinforced our biodiversity management strategy through comprehensive assessments and enhanced monitoring initiatives to minimise our environmental footprint. Key initiatives include the following:

**2- Comprehensive Environmental and Social Impact Assessment (ESIA):** In 2024, we conducted a thorough ESIA for our future projects, led by HMR. This study aimed to identify, assess, and develop measures to mitigate the significant environmental and social impacts associated with the project, ensuring compliance with regulatory requirements and sustainability best practices.

A key focus of the ESIA was biodiversity management. As part of the assessment, we conducted a Biodiversity Impact Assessment to evaluate the ecological conditions of the project site. This involved baseline measurements of air, soil, water, and habitats, along with targeted biodiversity surveys to identify species present in the area and assess their sensitivity to industrial factors such as noise, light, and emissions. The findings allowed us to strengthen our mitigation strategies and ensure responsible environmental management.

Additionally, the ESIA included Climate Change Risk Assessments, which involved forecasting Greenhouse Gas (GHG) emissions and recommending suitable decarbonisation pathways. These efforts align with our commitment to sustainable growth, reinforcing Sohar Aluminium's dedication to minimising environmental impact while supporting long-term operational resilience.



## 2- ASI Performance Standard Assessment:

Sohar Aluminium underwent an evaluation against the Aluminium Stewardship Initiative (ASI) Performance Standard, resulting in targeted action plans to enhance sustainability performance. This included verifying our Environmental Life Cycle Assessment (LCA) to measure, mitigate, and continuously improve our environmental impact.

Through these initiatives, we continue to integrate biodiversity considerations into our operations, reinforcing our commitment to sustainable and responsible growth.

## ONGOING BIODIVERSITY AND ENVIRONMENTAL MONITORING

To minimise our ecological footprint, we conduct regular monitoring and assessment activities, ensuring continuous improvement in biodiversity conservation:

- **Noise Monitoring:** Evaluating operational noise levels to mitigate potential disturbances to local biodiversity.
- **Groundwater Quality Assessment:** Conducting frequent groundwater sampling to ensure the protection of natural water sources.
- **Air Quality Monitoring:** Implementing advanced Air Quality Management Systems (AQMS) to regulate and monitor emissions in compliance with environmental standards.
- **Flora Sampling:** Assessing plant life in surrounding areas to track ecosystem health and detect environmental changes.
- **Air Emissions Control:** Monitoring and managing emissions to minimise atmospheric pollutants and maintain air quality standards.

Sohar Aluminium continues to be a leader in the Sultanate's burgeoning metals and industry sector through our investment, our operational efficiency, our partnerships with downstream aluminium companies, and commitment to excellence in our operations





# DELIVERING SOCIAL VALUES

8

DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

5

GENDER EQUALITY

Achieve gender equality and empower all women and girls.

15

LIFE ON LAND

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

4

QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

10

HEALTH AND WELL-BEING

Ensure healthy lives and promote well-being for all at all ages

**OUR PEOPLE**

**OCCUPATIONAL HEALTH AND SAFETY:**

Sohar Aluminium fosters a robust culture of Environment, Health and Safety (EHS) throughout the entire value chain. EHS is integral to our decisions and activities; helping to maintain stakeholder trust, increase investor confidence, and secure our operating licence. We are committed to ensuring that all our operating sites provide a safe and healthy work environment that promotes the mental, emotional, and physical well-being of our personnel. Our primary EHS goal is to operate smelting and power generation with a minimal environmental footprint, while ensuring a Zero Harm mindset and the well-being of our personnel.

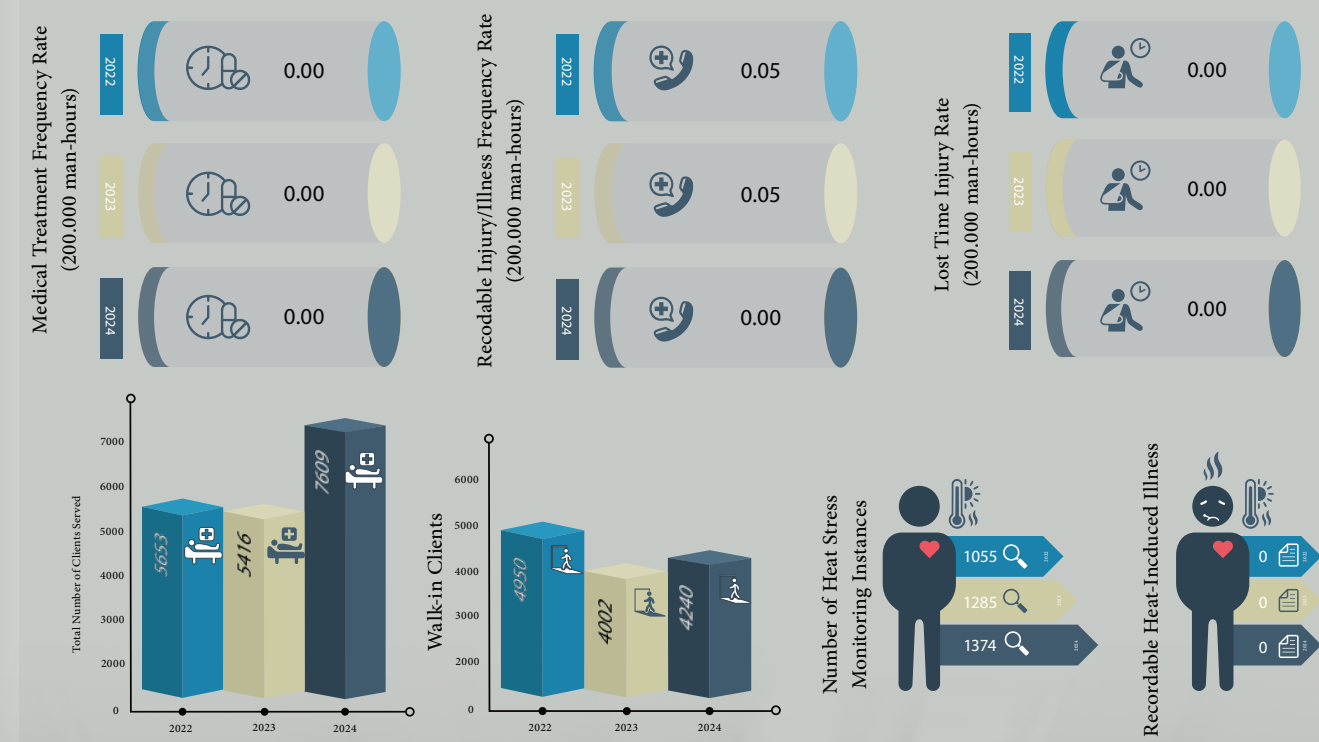
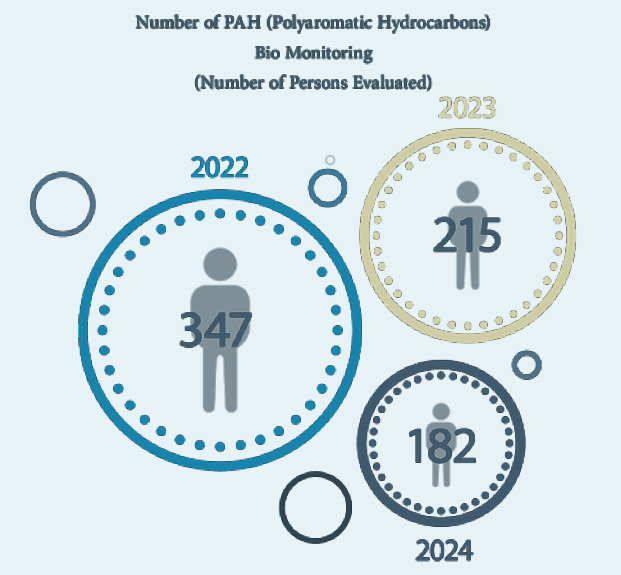
The occupational health and safety management system at Sohar Aluminium applies to all employees and contractors. It is aligned with legal requirements based on Omani law, international best practices, and recognised standards such as 53/2023 and 286/2008. Furthermore, Sohar Aluminium fosters a culture that encourages employees and contractors to report concerns openly. Safety reporting is facilitated through the E-Himaya system, which records observations and actions taken to address incidents and prevent recurrence. To ensure third-party assurance, all processes are audited by qualified personnel who have undergone intensive training programmes as part of the training matrix.

In order to ensure the protection of its workforce, facilities, and the surrounding community, Sohar Aluminium regularly assesses and updates its emergency response plans and procedures. The company maintains a dedicated emergency response team, including a fully functional fire team and fire station, equipped and prepared to handle any situation swiftly on-site.

At Sohar Aluminium, safety is integral to our operations. In 2024, we're focusing on a key safety theme each month, raising awareness across various internal channels to promote a safe working environment. By focusing on these critical topics monthly, we ensure our teams are equipped with the knowledge and tools to stay safe. Awareness is spread through emails, posters, meetings, and

digital platforms, reinforcing our commitment to health and safety at every level.

**In 2024, Sohar Aluminium achieved an impressive 7.6 million hours without recordable injuries and 12.6 million hours without lost time injuries, maintaining a Recordable Injury/Illness Frequency Rate of 0. This accomplishment highlights the company's unwavering commitment to safety, supported by continuous training and awareness initiatives for both employees and contractors.**





# DELIVERING SOCIAL VALUES

The Occupational Health Services team actively monitors and assesses workforce health through a comprehensive medical surveillance programme. This programme regularly evaluates employees' health based on their exposure levels and personal risk factors. Specific biological monitoring, such as urine fluoride and urine PAH testing, is conducted to assess exposure, and initiatives are developed based on the findings.

In addition to regular health assessments, the team conducts field visits to review workplace conditions and wellness facilities, offering management recommendations for improvements. A key highlight is our Heat Stress Management Campaign, which has received recognition from several regional and international organisations. Furthermore, our ongoing health promotion activities have enabled us to maintain an exceptional record of zero heat-related illness cases over the past 13 years.

As part of our commitment to safety and wellness, the healthcare team also performs regular screenings for alcohol and substance abuse, ensuring that critical operations are conducted safely and responsibly.

Our employees enjoy 24/7 access to an onsite, state-of-the-art medical clinic equipped with advanced medical technology and staffed by highly trained professionals. The clinic consistently

receives high ratings for its quality of care, reflecting our commitment to providing outstanding healthcare services.

In addition to medical services, we offer comprehensive health insurance for employees and their dependents, providing extensive coverage both locally and internationally. Our wellness initiatives are integral to fostering a healthy workplace culture and encouraging a thriving workforce.

To further promote employee health and well-being, we organise annual health campaigns focused on specific areas. **IN 2024, EIGHT HEALTH CAMPAIGNS** were conducted, including:

- **Healthy Lifestyle Promotion:** Encouraging balanced diets, regular exercise, and overall physical fitness.
- **Smoking Cessation:** Providing resources and counselling for employees seeking to quit smoking.
- **Mental Health Promotion:** Raising awareness and offering tools for managing stress and enhancing psychological well-being.
- **Flu Prevention:** Educating employees on flu prevention, including vaccination drives.
- **Heat Stress Management:** Equipping employees to prevent and manage heat-related illnesses, especially in high-temperature environments.
- **Ramadan Health:** Offering guidance on

maintaining health and energy during fasting periods.

- **Blood Donation:** Supporting local healthcare needs through voluntary blood donation drives.
- **Women's Health:** Raising awareness and promoting preventive measures for women's health issues.

These campaigns have played a vital role in improving employee health and well-being, reinforcing our dedication to their overall wellness. Building on this progress, **the medical team has outlined nine key goals for 2025** to further strengthen our health initiatives:

- Periodic medical evaluations
- First aid training
- Food safety audits
- Occupational health visits
- Biological monitoring
- Heat stress management
- Health promotion campaigns

## New Initiative For 2025 1- Comprehensive Audiogram Analysis

We will conduct an in-depth review of hearing test results for employees in operational areas, using both individual and group-based assessments. This approach will help detect early changes in hearing thresholds, allowing for timely interventions to prevent potential hearing impairments.

## 2-Non-Communicable Disease (NCD) Screening & Management

In alignment with the Ministry of Health's Non-Communicable Disease Screening Campaign, we are introducing a structured screening programme for employees aged 35 and above. This initiative aims to identify major NCDs early and implement tailored management strategies to improve long-term health outcomes.

Sohar Aluminium adheres to a risk management standard that systematically identifies hazards and reduces risks to the lowest level reasonably practicable. Key tools such as risk assessments, standard operating procedures, Pre-Start Task Analysis (PSTA), and the Human Performance Process are utilized to manage and mitigate risks.

All these processes are regularly audited by trained personnel who undergo intensive training as part of the training matrix. Risk management tools are thoroughly reviewed and verified to ensure their effectiveness in enhancing the occupational health and safety management system.

Sohar Aluminium also employs the Taproot process for investigating significant work-related incidents. This systematic approach identifies the root causes of problems and develops solutions to improve performance.





## DELIVERING SOCIAL VALUES

The Company has established multiple working groups to engage the workforce in occupational health and safety discussions. These groups meet regularly, providing a platform for workers to share ideas and suggestions for further improving the occupational health and safety management system.

Sohar Aluminium has developed a comprehensive training matrix to ensure personnel receive essential occupational health and safety training, including Fire Extinguisher Training, First Aid, Respiratory Protection, Working at Heights, Confined Space Basic, and Hazardous Energy Control, among others. These training programmes are tailored to enhance safety awareness and skills across various categories, ensuring a well-prepared workforce.

### CONTRACTOR MANAGEMENT

Contractors are integral to Sohar Aluminium's success and are held to the same high standards of safety and performance. Our Contractor Management Roadmap outlines clear objectives for contractor performance, focusing on safety, operational excellence, and continuous improvement. Key practices include:

- **Thorough Evaluation:** Contractors are assessed based on EHS performance before being approved to work on-site, ensuring they align with Sohar Aluminium's safety and operational standards.
- **Ongoing Review:** The roadmap is regularly updated to enhance contractor oversight and ensure best practices are maintained.
- **Strict Compliance:** Contractors must comply with Sohar Aluminium's rigorous operational and safety requirements.

### Contractors' Working Conditions: Upholding Human Rights

Sohar Aluminium is committed to safeguarding human rights across all its operations. We ensure contractors adhere to these principles by:

- **Regular Inspections:** Conducting visits to contractor sites to monitor working conditions, ensuring compliance with Sohar Aluminium's ethical standards.
- **Unannounced Camps Inspections:** Carrying out random checks on workers' camps to ensure adherence to safety, wellbeing, and human rights standards.
- **Continuous Monitoring:** Leveraging innovative approaches to improve the monitoring of contractors' working conditions, ensuring ongoing improvements in their welfare.

In 2024, Sohar Aluminium reinforced this commitment through several key initiatives:

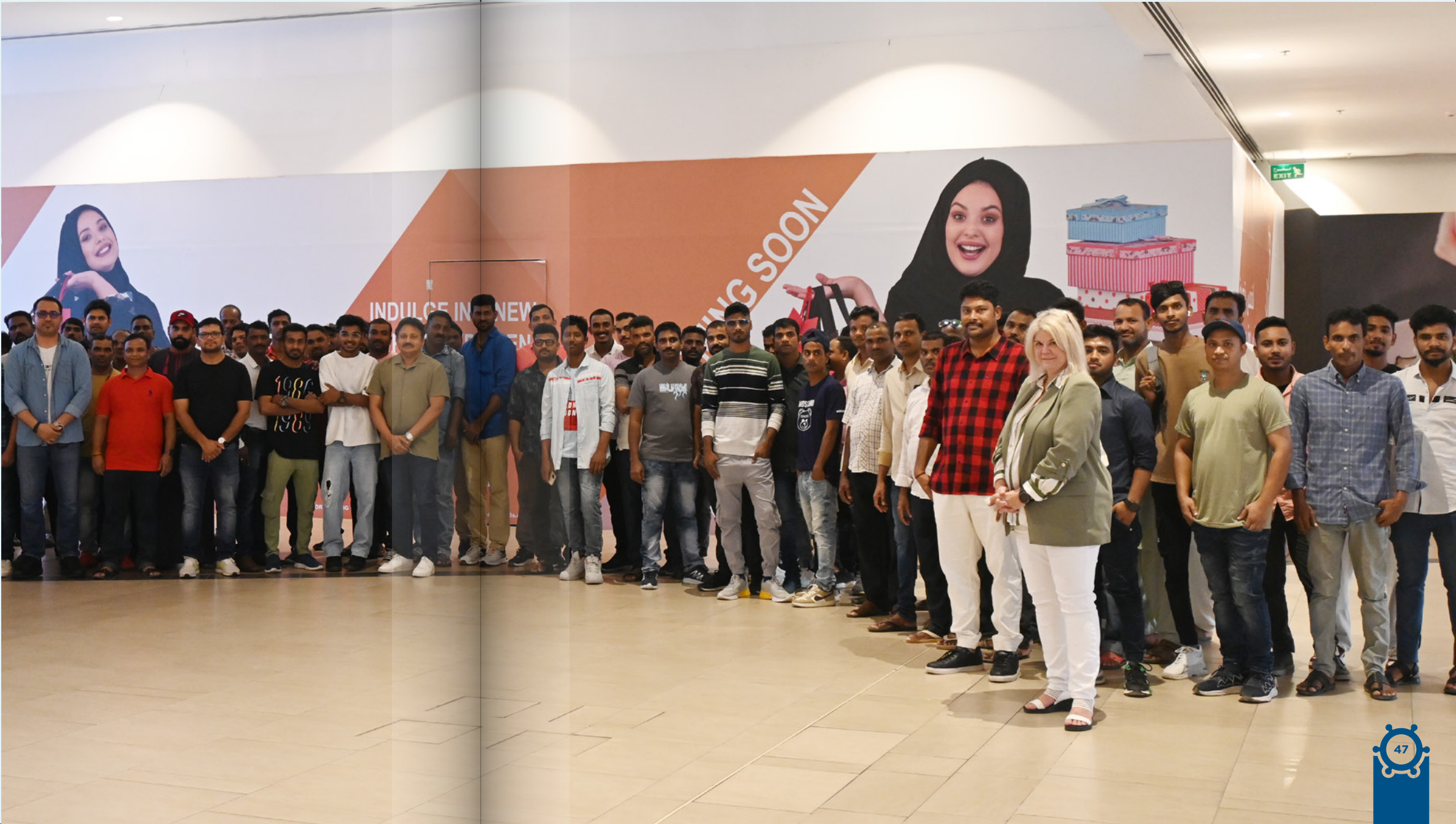
- **Pre-qualification Process:** Implemented a thorough contractor pre-qualification process to ensure all contractors meet our quality and safety standards before commencing work.

- **Regular Engagement:** Held monthly meetings with contractors, involving various Sohar Aluminium departments, to address concerns, share updates, and ensure smooth coordination. Additionally, quarterly meetings with the contractors' top management were conducted to discuss strategic, operational, and safety matters.
- **Contractor Management System Evaluation:** Conducted a self-assessment with RTA to evaluate and enhance our Contractor Management System, gaining valuable insights for improvement.
- **Social Initiatives:** Engaged in social activities with contractors to foster a positive and collaborative working environment, strengthening relationships and overall workplace culture.
- **Infrastructure Enhancement:** Officially opened the contractor's bus station, significantly improving logistical efficiency and convenience for contractors.



### Human Rights Policy

Sohar Aluminium released in July 2022 its Board-approved Human Rights Policy. The policy underlines the company's respect to the human rights of all its stakeholders, such as employees, contractors, and the surrounding community, regardless of their ethnicity, religion, or race. It also emphasises the company's steadfast commitment to respect internationally recognised human rights as adopted by the Sultanate of Oman.





# DELIVERING SOCIAL VALUES

## DIVERSITY, EQUITY, AND INCLUSION:

We prioritise local employment, capacity building, competitive benefits, and employee engagement to cultivate a dynamic and inclusive workplace. Our commitment to a positive work environment reinforces Sohar Aluminium's position as an employer of choice, supported by competitive compensation, development programmes, and strong social support. Valuing our employees is a core aspect of our ESG strategy, driving both operational excellence and long-term sustainability.

Our dedication to fostering a positive working environment is reflected in our continuous investment in both technical and soft skills development through comprehensive training programmes. These initiatives are designed to drive business outcomes while sustaining high levels of motivation and engagement among our employees, offering regular benefits and promoting ongoing interactions.

Sohar Aluminium continues to grow, maintaining approximately 79% Omanisation while strengthening and expanding its workforce.

### Key highlights include:

- Sustaining the percentage of women in the workforce and maintaining 8% female representation on the Management Team.
- While prioritising Omanisation, the company also embraces diversity by maintaining a workforce that includes around 200 expatriates from 17 countries.
- Lowered turnover rate by 1.4% compared to 2023
- Maintained and enhanced the percentage of young employees, ensuring a balanced and dynamic workforce that fosters fresh perspectives and innovation.



In 2025, Sohar Aluminium is advancing workplace accessibility and well-being through digital and welfare initiatives:

- Flexi Work System: Enhancing the TMS Flexi System for better shift flexibility.
- Self-Service Access: Upgrading TasHeel kiosks for easier, expanded employee services.
- HR-Union Collaboration: Ongoing joint efforts to address staff concerns, including long-term sick leave.
- Automated Leave Management: Improving the Absence Dashboard for seamless SAP integration.

These initiatives aim to streamline processes and foster a more inclusive, employee-focused environment.

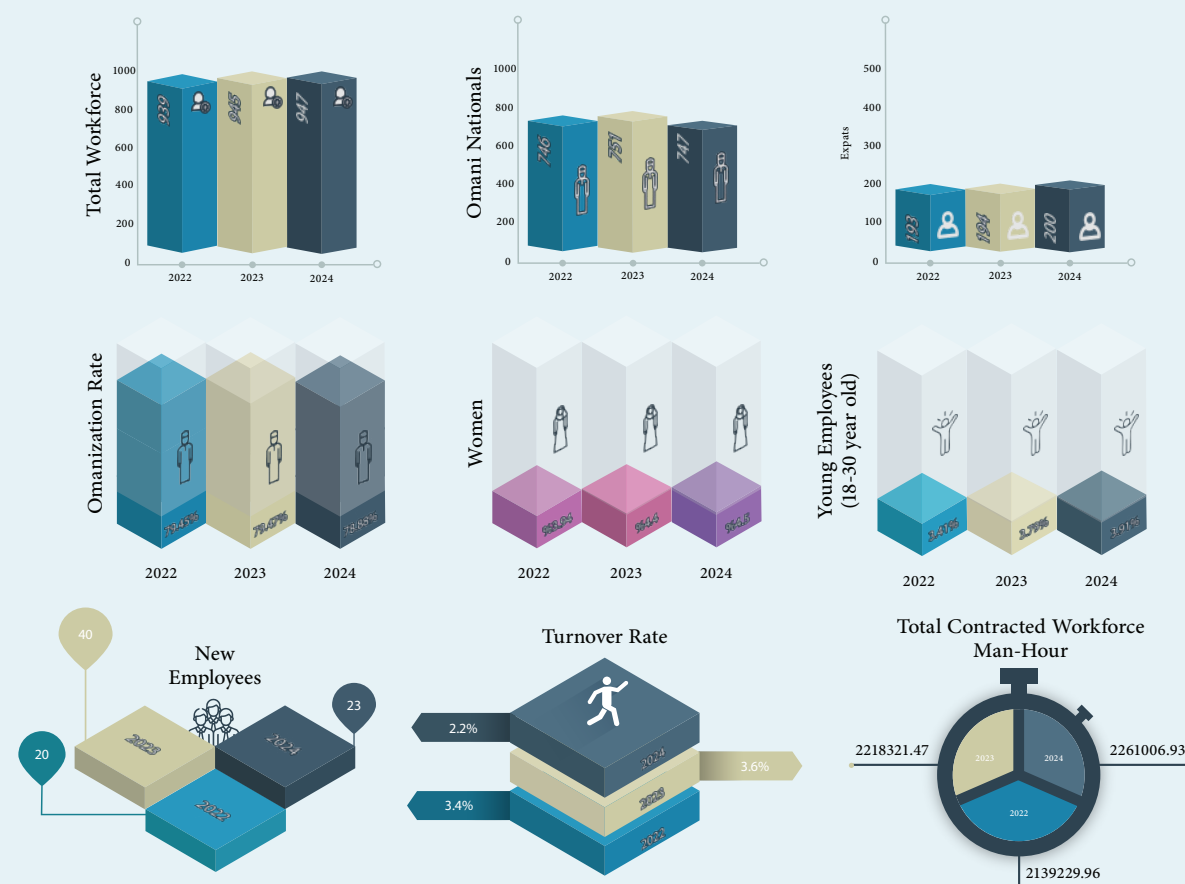
Sohar Aluminium remains steadfast in its role as an employer of choice by championing diversity, equity, and inclusion, empowering our people through local employment, capacity building, and a supportive, engaging workplace that drives long-term sustainability and operational







## DELIVERING SOCIAL VALUES



### EMPLOYEE ENGAGEMENT

Employee engagement is pivotal for cultivating a motivated and productive workforce. By fostering active participation in the company's mission and objectives, we do not only boost job satisfaction but also drive improved performance and overall productivity.

Our commitment to a consistent and transparent approach to employee engagement ensures that employees feel valued and connected to their roles, fostering a sense of ownership and belonging.

Sohar Aluminium offers a wide range of learning and development opportunities to support both technical and personal growth. We continuously track employee progress through the number of trained personnel and total training hours, ensuring ongoing skill improvement.

Beyond traditional training, Sohar Aluminium has launched impactful initiatives such as the Qudwa mentorship programme and Qaa'ed, both designed to cultivate leadership competencies and encourage personal development. Additionally, we take pride in regularly recognising and rewarding our employees, reinforcing their invaluable contributions to the company's success.

These initiatives reflect our dedication to creating an environment where employees are empowered, engaged, and motivated to excel.





# DELIVERING SOCIAL VALUES

## EMPLOYEE ENGAGEMENT SURVEY

Every two years, we conduct an Employee Engagement Survey to gather valuable feedback on the employee experience. To delve deeper into the survey results, we organise focus groups that help develop actionable plans to address any concerns or opportunities. Task forces are formed to execute these plans, and regular updates are shared with employees, ensuring transparency and accountability.

Our employee engagement initiative, branded “Nabdh” (meaning “Pulse”), represents the heartbeat of our workforce, highlighting how the survey helps us stay aligned with employee needs and aspirations.

In 2024, an independent third party conducted the survey, achieving an 88% engagement rate. This result reflects our continued commitment to fostering a supportive and dynamic workplace. Task forces are actively working on implementing the survey results, with many employee suggestions already put into action for ongoing improvements.

## LEARNING AND DEVELOPMENT

Sohar Aluminium, through its Talent and Organisational Effectiveness team, offers a variety of training and development programmes to all employees throughout the year. These programmes cover technical and leadership skills, as well as mentoring and coaching, ensuring equal opportunities for every employee to grow and progress.

### Qaa'ed

The Qaa'ed programme, launched in 2021, continues to play a key role in developing leadership competencies at Sohar Aluminium. In 2024, the programme adopted a more strategic approach by focusing on four key themes aligned with our corporate priorities. The four themes for 2024 were:

- Setting SMART Objectives
- Succession Planning
- Leadership Competency Assessment & Development
- Performance Reviews



Each quarter, leaders engaged in a mix of activities designed to enhance these competencies, including tailored training courses, interactive workshops, online learning programmes, and engaging discussion panels. These initiatives were aimed at equipping leaders with the tools and knowledge to effectively lead and drive the company's success in line with its long-term objectives.







معهد صحرار  
للتدريب الصناعي  
Sohar Industrial  
Training Institute

Sohar Industrial Training Institute opens doors for further learning and career growth for employees.

## Qudwa

With the conclusion of the 2023 batch, a total of 38 employees have benefited from Qudwa over the past three years:

- 2021: 15 mentees
- 2022: 13 mentees
- 2023: 10 mentees





# DELIVERING SOCIAL VALUES

**Qudwa**

Since its launch, the Qudwa Mentorship Programme has fostered professional growth and knowledge sharing across Sohar Aluminium. By connecting employees with experienced mentors, the programme has played a key role in enhancing skills, leadership development, and cross-departmental collaboration.

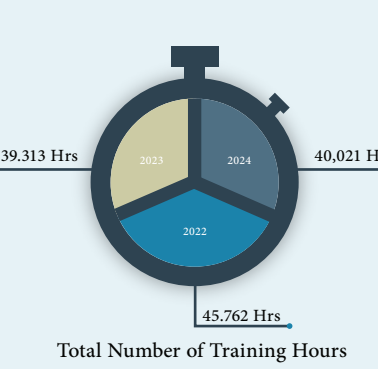
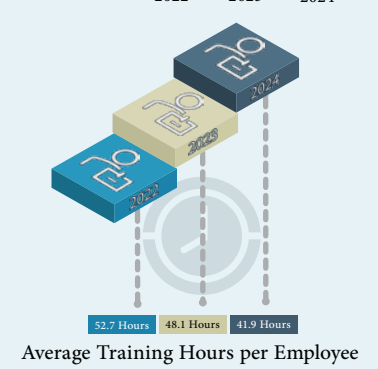
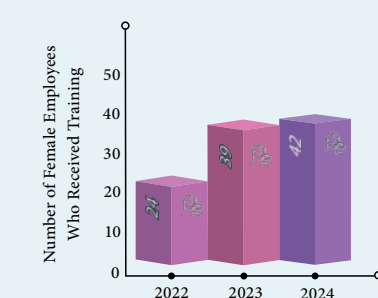
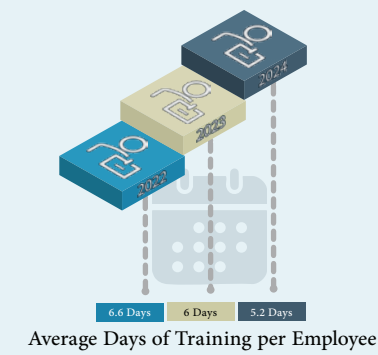
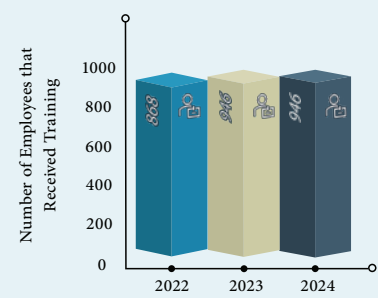
The programme has successfully empowered participants, strengthening our culture of continuous learning and development. As we reflect on its achievements, we look forward to exploring new ways to support professional growth within the organisation.

**LinkedIn**

Sohar Aluminium provides all employees with access to an online training programme through LinkedIn Learning. The company grants full access to LinkedIn's extensive library of over 10,000 courses, available to more than 250 employees.

All training programmes undergo an evaluation process for effectiveness using the Kirkpatrick model, reflecting Sohar Aluminium's strong commitment to ensuring employees gain valuable knowledge and are satisfied with each programme. For Level 1 programmes, employees provide feedback through a satisfaction survey at the end of the session. For Level 2 programmes, participants are assessed both before and after the session to measure their learning progress. Levels 3 and 4 evaluations are based on feedback from the employee's department.

- Looking Ahead: 2025 Commitments**
- As part of our continuous investment in employee growth, we are committed to advancing our Learning and Development initiatives in 2025 through the following key actions:
- Implementing Employee Engagement Action Plans to enhance workforce motivation and participation.
  - Advancing Leadership Development Initiatives to cultivate a strong leadership pipeline.
  - Expanding the Continuous Mentoring Programme (Qudwa) to foster knowledge transfer and professional guidance.
  - Sustaining the Ongoing Leadership Coaching Programme to support leadership excellence.
  - Launching the Professional Accreditation Programme to recognise and formalise employee competencies.
  - Continuing the Tamkeen Programme to empower high-potential Process Technicians with targeted development opportunities.
  - Continue delivering Vocational Training for Grade 11-12 Omani Students in collaboration with Oman Energy Association (OPAL) and Ministry of Education and MOE, contributing to youth skill-building and industry readiness.
  - Enhancing On-the-Job Training (OJT) by embedding it within individual KPI performance assessments and strengthening its integration across plant operations.
  - Deploying SuccessFactors Implementation to streamline Learning Management, Career Development, and Succession Planning.



At Sohar Aluminium, we cultivate a culture of collaboration and engagement through various platforms and initiatives aimed at connecting, supporting and empowering our employees at all

levels. These initiatives enhance communication, promote professional growth, and improve overall workplace well-being. Some of the initiatives that contributed to driving impact in 2024 include:



Al Majlis (Launched in 2022): facilitates direct dialogue between shop floor employees and EXCo members, promoting transparency and collaboration. In 2024, multiple sessions enabled employees to discuss organisational developments, upcoming projects, and challenges.



Sharaka (Launched in 2022): connects superintendents and supervisors with HRA & TOE leaders to strengthen business relationships and enhance HR awareness. It ensures leaders are well-informed on key HR topics and can effectively cascade insights to their teams. In 2024, many sessions have been conducted, discussing diverse topics related to HR.



Sohar Aluminium conducts four sessions of the State of the Plant annually, which brings together the company's Executive Management and employees. The event is aimed to familiarise employees with last year's latest updates and achievements in different operations aspects of the company.



Mulhima Committee continues to serve as a pivotal platform for empowering female employees. Throughout 2024, it has engaged in various activities, sessions, and gatherings, creating a space for women to express their thoughts and interact with management on key topics. The Committee reinforces the vital role of women in driving the business forward and contributes to the company's ongoing success.





# DELIVERING SOCIAL VALUES

## HUMAN RIGHTS

Sohar Aluminium launched its human rights policy in the second half of 2022. The policy affirms our commitment to respecting and supporting the dignity, wellbeing, and human rights of stakeholders directly affected by our operations, including employees and the communities in which we operate. It addresses key issues such as the right to decent working conditions, including health and safety, the freedom to establish unions and the right to enter into collective bargaining agreements. Additionally, the policy opposes any form of discrimination based on race, colour, gender, ethnicity, or religion as outlined in our policies and Code of Conduct.

The policy explicitly states our opposition to any form of modern slavery, including child or forced labour, debt bondage, trafficking, or other forms of labour exploitation. It also emphasises our commitment to protecting employees' rights to training and establishing a compliance process. In 2023, we conducted human rights due diligence and plan to further enhance our framework in the future to strengthen our commitment to human rights.

This policy applies to all of our executive management, employees, and third-party contractors. We engage our consultants, agents, and vendors to ensure they are aware of our commitments and we expect them to respect internationally recognised human rights.

## COMMUNITY ENGAGEMENT

Sohar Aluminium recognises the importance of Corporate Social Responsibility (CSR) and community engagement as key material issues. To fulfil our responsibilities to the communities in which we operate, we have implemented a comprehensive CSR Policy alongside clear performance indicators. Our Community Development Plan outlines specific actions to manage community interactions, ensuring our dedication to social, cultural, and environmental obligations.

## OUR COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY

Sohar Aluminium is deeply committed to giving back to the local communities where we operate. Our robust CSR framework supports the execution of initiatives that create a positive impact across various sectors of society. We acknowledge our financial obligations to shareholders while being equally mindful of our broader social, cultural, and environmental responsibilities to the communities around us. This balance is key to our approach and ensures that integrity and transparency are at the heart of everything we do. Our mission is to build and maintain corporate sustainability for future generations through consistent engagement with our key stakeholders, fostering strong relationships, and providing support through various channels.

## SUPPORTING SMES AND COMMUNITY GROWTH

We are particularly focused on assisting small and medium-sized enterprises (SMEs), recognising their crucial role in the economic development of Oman. To support these businesses, Sohar Aluminium has launched several initiatives aimed at nurturing the creation, expansion, and sustainability of SMEs. These programmes play a vital role in empowering the local economy and ensuring long-term growth.

## SUSTAINABLE INITIATIVES FOR LONG-TERM IMPACT

Our community initiatives are strategically focused on sustainability, reflecting our commitment to creating lasting benefits for society. By integrating sustainable practices and ethical standards into all facets of our operations, we ensure our efforts generate tangible, long-term value. This approach enables us to provide enduring financial returns for our shareholders, while making a meaningful and positive impact on the community. As responsible corporate citizens, we take pride in our active involvement in volunteerism, sponsorships, awareness campaigns, and sustainable investments. These efforts not only support local businesses but also enhance the wellbeing of the communities in which we operate.

## CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

Sohar Aluminium's CSR policy is guided by the CSR Committee, which plays a pivotal role in defining

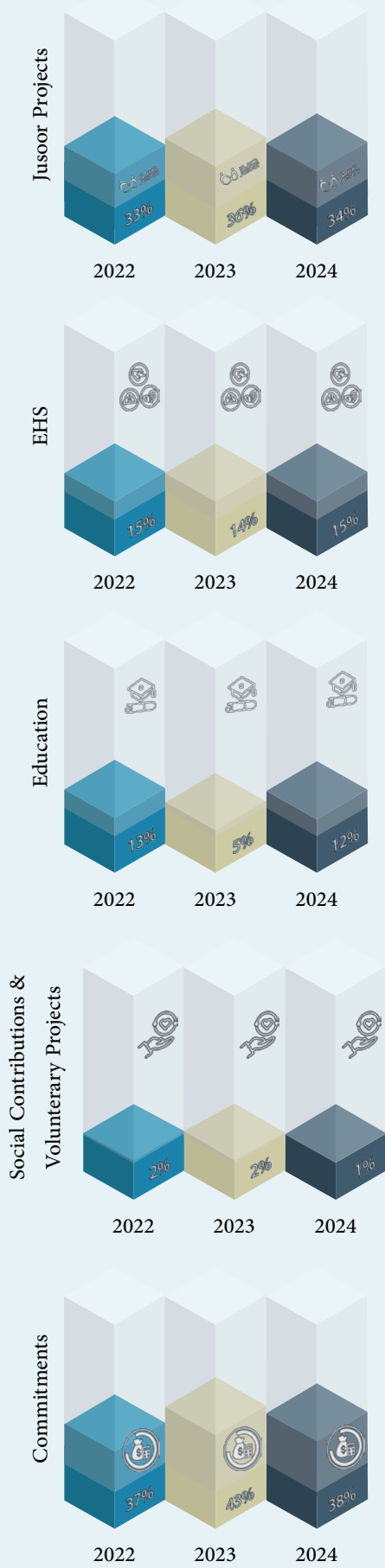
strategic priorities, selecting target communities, managing budgets, organising activities, and promoting community involvement. The committee reports directly to the Chairman of the Board and is composed of key leadership, including the CEO, CFO, General Manager of HR and Corporate Affairs, Corporate Communications and Social Responsibility Manager, and CSR Superintendent. The Board of Directors is fully committed to allocating the necessary resources for community development and maintains an independent budget dedicated solely to CSR initiatives. This underscores Sohar Aluminium's steadfast dedication to meaningful CSR investments. To support this commitment, the Board allocates an annual CSR budget of 1.5% of shareholders' distributions, ranging from US\$ 1.5 million to US\$ 3 million, reflecting the company's substantial investment in community engagement and development.

In 2024, Sohar Aluminium allocated its social responsibility budget across five key focus areas. Thirty-four percent of the total budget was allocated to Jusoor projects, while the remaining sixty-six percent was distributed among other areas, including Education, EHS (Environment, Health and Safety), and Social Contributions & Voluntary Projects. Commitments represent the remaining portion of the total budget allocated, which the company plans to use for future community projects.





## DELIVERING SOCIAL VALUES



**SPONSORSHIP**

In 2024, Sohar Aluminium continued to strengthen its relationship with the local community by actively sponsoring and supporting key events. Through various initiatives, the company aims to make a positive impact while remaining committed to sustainability, inclusivity, and community development.

With a budget of 180,000 USD, Sohar Aluminium's sponsorship efforts surpassed expectations, totalling 237,661 USD. This demonstrates the company's ongoing dedication to supporting meaningful community events and causes. Below is a list of major events sponsored by Sohar Aluminium in 2024:

- Support for the 3rd Sohar Festival
- Sohar Investment Forum
- 2024 Training Forum at Sohar University
- 'Walk for Life' event in Sohar
- Traditional Horse Show Festival
- The 3<sup>rd</sup> Sohar March Event
- Omani Industry Day Ceremony
- National Students Gathering for Medical Students
- Event by the Association for Disabled Children in Saham
- World Immunization Week
- 6<sup>th</sup> Art Exhibition for People with Disabilities in North Al Batinah

**SOCIAL PROJECTS AND INITIATIVES**

Sohar Aluminium continues to uphold its unwavering commitment to social responsibility, working diligently to protect the rights of local communities and cultivate strong, positive relationships with those we serve. Our ongoing initiatives are strategically focused on improving community well-being, ensuring meaningful engagement, and fostering long-term social impact. By reinforcing our dedication as a responsible corporate neighbour, we aim to make a tangible and lasting difference in the lives of those around us.

Sohar Aluminium has initiated several major social initiatives over the past years, including 2022, 2023, and 2024. Below are the details of these projects.



Category	Project	Beneficiaries	Collaborators	Status
Health	RADIAL Shockwave Therapy System for Sultan Qaboos University Hospital	All citizens and residents of Oman	Sultan Qaboos University Hospital (SQUH)	Completed
Health	Health Educational Channel at Sultan Qaboos University Hospital	All citizens and residents of Oman	Sultan Qaboos University Hospital (SQUH)	Completed
Health	Medical equipment for Ministry of Health - General Directorate of Musandam	Musandam citizens	Directorate General of Health Services in Musandam	Under Progress
Health	Medical equipment for Sohar Hospital	North Al Batinah citizens	Directorate General of Health Services in North Batinah	Completed
Health	Breast Cancer Unit at Ibri Hospital	Al Dahirah citizens	Directorate General of Health Services in Al Dhahirah	In Progress
Health	Sohar Hospital Training Centre	All healthcare & administrative staff in North Al Batinah & Rest of Oman	Directorate General of Health Services in North Batinah	Completed
Health	Constructing Dialysis Unit for Wilayat Dhank Health Centre.	Al Dahirah citizens	Directorate General of Health Services in Al Dhahirah	In Progress
Environment	Falaj Al Lathbat Maintenance at Sohar - Wadi Al Hali	Sohar Citizens	Directorate General of Agriculture, Fisheries and Water Resources - North Al Batinah	Completed
Sustainable Project	Charitable Building for Takaful Charity	Sohar Citizens	Takaful Charity	Completed
Sustainable Project	Public Majlis Support for North and South Al Batinah	Local communities in North & South Al Batinah	Governors and Walis offices in North and South Batinah Governorates	Completed



# DELIVERING SOCIAL VALUES

## JUSOOR PROJECT

Sohar Aluminium remains a key supporter of the Jusoor Foundation, continuing its role as one of the primary funding companies. This enduring partnership reflects our commitment to advancing sustainable development and making a lasting societal impact. The Jusoor Foundation is dedicated to executing projects that create tangible benefits for communities.

In 2024, Jusoor, in collaboration with Sohar Aluminium, initiated several impactful projects, most of which are still under construction. One notable project launched this year is the development of 3D-printed shelters for fishermen, in partnership with the Ministry of Agriculture, Fisheries, and Water Resources. The aim of the project is to provide well-organised spaces for fishermen to store their boats, tools, and equipment. This initiative includes the design and construction of a concrete shelter and six storage areas across four locations in the Wilayat of Liwa and Shinas in the North Al Batinah Governorate, covering a total built-up area of 580 square metres.

Additionally, several other major projects remain under construction, including:

- Construction of a Dialysis Unit
- Construction of Al Suwaiq Park
- Liwa Fish, Vegetables, and Fruits Market
- Construction of the Investment Building of Al Suwaiq Sport Club

This collaboration underscores Sohar Aluminium's continued dedication to fostering sustainable development and contributing to the well-being of the communities in which we operate.





# DELIVERING SOCIAL VALUES



Local suppliers represent a significant opportunity to enhance the Omani metals and manufacturing sector while reducing costs and product delivery timelines.



## COMMITMENT TO QUALITY & EXCELLENCE

Our ISO 9001:2015-certified Casthouse ensures that our products meet the highest international quality standards. We continue to:

- Empower employees through continuous training

## OUR CUSTOMERS STRENGTHENING PARTNERSHIPS & ENHANCING EXPERIENCE

At Sohar Aluminium, we remain committed to driving economic growth at local, regional, and international levels by delivering premium-quality aluminium, ensuring strong shareholder returns, and fostering long-term customer relationships. Our customer-focused approach is embedded in service excellence, transparent engagement, and continuous quality improvement, reinforcing trust and collaboration.

### CUSTOMER SATISFACTION & ENGAGEMENT

We conduct biannual customer satisfaction surveys to assess service quality, address concerns, and enhance customer experience.

- In 2024, we achieved a 90% satisfaction score, reaffirming our commitment to customer excellence.
- We successfully resolved all recorded complaints, ensuring swift issue resolution.
- Our proactive engagement includes monthly meetings, industry conferences, and operational site visits to enhance transparency and collaboration.

## PRODUCT QUALITY & MARKET REACH

Quality remains at the core of our business strategy. In 2024:

- 60% of production was allocated to global exports (Asia, Europe, and the US), while 40% supported local suppliers, strengthening Oman's downstream metals industry.
- Only one customer complaint was recorded and fully resolved, demonstrating our commitment to quality assurance.
- Expanded engagement with directly contracted global clients, reinforcing our market presence and reputation.

Looking ahead to 2025, we plan to allocate 53% of production to local liquid metal sales, further supporting Oman's industrial growth while maintaining a strong global presence.

and development.

- Optimise production and delivery to enhance customer satisfaction.
- Implement process improvements that drive long-term value.

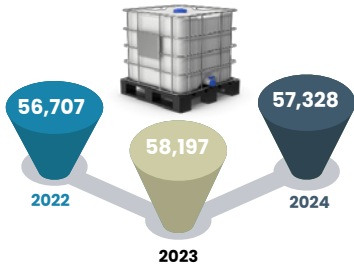
## CUSTOMER-CENTRIC BUSINESS APPROACH

We foster lasting partnerships by:

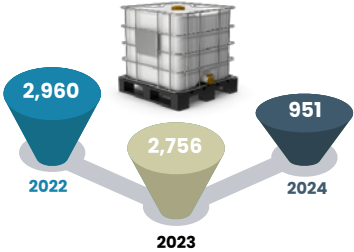
- Conducting regular meetings with key customers.
- Facilitating direct engagement between operational teams.
- Hosting international customers for site visits, enhancing transparency and collaboration.

In 2025, we aim to maintain a customer satisfaction rate above 85%, as measured by two annual customer satisfaction surveys. By maintaining customer-centricity at the heart of our operations, we ensure long-term business sustainability, build stakeholder trust, and enhance our economic contributions, reinforcing our position as a global aluminium industry leader.

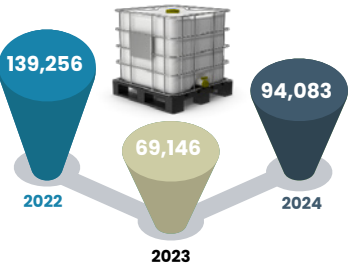
### Liquid Metal Sales (OAPIL) (Tonnes per annum hot metal)



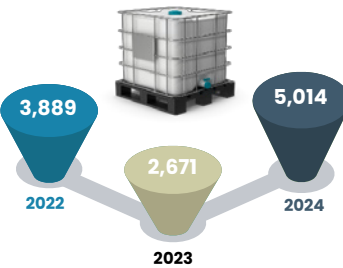
### Synergies Castings (Tonnes per annum hot metal)



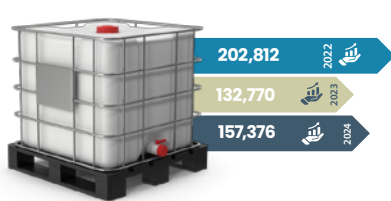
### Liquid Metal Sales (OARC) (Tonnes per annum hot metal)



### Liquid Metal Sales (OAC) (Tonnes per annum hot metal)



### Total Liquid Metal Sold to Downstream Customers (Tonnes per annum hot metal)





# SUSTAINABLE GROWTH AND GOVERNANCE

8

DECENT WORK AND ECONOMIC GROWTH



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

12

RESPONSIBLE CONSUMPTION AND PRODUCTION



Ensure sustainable consumption and production patterns

## COMPLIANCE, ETHICS AND INTEGRITY

### BUSINESS INTEGRITY AND ETHICS

As a leader in Oman's manufacturing sector since 2004, Sohar Aluminium recognises the importance of upholding the highest standards of integrity and ethics. Our leadership role carries a responsibility to maintain unwavering commitment to our values and principles, not only in our business practices but also in our relationships with stakeholders and the broader community.

'Amanah', which translates to "fulfilling or upholding trust," is the cornerstone of our Code of Conduct and Compliance programme. It underscores our collective responsibility to protect the company and its stakeholders from any harm arising from unethical, questionable, or illegal behaviour. This code is vital for fostering a culture of ethical governance and is actively supported by our Board of Directors, CEO, executive team, and management. In 2024, our commitment to empowerment, honesty, integrity, respect, trust, and teamwork remains fundamental to our culture. These values, embedded in the Amanah programme, continue to guide our operations and decisions.

### CONFLICT OF INTEREST

We maintain a strong stance on preventing conflicts of interest. Sohar Aluminium's Code of Conduct provides clear guidelines for employees to identify and avoid situations that could result in a misuse of information or personal gain. Through annual engagement sessions, we continuously remind staff of the importance of maintaining ethical standards and scrutinising activities that could lead to conflicts of interest.

For more information about the compliance and Code of Conduct of Sohar Aluminium, please visit

<https://www.sohar-aluminium.com/Compliance-and-Code-of-Conduct>



أمانة  
Amanah






Code of Conduct

At Sohar Aluminium, our ethical standards are foundational to the integrity of our operations. The Code of Conduct sets clear guidelines for professional behaviour, outlining our responsibilities to our community, business partners, and each other. This code ensures that we operate with the highest legal and ethical standards across all aspects of our business.

To keep employees aligned with these principles, we provide annual training on the Code of Conduct, including sessions for new joiners, reinforcing the importance of integrity and ethical decision-making.

### COMPLIANCE AND TRANSPARENCY

Our approach to ESG compliance is built on robust governance frameworks, including our Human Rights Policy, Code of Conduct, and EHS Policy. We uphold a commitment to transparency through open communication with stakeholders, ensuring ongoing adherence to high ethical and legal standards.



**Whistleblowing**


Under our Whistleblowing Policy, we encourage employees and external stakeholders to voice concerns about any potential breaches of the Code of Conduct. The Amanah helpline serves as a secure, accessible channel for reporting concerns, ensuring transparency and accountability in all matters.

In 2024, we are proud to report zero instances of non-compliance with legal or ESG regulations, highlighting our dedication to sustainable and ethical operations. This track record reflects our proactive risk management and continuous efforts to adapt to the evolving regulatory landscape within the aluminium sector. Our acquisition of the ASI Certification v2 demonstrates our alignment with industry-leading sustainability standards.

## Grievance Mechanism

Sohar Aluminium has implemented a comprehensive grievance policy that applies to all employees. This policy provides a structured framework for addressing employment-related concerns, problems, and complaints directly with management. Key elements of the grievance process include:

- 1 Clear Stages:** The policy outlines the different stages of the grievance process, ensuring that employees understand each step and who the decision-makers are at each stage.
- 2 Defined Timelines:** Specific timelines are established for each stage of the process promoting timely resolution of issues and enhancing transparency.
- 3 Next Steps:** If a concern remains unresolved, the policy clearly delineates the next steps to be taken, ensuring employees are aware of their options for escalation.

 This structured approach fosters an environment of open communication, enabling employees to voice their concerns and seek resolutions effectively.\*\*



# SUSTAINABLE GROWTH AND GOVERNANCE

**MARKET DYNAMICS AND COMPETITIVE EDGE**

The aluminium sector is highly dynamic, shaped by global commodity demand and market fluctuations. To stay competitive, Sohar Aluminium prioritises continuous innovation and process optimisation,



**FINANCIAL STRENGTH  
ECONOMIC PERFORMANCE**

At Sohar Aluminium, we are committed to achieving long-term financial stability while creating value for our shareholders, employees, and the broader community. By integrating sustainable business practices, ethical governance, and financial discipline, we adopt a resilient and responsible approach to economic growth.

Our strategy focuses on maximising value creation through operational efficiency, prudent financial management, and responsible investment. This enables us to deliver strong financial returns while we also contributing to social progress and environmental sustainability, reinforcing our role as a responsible corporate leader.

**STRENGTHENING OMAN'S ECONOMY**

Sohar Aluminium plays a pivotal role in supporting Oman's economic diversification, aligning with national development goals by:

- Boosting GDP contribution through industrial growth
- Creating high-quality job opportunities for Omanis
- Enhancing In-Country Value (ICV) by

strengthening local supply chains

- Investing in technology and innovation to drive long-term competitiveness

Our shareholders not only provide financial backing for operations and expansion but also contribute through strategic partnerships, technology transfer, and commercial agreements, further solidifying our financial foundation.

**PRODUCTION RECORD**

Sohar Aluminium achieved a notable production increase in 2024, with finished product output rising by 4,124 tonnes and hot metal production increasing by 1,617 tonnes compared to the previous year.

**COST AWARENESS**

At Sohar Aluminium, we recognise that financial strength is a key driver of long-term sustainability. In a rapidly evolving market, maintaining cost efficiency is critical to ensuring resilience and continued growth. Our approach focuses on innovation, operational excellence, and strategic cost management, allowing us to navigate global market fluctuations while reinforcing our position as a leader in the aluminium industry.

reinforcing its position as one of the most cost-efficient smelters globally.

**EMBEDDING A COST-CONSCIOUS CULTURE**

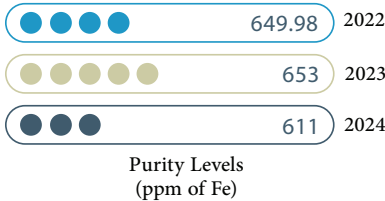
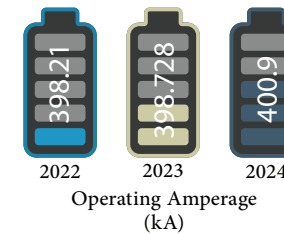
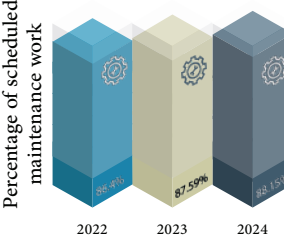
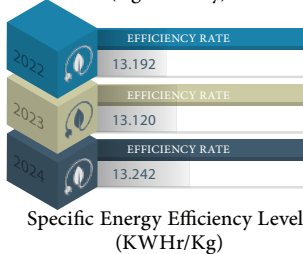
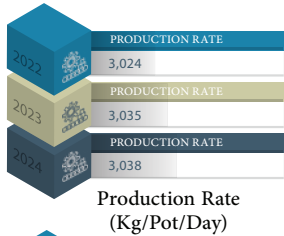
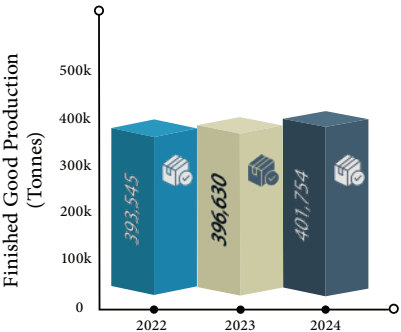
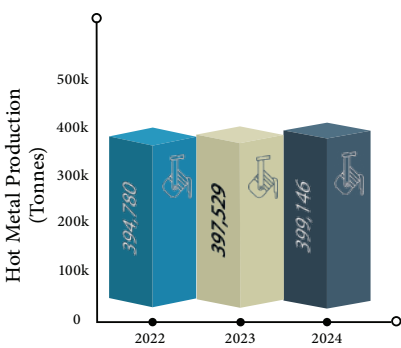
Our cost management strategy fosters financial awareness, ensuring every action contributes to overall cost efficiency and pricing in the global market. We drive a quality-focused mindset through open communication, value-creation initiatives, and employee-led improvements that enhance cash flow.

**EFFICIENCY THROUGH LEAN MANUFACTURING**

By integrating lean manufacturing principles, we minimise waste, optimise processes, and enhance production efficiency. Advanced technologies have enabled us to improve cycle times, reduce material costs, and maximise resource efficiency.

**STRATEGIC SUPPLY CHAIN MANAGEMENT**

Our Supply Chain Management team plays a critical role in cost optimisation by negotiating better material prices, reviewing consumables, and enhancing inventory management, ultimately reducing working capital requirements and strengthening financial resilience.





## SUSTAINABLE GROWTH AND GOVERNANCE

### DRIVING ECONOMIC DIVERSIFICATION IN OMAN

Sohar Aluminium plays a pivotal role in strengthening Oman’s economic diversification by operating beyond the petrochemical sector while leveraging natural gas for power in its smelting processes. Our strategic investments drive national economic growth, enhance In-Country Value (ICV), and make a significant contribution to Oman’s GDP, aligning with the country’s vision for a sustainable and diversified economy.

We remain committed to investing in Omani talent, fostering local procurement, and empowering small and medium enterprises (SMEs) to create a lasting economic impact. By expanding our network of local suppliers and providing hot metal to downstream aluminium industries, we actively contribute to industrial growth and community prosperity.

### TECHNOLOGY AND INNOVATION DRIVING INNOVATION THROUGH AUTOMATION AND AI

Sohar Aluminium continues to advance its commitment to automation, robotics, and artificial intelligence (AI) to enhance safety, efficiency, and sustainability. These efforts reduce human exposure to hazardous environments while optimising productivity and resource management, positioning the company as a smelter of the future with an annual production capacity exceeding 395,000 metric tonnes.

Key milestones in 2024 include the successful launch of Sohar Aluminium’s first in-house AI solution, developed in collaboration with the IT and Carbon Process Teams. This innovation automates the measurement of consumed anode thickness, delivering real-time potline performance insights and significantly improving safety by eliminating manual measurements in hazardous areas.

Additionally, Sohar Aluminium is integrating advanced automated metal analyser machines in the Casthouse and TAC station, set for handover in 2025, further strengthening quality control and operational precision. The new scrap remelting process in the Casthouse marks a major step forward in recycling and resource efficiency, aligning with the company’s sustainability strategy. Earlier automation projects, such as Smart GTC Operation improvements and the Auto Tapping Project, continue to deliver substantial cost savings, enhanced compliance, and reduced physical intervention by operators. These initiatives, backed by EHS, IT, and SCM teams, underscore Sohar Aluminium’s drive for continuous innovation, ensuring long-term competitiveness in a rapidly evolving industry.

### SUSTAINABLE EXCELLENCE THROUGH LEAN SIX SIGMA

Lean Six Sigma is a globally recognised methodology that integrates Lean principles and Six Sigma techniques to enhance efficiency, reduce

waste, and improve process quality. This approach boosts productivity, minimises resource consumption, and supports sustainability objectives through optimised operations.

Lean focuses on eliminating eight types of waste, which include defects, overproduction, waiting, underutilised talent, transportation, excess inventory, unnecessary motion, and excessive processing. Six Sigma improves process quality by identifying and eliminating defects while reducing variability. Together, they foster a culture of continuous improvement, aligning with ESG principles by promoting responsible resource use and operational excellence.

Certification in Lean Six Sigma follows a structured framework, categorised into different belt levels. Black Belt represents the highest level of expertise, demonstrating advanced problem-solving and leadership in process improvement. Green and Yellow Belts provide foundational and intermediate knowledge, equipping employees with the tools to apply Lean Six Sigma in their roles. Each certification level ensures participants gain essential skills to drive efficiency, optimise performance, and contribute to a more sustainable and resilient business environment.

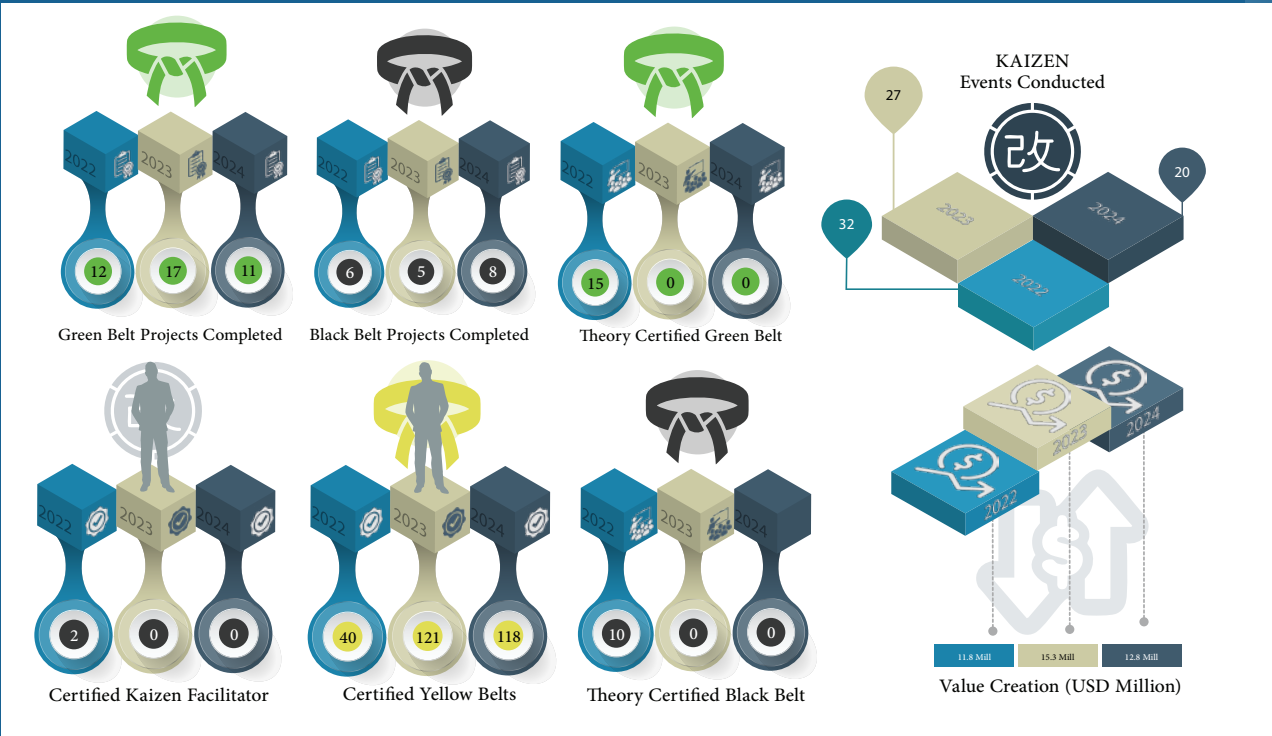
In 2025, the company will continue building on the successful strategies established in 2024, strengthening the foundations that have driven past achievements. The key strategic objectives remain:

- Value Creation (VC) Programme:** Ensuring the successful delivery of the VC Programme across all departments, with a focus on process improvements to enhance overall performance.
- Business Improvement (BI) & Lean Business System Implementation:** Maintaining the delivery of BI projects across the organisation while initiating the implementation of the SA Lean Business System in alignment with organisational goals.

The site-wide VC target for 2025 is \$10.43million, with an emphasis on maintaining a balanced distribution of value delivery across three key areas: Cost Reduction, Cash Generation, and Cost Avoidance.

Recognising that past successes were built on strong engagement at all levels, we aim to sustain and enhance these positive relationships. To achieve this, we will:

- Execute projects aligned with business priorities, leveraging our trained BI resources across the site.
- Introduce targeted lean tools as part of the SA Business System implementation journey.



**Sohar Aluminium STRATEGIC OBJECTIVES:**  
To be a state-of-the-art mega smelter producing over 1M tonnes of green aluminium annually. Lead development of breakthrough innovations and growth in aluminium smelting and power generation aiming for long-term sustainability



# SUSTAINABLE GROWTH AND GOVERNANCE

## SUPPLY CHAIN MANAGEMENT (SCM) SUSTAINABLE SUPPLY CHAIN MANAGEMENT AND RESPONSIBLE PROCUREMENT

Sustainable Supply Chain Management (SCM) at Sohar Aluminium aims to mitigate risks, optimise costs, and prevent production disruptions through reliable and timely delivery, as well as contingency planning for critical items. This approach creates opportunities to enhance cost efficiency through effective warehouse and inventory management, strategic supplier negotiations, and comprehensive contingency planning. Sohar Aluminium strictly adheres to regional and international laws to support local suppliers, ensuring compliance in communications with foreign suppliers to promote responsible sourcing practices. The company also requests that all partner companies comply with these laws and regulations.

The SCM team actively participates in local business forums and meetings, presenting business opportunities to improve procurement practices. The team also supports the integration of local suppliers into operations, fostering collaboration and growth within the community.

## COMMITMENT TO LOCAL CONTENT AND SME DEVELOPMENT

In 2024, Sohar Aluminium continued its strong commitment to local content by engaging with local suppliers and fostering Small and Medium Enterprises (SMEs). The company remains focused on enhancing the manufacturing and service capabilities of local enterprises, in alignment with the SCM policy that prioritises local suppliers.

As part of the procurement process, the following guidelines are enforced to promote local content:

- All procurement requests follow a standard approval process, with local vendors given priority.
- When both local and international vendors are considered, a techno-commercial evaluation determines the final supplier selection.
- SA prioritises awarding contracts to local suppliers, even if their prices are



higher than international competitors. A price difference of up to 10% is acceptable for local manufacturers when awarding contracts.

- If local suppliers cannot provide the required goods or services, international suppliers are selected.

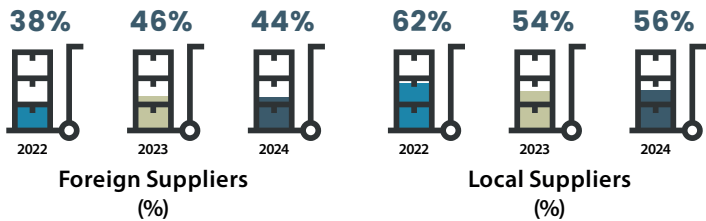
## RESPONSIBLE SOURCING POLICY

Sohar Aluminium's Responsible Sourcing Policy has been reviewed and is currently awaiting approval. This policy ensures alignment with industry best practices and stakeholder expectations. A copy of the draft policy is available for reference. Sohar Aluminium continuously updates its policies to reflect industry best practices. As part of this effort, the Responsible Sourcing Policy has undergone extensive stakeholder consultations, and the updated version is now under approval.

The impact of procurement practices extends beyond the company, significantly affecting the following areas:

- 1. INTERNAL USERS:** Ensuring the availability of goods and services from qualified sources.
- 2. SUPPLIERS:** Providing opportunities to participate in Sohar Aluminium's procurement requests and develop their capabilities to offer a broader range of goods and services.
- 3. CUSTOMERS:** Ensuring the delivery of high-quality products that meet specifications.
- 4. LOCAL COMMUNITY:** Contributing to job creation, as procurement practices influence local sourcing, thereby strengthening employment opportunities.

In 2024, the percentage of local suppliers at Sohar Aluminium increased to 56%, with spending increasing by over 4.7 million USD compared to 2023. This growth provides opportunities to enhance in-country value and support the local economy



2022	AMOUNT IN (USD)
	46,731,639
2023	AMOUNT IN (USD)
	51,596,181
2024	AMOUNT IN (USD)
	56,384,819

Amount Spent on Local Suppliers (USD)



GRI CONTENT INDEX



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

Statement of use	Sohar Aluminium Co. LLC has reported in accordance with the GRI Standards for the period 1-1-2024 till 31-12 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI Sector Standards apply to Sohar Aluminium

GRI Standard	Disclosure	Location	Requirement(s) Omitted	Omission Reason	Explanation	MSX ESG Disclosure Metric
General Disclosures						
GRI 2: General Disclosures 2021	Disclosure 2-1 Organisational details	12 - 21				G7 & G8
	Disclosure 2-2 Entities included in the organisation's sustainability reporting	7				
	Disclosure 2-3 Reporting period, frequency and contact point	7				
	Disclosure 2-4 Restatements of information	7				
	Disclosure 2-5 External assurance	7				G9
	Disclosure 2-6 Activities, value chain and other business relationships	12 - 21				
	Disclosure 2-7 Employees	42-56				S5
	Disclosure 2-8 Workers who are not employees	50				
	Disclosure 2-9 Governance structure and composition	12 - 21				G1 & G2
	Disclosure 2-10 Nomination and selection of the highest governance body	12 - 21				
	Disclosure 2-11 Chair of the highest governance body	12 - 21				
	Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	6				E8 & E9
	Disclosure 2-13 Delegation of responsibility for managing impacts	6				

GRI Standard	Disclosure	Location	Requirement(s) Omitted	Omission Reason	Explanation	MSX ESG Disclosure Metric
General Disclosures						
	Disclosure 2-14 Role of the highest governance body in sustainability reporting	6				
	Disclosure2-15 Conflicts of interest	64				
	Disclosure 2-16 Communication of critical concerns	64				
	Disclosure 2-17 Collective knowledge of the highest governance body	6				
	Disclosure 2-18 Evaluation of the performance of the highest governance body	12 - 21				
	Disclosure 2-19 Remuneration policies	12 - 21				S2
	Disclosure 2-20 Process to determine remuneration	12 - 21				
	Disclosure 2-21 Annual total compensation ratio	NA	This disclosure is omitted from our reporting.	Confidentiality Constraints	Employee compensation information is confidential due to its sensitivity.	S1
	Disclosure 2-22 Statement on sustainable development strategy	8-10				
	Disclosure2-23 Policy commitments	64-65				
	Disclosure 2-24 Embedding policy commitments	64-65				
	Disclosure 2-25 Processes to remediate negative impacts	64-65				
	Disclosure 2-26 Mechanisms for seeking advice and raising concerns	64				
	Disclosure 2-27 Compliance with laws and regulations	65				
	Disclosure2-28 Membership associations	21				
	Disclosure 2-29 Approach to stakeholder engagement	25				
	Disclosure 2-30 Collective bargaining agreements	NA		Not Applicable	In Oman, the collective bargaining agreement does not apply	



## GRI CONTENT INDEX

Material Topics						
GRI 3: Material Topics 2021	Disclosure 3-1 Process to determine material topics	25-27				G8
	Disclosure 3-2 List of material topics	25-27				
Economic Performance						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	66-68				
GRI 201: Economic Performance 2016	Disclosure 201-1 Direct economic value generated and distributed	66-68				
Supply Chain Management						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	70-71				
GRI 204: Procurement Practices 2016	Disclosure 204-1 Proportion of spending on local suppliers	70-71				
Climate Change Resilience						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	30				E3, E4, E5 & E10
GRI 302: Energy 2016	Disclosure 302-1 Energy consumption within the organisation	30				
	Disclosure 302-2 Energy consumption outside the organisation	30				
	Disclosure 302-3 Energy intensity	30				
Water Management						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	36-38				
GRI 303: Water and Effluents 2018	Disclosure 303-1 Interactions with water as a shared resource	36-38				
	Disclosure 303-2 Management of water discharge-related impacts	36-38				
	Disclosure 303-3 Water withdrawal	36-38				
	Disclosure 303-4 Water discharge	36-38				
	Disclosure 303-5 Water consumption	36-38				

Biodiversity and Ecosystem						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	40				
GRI 304: Biodiversity 2016	Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	40				
	Disclosure 304-2 Significant impacts of activities, products and services on biodiversity	40				
	Disclosure 304-3 Habitats protected or restored	40				
	Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	40				
GHG Emissions						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	32-33				E1,E2, & E7
GRI 305: Emissions 2016	Disclosure 305-1 Direct (Scope 1) GHG Emissions	32-33				
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	32-33				
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	32-33				
	Disclosure 305-4 GHG emissions intensity	32-33				
	Disclosure 305-5 Reduction of GHG emissions	32-33				
	Disclosure 305-6 Emissions of ozone-depleting substances (ODS)	32-33				
	Disclosure 305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	32-33				



## GRI CONTENT INDEX

Waste Management						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	35-36				
GRI 306: Waste 2020	Disclosure 306-1 Waste generation and significant waste related impacts	35-36				
	Disclosure 306-2 Management of significant waste-related impacts	35-36				
	Disclosure 306-3 Waste generated	35-36				
	Disclosure 306-4 Waste diverted from disposal	35-36				
Occupational Health and Safety						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	42-46				
GRI 403: Occupational Health and Safety 2018	Disclosure 403-1 Occupational health and safety management system	42-46				
	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	42-46				
	Disclosure 403-3 Occupational health services	42-46				
	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	42-46				
	Disclosure 403-5 Worker training on occupational health and safety	42-46				
	Disclosure 403-6 Promotion of worker health	42-46				
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	42-46				
	Disclosure 403-8 Workers covered by an occupational health and safety management system	42-46				
	Disclosure 403-9 Work-related injuries	42-46				
	Disclosure 403-10 Work-related ill health	42-46				

Employee Engagement						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	50-55				S3, S4, S5, S7, S8 &S10
GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee	50-55				
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance	50-55				
Diversity, Equity and Inclusion						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	48-50				
GRI 405: Diversity and Equal Opportunity 2016	Disclosure 405-1 Diversity of governance bodies and employees	48-50				
	Disclosure 405-2 Ratio of basic salary and remuneration of women to men	48-50				
Community Engagement						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	56-61				S11
GRI 413: Local Communities 2016	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	56-61				
Product Quality						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	62-63				
GRI 416: Customer Health and Safety 2016	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	62-63				
	Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	62-63				
Air Quality						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	34				
Compliance and Transparency						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	65				
Business Integrity and Ethics						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	64				
Human Rights						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	56				S4
Technology and Innovation						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	68				
Aluminium Stewardship						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	20				
Shareholder Value						
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	12 - 21				



ACRONYMS

APPENDIX A – ACRONYMS

		IT	Information Technology
		Kg	Kilograms
AI	Aluminium	KPI	Key Performance Indicator
ARABAL	Arab International Aluminium	MT	Metric Tonnes
	Conference	MW	Megawatt
BI	Business Improvement	OEM	Original Equipment
BRC	Business Review Committee		Manufacturers
CEO	Chief Executive Officer	OH	Occupational Health
CFO	Chief Financial Officer	OMR	Omani Rials
CO2	Carbon Dioxide	PAH	Polycyclic Aromatic
COO	Chief Operations		Hydrocarbons
	(or Operating) Officer	PFC	Perfluorocarbons
CSR	Corporate Social Responsibility	PSTA	Pre-Start Task Analysis
EHS	Environment, Health and Safety	PTA	Pot Tending Assembly
ExCo	Executive Committee	RT	Rio Tinto
FinCo	Finance Audit and Risk	SAPP	Sohar Aluminium Power Plant
	Committee	SME	Small and Medium-Sized
GAC	Gulf Aluminium Council		Enterprise
GCC	Gulf Cooperative Council	SOP	Standard Operating Procedures
GDP	Gross Domestic Product	SPL	Spent Pot Lining
GJ	Giga Joules	t	Tonnes
GRI	Global Reporting Initiative	TAQA	Abu Dhabi National Energy
GTC	Gas Treatment Centre		Company
HB	Hydrocarbon-Fluoride	TOE	Talent and Organisation
HRA	Human Resources Administration		Effectiveness
HRC	Human Resources Committee	USD	United States Dollars
ICV	In-Country Value		