



# SUSTAINABILITY REPORT

Pioneering Sustainable &  
Responsible Growth

# 2025

# Milestones



- 2004**  
Formation of Sohar Aluminium
- 2006**  
Commencement of construction of the smelter and associated facilities
- 2008**  
Start of first pot operating at 350 kA
- 2008**  
First export shipment
- 2009**  
Official inauguration
- 2010**  
Ramp-up to 375kA was achieved
- 2011**  
Cumulative 1 million tonne of aluminium produced
- 2011**  
Formation of the social responsibility Foundation, Jusoor by Sohar Aluminium, Orpic and Vale
- 2014**  
Commencement of Amperage Creep Project
- 2016**  
Sohar Industrial Training Institute certified by Ministry of Manpower
- 2019**  
Celebrations commemorating the 10<sup>th</sup> Anniversary since its official Inauguration
- 2020**  
Certified for ISO 45001 (Occupational Health & Safety Management System)

- 2025**  
In 2025 Sohar Aluminium Crossing 400,000 Tonnes for Molten Metal Production for the First time
- 2024**  
Winning the Platinum Award during Oman Sustainability Week (OSW)
- 2024**  
In 2024 Sohar Aluminium Crossing 400,000 Tonnes for the finished products for the First time
- 2023**  
ASI Performance Standard V2 Certificate
- 2023**  
Start of new Aluminium / Alumina offtake contracts
- 2022**  
Inauguration of Sohar Industrial Training Institute
- 2021**  
Winning His Majesty the Sultan's Award for Industrial Excellence 2021



HIS MAJESTY SULTAN HAITHAM BIN TARIK

VISION



*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

*Honesty Integrity Respect Trust Empowerment Team Work*



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# RESPONSIBLE OPERATIONS. RESILIENT FUTURE.

At Sohar Aluminium, sustainability is embedded in how we govern, operate, and create long-term value. As expectations from regulators, investors, customers, and communities continue to evolve, environmental, social, and governance considerations guide decision-making across all levels of the organisation.

Operating within a resource-intensive sector brings both responsibility and opportunity. During the year, we strengthened our sustainability foundations through a

comprehensive double materiality assessment and an internal ESG audit, reinforcing transparency, risk awareness, and long-term value creation. These efforts further align our direction with Oman Vision 2040 and our commitment to responsible industrial development.

Environmental performance remains central to our operational discipline. By advancing resource efficiency, increasing aluminium scrap recycling, and embedding ESG-linked

performance indicators; including emissions and waste management, we continue to enhance accountability within daily operations.

Our people remain integral to our resilience. Through a strong national workforce, a culture rooted in safety and inclusion, and ongoing engagement and wellbeing initiatives, we aim to deliver sustainable performance while creating meaningful social value.

This report reflects our continued progress in strengthening governance, refining priorities, and reinforcing our commitment to responsible growth, ensuring Sohar Aluminium remains a trusted and resilient contributor to Oman's sustainable future.



# ABOUT THIS REPORT



## Period

The Sustainability Report of Sohar Aluminium covers the reporting period from the 1st of January 2025 to the 31st of December 2025. Information from previous years is included where relevant and



## Basis of Preparation

This report has been prepared in accordance with the Global Reporting Initiative (GRI) and in line with the UN 17 Sustainable Goals (UNSDGs), Oman Vision 2040.



## 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.



## Restatement of Information

No data has been restated.



## Scope

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



## Assurance

This report has not been externally assured. GHG emissions data are compiled by a third party and internally verified. External assurance by KPMG is ongoing and was not completed at the time of publication. Financial data is assured by external auditors.



## MESSAGE FROM CHAIRMAN

At Sohar Aluminium our activities go beyond producing aluminium; we are shaping a responsible and resilient future for the industry and society at large. In today's industrial landscape, sustainability is central to how organisations create value, manage their risks, and deliver long-term prosperity. This report is aimed at demonstrating Sohar Aluminium's continued commitment towards integrating environmental stewardship, social responsibility, and strong governance into the way we operate and grow.

Throughout the year, the Company strengthened the foundations that enable responsible industrial development. From advancing circular economy thinking and reinforcing environmental management, to strengthening engagements with our workforce and enhancing governance oversight, our efforts are guided by a clear ambition: to ensure that sustainability remains embedded in every aspect of our operations and decision-making.

Our approach aims at positively contributing towards the national objectives of Oman Vision 2040, as Sohar Aluminium continues to promote economic diversification and industrial development in the Sultanate. Alongside operational progress, we remain committed to delivering meaningful value to our communities through impactful social initiatives and responsible partnerships. Guided by globally recognised ESG frameworks, we continuously evolve our practices to reflect leading international standards, while strengthening our efforts towards a more sustainable, transparent, and resilient industrial future.



“Sohar Aluminium is producing more than aluminium; we are shaping a responsible and resilient future for industry and society”

As we move forward, Sohar Aluminium will continue to build on this momentum by fostering innovation, strengthening collaboration, and advancing sustainable industrial practices. I extend my sincere appreciation to our management, employees, partners, and stakeholders whose dedication and shared vision continue to drive our progress towards a more sustainable future.

With best regards,

**Abdulrahman Al Harthi**  
Board Chairman



## MESSAGE FROM CEO

Sohar Aluminium recognises operational excellence and responsible production are interconnected essential to long-term value. As global expectations evolve, industrial performance must be grounded in environmental integrity, social responsibility, and governance systems that ensure accountability, resilience, and long-term value creation.

In 2025, we advanced the integration of ESG principles into measurable operational outcomes. A key focus was embedding circular economy practices within our operations. By increasing external scrap recycling and optimising material flows, we improved resource efficiency while reducing waste intensity. This disciplined approach lowers environmental impact, strengthens cost efficiency, and reinforces long-term competitiveness, demonstrating that sustainability and operational performance progress together.

Our performance is ultimately delivered by people. During the year, we strengthened workforce engagement, empowerment, and wellbeing while maintaining clear accountability across the organisation. Continued investment in capability development and a strong safety culture ensured that employees and contractors operate to the same high standards. Our safety performance reflects a shared commitment to maintaining a workplace where health, safety, and operational discipline are embedded in daily practice.

Beyond our operations, our community initiatives continue to support long-term social and economic development in the Sultanate of Oman, reinforcing our role as a responsible industrial partner. Strong governance remains the foundation of our ESG approach. In 2025, we further embedded sustainability within enterprise risk management and strategic



“Sohar Aluminium recognises operational excellence and responsible production are interconnected essential to long-term value”

decision-making, supported by structured risk assessments and internal audits that strengthen transparency and organisational resilience.

For the third consecutive year, Sohar Aluminium received the Platinum Award at the Oman Sustainability Week Awards, reflecting consistent performance and robust governance practices.

Looking ahead, our priorities remain clear: strengthening operational resilience, deepening responsibility across our value chain, and delivering aluminium in a way that supports both industrial progress and sustainable development. Driven by the dedication of our people and the trust of our stakeholders, we remain committed to creating lasting value for Oman and beyond.

With best regards,

**Eng. Said Mohammed Al Masoudi**  
Chief Executive Officer



# ABOUT SOHAR ALUMINIUM

Sohar Aluminium is Oman's first greenfield aluminium smelter, established in 2004 as a strategic industrial project supporting economic diversification and sustainable development.

Our integrated operations are designed to deliver high-quality aluminium while maintaining strong safety, environmental, and operational performance.

Sohar Aluminium operates as a strategic joint venture combining global expertise with strong local partnership.

### Sohar Aluminium Key Highlights:



**2004**

Sohar Aluminium was founded in 2004

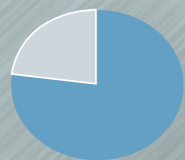


**395,000**

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



Location: Sohar Industrial Area, Oman



**79%**

Diverse workforce, with nearly 79% is Omani



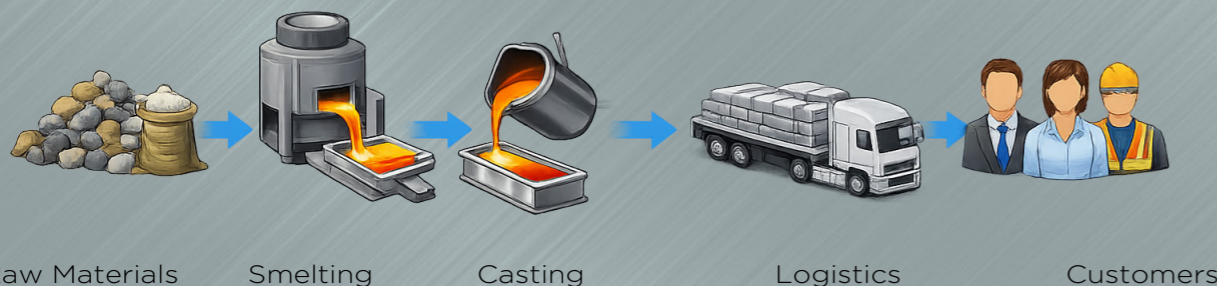
Industry Aluminium Smelting



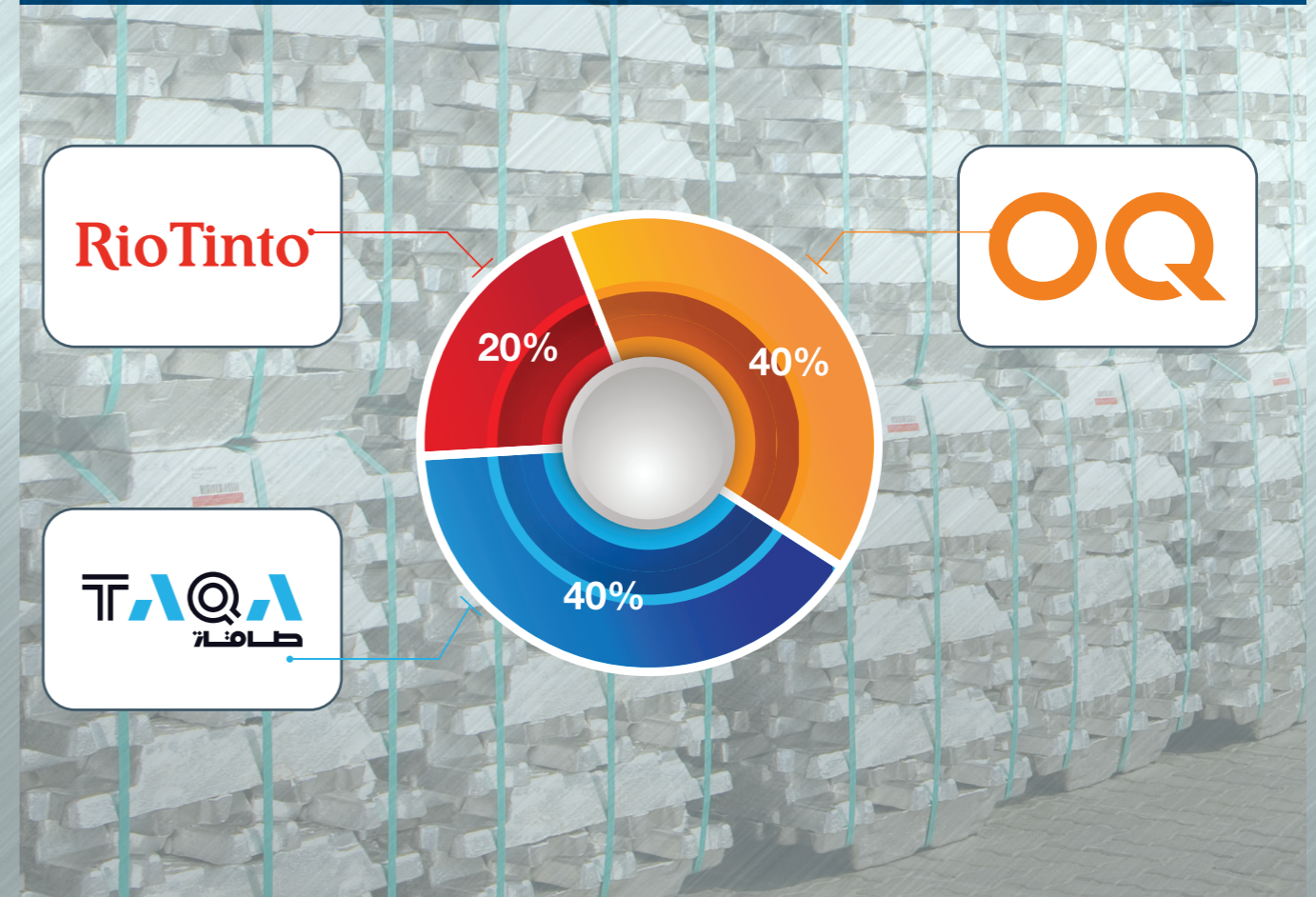
**1,000**

1,000 MW dedicated Power Plant

### Our operations:



**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%).**



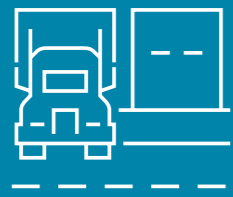


Sohar Aluminium is the only Greenfield Aluminium smelter within the Sultanate of Oman and intends to set a benchmark for similar industries worldwide while contributing to the sustainable development of the Sultanate of Oman.



1.2km

Sohar Aluminium has a single 1.2 km long potline and was the first smelter in the world to implement Rio Tinto Alcan's benchmark AP36 smelting technology.



75,000

Sohar Aluminium has its own dedicated port facility that supports vessels with a capacity of up to 75,000 mt for receiving raw materials and exporting primary aluminium.



**Smelter**

Sohar Aluminium operates a single 1.2 km potline using Rio Tinto Aluminium's AP Technology™, one of the most energy-efficient and productive smelting technologies available.

Operating at above 400kA, the smelter has a design capacity of 395,000 tonnes of high-purity aluminium per year, which has increased to over 400,000 tonnes through scrap recycling. The facility also includes an onsite Carbon Plant producing anodes for the potline, and a Casthouse with two ingot casting lines and one sow caster, with casting capacities of 27 tonnes/hour and 25 tonnes/hour, respectively.

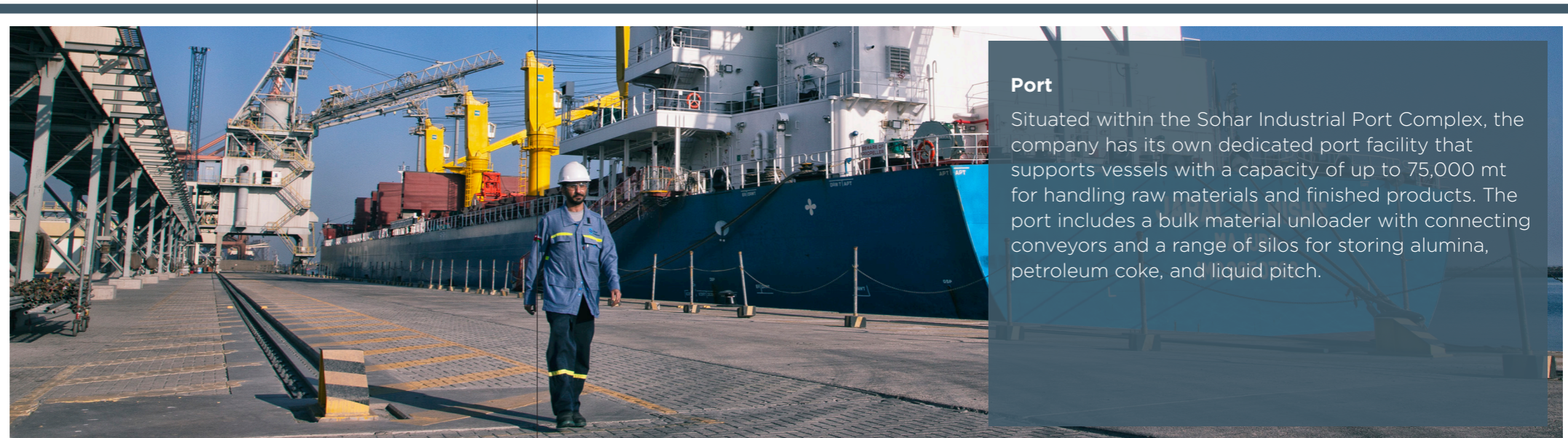


**Power Plant**

Sohar Aluminium operates a state-of-the-art 1,000 MW combined-cycle captive power plant, achieving close to 50% efficiency in converting natural gas into electricity while meeting stringent regulatory requirements.

Strategically located to access natural gas and seawater for cooling, the plant delivers high efficiency, reliability, and low emissions, while minimising operating costs and environmental impact.

The facility also includes desalination units that supply water to both the smelter and power plant operations.



**Port**

Situated within the Sohar Industrial Port Complex, the company has its own dedicated port facility that supports vessels with a capacity of up to 75,000 mt for handling raw materials and finished products. The port includes a bulk material unloader with connecting conveyors and a range of silos for storing alumina, petroleum coke, and liquid pitch.

# BOARD OF DIRECTORS

## Board of Directors

The Board of Directors consists of five directors representing the shareholding companies. Board members have fixed terms and compensation, as defined in the shareholders' agreement. Sohar Aluminium's Executive Committee Members attend quarterly board meetings in order to ensure excellent communication between the governance and executive teams.



Abdulrahman Al Harthi  
Chairman of the Board

## 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 following members:

*\* In 2025, Philip ROOS joined as Chief Financial Officer, replacing Jerry Van Alphen*



Said Al Masoudi  
Chief Executive Officer



Al Muthir Al Kharusi  
Member



Farid Al Awlaqi  
Member



Omar Al Hashmi  
Member



Eric Murray  
Member



Agnello Borim  
Chief Operating Officer



Philip Roos  
Chief Financial Officer



Ahmed Al Kharusi  
Human Resources and  
Corporate Affairs  
General Manager



Matt Liddy  
Business Development  
and Strategy Executive



## BOARD COMMITTEES



The Finance, Audit, and Risk Committee (FinCo), represented by one member from each Shareholder, the Chief Financial Officer and the Internal Audit and Compliance Manager of Sohar Aluminium, considers and reviews all finance, risk, and audit related concerns which are to be presented to the Board for approval and indicates its support or otherwise regarding such matters. The Committee also acts as the Audit Committee of the company and meets every quarter.



The Human Resources Committee (HRC) is represented by one member from each Shareholder and the Chief Executive Officer, General Manager of Human Resources and Corporate Affairs, Human Resources Administration Manager and Talent and Organisational Effectiveness Manager of Sohar Aluminium. In addition, the Human Resources Administration Manager serves as the Secretary to the meeting. The Committee supports and advises the Board on all human resources related matters. The HRC meets twice a year.



The Business Review Committee (BRC) is represented by a minimum of one member from each Shareholder, together with the SA Management team supported by ExCo. The Committee meets prior to the scheduled Board meetings, to consider and review significant capital expenditure, proposed capital planned items, technical review, and plant operational performance. As output, the Committee prepares a paper for the Board's consideration indicating its

support, or otherwise, regarding such matters. The BRC meets twice a year in person and organises two telephonic conferences in the interim.



Please visit our website to learn more:  
<https://www.sohar-aluminium.com/en/content/corporate-governance>



# CORPORATE AUDITS AND CERTIFICATIONS

## Corporates Certificates



• ISO 9001 – Quality Management System



• ISO 14001 – Environmental Management System



• ISO 45001 – Occupational Health & Safety Management System



Aluminium Stewardship Initiative (ASI) V2 Certification



Sohar Aluminium is preparing for the transition to ASI Performance Standard V3 as part of its continuous improvement journey.



### PARTICIPATION AND AWARDS IN 2025

- Winner of the Economic Vision Award 2025 in the Industrial Sector
- Platinum Award at Oman Sustainability Week, received for the third consecutive year, in recognition of excellence in business and operational sustainability, industrial innovation, environmental stewardship, and social responsibility
- Best Technical Paper Award in Aluminium Electrolysis at the International Conference of the International Committee for the Study of Bauxite, Alumina and Aluminium (ICSOBA), held in China
- SA Trade Union Wins the Creativity and Trade Union Excellence Award
- Winning an Award in Industrial Engineering Conference
- Automation Fair 2025, Chicago
- ARABAL 2025
- 43rd International Conference and Exhibition (ICSOBA 2025)
- Oman Climate Week
- World Future Energy Summit, Abu Dhabi
- International Conference on Engineering Advancement, Sciences, and Technology (ICEAST)
- Oman AI Summit 2025
- GCC Mental Health Conference
- Gulf Traffic Week 2025
- OSHRM Annual Conference
- District Toastmasters Annual Conference (DTAC) 2025 – Jordan
- 6th Bowling Competition for Private Sector Female Employees
- Beach Clean-up campaign organised by the Environment Authority, Oman.
- GAC Electrolysis Seminar
- IAI Health Committee meetings
- GAC Meeting on Responsible Sourcing
- GAC Training and Development Meeting
- GAC Carbon Seminar
- Omani Women Engineers Forum
- Oman Career Fair
- Reliability, Maintenance, Technology and Innovation Conference
- University Specialisations and Training Programs Exhibition
- Vocational Colleges Graduates Forum
- First Engineering Forum – North Al Batinah
- “Leading in Open Space” Conference



### MEMBERSHIP ASSOCIATIONS

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



# SUSTAINABILITY AT SOHAR ALUMINIUM

Sustainability at Sohar Aluminium is embedded within our governance structure, operational discipline, and long-term strategic planning. It informs how we manage environmental impacts, develop our workforce, and maintain strong ethical standards across the organisation.



Since publishing our first sustainability report in 2009, we have progressively strengthened our ESG framework to align with evolving regulatory expectations, stakeholder priorities, and international standards, including the Global Reporting Initiative Standards, the United Nations Sustainable Development Goals, and Oman Vision 2040.

In 2025, we enhanced our sustainability approach through a comprehensive double materiality assessment and an internal ESG audit. These exercises refined our understanding of both operational impacts and ESG-related financial risks, enabling clearer prioritisation of material topics and stronger integration of ESG considerations into decision-making processes.

Operationally, our focus remains on improving resource efficiency, managing emissions and waste, strengthening supply chain practices,

and advancing workforce wellbeing. These priorities are supported by defined performance indicators and oversight mechanisms to ensure accountability at all levels.

By embedding sustainability within strategy, risk management, and performance evaluation, Sohar Aluminium continues to strengthen resilience, enhance transparency, and support responsible industrial development in Oman.

## GROWING OUR DIGITAL COMMUNITY

In 2025, Sohar Aluminium continued to expand its digital presence, strengthening engagement with stakeholders and the wider community.

This steady growth reflects growing interest in Sohar Aluminium's overall journey, including our ESG progress, operational performance, innovation and community contributions, enabling us to share our work more widely and engage openly with our stakeholders.

Social Media Growth In 2025:



# ESG STRATEGY AND ROADMAP

Sohar Aluminium's ESG Strategy provides a structured framework to embed sustainability across our operations and governance. Built on three pillars, Environmental Stewardship, Delivering Social Value, and Sustainable Growth & Governance. The strategy aligns our business direction with Oman Vision 2040, the UN Sustainable Development Goals, and the Aluminium Stewardship Initiative.

The ESG Roadmap covers 12 priority topics that guide risk management, operational performance, and long-term value creation. Each topic is supported by defined targets, key performance indicators, and clear action plans to ensure measurable and accountable progress across the organisation. During the year, we strengthened our approach through an internal ESG audit and a comprehensive double materiality assessment. These efforts enhanced our understanding of both impact and financial risk, reinforcing transparency and ensuring that our priorities remain responsive to evolving stakeholder expectations and

regulatory developments. Looking ahead, we remain committed to advancing our ESG roadmap, strengthening performance across all priority areas, and refining our strategic focus in line with the outcomes of the double materiality assessment, further detailed in the following section.

### ESG Management and Governance

Our dedicated ESG Committee, comprising the COO, GM of Human Resources and Corporate Affairs, Plant Operations Director, Power Plant and Maintenance Director, and managers from EHS, HRA, SCM and Communications oversees our sustainability practices and ensures alignment with regulations, best practices and strategic ESG goals. The Committee meets monthly to review performance, track progress and guide the continuous strengthening of our sustainability initiatives.



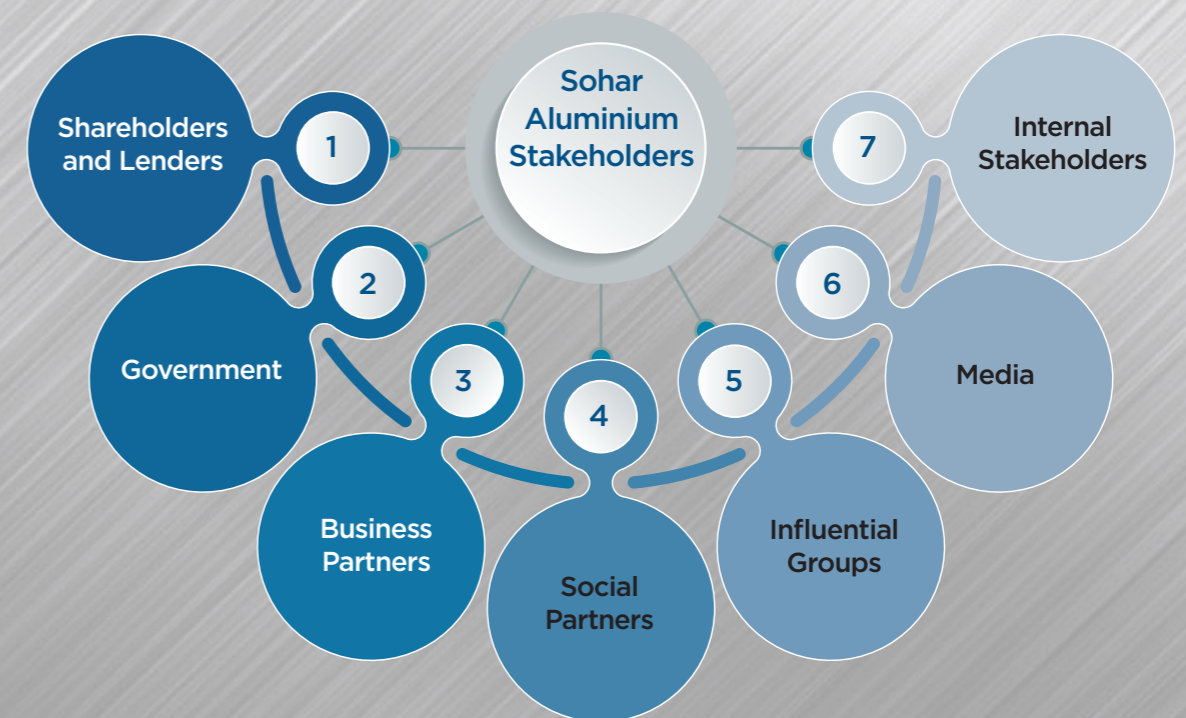
# STAKEHOLDERS, MATERIALITY, AND SUSTAINABLE DEVELOPMENT GOALS

In 2025, Sohar Aluminium advanced its ESG strategy by conducting a double materiality assessment, building on previous materiality findings. This assessment evaluated both the impact of our operations on the environment and society, and the risks that environmental and social factors pose to the long-term success of our business within the metals and mining sector.









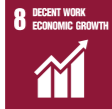


The assessment involved stakeholder engagement, internal workshops, and a review of global trends to identify and prioritise the most significant ESG

issues. Its findings have strengthened our ESG framework, informing decision-making, guiding future investments, and supporting the development of key performance indicators (KPIs) to track progress across environmental, social, and governance initiatives.

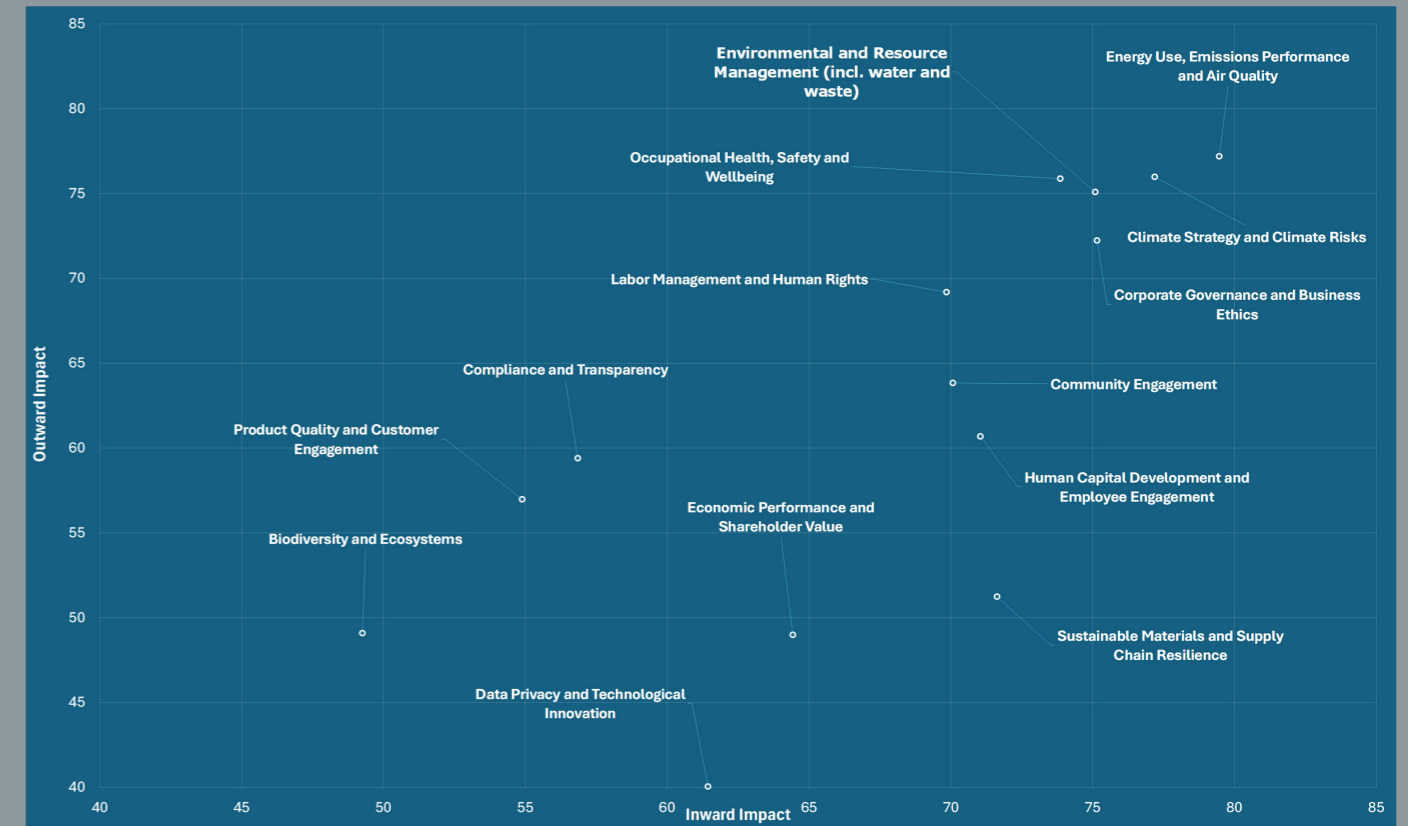
Through this work, we continue to ensure that our ESG priorities align with both business objectives and societal expectations, reinforcing our commitment to sustainable and responsible operations.



# 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	   	<ul style="list-style-type: none"> <li>Climate Strategy and Climate Risks</li> <li>Energy Use, Emissions Performance and Air Quality</li> <li>Environmental and Resource Management</li> <li>Biodiversity &amp; Ecosystem</li> </ul>	Environment and Natural Resources	Environment, Health and Safety
Delivering Social Value	 	<ul style="list-style-type: none"> <li>Human Capital Development and Employee Engagement</li> <li>Diversity, Equity &amp; Inclusion</li> </ul>	Labour Market and Employment	People and Community
	 	<ul style="list-style-type: none"> <li>Community Engagement</li> <li>Labor Management and Human Rights</li> </ul>	Well-being and Social Protection	
	 	<ul style="list-style-type: none"> <li>Occupational Health, Safety and Wellbeing</li> </ul>	Health	
Sustainable Growth and Governance		<ul style="list-style-type: none"> <li>Corporate Governance and Business Ethics</li> <li>Compliance and Transparency</li> <li>Sustainable Materials and Supply Chain</li> </ul>	Governance of State's Administrative Bodies, Resources and Projects	Productivity and Incremental Improvements
		<ul style="list-style-type: none"> <li>Product Quality and Customer Engagement</li> </ul>	Economic Diversification and Fiscal Sustainability	Customers
		<ul style="list-style-type: none"> <li>Data Privacy and Technological Innovation</li> </ul>		Innovation and Growth

## MATERIALITY MATRIX



# ESG WAY FORWARD

Building on the outcomes of our double materiality assessment and ESG audit, Sohar Aluminium will continue strengthening the integration of ESG considerations into operational planning, capital allocation, and risk management. Our focus remains on measurable performance improvement, enhanced transparency, and long-term resilience in line with Oman Vision 2040 and global sustainability expectations.

### Climate & Energy

Explore and assess decarbonisation opportunities to support long-term emissions reduction.

Enhanced climate risk management and regulatory readiness.

### Circular Economy

Increase aluminium scrap utilisation and optimise waste optimisation practices.

Resource efficiency and operational efficiency.

### Human Capital

Strengthen workforce development, wellbeing, and leadership capability.

Enhanced organisational resilience.

### Community & National Impact

Deepen local partnerships, support skills development, and expand responsible engagement initiatives.

Sustainable social value and noticeable social return on investment.

### Governance, Risk & Compliance

Strengthen internal controls, and regulatory alignment.

Improved transparency, accountability, and stakeholder trust.



# 2025 KEY HIGHLIGHTS



**Achieved a 19% reduction in fluoride emissions since 2019, marking seven consecutive years of decline.**

**Reduced NOx emissions by 25% compared to 2021.**

**Organised a forum and workshop on aluminium recycling, with the participation of relevant stakeholders and experts.**

**Achieved 4393.43 mt of external scrap recycling.**



**Delivered 749 training programmes, totalling 84,820 training hours for all employees.**

**Trained 45 students in the Vocational and Technical Education Programme and welcomed 40 new Grade 11 students from North Al Batinah**

**At least 1.5 million USD goes to the local community**

**Introduced a Work Experience Programme for school students in welding and metal fabrication.**

**Launched Qadat Al Mustaqbal (Future Leaders) and the Leadership Mentorship Programme.**

**Delivered 6 health campaigns and 12 safety focus campaigns.**



**Increased the local spend by more than \$5 million USD compared to 2023.**

**Completed various Lean Six Sigma projects and initiatives, generating \$13.6M.**

**Achieved 90% in the customer satisfaction score.**

**Surpassed 400,000 tonnes in liquid metal production and achieved an increase of 7,726 tonnes in finished products in 2025 compared to 2023.**

**Conducted an ESG audit to ensure alignment with best practices and strengthen risk management.**



# 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

# ENVIRONMENTAL STEWARDSHIP

Environmental stewardship is central to Sohar Aluminium's commitment to responsible operations and long-term value creation. As a resource-intensive industry with continuous operations, we recognise our responsibility to manage environmental impacts, strengthen resilience to climate-related risks, and contribute to national and global sustainability ambitions. Our approach integrates climate considerations, resource efficiency, pollution control, and ecosystem protection into our operational and strategic decision-making processes.

## CLIMATE STRATEGY AND CLIMATE RISKS

Climate change presents both physical and transition-related risks that may influence our smelting and power generation operations over time. Climate-related considerations are embedded within our enterprise risk management and strategic planning processes, where relevant environmental, regulatory, and market developments are periodically evaluated. This approach enables informed decision-making and supports the long-term resilience of our assets and operations.

Beyond resilience, we remain committed to mitigating our contribution to climate change through operational efficiency improvements, optimisation of energy performance, increased integration of recycled external scrap aluminium, and assessing opportunities to reduce carbon intensity in alignment with Oman Vision 2040 and evolving global net-zero ambitions.

## ENERGY USE, EMISSIONS PERFORMANCE AND AIR QUALITY

Energy is a critical enabler of Sohar Aluminium's refining and smelting operations, reflecting the inherently energy-intensive nature of aluminium production. We place strong emphasis on optimising energy performance to enhance operational efficiency, manage associated emissions, and maintain



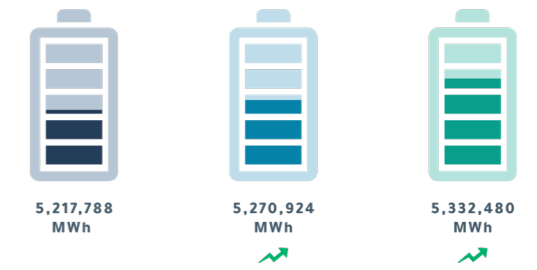
*Total energy consumption intensity improved in 2025 compared to 2024, despite increased production, indicating continued focus on operational efficiency and energy performance management.*

cost competitiveness. Natural gas remains our primary energy source under a long-term agreement with the Government of Oman, ensuring stable and reliable supply. To strengthen energy security and operational resilience, our on-site power plant is equipped with dual-fuel capability, allowing temporary use of diesel in emergency situations.

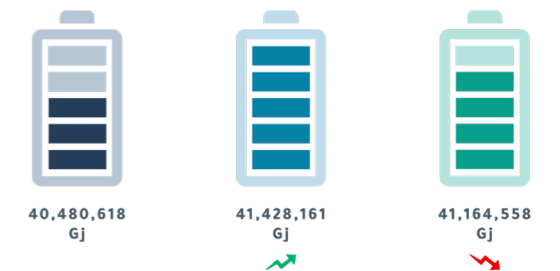
## ENERGY EFFICIENCY INITIATIVES

In 2025, Sohar Aluminium continued consolidating previously implemented optimisation measures while exploring additional opportunities to enhance energy performance across power generation and smelting operations. Exploratory assessments undertaken during the year are expected to inform future efficiency and decarbonisation initiatives.

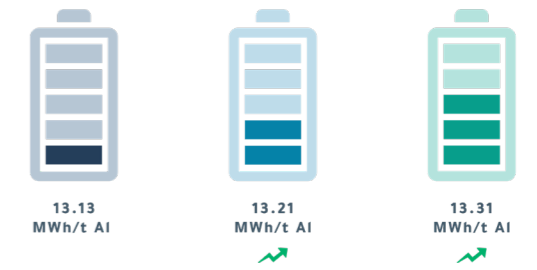
SMELTER OPERATIONS ENERGY CONSUMPTION



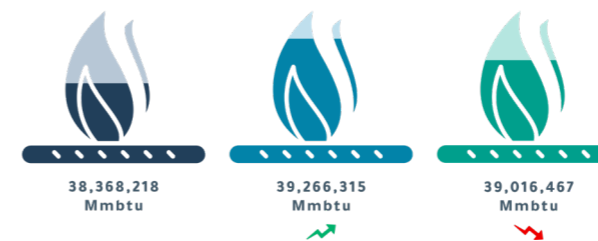
TOTAL ENERGY GY CONSUMPTION



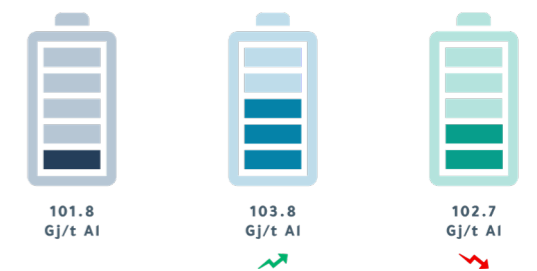
SMELTER OPERATIONS ENERGY CONSUMPTION INTENSITY



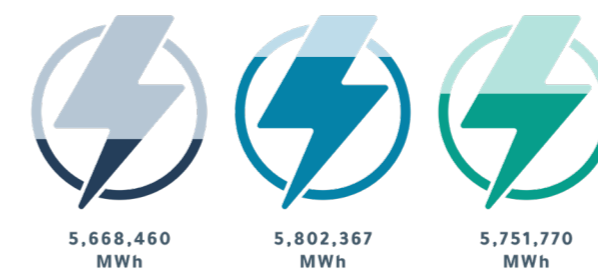
POWER PLANT NATURAL GAS CONSUMPTION



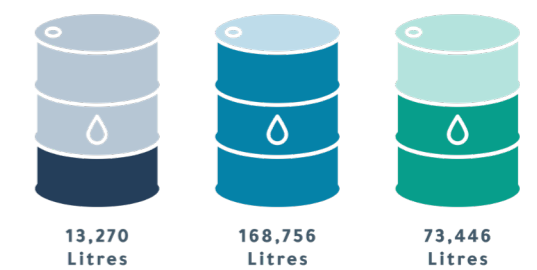
TOTAL ENERGY CONSUMPTION INTENSITY



TOTAL POWER GENERATED BY POWER PLANT



POWER PLANT FUEL OIL / DIESEL USAGE



2023 2024 2025



# ENVIRONMENTAL STEWARDSHIP

## GHG Emissions

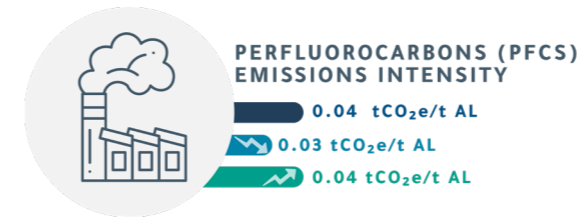
Sohar Aluminium monitors and manages greenhouse gas (GHG) emissions across its integrated smelting and power generation operations. Direct emissions primarily arise from natural gas combustion in the captive power plant, which represents the majority of total GHG emissions. Additional emissions are generated from anode consumption and the electrolysis process, including perfluorocarbon (PFC) emissions.

In 2025, total Scope 1 emissions decreased compared to 2024 and were lower than 2023 levels, primarily due to enhanced reporting methodologies, resulting in a more accurate representation of direct emissions.

Total combined Scope 1 and Scope 2 emissions declined overall year-on-year. Scope 2 emissions increased during the year, mainly due to changes in electricity import and export balances with the grid, reflecting operational adjustments rather than a change in underlying performance.

Power plant emissions intensity improved significantly in 2025 compared to the previous two years, reflecting better carbon efficiency per tonne of aluminium produced, supported by optimised plant performance and stable operations. Increased scrap utilisation during the year contributed to higher production volumes and supported overall emissions intensity improvement, given the lower carbon footprint of recycled aluminium. Smelter emissions intensity increased gradually over the three-year period, reflecting operational and production-related factors, while perfluorocarbon (PFC) emissions intensity remained broadly stable, indicating continued effective control of anode effects and consistent potline performance. Scope 3 emissions decreased in 2025 primarily due to the application of updated alumina emission

*In 2025, hydrogen fluoride emissions were 0.41. The Company aims to maintain emissions below this level in the coming years, with periodic review to support continuous improvement and alignment with industry best practice.*



factors obtained from suppliers, improving the accuracy of upstream emissions calculations.

Hydrogen Fluoride (HF) emissions from the Gas Treatment Centre increased in absolute terms in 2025, with a corresponding minor increase in intensity. Despite this variation, emissions remained within regulatory compliance thresholds.

These trends underscore our commitment to proactive emissions management and decarbonisation, supporting alignment with Oman Vision 2040 and global net-zero ambitions, while continuing to explore further opportunities for energy and carbon efficiency improvements.

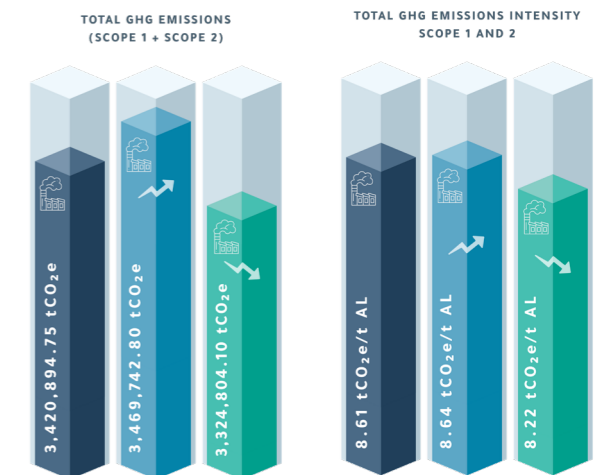
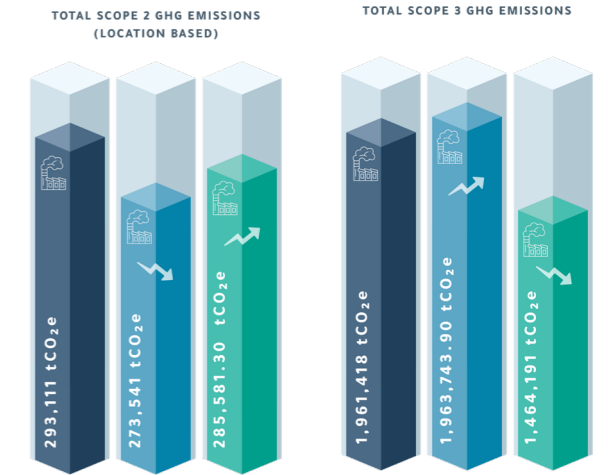
GHG emissions are calculated in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Scope 2 emissions are reported on a location-based approach, as formally published market-based grid emission factors are not currently available. Reported data is subject to independent third-party verification to ensure transparency, accuracy, & consistency.

## Ongoing Decarbonisation Efforts

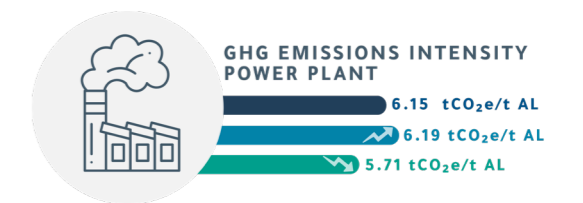
Sohar Aluminium remains committed to supporting the transition to a lower-carbon economy, aligning its operations with evolving national climate commitments and global decarbonisation ambitions. The Company continues to focus on improving carbon efficiency through operational optimisation, energy performance enhancement, and responsible resource management across its integrated power generation and smelting facilities.

A key component of these efforts is increased scrap utilisation. In 2025, Sohar Aluminium recycled 4,393.43 tonnes of aluminium scrap, up from 3,543 tonnes in 2024, demonstrating significant progress in resource efficiency and contributing to lower emissions intensity per tonne of aluminium produced. Building on this progress, The Company is committed to continuously enhancing recycling volumes over time as part of its ongoing circular economy and decarbonisation initiatives.

Through continued efficiency improvements, enhanced monitoring, & responsible materials management, Sohar Aluminium remains focused on strengthening its carbon performance while exploring further opportunities to advance long-term emissions reduction.



TOTAL SCOPE 1 GHG EMISSIONS



2023 2024 2025



- Achieved a 19% reduction in fluoride emissions since 2019, marking seven consecutive years of decline.
- Reduced NOx emissions by 25% compared to 2021.



- 2026 Commitments:**
- Roll out waste management training for all employees and reinforce office waste segregation as a shared company objective, prioritising plastic bottle recycling.
  - Install a food composting machine to convert canteen food waste into compost for landscaping.
  - Evaluate additional recycling options for SPL, carbon materials, and bath magnet.

## ENVIRONMENTAL STEWARDSHIP

### Air Quality

Sohar Aluminium actively manages air emissions to ensure compliance with regulations, protect employee well-being, and support environmental sustainability. Our approach follows international best practices and integrates continuous monitoring and improvement.

### Other Air Emissions

Beyond greenhouse gas emissions, we measure, monitor, and report emissions including nitrogen oxides (NOx), fluorides, sulphur oxides (SOx), volatile organic compounds (VOCs), and particulates. Reporting to the Environment Authority is conducted regularly using internationally recognised calculation methods.

### Monitoring and Compliance

Our monitoring activities include:

- Ambient Air Quality Monitoring Stations (AQMS): Continuous measurement of key pollutants.
- Stack Emissions Surveillance: CCTV and CEMS ensure compliance with emission limits.
- Integration with Regulatory Systems: Data is shared with the Environment Authority for transparency.

### Continuous Improvement

We continuously enhance our air quality management through technology upgrades, process optimisations, and benchmarking against best practices. These efforts ensure that emissions remain within legal limits while supporting a cleaner, safer workplace and surrounding environment.

### Environmental and Resource Management Waste Management

Sohar Aluminium implements a structured waste management approach focused on reducing waste at source, maximising recycling, and strengthening circular economy practices. We continued recycling spent pot lining (SPL) cathode, turning waste into value, and expanded recycling initiatives covering aluminium scrap, carbon shot blast, plastics, batteries, and bath magnets. Through innovation and strong partnerships, we enhance resource recovery while minimising landfill dependency.

### Hazardous Waste Management

Sohar Aluminium manages hazardous waste through a preventive and circular approach. By extending pot lifespan and reducing failures, we minimise the generation of spent pot lining (SPL). Recovered SPL cathode is recycled, reducing waste and turning it into a useful resource. In partnership with local cement producers, SPL is reused as a raw material in modified cement production. Aluminium scrap and carbon shot blast materials are also recycled,

with best industrial practices applied to ensure safe handling, maximise recovery, and limit landfill disposal.

### Responsible E-Waste Management

Sohar Aluminium manages electronic waste through authorised local vendors to ensure the safe and compliant recycling of equipment such as laptops and printers. This approach ensures proper disposal, supports regulatory compliance, and prevents unnecessary landfill.

### Aluminium Recycling Forum & Pre-Event Workshop

In 2025, Sohar Aluminium hosted the second edition of its Aluminium Recycling Forum, alongside a dedicated pre-event workshop, convening industry experts and key stakeholders to address sector challenges, unlock opportunities, and advance aluminium circularity.

# ENVIRONMENTAL STEWARDSHIP

## TOTAL MATERIALS RECYCLED



### WASTE DISPOSAL



### WASTE DISPOSAL INTENSITY



### WASTE GENERATION INTENSITY KG NON-RECYCLED WASTE/T AL



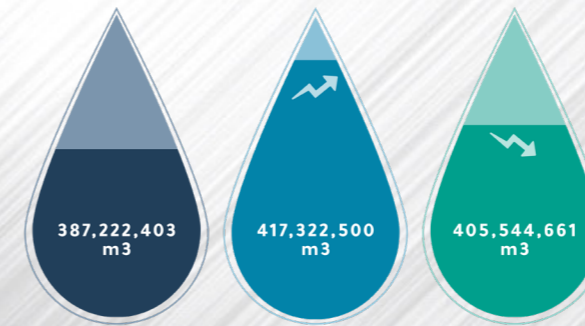
## Water Management

Water is a vital and limited resource in Oman, and responsible management is central to Sohar Aluminium's operations. Our approach emphasises efficient use, recycling, and reuse, meeting operational needs while reducing demand on local freshwater sources. By applying industry best practices and practical innovations, we sustain productivity and support long-term water stewardship.

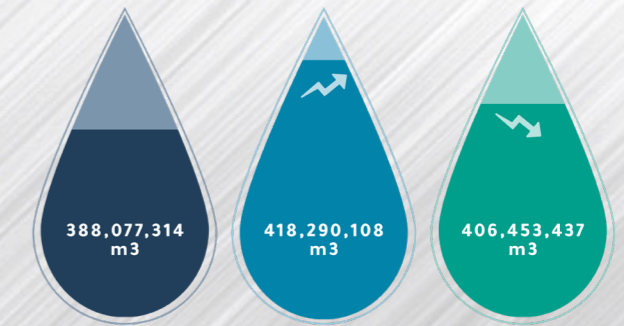
Operating in a water-stressed region, Sohar Aluminium continuously assesses water-related risks and integrates conservation measures into operational planning to safeguard long-term resilience. Water abstraction and discharge activities are conducted in accordance with regulatory approvals and environmental standards.

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 operational processes, further enhancing resource efficiency.

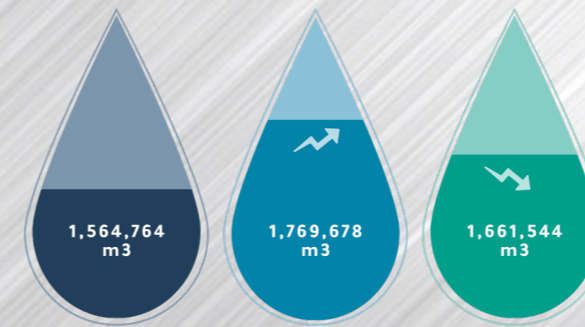
To minimise freshwater dependency, Sohar Aluminium uses treated sewage water for irrigation purposes, reducing pressure on freshwater resources and supporting responsible water stewardship.



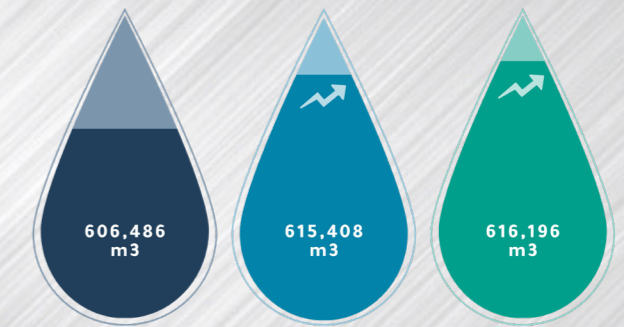
TOTAL WATER WITHDRAWAL (SEA WATER)



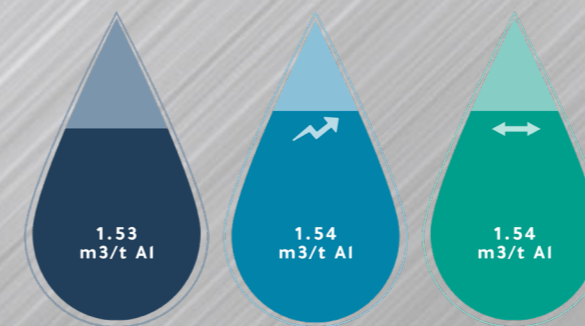
TOTAL WATER DISCHARGE



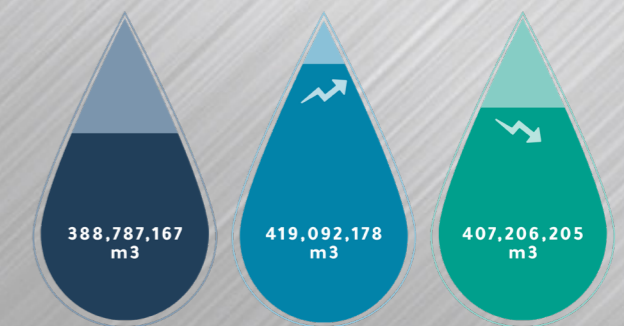
BEACH WELL WATER EXTRACTION



TOTAL WATER CONSUMPTION



TOTAL WATER CONSUMPTION INTENSITY



TOTAL WATER WITHDRAWAL

2023 2024 2025

# ENVIRONMENTAL STEWARDSHIP



## Biodiversity and Ecosystem

Sohar Aluminium is committed to protecting biodiversity and managing natural resources responsibly. In 2025, around 1,000 seedlings were distributed to support reforestation and plant diversity, while rainwater drainage ponds, fruit gardens, and landscaped areas provide habitats for various species. We work closely with partners such as Majis and SIPC to assess and manage ecological impacts in and around the port, and ESIA reviews ensure biodiversity remains central to our planning.

Biodiversity management is integrated with broader environmental efforts: water reuse supports habitats, emissions control maintains air quality for plants, and waste management prevents pollution. Continuous monitoring of flora, groundwater, noise, and air ensures these actions deliver tangible environmental benefits, reflecting Sohar Aluminium's commitment to sustainable and responsible growth.



*In 2025, around 1,000 seedlings were distributed to employees to encourage planting and enhance green spaces within the community. The initiative supports biodiversity while contributing to healthier local ecosystems.*



End poverty in all its forms everywhere



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



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



Achieve gender equality and empower all women and girls.



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



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

# DELIVERING SOCIAL VALUES



# DELIVERING SOCIAL VALUES

## Our People

At Sohar Aluminium, delivering social values is central to our sustainability vision. We are committed to fostering a safe, inclusive, and engaging workplace, while positively contributing to the communities where we operate. Our approach focuses on protecting human rights, developing our people, promoting diversity and inclusion, and supporting impactful community initiatives, ensuring that our social performance grows in parallel with our business.

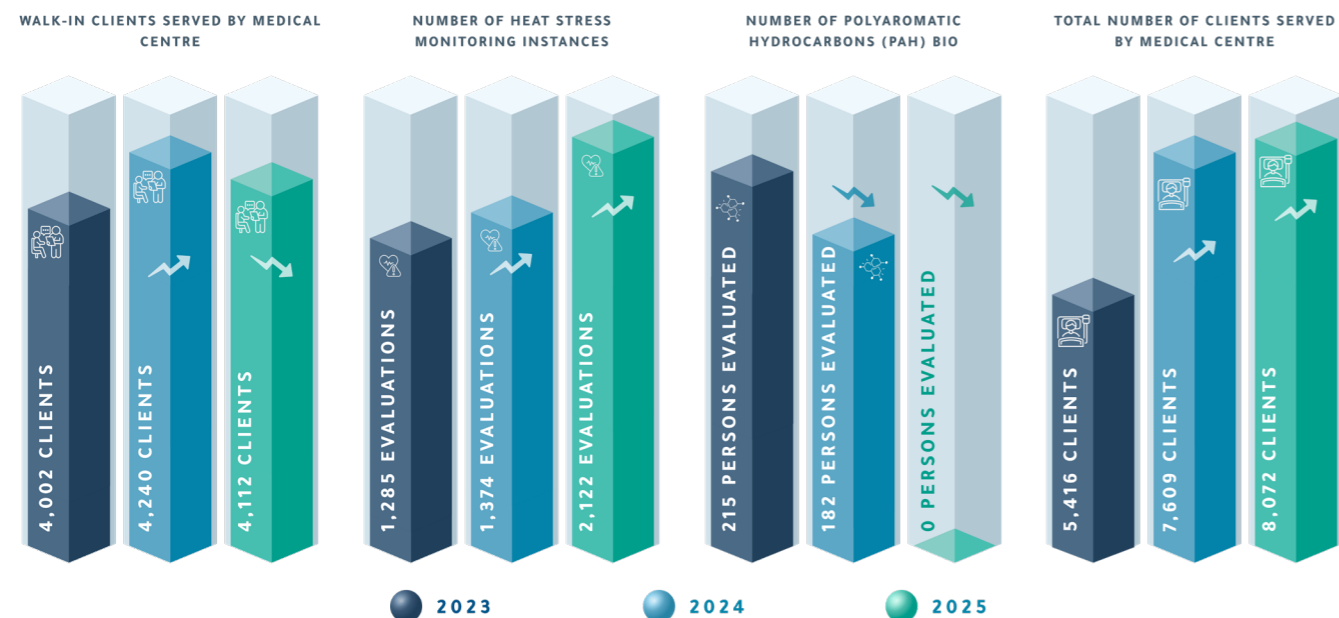
## Occupational Health and Safety: Safety

Sohar Aluminium is committed to fostering a Zero Harm culture, ensuring the safety, health, and well-being of all employees and contractors. Our EHS management system aligns with Omani regulations and international standards, promoting a safe and healthy workplace while supporting operational excellence.

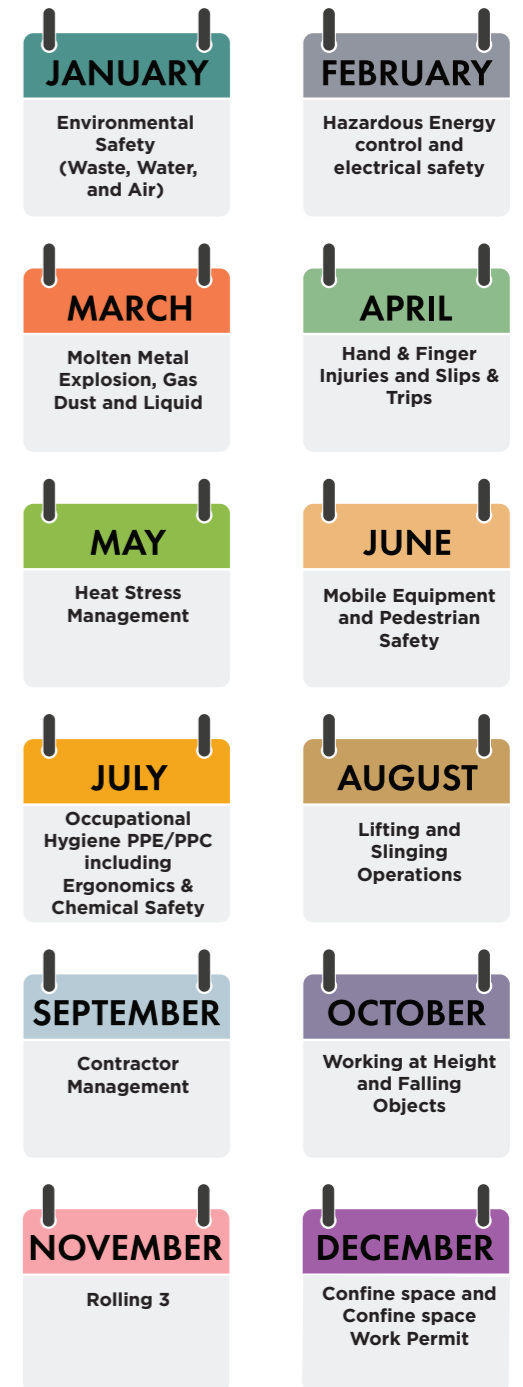
All personnel are encouraged to report safety observations and concerns through the E-Himaya system, helping prevent incidents and continuously improve our practices. Regular audits, training, and emergency drills, supported by a dedicated emergency response and fire team, ensure that facilities, workforce, and surrounding communities are protected at all times.

### 2025 Key Highlights:

- Achieved just 1 recordable injury, reflecting our continued commitment to a Zero Harm culture.
- Recorded the lowest number of heat stress incidents since 2018, with only 1 reported case.
- First aid cases decreased by 43% compared to 2024.
- PAH levels measured 2.55  $\mu\text{mol/mol Cr}$ , well within international standards of 4  $\mu\text{mol/mol Cr}$ .
- Successfully rolled out Phase II of the Human Performance programme, strengthening safety awareness and behaviour.



At Sohar Aluminium, safety is integral to our operations. In 2025, we focused 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.

# DELIVERING SOCIAL VALUES

## Health

Sohar Aluminium adopts a proactive and preventive approach to employee health, integrating medical surveillance, health promotion, and occupational health management into daily operations. Our Occupational Health Services team conducts periodic medical evaluations based on exposure risk, supported by biological monitoring programmes such as urine fluoride and PAH testing. Regular workplace inspections and health risk assessments further strengthen early detection and prevention.

Employees benefit from comprehensive, company-funded health insurance covering local and international care, alongside 24/7 access to a fully equipped onsite medical clinic staffed by qualified healthcare professionals. The clinic operates in line with Ministry of Health regulations and recognised standards, ensuring timely and high-quality medical support. Building on this foundation, 2025

marked a shift towards more targeted and data-driven health interventions.

### In 2025, there were two Strategic Health Initiatives

#### 1) Non-Communicable Disease (NCD) Screening Programme

Launched for employees aged 35 and above, screening 878 employees for diabetes, hypertension, cholesterol, and liver and kidney conditions, enabling early detection and timely intervention.

#### 2) Focused Audiometric Assessment & Counselling Programme

Implemented using a risk-based HSE classification approach, with 721 individual counselling sessions conducted to strengthen hearing conservation and noise protection practices.

#### 2026 Health Priorities

- Integrate the NCD and Audiogram programmes into the Periodic Medical Evaluation process to strengthen early detection and continuous health monitoring.
- Deliver a company-wide Health and Well-being Awareness Programme for all employees.



These structured programmes were complemented by **eight additional health promotion campaigns delivered throughout the year, including:**

- Blood Donation Campaign
- Emotional Intelligence Awareness & Workshop
- Ramadan Health Promotion
- Heat Stress Management Awareness
- Influenza Vaccination & Awareness Campaign
- Diabetes Prevention & Awareness Campaign
- Healthy Lifestyle Promotion Initiative
- First Aid Training

Sohar Aluminium applies a structured risk management approach to systematically identify hazards and reduce risks to the lowest

level reasonably practicable. This includes the use of risk assessments, standard operating procedures, Pre-Start Task Analysis (PSTA), and the Human Performance Process to proactively manage operational risks.

All systems are regularly audited by trained personnel to ensure effectiveness and continuous improvement. Significant incidents are investigated using the Taproot methodology to identify root causes and implement corrective actions.

Employee engagement remains central to our approach, supported by regular safety training working groups and a comprehensive training matrix covering critical competencies such as fire safety, first aid, respiratory protection, working at heights, confined space entry, and hazardous energy control.



# DELIVERING SOCIAL VALUES

## Human Right and Labour Management Human Rights:

Sohar Aluminium is committed to upholding internationally recognised human rights across its operations and value chain. Our Human Rights Policy sets clear expectations on fair working conditions, non-discrimination, freedom of association, and safe and respectful workplaces.

We maintain zero tolerance for modern slavery, child labour, forced labour, and human trafficking. In 2025, we formalised and published our Statement on Modern Slavery and Human Trafficking, reinforcing transparency and accountability across our operations and supply chain.

To strengthen awareness and implementation, human rights training was delivered to security personnel and service providers during the year. In 2026, this programme will be expanded to cover a broader employee base, further embedding human rights principles into daily operations.

These commitments apply to all employees, contractors, and third parties, and are supported through our Code of Conduct and supplier engagement processes.

## Modern Slavery and Human Trafficking Statement

In 2025, Sohar Aluminium formalised and published its Statement on Modern Slavery and Human Trafficking, reinforcing our zero-tolerance approach to forced labour, child labour, human trafficking, and all forms of exploitation across our operations and supply chain.

The statement outlines our governance framework, due diligence processes, and expectations for employees, contractors, and suppliers.

The full statement is available on our website:

<https://www.sohar-aluminium.com/sites/default/files/Statement-on-Modern-Slavery-and-Human-Trafficking.pdf>

## Contractor Management

Contractors are integral to Sohar Aluminium's operations and are held to the same high standards of safety, ethics, and performance as our employees. Our Contractor Management Framework ensures robust pre-qualification, strict compliance with EHS requirements, and continuous performance



monitoring. Contractors undergo thorough evaluation before site mobilisation, and their performance is regularly reviewed through structured oversight and engagement meetings at both operational and management levels.

## Safeguarding Contractors' Working Conditions

We remain committed to protecting human rights across our contractor workforce. Regular site inspections and unannounced camp visits are conducted to verify compliance with safety, welfare, and ethical standards.

In 2025, contractor engagement was further strengthened through structured coordination meetings, system evaluations to enhance oversight effectiveness, and continued improvement of contractor facilities to support safe and dignified working conditions.

## Indigenous Peoples and Cultural Heritage

Sohar Aluminium operates within an industrial zone allocated by the Government of Oman, where no Indigenous Peoples or traditional settlements were present prior to the establishment of our operations. As a result, our activities have not generated any impacts on Indigenous communities or cultural heritage.

Nevertheless, we remain committed to respecting cultural values and safeguarding any cultural or historical assets that may be identified in areas linked to our future operations. This commitment forms part of our broader approach to responsible and inclusive community engagement.



### 2025 Efforts and Initiatives

In 2025, we strengthened inclusion and accessibility through focused digital and employee-centred improvements:

- Enhanced the TMS Flexi System to provide greater flexibility for general shift employees.
- Upgraded the TasHeel self-service kiosk to expand access to HR services.
- Continued structured engagement between HR and the SA Trade Union to address employee matters through constructive dialogue.
- Automated the Absence Dashboard to streamline leave management and improve SAP integration.

These initiatives enhanced transparency, simplified processes, and reinforced a more accessible and employee-centric workplace.



## DELIVERING SOCIAL VALUES

### Diversity, Equity, and Inclusion:

At Sohar Aluminium, diversity and inclusion are embedded in how we build capability, strengthen national talent, and sustain performance. We prioritise local employment, fair opportunity, competitive benefits, and continuous development to create a workplace where people can grow and contribute meaningfully.

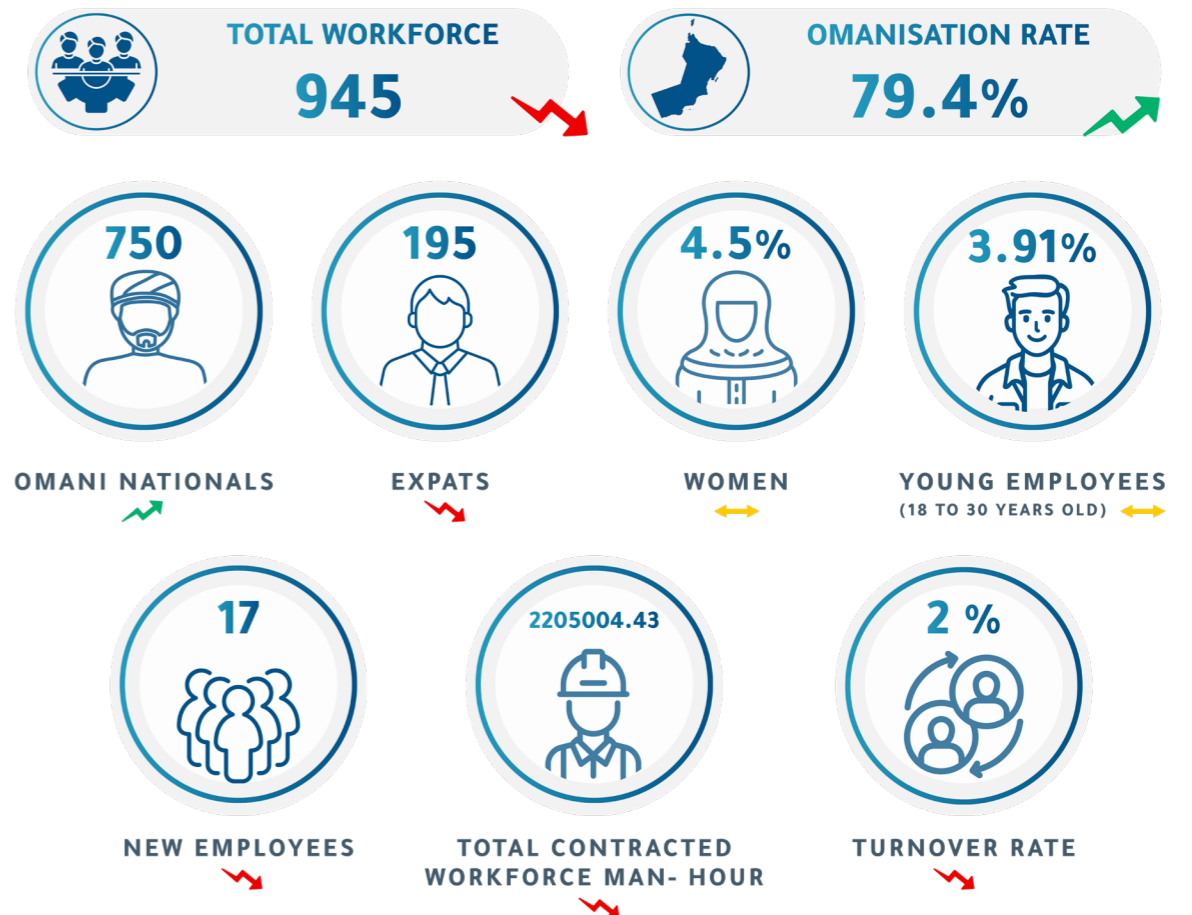
This commitment supports operational resilience while reinforcing our position as an employer of choice.

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

### Key highlights include:

- Maintained a diverse workforce with 195 expatriates from 17 nationalities
- Sustained women representation across the workforce
- Lowered turnover rate by 1.6% compared to 2023
- Maintained and enhanced the percentage of young employees, ensuring a balanced and dynamic workforce that fosters fresh perspectives and innovation.

### 2025



# DELIVERING SOCIAL VALUES



## Human Capital Development and Employee Engagement

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. In 2025, we delivered a range of targeted training and development programmes to strengthen leadership capability, technical excellence, and future readiness across the organisation, including the below:

### Qadat Al Mustaqbal (HiPo)

Designed to prepare high-potential employees for future leadership roles within 1-3 years, with 106 employees formally approved following a structured assessment process.

### LinkedIn learning

Digital learning platform supporting leadership, soft skills, and AI development, with 1,500 courses completed in 2025 and learning engagement exceeding global benchmarks.

### Tamkeen

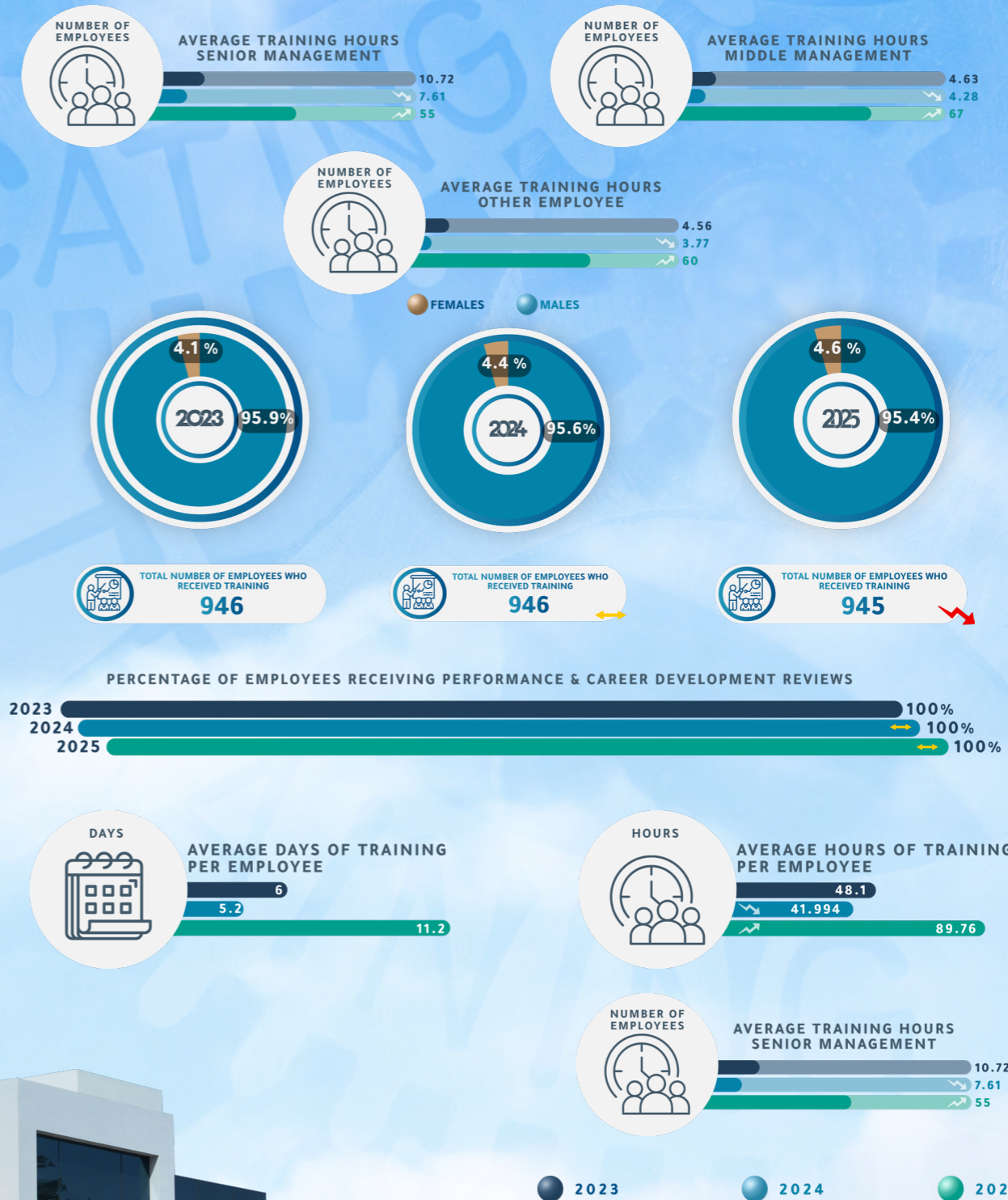
Leadership development programme for technicians, with 13 participants completing core modules and experiential learning components.

## Coaching programme

Targeted coaching initiative for 10 leaders to strengthen leadership effectiveness and strategic capability.

### 2025 Learning & Development Achievements

- Implemented Employee Engagement Action Plans
- Advanced leadership and succession development initiatives
- Expanded Qudwa mentoring and continued leadership coaching
- Progressed Professional Accreditation framework
- Continued Tamkeen programme delivery
- Embedded On Job Training into employee KPI performance
- Delivered vocational training with OPAL and MoE
- Advanced SuccessFactors implementation



In 2025, 371 different training programmes were delivered, including mandatory ESG training circulated to 100% of employees.



*2026 Talent and Organisational Effectiveness Department Priorities*

- Implement employee engagement action plans.
- Expand leadership development and coaching programmes.
- Scale the Qudwa Continuous Mentoring Programme.
- Continue the Tamkeen Programme for high-potential technicians.
- Deliver vocational training for Omani students in partnership with MOE and OPAL.
- Strengthen on-the-job training (OJT) across plant operations.
- Expand SuccessFactors modules for learning, career development, and succession planning.

## DELIVERING SOCIAL VALUES

**Employee Engagement:**

Employee engagement remains central to building a motivated and high-performing workforce. We foster open communication, continuous development, and meaningful recognition to ensure employees feel valued, connected, and empowered in their roles.

Our engagement initiative, branded “Nabdh” (meaning Pulse), is conducted every two years to gather structured employee feedback and assess the overall workplace experience. The survey results are translated into clear management action plans to ensure accountability and continuous improvement.

In 2025, the Talent and Organisational Effectiveness (TOE) team successfully coordinated the Management Action Plan arising from the 2024 Nabdh Survey, ensuring structured follow-through across departments. In addition, a Pulse Survey was conducted in 2025, achieving an 88% participation rate,

reflecting strong employee trust and involvement.

Through continuous dialogue and measurable actions, we remain committed to strengthening engagement, ownership, and shared success.

To strengthen dialogue and transparency across all levels, Sohar Aluminium continues to provide structured engagement platforms that connect employees with leadership and enable open communication.

**Mumtaz Recognition Scheme**

Through continuous dialogue and measurable actions, we remain committed to strengthening engagement, ownership, and shared success. To further reinforce a culture of appreciation and motivation, an Employee Recognition Scheme was initiated in 2025, rewarding 73 outstanding employees for their contributions and performance.



*In 2025, a Ladies Welfare Facility was launched in the Reduction Area, supporting improved workplace conditions and women's inclusion in the workforce.*

**88%**  
*Participation Rate  
In The Employees Engagement Survey*

**73%**  
*Employee Were Rewarded  
In Mumtaz*

**AL Majlis**  
Direct engagement between shop floor employees and Executive Management to discuss updates and operational matters.

**State of The Plant**  
Dedicated platform to empower and engage female employees through open dialogue with management.

**Sharaka**  
Connects supervisors with HRA & TOE to enhance HR awareness and team alignment.

**Mulhima**  
Annual company-wide update led by Executive Management to share performance, priorities, & key developments with all employees.

# DELIVERING SOCIAL VALUES

## Community Engagement

Sohar Aluminium recognises community engagement as a core responsibility and a key material topic. Guided by our CSR Policy and Community Development Plan, we implement structured initiatives that create measurable social, economic, and environmental value in the communities where we operate. Our approach balances shareholder returns with long-term community investment, ensuring transparency, integrity, and sustainable impact.

CSR governance is overseen by a Board-level CSR Committee composed of senior leadership. The committee composed of the CEO, CFO, General Manager of HR and Corporate Affairs, Corporate Communications and Social Responsibility Manager, and CSR Superintendent.

The Board allocates an independent annual budget equivalent to 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 demonstrating a sustained and structured commitment to community development.

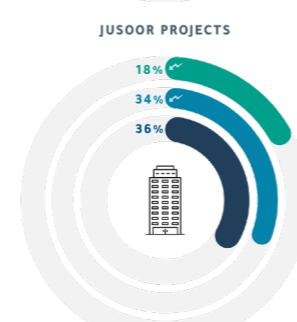
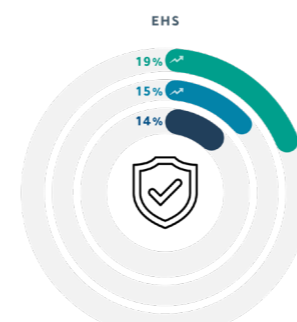
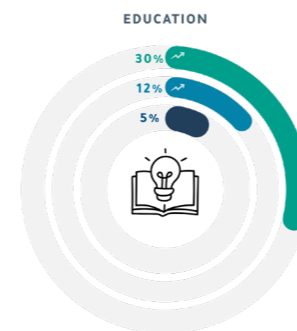
In 2025, Sohar Aluminium strategically invested its CSR budget: nearly one-third empowered education initiatives, two-thirds

supported EHS, social contributions, and community projects, while a portion remains earmarked for future impactful initiatives.

**Sohar Aluminium Shareholders committed at least 1.5 million USD for the local community per year.**



CSR Focus Areas



2023 2024 2025



# DELIVERING SOCIAL VALUES

## Sponsorship

In 2025, Sohar Aluminium reinforced its commitment to the local community by sponsoring key events that promote sustainability, inclusivity, and development. With a budget of USD 194,091, actual sponsorships reached USD 215,284, reflecting our dedication to supporting impactful initiatives and community impact.

This includes the following programmes:

- South Al Batinah Garab Activities
- Oman Sustainability Week 2025
- University Specialisations and Training Programmes Exhibition, organised by the Directorate General of Education, North Al Batinah Governorate
- The 11th Sculptors' Camp
- Training in Obstetrics in Sohar Hospital
- The Second Sinan AL Bahar activities 2025
- The 3rd Ajwaa Al Ashkhrah Forum
- The 2nd Engineering Festival at the German University of Technology in Oman
- 21st Regional Meeting of Medical Students' Associations in the Eastern Mediterranean Region (EMR21)
- The 1st Gulf Conference on Mental Health at Al Masarra Hospital
- International Conference on Advanced Engineering, Science and Technology (ICEAST 2025)
- Events organised by the Office of the Governor of North Al Batinah
- Gulf Traffic Week 2025
- Sponsoring Holding the scientific symposium "Distinctive Horizons in Engineering"
- Activities of the Indian Social Club - Oman
- International Workers' Day 2025, organised by the General Federation of Oman Workers
- Omani Women Engineers Forum, organised by the Oman Society of Engineers
- Support for community activities 2025/2026 at Sultan Qaboos University
- Sponsorship of the Social Protection Fund booth at the Sohar Festival

## Social Projects and Initiatives

Sohar Aluminium remains committed to social responsibility, actively supporting local communities and fostering positive, lasting relationships. Our initiatives focus on enhancing community well-being, promoting meaningful engagement, and creating long-term social impact. In 2025, the company has and completed launched several major social initiatives, detailed below.



Category	Project	Beneficiaries	Collaborators	Purpose
Health	Medical Equipment for Al Buraimi Hospital	Al Buraimi citizens	Directorate General of Health Services in Al Buraimi	To offer cutting-edge healthcare services, expanding treatment options and improving patient care outcomes.
Health	Health Educational Channel at Sultan Qaboos University Hospital	All citizens and residents of Oman	Sultan Qaboos University Hospital (SQUH)	To provide an educational resource and raise awareness on various health topics for all staff.
Health	Medical equipment for Ministry of Health - General Directorate of Musandam	Musandam citizens	Directorate General of Health Services in Musandam	To offer cutting-edge healthcare services, expanding treatment options and improving patient care outcomes.
Health	Medical equipment for Sohar Hospital	North Al Batinah citizens	Directorate General of Health Services in North Batinah	To offer cutting-edge healthcare services, expanding treatment options and improving patient care outcomes.
Health	Breast Cancer Unit at Iabri Hospital	Al Dahirah citizens	Directorate General of Health Services in Al Dahirah	To offer cutting-edge healthcare services, expanding treatment options and improving patient care outcomes.
Health	Sohar Hospital Training Centre	All healthcare and administrative staff in North Al Batinah & Rest of Oman	Directorate General of Health Services in North Batinah	To provide training and development for healthcare and administrative staff in Oman
Environment	Maintenance of Falaj Al-Rowdah - Saham	Saham Citizens	Directorate General of Agriculture, Fisheries and Water Resources - North Al Batinah	To preserve and enhance the traditional water management system, ensuring sustainable agricultural practices and efficient water distribution
Sustainable Project	Charitable Building for Takaful Charity	Sohar citizens	Takaful Charity	To establish a dedicated facility to support and enhance the operations of Takaful Charity.
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	To support the development and ongoing maintenance of public Majlis facilities, enhancing community engagement and accessibility
Sustainable Project	Automated Donation Machines for Siraj (Education Endowment Foundation)	All Oman	-	Enable fundraising to support financially disadvantaged students in higher education.
Sustainable Project	Al Wafa Centre Projects (Al Multaqa)	Local communities in North Al Batinah	Directorate General Social Development of North Al Batinah	Support skills development and financial independence for people with disabilities.
Health	Hydrotherapy Equipment for Al Zaeem Sport Centre	Local communities in North Al Batinah	-	Improve rehabilitation and recovery services through specialised hydrotherapy treatment.

# DELIVERING SOCIAL VALUES

## Jusoor Projects

In 2025, Sohar Aluminium strengthened its partnership with the Jusoor Foundation, supporting sustainable community development in North Al Batinah. This year, the company launched the Investment Building for Al Suwaiq Sport Club, while several other projects remain underway, including:

- Construction of the Liwa Fish, Vegetables, and Fruits Market
- Development of Al Suwaiq Park
- Establishment of the Dialysis Unit at Sohar Health Complex

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.





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



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



Ensure sustainable consumption and production patterns



# SUSTAINABLE GROWTH AND GOVERNANCE

# SUSTAINABLE GROWTH AND GOVERNANCE

In an increasingly complex and fast-evolving business environment, governance, compliance, and risk management are not support functions, they are strategic pillars of stability, reputation, and long-term sustainability. At Sohar Aluminium, we proactively manage legal, regulatory, financial, and operational risks to strengthen decision-making, enhance transparency, and safeguard stakeholder trust. Through integrity, accountability, and disciplined performance, we ensure sustainable growth while meeting evolving regulatory and market expectations.

## Corporate Governance and Business Ethics

### 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



## Code of Conduct

Our Code of Conduct sets clear expectations for professional behaviour and ethical decision-making across all operations. It defines our responsibilities to colleagues, partners, customers, and the communities in which we operate. 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.

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. Our Code of Conduct provides clear guidance to help employees identify, disclose, and avoid situations that may result in personal gain, misuse of information, or compromised judgement.

Through regular engagement and awareness sessions, we reinforce the importance of transparency, ethical decision-making, and the responsible exercise of authority across all levels of the organisation.

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>

### Compliance and Transparency

Sohar Aluminium's compliance framework is anchored in robust governance policies, including our Human Rights Policy, Code of Conduct, EHS Policy, and Responsible Sourcing Policy. These frameworks ensure alignment with applicable legal, regulatory, and ESG requirements while reinforcing ethical and transparent operations.

In 2025, the company recorded zero instances of legal or ESG non-compliance, reflecting disciplined internal controls and proactive risk management. During the year, we conducted ESG and internal audits to strengthen oversight and continuous improvement, alongside a pre-audit in preparation for maintaining certification under the Aluminium Stewardship Initiative (ASI) standard. Our approach to transparency is further reinforced through structured reporting and governance processes, ensuring accountability and responsible business conduct across all operations.

## Whistleblowing

We promote a culture of openness and accountability through our Whistleblowing Policy. The Amanah helpline provides a confidential and secure channel for employees and external stakeholders to report concerns without fear of retaliation.



## 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

## Responsible Investments and Mergers & Acquisitions

As part of strengthening our governance framework, Sohar Aluminium recognises that sustainability considerations must also guide strategic growth, partnerships, and future investment decisions. While the company currently has no mergers, acquisitions, or major investment activities underway, we are committed to integrating ESG due diligence into any future opportunities to ensure alignment with our values, sustainability commitments, and standards for responsible business conduct.

Our approach will be informed by internationally recognised frameworks, including the IFC Performance Standards of the International Finance Corporation (IFC), the UN Guiding Principles on Business and Human Rights, and the Due Diligence Guidance for Responsible Business Conduct developed by the Organisation for Economic Co-operation and Development (OECD). These frameworks support the identification and management of environmental, social, and governance risks and opportunities associated with potential investments or partnerships. By embedding these considerations into internal procedures, Sohar Aluminium aims to ensure that future investment decisions contribute to long-term value creation while maintaining high standards of responsible and ethical governance.

## Financial Strength Economic Performance and Shareholder Value:

Sohar Aluminium remains focused on long-term financial resilience and sustainable value creation. Through disciplined cost management, operational efficiency, and responsible governance, we continue to deliver strong performance while supporting broader economic and social progress.

Our approach balances shareholder returns with strategic reinvestment, ensuring competitiveness, stability, and sustainable growth.

## Strengthening Oman's Economy

Sohar Aluminium contributes to Oman's economic diversification by strengthening In-Country Value, supporting local suppliers and SMEs, and supplying hot metal to downstream industries. Through active engagement with government entities and industry partners, we help reinforce national industrial growth.

As a key industrial contributor, we:

- Contributing to GDP through advanced manufacturing
- Sustaining high-quality employment 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 further reinforce our financial strength through strategic partnerships, technology transfer, and commercial collaboration.

## Production Record

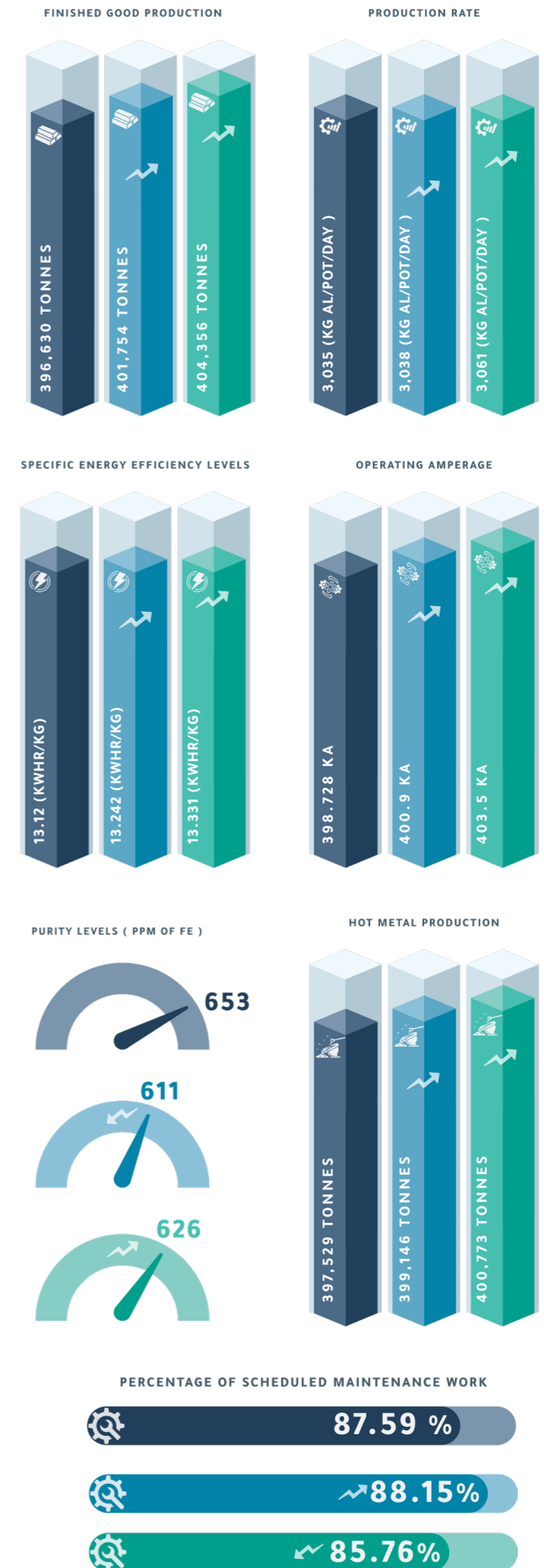
In 2025, Sohar Aluminium maintained strong operational performance, reinforcing production stability and continuous improvement across the plant. The year marked important milestones in output growth and operational efficiency.

**Key achievements include:**

- Exceeded 400,000 tonnes of liquid metal production for the first time.
- Increased finished product output by 7,726 tonnes compared to 2023.
- Improved production rate to 3,061 kg Al/pot/day.
- Maintained stable operating amperage at 403.5 kA, supporting higher output levels.

## Cost Awareness

At Sohar Aluminium, cost discipline is embedded in our operational DNA. In a dynamic global aluminium market, maintaining cost efficiency is essential to safeguarding resilience, protecting margins, and sustaining long-term value creation. Our approach combines operational excellence, innovation, and disciplined financial management to strengthen our competitive position.



● 2023      ● 2024      ● 2025

**2025 Key Achievements:**

- Downstream sales increased by 8.3% (+13,103 tonnes) compared to 2024
- Zero formal complaints recorded; nine customer concerns received and 100% resolved within the reporting period
- Customer Satisfaction Score: 91.7%

**2026 Key Targets:**

- Monitor and report response time to customer notifications
- Achieve 80% customer satisfaction score
- Maintain zero unresolved complaints

*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.*

## SUSTAINABLE GROWTH AND GOVERNANCE

**Market Dynamics and Competitive Edge**

Operating in a volatile commodity-driven market, we continuously optimise processes and benchmark performance to remain among the most cost-efficient smelters globally.

**Embedding a Cost-Conscious Culture**

We promote financial awareness across the organisation, ensuring that daily decisions contribute to cost optimisation and value creation. Transparent communication and employee-led improvement initiatives reinforce accountability and cash flow efficiency.

**Efficiency Through Lean Manufacturing**

By applying lean manufacturing principles, we reduce waste, streamline workflows, and enhance productivity. Process optimisation and automation initiatives further improve cycle times and resource utilisation.

**Strategic Supply Chain Management**

Our Supply Chain team strengthens financial resilience through strategic sourcing, disciplined contract management, inventory optimisation, and working capital efficiency.

**Product Quality and Customer Engagement  
Our customers**

At Sohar Aluminium, product quality and customer engagement are governed through structured systems, certified processes, and transparent communication. Our approach ensures product integrity, strengthens market confidence, and supports long-term value creation across local and international markets.

**Customer Satisfaction & Engagement**

At Sohar Aluminium, product quality and customer engagement are governed through structured systems, certified processes, and direct operational coordination. Our approach safeguards product integrity, strengthens



customer trust, and supports sustainable market growth.

In 2025, customer satisfaction reached 91.7%, measured through two structured surveys conducted annually. Survey results are directly linked to the departmental Short-Term Incentive Plan (STIP), where customer satisfaction accounts for 10% of performance weighting, reinforcing accountability. A new KPI has been established for 2026 to measure response time to customer notifications, with an overall satisfaction target of 85% for 2026.

During 2025, we received nine concerns and zero formal complaints, and all cases were closed within the reporting period following structured review and corrective action.

**Customer engagement is maintained through:**

- Monthly and weekly meetings with key local and international customers
- Participation in industry conferences
- Operational and logistics site visits to enhance transparency
- Direct coordination between technical and operational teams

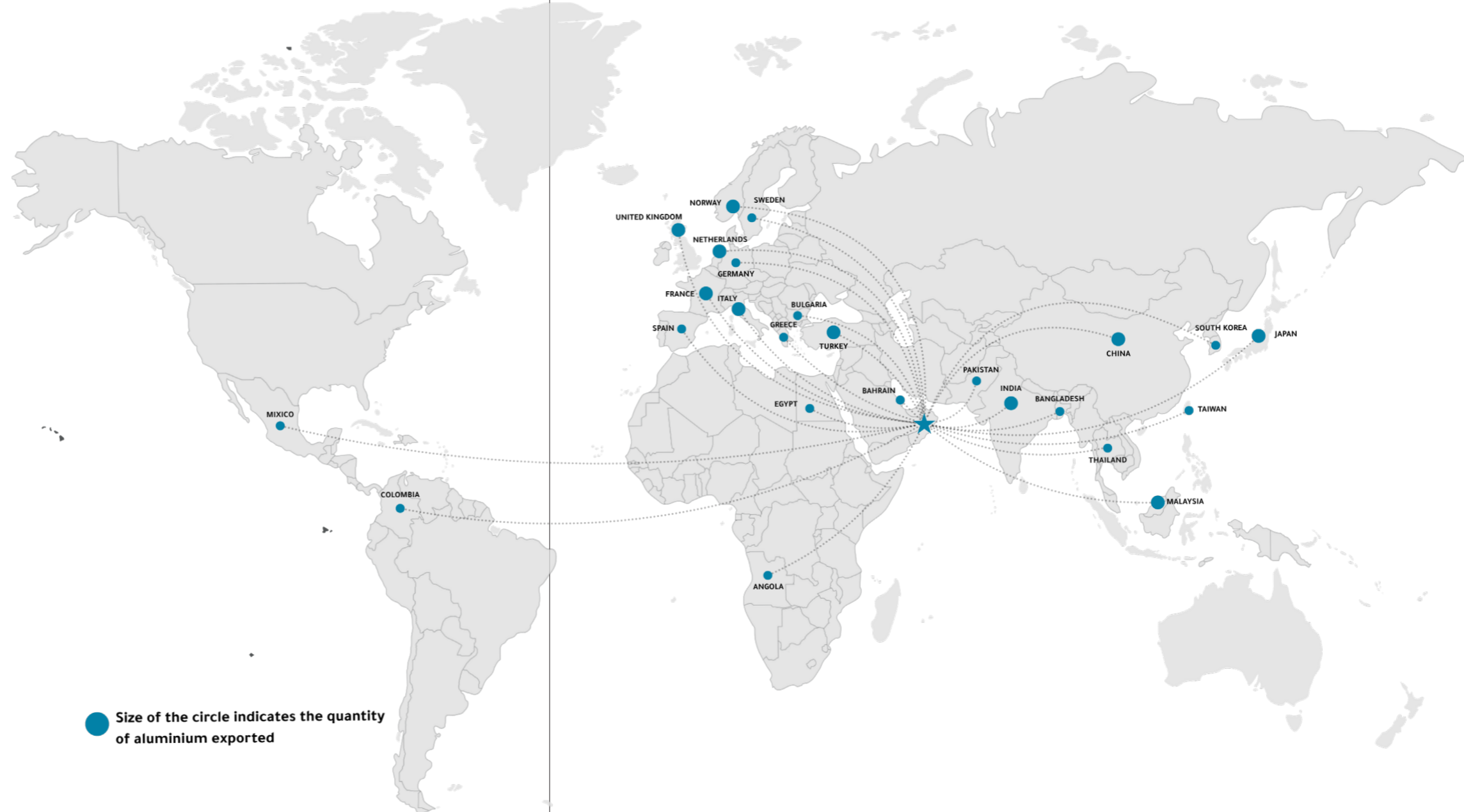
- A dedicated workshop with our largest local customer to enhance metal planning
  - Enhancement of the customer concern and complaint management system
- Our Casthouse continues to operate under ISO 9001:2015 certification, ensuring adherence to internationally recognised quality management standards.

In 2025, total liquid metal sold to downstream customers increased to 170,479 tonnes, reflecting strengthened local partnerships and expanded engagement with directly contracted global clients. We also enhanced our digital product allocation tracking through Power BI to improve transparency and planning visibility.

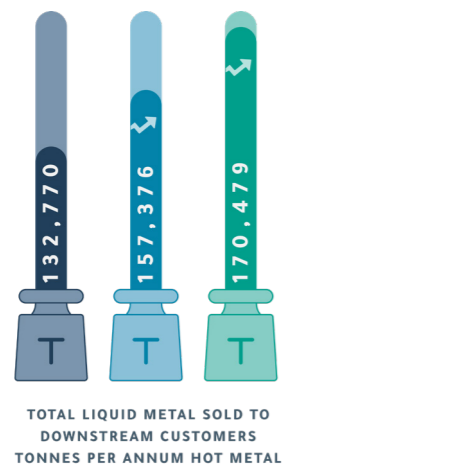
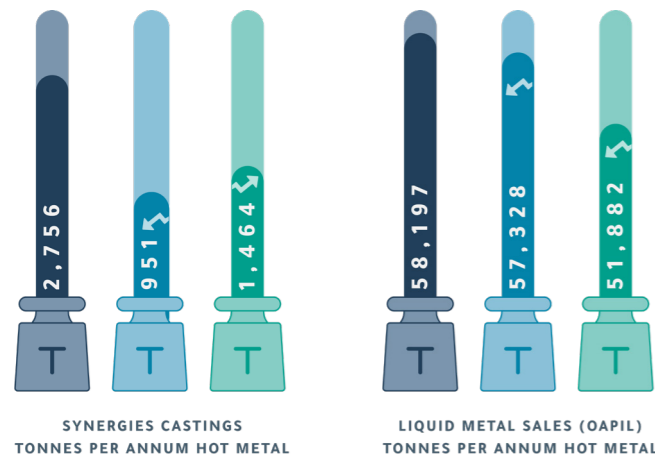
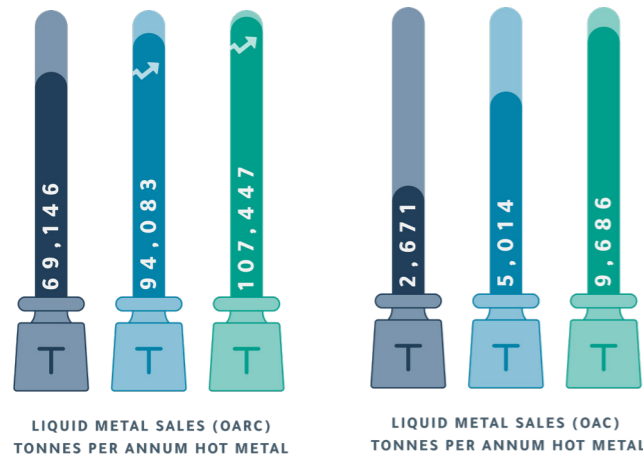
Through disciplined quality management, structured engagement, and measurable performance indicators, we continue to reinforce customer trust and long-term value creation.

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.

# FROM OMAN TO THE WORLD OUR GLOBAL REACH



# SUSTAINABLE GROWTH AND GOVERNANCE



● 2023 ● 2024 ● 2025

## Data Privacy and Technological Innovation

Sohar Aluminium continues to strengthen its digital resilience and operational performance through structured cybersecurity measures, automation, and continuous improvement programmes.

## Cybersecurity and Data Protection

The company maintains a formal Cybersecurity Policy cyber security outlining controls for system protection, access management, and risk mitigation. In 2025, no cyber incidents were recorded. To reinforce digital awareness, approximately 300 employees completed annual cybersecurity training, enhancing vigilance against phishing, unauthorised access, and data misuse. These measures support business continuity and safeguard operational integrity.

## Driving Innovation Through Automation and AI

Sohar Aluminium continues to advance automation, robotics, and artificial intelligence (AI) to enhance safety, efficiency, and sustainability. Building on last year's initiatives, including AI solutions for potline monitoring, automated metal analysers, and scrap remelting, the company continues to embed digitalisation across multiple aspects of its operations. In 2025, digitalisation spans both operational processes and employee-focused services, including training and internal systems, further improving safety, efficiency, and resource management. Supported by EHS, IT, and supply chain teams, these efforts demonstrate Sohar Aluminium's commitment to continuous innovation, operational excellence, and long-term competitiveness.

## Sustainable Excellence Through Business Improvement

Continuous improvement remains embedded in our governance and performance framework through the Value Creation (VC) programme and Business Improvement (BI) initiatives.

In 2025, the VC programme delivered USD 13.6 million in financial value, reflecting strong cross-functional engagement and sustained operational discipline. Value was generated across cost reduction, cash generation, and cost avoidance initiatives, alongside non-financial performance enhancements.

Compared to 2024, the number of Green Belt and Black Belt projects increased, demonstrating strengthened internal capability in structured problem-solving and process optimisation. KAIZEN activity remained active across departments, supporting continuous improvement at operational level.

Multiple site- and department-level BI projects were successfully executed, many led by trained internal resources. During the year, we also launched the implementation of a new Critical Process methodology across key operational departments to strengthen process discipline and accelerate the transition towards a Lean-based Business System.

## SA 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.

## 2026 Key Targets

- USD 10.6 million VC target
- Strengthen employee engagement within the VC programme, and continue implementing the SA Lean Business System



**2025 Key Achievements:**

- Conducted training for suppliers on Human Rights and Responsible Sourcing.
- Continued support for local suppliers and SMEs, with local procurement spend up approximately 10% between 2023 and 2025.
- Advanced digitalisation in procurement and supplier management.

**2026 Key Targets:**

- Develop and implement a supplier due diligence process to enhance ESG compliance.
- Strengthen local content and SME engagement in procurement.
- Promote responsible sourcing across all supplier categories.



*As part of our commitment to a sustainable and responsible supply chain, we conducted a red-flag assessment of our suppliers in line with the OECD Due Diligence Guidance for Responsible Business Conduct. During the reporting period, no red flags were identified.*

# SUSTAINABLE GROWTH AND GOVERNANCE

**Sustainable Materials and Supply Chain Resilience**

Sohar Aluminium's Supply Chain Management (SCM) ensures reliable and timely supply of critical inputs, mitigates operational risks, and optimises costs through strategic supplier engagement, inventory control, and contingency planning. This integrated approach strengthens operational resilience and cost efficiency.

The company complies with all applicable regional and international regulations, requiring both local and international suppliers to adhere to responsible sourcing standards. SCM also engages in local business forums to promote collaboration and integrate local suppliers into operations.

**Local Content & SME Development**

Supporting local content and SME growth remains a priority. Procurement processes

favour local suppliers through:

- Standard approval processes with preference for local vendors.
- Techno-commercial evaluations when both local and international bids are considered.
- Contract awards to local suppliers even when prices are up to 10% higher than international competitors.
- Engagement of international suppliers only when local capability is unavailable.

In 2025, local suppliers represented 52% of total procurement, with spending reaching USD 56.7 million, reflecting sustained commitment to in-country value creation. Responsible Sourcing & Due Diligence

The Responsible Sourcing Policy aligns with industry best practices, emphasising ethical conduct, human rights compliance, and supplier accountability.

All local service providers undergo social due

diligence, including pre-qualification assessments prior to contract award. SCM performance metrics focuses on operational efficiency alongside monitoring of local spend and supplier distribution.

**Key Supply Chain Initiatives**

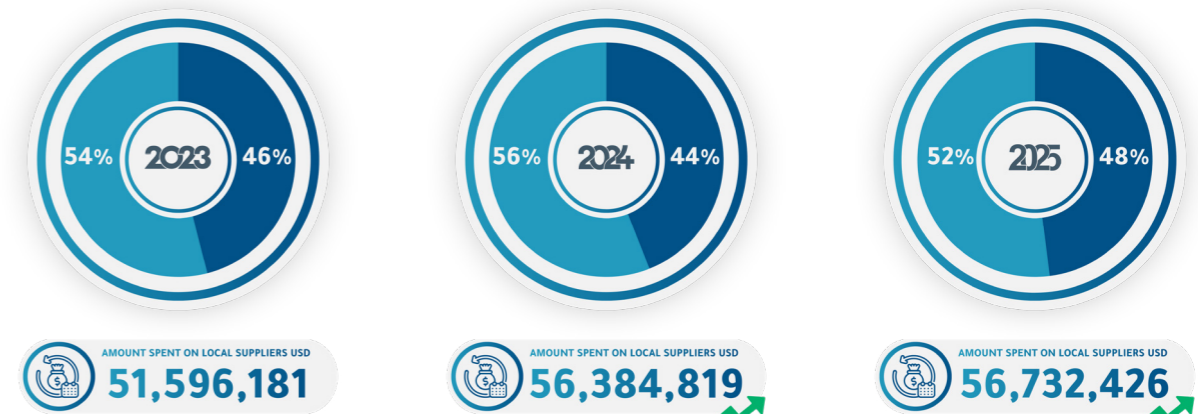
- Onboarding workshops and registration sessions for local suppliers.
- Promotion of EHS best practices across the supplier base.
- Awareness sessions on human rights and ethical business conduct.
- Helpline mechanism for reporting ethical or

human rights concerns.

**Procurement Impact**

Procurement practices generate value across stakeholders by:

- Ensuring operational continuity for internal users.
- Enabling supplier capability development.
- Supporting delivery of high-quality aluminium products to customers.
- Contributing to local employment and economic growth.



● FOREIGN SUPPLIERS ● LOCAL SUPPLIERS



# ACRONYMS

# ACRONYM

AI\_ Aluminium  
 ARABAL\_ Arab International Aluminium Conference  
 BI\_ Business Improvement  
 BRC\_ Business Review Committee  
 CEO\_ Chief Executive Officer  
 CFO\_ Chief Finance Officer  
 CO<sub>2</sub>\_ Carbon Dioxide  
 COO\_ Chief Operations (or Operating) Officer  
 CSR\_ Corporate Social Responsibility  
 EHS\_ Environment, Health and Safety  
 ExCo\_ Executive Committee  
 FinCo\_ Finance Audit and Risk Committee  
 GAC\_ Gulf Aluminium Council  
 GCC\_ Gulf Cooperative Council  
 GDP\_ Gross Domestic Product  
 GJ\_ Gigajoules  
 GRI\_ Global Reporting Initiative  
 GTC\_ Gas Treatment Centre  
 HB\_ Hydrocarbon-Fluoride  
 HRA\_ Human Resources Administration  
 HRC\_ Human Resources Committee  
 ICV\_ In-Country Value  
 IB\_ International Baccalaureate  
 IT\_ Information Technology  
 Kg\_ Kilograms  
 KPI\_ Key Performance Indicator  
 MT\_ Metric Tonnes  
 MW\_ Megawatt  
 OEM\_ Original Equipment Manufacturers  
 OH\_ Occupational Health  
 OMR\_ Omani Rials  
 PAH\_ Polycyclic Aromatic Hydrocarbons  
 PFC\_ Perfluorocarbons  
 PSTA\_ Pre-Start Task Analysis  
 PTA\_ Pot Tending Assembly  
 RT\_ Rio Tinto  
 SAPP\_ Sohar Aluminium Power Plant  
 SME\_ Small and Medium-Sized Enterprise  
 SOP\_ Standard Operating Procedures  
 SPL\_ Spent Pot Lining t Tonnes  
 TAQA\_ Abu Dhabi National Energy Company  
 TOE\_ Talent and Organisation Effectiveness  
 USD\_ United States Dollars

ESG\_ Environmental, Social and Governance  
 GHG\_ Greenhouse Gas  
 KPI\_ Key Performance Indicator  
 KPIs\_ Key Performance Indicators  
 GRI\_ Global Reporting Initiative  
 ASI\_ Aluminium Stewardship Initiative  
 SDGs\_ Sustainable Development Goals  
 UN\_ United Nations  
 HSE\_ Health, Safety and Environment  
 LTI\_ Lost Time Injury  
 TRIFR\_ Total Recordable Injury Frequency Rate  
 CSR\_ Corporate Social Responsibility  
 MW\_ Megawatt  
 kWh\_ Kilowatt-hour  
 CO<sub>2</sub>\_ Carbon Dioxide  
 NO<sub>x</sub>\_ Nitrogen Oxides  
 SO<sub>x</sub>\_ Sulfur Oxides  
 USD\_ United States Dollar  
 OPAL\_ Oman Energy Association  
 MOE\_ Ministry of Education  
 TOE\_ Talent and Organisational Effectiveness Department  
 HR\_ Human Resources  
 HiPo\_ High Potential Program  
 CEO\_ Chief Executive Officer  
 CFO\_ Chief Financial Officer  
 GJ\_ Gigajoule  
 tCO<sub>2</sub>e\_ Tonnes of Carbon Dioxide Equivalent  
 ICV\_ In-Country Value  
 LCA\_ Life Cycle Assessment



# APPENDIX

## APPENDIX

Energy Indicators				
Indicators	Units	2023	2024	2025
Power Plant Natural Gas Consumption	Mmbtu	38,368,218	39,266,315	39,016,467
Power Plant Fuel Oil / Diesel Usage	Litres	13,270	168,756	73,446
Total Power Generated by Power Plant	MWh	5,668,460	5,802,367	5,751,770
Smelter Operations Energy Consumption	MWh	5,217,788	5,270,924	5,332,480
Smelter Operations Energy Consumption Intensity	MWh/t Al	13.13	13.21	13.31
Total Energy Consumption	Gj	40,480,618	41,428,161	41,164,558
Total Energy Consumption Intensity	Gj/t Al	101.8	103.8	102.7

Greenhouse Gas				
Indicators	Units	2023	2024	2025
Total Scope 1 GHG Emissions	tCO <sub>2</sub> e	3,127,784.20	3,196,201.90	3,039,222.80
Total Scope 2 GHG Emissions (Location Based)	tCO <sub>2</sub> e	293,111	273,541.00	285,581.30
Total Scope 3 GHG Emissions	tCO <sub>2</sub> e	1,961,418	1,963,743.90	1,464,191
Total GHG Emissions (Scope 1 + Scope 2)	tCO <sub>2</sub> e	3,420,894.75	3,469,742.80	3,324,804.10
GHG Emissions Intensity - Power Plant	tCO <sub>2</sub> e/t AL	6.15	6.19	5.71
Perfluorocarbons (PFCs) Emissions Intensity	tCO <sub>2</sub> e/t AL	0.04	0.03	0.04
GHG Emissions Intensity - Smelter	tCO <sub>2</sub> e/t AL	1.72	1.76	1.8
Total GHG Direct Emissions intensity (Scope 1)	tCO <sub>2</sub> e/t AL	7.87	7.95	7.52
Total GHG Indirect Emissions Intensity (Scope 2)	tCO <sub>2</sub> e/t AL	0.74	0.68	0.71
Total GHG Emissions Intensity - Scope 1 and 2	tCO <sub>2</sub> e/t AL	8.61	8.64	8.22
Total Hydrogen Fluoride Emissions - Gas Treatment Centre	t HF	16.3	16.4	25.7
Hydrogen Fluoride Emissions Intensity - Smelter	kg HF/t Al	0.39	0.39	0.41
Hydrogen Fluoride Emissions Intensity - Potline		0.39	0.39	0.41

# APPENDIX

Waste Management				
Indicators	Units	2023	2024	2025
Waste Disposal	m3	8,622	9,892	10,620
Waste Disposal Intensity	Kg/t Al	21.7	24.78	28.49
Waste Generation Intensity	kg non-recycled waste/t AL	21.7	24.78	9.28
Steel Recycled	tons	732	732	600
Wood Recycled	tons	2,504	3,299	14,946
Paper and Cardboard Recycled	tons	1,211	1.62	8.42
Plastic Recycled	tons	524	29	300
E-waste Recycled	tons	1	1	1
Batteries Recycled	tons	3	18	1
Total Materials Recycled	tons	4,975	5,701	24,344
Dross	ton	7,862	7,616	6,734
Medical Waste	ton	0.179	0.266	0.466

Water Management				
Indicators	Units	2023	2024	2025
Total Water Withdrawal	m3	388,787,167	419,092,178	407,206,205
Total Water Withdrawal (sea water)	m3	387,222,403	417,322,500	405,544,661
Total Water Withdrawal (groundwater)	m3	1,564,764	1,769,678	1,661,544
Total Water Discharge	m3	388,077,314	418,290,108	406,453,437
Total Water Consumption	m3	606,486	615,408	616,196
Total Water Consumption Intensity	m3/t Al	1.53	1.54	1.54
Sea Water Use for Cooling	m3	387,222,403	417,322,500	405,544,661
Seawater Consumption in the Reverse Osmosis Plant	m3	0	0	0
Beach Well Water Extraction Well Water Extraction	m3	1,564,764	1,769,678	1,661,544
Well Water Intensity	m3/t Al	3.94	4.43	4.15
Process Water Produced	m3	606,486	690,648	653,827
Brine Discharged to the Sea	m3	854,911	967,608	904,051
Demineralised Water Used for Heat Capture in the Heat Recovery Steam	m3	199,240	189,440	184,486
Process Water (non-potable) Exported to Majis Industrial Services Company	m3	0	75,240	37,631
Sewage Water Imported from Neighbouring Community for Irrigation	m3	0	0	0
Treated Sewage Water Used for Irrigation	m3	4,073	2,331	1,881
Percentage of Treated Sewage Water Re-used for Irrigation	%	100	100	100

## APPENDIX

Health and Safety				
Indicators	Units	2023	2024	2025
Medical Treatment Frequency Rate	200,000 man-hours	0	0	0
Recordable Injury/Illness Frequency Rate	200,000 man-hours	0.05	0	0.05
Lost Time Injury Rate	200,000 man-hours	0	0	0.05
Total Number of Clients Served by Medical Centre	Number	5,416	7,609	8,072
Walk-in Clients Served by Medical Centre	Number	4,002	4,240	4,112
Number of Heat Stress Monitoring Instances	Number of evaluations	1,285	1,374	2,122
Recordable Heat-Induced Illness	Number	0	0	0
Number of Polyaromatic Hydrocarbons (PAH) Bio Monitoring	Persons evaluated	215	182	232

Workforce				
Indicators	Units	2023	2024	2025
Total Workforce	Number of employees	945	947	945
Omani Nationals	Number of employees	751	747	750
Expats	Number of employees	194	200	195
Omanisation Rate	%	79.47	78.88	79.4
Women	%	4.4	4.5	4.5
Young employees (18 to 30 Years Old)	%	3.79	3.91	3.91
New Employees	Number of employees	40	23	17
Turnover Rate	%	3.6	2.2	2
Total Contracted Workforce Man-Hour	Man- Hour	2218321.47	2261006.93	2205004.43

## APPENDIX

Training and Development				
Indicators	Units	2023	2024	2025
Average training hours – senior management	Number of Employees	10.72	7.61	55
Average training hours – Middle management	Number of Employees	4.63	4.28	67
Average training hours – Other Employee	Number of Employees	4.56	3.77	60
Percentage of employees receiving performance & career development reviews	Percentage	100	100	100
Number of Employees Who Received Training	Number of employees	946	946	945
Number of Female Employees Who Received Training	Number of employees	39	42	43
Average Days of Training per Employee	Days	6	5.2	11.2
Average Hours of Training per Employee	Hours	48.1	41.994	89.76
Total Number of Training Hours	Number of Hours	39,313	40,021	84,820

Corporate Social Responsibility				
Indicators	Units	2023	2024	2025
Jusoor Projects	%	36	34	18
Education	%	5	12	30
Social Contributions & Voluntary Projects	%	2	1	3
EHS	%	14	15	19
Commitments	%	43	38	30

Productivity				
Indicators	Units	2023	2024	2025
Hot Metal Production	Tonnes	397,529	399,146	400,773
Finished Good Production	Tonnes	396,630	401,754	404,356
Production Rate	kg Al/Pot/day	3,035	3,038	3,061
Specific Energy Efficiency Levels	kWhr/kg	13.12	13.242	13.331
Operating Amperage	kA	398.728	400.9	403.5
Purity Levels	ppm of Fe	653	611	626
Percentage of Scheduled Maintenance Work	%	87.59	88.15	85.76

# APPENDIX

Sales				
Indicators	Units	2023	2024	2025
Liquid Metal Sales (OAPIL)	Tonnes per annum hot metal	58,197	57,328	51,882
Liquid Metal Sales (OARC)	Tonnes per annum hot metal	69,146	94,083	107,447
Liquid Metal Sales (OAC)	Tonnes per annum hot metal	2,671	5,014	9,686
Synergies Castings	Tonnes per annum hot metal	2,756	951	1,464
Total Liquid Metal Sold to Downstream Customers	Tonnes per annum hot metal	132,770	157,376	170,479

Innovation and Growth				
Indicators	Units	2023	2024	2025
Green Belt Projects Completed	Number	17	11	13
Black Belt Projects Completed	Number	5	8	13
KAIZEN Events Conducted	Number	27	20	22
Certified Yellow Belts	Number	121	118	116
Value Creation	US\$ Million	15.3	12.8	13.6

Procurement				
Indicators	Units	2023	2024	2025
Foreign Suppliers	%	46	44	48
Local Suppliers	%	54	56	52
Amount Spent on Local Suppliers	USD	51,596,181	56,384,819	56,732,426



# GRI Content Index

# 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 1-1-2025 till 31-12 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI Sector Standards apply to Sohar Aluminium

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
<b>General Disclosures</b>					
GRI 2: General Disclosures 2021	Disclosure 2-1 Organisational details	15-24			
	Disclosure 2-2 Entities included in the organisation's sustainability reporting	9-10			
	Disclosure 2-3 Reporting period, frequency and contact point	9-10			
	Disclosure 2-4 Restatements of information	9-10			
	Disclosure 2-5 External assurance	9-10			
	Disclosure 2-6 Activities, value chain and other business relationships	15-24			
	Disclosure 2-7 Employees	53-54			
	Disclosure 2-8 Workers who are not employees	54			
	Disclosure 2-9 Governance structure and composition	15-24			
	Disclosure 2-10 Nomination and selection of the highest governance body	15-24			
	Disclosure 2-11 Chair of the highest governance body	15-24			
	Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	27			
	Disclosure 2-13 Delegation of responsibility for managing impacts	27			

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
<b>General Disclosures</b>					
GRI 2: General Disclosures 2021	Disclosure 2-14 Role of the highest governance body in sustainability reporting	27			
	Disclosure 2-15 Conflicts of interest	68			
	Disclosure 2-16 Communication of critical concerns	68			
	Disclosure 2-17 Collective knowledge of the highest governance body	27			
	Disclosure 2-18 Evaluation of the performance of the highest governance body	15-24			
	Disclosure 2-19 Remuneration policies	15-24			
	Disclosure 2-20 Process to determine remuneration	15-24			
	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.
	Disclosure 2-22 Statement on sustainable development strategy	11-14			
	Disclosure 2-23 Policy commitments	67-68			
	Disclosure 2-24 Embedding policy commitments	67-68			
	Disclosure 2-25 Processes to remediate negative impacts	67-68			
	Disclosure 2-26 Mechanisms for seeking advice and raising concerns	68			
	Disclosure 2-27 Compliance with laws and regulations	67-68			
	Disclosure 2-28 Membership associations	24			
	Disclosure 2-29 Approach to stakeholder engagement	28			
	Disclosure 2-30 Collective bargaining agreements	NA		Not Applicable	In Oman, the collective bargaining agreement does not apply

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Material Topics					
GRI 3: Material Topics 2021	Disclosure 3-1 Process to determine material topics	28-30			
	Disclosure 3-2 List of material topics	28-31			
Sustainable Materials and Supply Chain Resilience					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	72 - 73			
GRI 204: Procurement Practices 2016	Disclosure 204-1 Proportion of spending on local suppliers	73 - 73			
Climate Strategy and Climate Risks					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	35			
Environmental and Resource Management (incl. water and waste)					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	40-42			
GRI 303: Water and Effluents 2018	Disclosure 303-1 Interactions with water as a shared resource	41-42			
	Disclosure 303-2 Management of water discharge-related impacts	41-42			
	Disclosure 303-3 Water withdrawal	41-42			
	Disclosure 303-4 Water discharge	41-42			
	Disclosure 303-5 Water consumption	41-42			
GRI 306: Waste 2020	Disclosure 306-1 Waste generation and significant waste related impacts	40-41			
	Disclosure 306-2 Management of significant waste-related impacts	40-41			
	Disclosure 306-3 Waste generated	40-41			
	Disclosure 306-4 Waste diverted from disposal	40-41			

Biodiversity and Ecosystems					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	44			
GRI 101: Biodiversity 2024	Disclosure 101-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	44			
	Disclosure 101-2 Significant impacts of activities, products and services on biodiversity	44			
	Disclosure 101-3 Habitats protected or restored	44			
	Disclosure 101-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	44			
Energy Use, Emissions Performance and Air Quality					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	35-39			
GRI 302: Energy 2016	Disclosure 302-1 Energy consumption within the organisation	35-36			
	Disclosure 302-2 Energy consumption outside of the organisation	35-36			
	Disclosure 302-3 Energy intensity	35-36			
GRI 305: Emissions 2016	Disclosure 305-1 Direct (Scope 1) GHG Emissions	37-39			
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	37-39			
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	37-39			
	Disclosure 305-4 GHG emissions intensity	37-39			
	Disclosure 305-5 Reduction of GHG emissions	37-39			
	Disclosure 305-6 Emissions of ozone-depleting substances (ODS)	37-39			
	Disclosure 305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	37-39			

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Occupational Health, Safety and Wellbeing					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	47-50			
GRI 403: Occupational Health and Safety 2018	Disclosure 403-1 Occupational health and safety management system	47-50			
	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	47-50			
	Disclosure 403-3 Occupational health services	47-50			
	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	47-50			
	Disclosure 403-5 Worker training on occupational health and safety	47-50			
	Disclosure 403-6 Promotion of worker health	47-50			
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	47-50			
	Disclosure 403-8 Workers covered by an occupational health and safety management system	47-50			
	Disclosure 403-9 Work-related injuries	47-50			
	Disclosure 403-10 Work-related ill health	47-50			
Human Capital Development and Employee Engagement					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	53-57			
GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee	55-57			
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance	55-57			
GRI 405: Diversity and Equal Opportunity 2016	Disclosure 405-1 Diversity of governance bodies and employees	53			
	Disclosure 405-2 Ratio of basic salary and remuneration of women to men	53			

Labor Management and Human Rights					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	51-54			
GRI 401: Employment 2016	Disclosure 401-1 New employee hires and employee turnover	53-54			
	Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	53-54			
	Disclosure 401-3 Parental leave	53-54			
GRI 406: Non-discrimination 2016	Disclosure 406-1 Incidents of discrimination and corrective actions taken	51-52			
GRI 408: Child Labor 2016	Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor	51-52			
GRI 409: Forced or Compulsory Labor 2016	Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	51-52			
Community Engagement					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	59-64			
GRI 413: Local Communities 2016	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	59-64			
Product Quality and Customer Engagement					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	71-74			
GRI 416: Customer Health and Safety 2016	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	71-74			
	Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	71-74			

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Compliance and Transparency					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	68			
Corporate Governance and Business Ethics					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	67-68			
Economic Performance and Shareholder Value					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	15-24 & 69-71			
GRI 201: Economic Performance 2016	Disclosure 201-1 Direct economic value generated and distributed	15-24 & 69-71			
Data Privacy and Technological Innovation					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	75-76			
GRI 418: Customer Privacy 2016	Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	75-76			