

The background of the cover is a photograph of a rugged coastline. In the foreground, dark, jagged rocks are heavily covered in bright green moss or algae. The ocean is visible in the middle ground, with white foam from breaking waves creating a misty effect. In the background, steep cliffs rise from the water's edge under a sky filled with soft, orange-hued clouds, suggesting a sunrise or sunset.

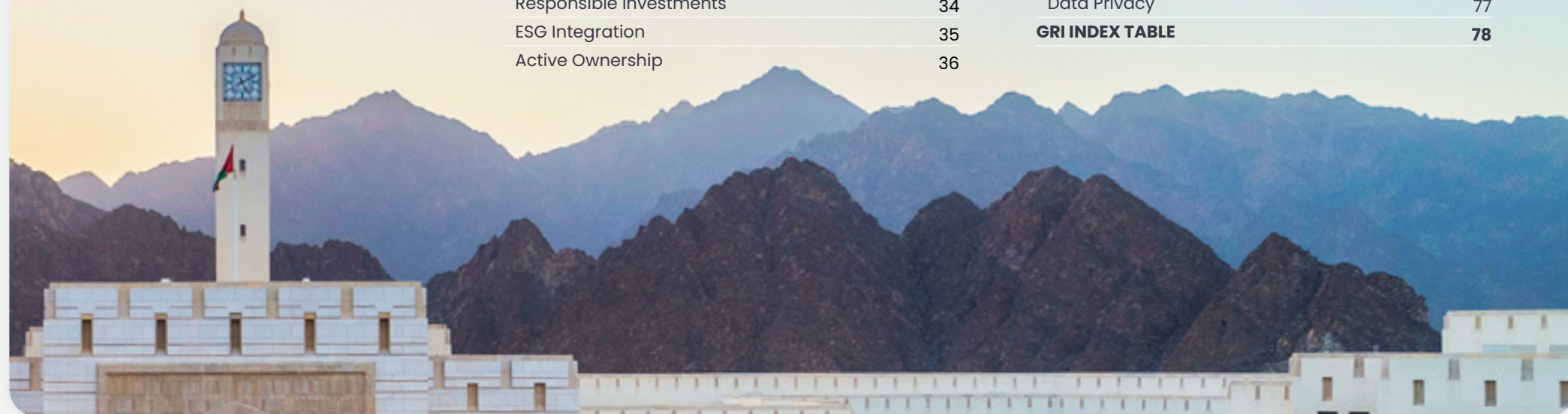
ominvest

Sustainability Report 2025

**Transforming Businesses
to Enrich Societies**

Table of Contents

INTRODUCTION	3	PORTFOLIO ESG HIGHLIGHTS	37
Ominvest at a Glance	4	ESG RISK MANAGEMENT	40
Message from Our Chairman	5	EMPOWERED WORKPLACE	43
Message from Our Group CEO	6	Employees in Numbers	45
ECONOMIC PERFORMANCE	10	Diversity and Inclusion	46
SUSTAINABILITY MANAGEMENT	15	Training and Education	52
ESG Strategy	16	Health and Wellbeing	55
Double Materiality Assessment	18	Grievance Mechanisms and Whistleblowing	56
ETHICS, GOVERNANCE AND COMPLIANCE	24	COMMUNITY SUPPORT & SOCIAL IMPACT	57
Governance Structure	25	CSR Approach	58
Board of Directors	26	Community Support Categories	59
Board Committees	28	ENVIRONMENTAL STEWARDSHIP	68
Responsible Business Conduct	28	Greener Building Practices	69
Compliance	29	Carbon Footprint	70
Sustainability Governance	30	Environmental Policy	71
Investor Relations	31	Procurement Practices	72
RESPONSIBLE INVESTMENTS	32	DIGITAL AND INFORMATION SECURITY	74
UN PRI Alignment	33	Cybersecurity	75
Responsible Investments	34	Data Privacy	77
ESG Integration	35	GRI INDEX TABLE	78
Active Ownership	36		



Introduction

In this Section

Message from Our Chairman

Message from Our Group CEO

Ominvest at a Glance

Flint rock formations in Wilayat Jaalan Bani Bu Ali, South Al Sharqiyah Governorate, Oman.

Ominvest at a Glance

Since our founding in 1983 and listing on the Muscat Securities Exchange, we at Oman International Development and Investment Company SAOG (Ominvest) have built a strong reputation as one of the most successful investment companies in the region. With a proven track record of consistent profits and uninterrupted dividend payments to our shareholders, we remain committed to delivering long-term value.

At Ominvest, we take a global approach to investing and hold a diversified portfolio of investments in markets beyond Oman, including the GCC, Asia, and other international growth markets. Our investments are diversified across insurance, banking and finance, private equity, global capital market investments, real estate, and technology.

Transforming Businesses to Enrich Societies

Our purpose is rooted in the belief that business can be a significant catalyst in creating meaningful environmental, social, and economic value. This purpose provides a clear direction for our daily actions and activities, unites our people and stakeholders, and guides us toward fulfilling our vision.

We transform businesses in ways that contribute to their growth and excellence. In addition to providing our portfolio companies with growth capital, we work closely with them to build their operational and technical expertise. We support them in expanding their portfolio of products and services, assist them in accessing new markets, and encourage management teams to innovate and think outside the box.

We strongly believe in the important role of business in enriching societies, and our investment philosophy underpins that belief. Through our portfolio companies, we provide societies with valuable services and solutions. We help create jobs, nourish talents, build expertise, foster innovation, encourage knowledge exchange, embrace ESG best practices, and support local communities.



Message from Our Chairman



Dear Stakeholders,

As we present Ominvest's Sustainability Report for the year 2025, sustainability has become an increasingly defining force shaping global markets and regulatory frameworks. Across economies, capital markets are undergoing a fundamental transition, one where long-term value creation is increasingly measured by resilience and responsible stewardship alongside financial performance.

The integration of non-financial factors in the global investment landscape continues to evolve amid heightened geopolitical uncertainty, accelerating climate risks and expanding regulatory expectations. Investors and regulators alike are demanding greater accountability, and clearer alignment between capital allocation and sustainable development outcomes.

Within the region, the Sultanate of Oman has demonstrated strong leadership through Oman Vision 2040, reinforcing the integration of sustainability into national development priorities. This strategic direction provides a clear framework for economic diversification and long-term competitiveness. Ominvest remains firmly aligned with these national objectives, recognising our role as a long-term institutional investor in supporting sustainable economic progress.

From a governance perspective, the Board continues to view sustainability as a critical pillar of strategic oversight. Our responsibility is to ensure that Ominvest remains well positioned to anticipate regulatory developments and capitalise on opportunities arising from the global transition towards more sustainable and resilient economies. Strong governance and effective risk management are thereby essential to maintaining investor confidence and safeguarding long-term value.

Looking ahead, we remain focused on ensuring that Ominvest's strategy is responsive to long-term global trends while remaining grounded in regional priorities. In this context, sustainability is about positioning Ominvest Group to navigate uncertainty and protect value through market cycles. It is through this long-term lens that we continue to guide the Group's strategic direction.

I would like to thank our shareholders and stakeholders for their continued trust and confidence, and the Ominvest team for their dedication to responsible growth. As we move forward, we remain committed to enhancing long-term resilience and sustainable value creation for Oman and the wider region.

Khalid Muhammad AlZubair
Chairman

Message from Our Group CEO



Dear Stakeholders,

As we present Ominvest's Sustainability Report for the year ended 31 December 2025, I am pleased to reflect on a year marked by organisational strengthening and growing recognition of our sustainability journey. Building on the strategic foundations established in prior years, 2025 represented a period of consolidation, where ambition translated into measurable outcomes across our operations, investments and governance practices.

As global expectations around ESG transparency and accountability continue to rise, 2025 marked a year of continued integration of ESG considerations across our core business processes and investment decisions. This strengthened our ability to manage impacts, risks and opportunities holistically, demonstrated measurable progress and provided stakeholders with credible and transparent disclosures on our sustainability performance.

A significant milestone during the year was the recognition of our sustainability efforts. Ominvest was awarded Best ESG & Sustainability Report in the Small Cap Category by the Middle East Investor Relations Association (MEIRA) for our 2024 Sustainability Report, acknowledging the quality of our ESG disclosures and reporting practices. In addition, we received a Silver Award at Oman Sustainability Week (OSW), recognising our ESG performance against an internationally aligned framework consistent with GRI Standards and Oman Vision 2040.

Operationally, 2025 marked a change in our active ownership approach and ESG integration across the portfolio. We launched Ominvest's second ESG Forum, bringing together portfolio companies to encourage collaboration, peer learning and the exchange of best practices on sustainability and responsible business conduct. This platform strengthened engagement across our Strategic Business Units and reinforced our hands-on approach of embedding ESG considerations at a portfolio level, moving towards a more partnership-driven model of ESG stewardship. Environmental responsibility advanced through specific actions in 2025. Through a partnership with a specialised recycling service provider, we strengthened waste segregation and recycling practices across our offices, enabling the recycling of 1,872 kg of paper, plastic and metals and avoiding an estimated 5,350 kg of CO₂e.

Our people and governance frameworks also advanced in tangible ways. Average training hours increased to 61 hours per employee per year, up from 42 hours in the previous year, reflecting continued investment in skills development and organisational capacity. As we continue to align our strategy with Oman's transition towards a more sustainable and resilient economy, I would like to thank our stakeholders for their continued support and engagement. Thank you for your continued collaboration. We look forward to building on this momentum and advancing our progress in the years ahead.

Abdulaziz Mohammed Al Balushi
Group CEO

Ominvest at a Glance



VISION

To be an eminent investment group in the MENA region with significant global reach and impact.



MISSION

To create value for our stakeholders by prudently investing in growth sectors and markets while implementing innovative solutions, scalable platforms, and impactful ESG initiatives.

OUR VALUES



Integrity



Collaboration



Excellence



Innovation



Good Citizenship

AWARDS AND RECOGNITIONS



Best ESG & Sustainability Report in the Small Cap Category | Awarded for Ominvest's 2024 Sustainability Report by the Middle East Investor Relations Association (MEIRA), in recognition of excellence in ESG reporting, transparency, and disclosure practices.



Oman Sustainability Week (OSW) Awards – Silver Award | Recognised for Ominvest's strong performance in ESG practices, assessed under an internationally recognised framework aligned with the GRI Standards and Oman Vision 2040 objectives.

MEMBERSHIPS



Listed on Muscat Stock Exchange (MSX)



Member of World Economic Forum (WEF)



Member of Middle East Investor Relations Association (MEIRA)



Association with Injaz Oman



Member of Environment Society of Oman (ESO)

Ominvest at a Glance

Reporting and Disclosures

Ominvest's 2025 Sustainability Report has been prepared in accordance with the GRI Standards. The Global Reporting Initiative (GRI) Sustainability Reporting Standards enable an organisation to publicly disclose its sustainability impacts on the economy, environment, and people, including impacts on their human rights and how the organisation manages these impacts.

International Goals and Commitments

United Nations Principles for Responsible Investment (PRI)

The UN-supported global network of investors is working to incorporate ESG factors into investment decisions. We describe how we contribute to each of the six principles.



World Economic Forum (WEF) | A set of common metrics and disclosures on non-financial factors. We map our GRI disclosures to those of the Stakeholder Capitalism framework outlined by the WEF.



United Nations Sustainable Development Goals (SDGs)

The global goals were established by the UN in 2015 and are to be achieved by 2030. When defining our material topics, we ensured alignment to the UN SDGs.



Reporting Frameworks

GRI | Globally, the most recognised sustainability reporting standards. We have reported in alignment with the GRI Standards for four consecutive years.



IFRS S1 and S2 | We started assessing our performance and disclosures against the International Sustainability Standards Board (ISSB) disclosures. Within this context, we take the relevant industry standards by the Sustainability Accounting Standards Board (SASB) into consideration.



National Commitments

Oman Vision 2040 | The national programme was designed to increase economic, social, and cultural diversification. Throughout our sustainability strategy we aim to contribute to achieving the Sultanate's vision.



Reporting Year and Frequency | The information stated in Ominvest's fourth Sustainability Report covers the year 2025 (January 1st to December 31st). Non-financial reporting is intended to be produced annually.

Reporting Scope | The information disclosed in the report covers the operations of Ominvest only. Performance data is displayed for the year 2025, with comparative figures from 2023 and 2024.

Restatement of Information | For the 2025 reporting year, the reporting scope has changed, noting that the report now covers Ominvest only and no longer includes ORIS. Restated figures reflecting this change are clearly indicated in the relevant sections.

Monetary Values | All monetary figures are presented in Omani Riyal, unless stated otherwise.

Contact Point | For any inquiries or feedback about the report or our sustainability performance, please contact: Madinat Al Erfaan, Muscat Hills, Block No 9993, Building No. 95, Seventh Floor, PO Box 3886, Ruwi, Postal Code 112, Sultanate of Oman | info@ominvest.com | **Telephone: +968 2476 9500**

POC

Feras Al-Farsi
Senior Manager,
Sustainability & ESG
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Review and Approval | The Chief People, Corporate, Communication and Sustainability Officer (CPCCSO) forms the last layer of approval of the annual Sustainability Report before sharing it with the MIC. The Compliance function shall ensure the Sustainability Report is published and accessible to relevant stakeholders.

External Assurance | We did not obtain external assurance for our sustainability report, however, our non-financial disclosures have been reviewed and approved by the respective internal stakeholders. Our financial disclosures have been independently audited by EY and approved by the Board of Directors (BoD).

Regulatory Filing | As a listed Company on the MSX, 2025 marks the second year of Ominvest being legally required to report against the exchange's 30 ESG disclosure indicators. Our 2025 report comprehensively addresses all these indicators and includes a mapping of MSX disclosures to GRI standards in our GRI content index, which can be found at the end of this sustainability report. We successfully submitted non-financial reporting in English and Arabic to the stock exchange within the required timeframe.

GRI Reporting Principles | GRI defines eight reporting principles that underpin high-quality sustainability reporting. Applying these principles ensures alignment with the GRI Standards and enables stakeholders to meaningfully assess an organisation's impacts and contributions to sustainable development. To learn how we apply the eight principles throughout our non-financial reporting, please refer to our [2024 Sustainability Report](#).

Ominvest at a Glance

Sustainability Highlights of 2025

Environmental Impact

Climate-related assessments integrated into portfolio companies' risk strategies, with a focus on physical impacts.

5,346 kg CO₂e saved through waste recycling

Human Capital

82% of local employees out of the total workforce

45% increase in average training hours per employee

Community Support

7,000+ individuals reached through our CSR programmes

3,000+ hours of training, mentorship, leadership development and volunteering

Responsible Investments

Representatives of **10 Portfolio Companies** attended the **2025 ESG Connect Forum**

50% of key subsidiaries and associates report on their ESG performance

Corporate Governance

PDPL mapping through independent third party

Establishing Records of **Processing Activities (RoPA)**

Economic Performance

17% growth in the Group's **total revenue**

33% growth in the Group's **profit for the year**



Economic Performance

In this Section

Financial Data

Climate-Related Financial Impacts

Investment Philosophy

Our Diversified Portfolio

Key Subsidiaries & Associates

Panoramic coastal view in Wilayat Bukha, Musandam Governorate, Oman, where the rugged Hajar Mountains meet the calm waters of the Gulf of Oman.

Financial Data

In compliance with the current regulatory requirements, Ominvest is pleased to present the following audited financial results for the year ended 31 December 2025, as set out on the right:

	Group			Parent Company		
RO '000	2023	2024	2025	2023	2024	2025
Total revenue	442,763	474,507	557,163	67,211	73,260	75,831
Total expenses	-398,979	-437,652	-506,112	-26,931	-36,191	-36,903
Profit for the year	43,784	35,891	47,717	40,280	36,819	35,891
Profit attributable to:						
Shareholders of Ominvest	40,122	37,160	40,240	40,280	36,819	39,428
Non- controlling interest	3,662	-1,269	7,477	-	-	-

Please refer to our [Annual Report](#) for more information on our financial performance.

Climate-Related Financial Impacts

During the review of our Sustainability Strategy in the reporting year, particularly through the double materiality exercise, we identified the need to prioritise management of climate-related risks. Accordingly, we have incorporated climate-related assessments into our strategy, with a primary focus on the physical impacts of climate change. This topic was found to have potentially significant financial implications, given that our portfolio is predominantly composed of banking and insurance investments. Additionally, we aim to progress in addressing and mitigating these factors through active engagements.

Physical Climate Risks refer to the direct impacts of climate change, including acute risks such as extreme weather events encompassing hurricanes, floods or wildfires, and chronic risks such as rising temperatures or sea-level rise. These risks can disrupt operations, damage assets like buildings, and impact supply chains. Transition Climate Risks arise from the shift toward a low-carbon economy, including changes in regulations, market preferences, or technology. These risks can lead to increased costs, asset devaluation, or business model disruptions for companies that do not adapt to evolving climate policies and sustainability expectations.

Aerial view of mangrove trees in Mahout, Al Wusta Governorate, Oman, where tidal channels cut through coastal vegetation and mudflats.

Investment Philosophy

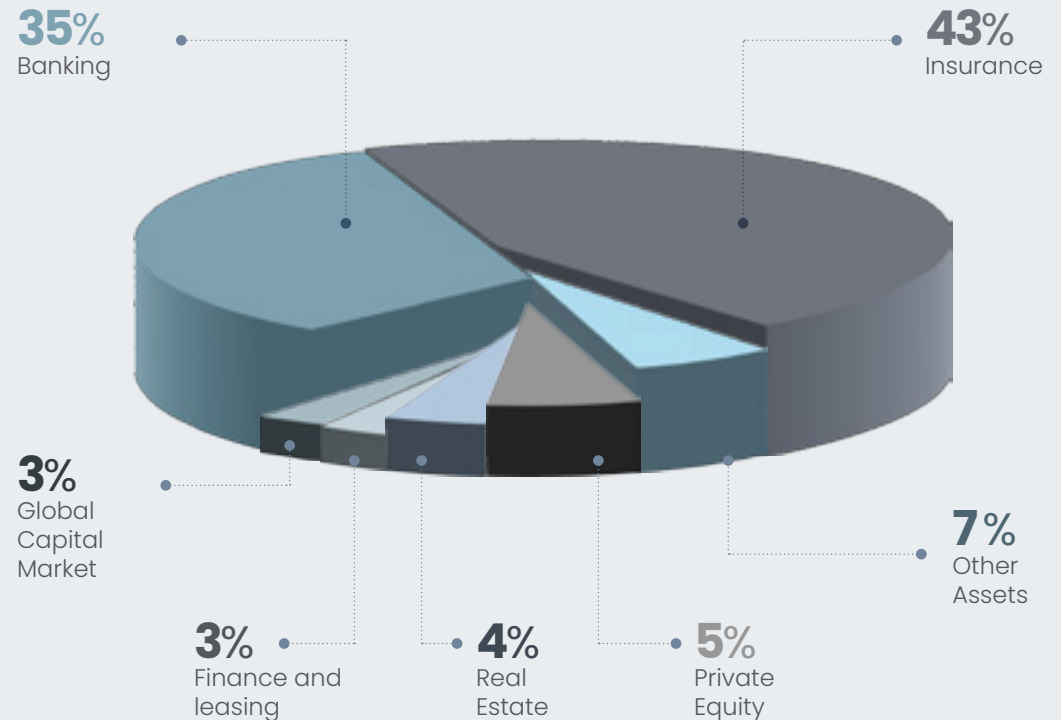
Ominvest is a long-term value investor focused on capital preservation and high risk-adjusted returns. Our investment philosophy revolves around the following pillars:

- **Strategic Investments:** We focus on acquiring high-quality, sustainable businesses with strong governance frameworks that are resilient to economic downturns.
- **Disciplined Valuation and Diversification:** We uphold strict valuation discipline and diversify our investments across various companies, sectors, and geographies, with a core area of expertise in financial services.
- **Portfolio Excellence:** We are dedicated to supporting portfolio companies in achieving their strategic objectives by facilitating growth and offering expert guidance. We believe that a Company's success is directly tied to the strength of its leadership, which is why we invest in management teams that embody integrity and competence. We grant full autonomy and flexibility to the management teams of our portfolio companies, supporting them in achieving their full potential by providing strategic direction and an additional layer of expertise.
- **Targeted Impact:** Our robust financial position allows us to seize opportunities during market downturns and exit investments at favourable valuations.
- **Responsible Investing:** By progressively integrating sustainability considerations into our investment activities, we reinforce our commitment to driving growth and profitability, while creating positive societal change and reducing environmental impact.

Our Diversified Portfolio

Diversification across companies, sectors and geographies is key to manage the concentration risks associated with large investments in single company and/or sector.

We have successfully diversified away from the banking sector which comprised **97% of Group assets in 2014 compared to 35% presently. 37% of our group consolidated assets are outside Oman compared to less than 1% in 2014.**



Key Subsidiaries and Associates

By 2025, Ominvest had further strengthened its position as a diversified investment group, supported by a well-balanced portfolio spanning financial services, insurance, real estate, private equity, investment banking and global markets. The Group's investment structure continued to be anchored in three core verticals, Regional, International, and Investment Banking and Private Equity, while demonstrating increasing maturity through deeper capital commitment, portfolio optimisation, and the continued expansion of its international platform.

Regional Businesses

Within its Regional Businesses, Ominvest maintained a strong focus on banking, leasing and insurance, reinforcing the financial resilience and growth capacity of its core holdings. In 2025, the Group continued to demonstrate active ownership by strengthening capital positions within key subsidiaries, including participation in the rights issue of Oman Arab Bank, supporting the bank's balance sheet strength, growth ambitions, and alignment with regulatory and market requirements.

International Presence

Ominvest's international presence remained a key pillar of its growth strategy, supported by subsidiaries including Ominvest International Holdings Limited (UAE), Jabreen Capital Asia Pte. Ltd (Singapore), and ARON Investment (Cayman Islands/UAE). These platforms enable access to global investment opportunities and support portfolio diversification across geographies, sectors and asset classes. Further, the International Businesses continued to pursue selective investment opportunities in high-growth sectors such as technology, healthcare, logistics and consumer industries, guided by disciplined valuation frameworks and long-term value creation objectives.

Investment Banking and Private Equity

The Investment Banking and Private Equity vertical remained an integral component of the Group's integrated investment model. Through Ubhar Capital SAOC and Ominvest Capital DIFC Limited, Ominvest delivered corporate finance, asset management, brokerage, research and advisory services, supporting capital formation and market development. During the year, Ominvest further strengthened this platform through a targeted capital injection into Ubhar Capital, enhancing its operational capacity, growth potential and ability to serve regional and international clients. In parallel, Ominvest maintained active participation in global capital markets, managing diversified multi-asset portfolios designed to preserve liquidity, manage risk and generate sustainable long-term returns.

Overall, Ominvest's diversified business model in 2025 reflects its continued commitment **to disciplined capital allocation, responsible investing and sustainable value creation across sectors and geographies, underpinned by active portfolio management and long-term strategic alignment.**



Key Subsidiaries & Associates



Bank Muscat SAOG | Bank Muscat is Oman's leading financial institution, offering a comprehensive range of services across corporate, personal, and investment banking, as well as Islamic banking, treasury, private banking, and asset management.



Oman Arab Bank SAOG (OAB) | OAB, our banking sector associate, continues to grow in both conventional and Islamic banking, serving customers across the Sultanate through a network of over 65 branches and 150 ATMs.



LIVA Group SAOG | Liva Group (previously National Life & General Insurance Company SAOG) is a diversified insurance provider serving the GCC region with comprehensive coverage, including motor, home, travel, health, life, and business insurance solutions.



International General Insurance (IGI) | IGI is an international specialty insurance and reinsurance group registered in Bermuda and listed on NASDAQ Capital Markets.



Takaful Oman Insurance SAOG | Takaful Oman is Oman's first fully-fledged Islamic insurer, offering a comprehensive range of Sharia-compliant insurance solutions including motor, health, fire, marine, engineering, and liability coverage. The company serves both personal and business clients across the Sultanate through multiple distribution channels.



National Finance Company SAOG (NFC) | National Finance, our associate in the leasing sector, is Oman's leading finance Company, offering diverse financial solutions through 23 branches and digital platforms. With strong governance, advanced technology, and a commitment to national development, it continues to lead the market.



Oman Real Estate Investment Services LLC (ORIS) | ORIS oversees Ominvest's real estate portfolio and provides services to affiliates. Its flagship LA VIE project is nearing completion, with positive market response and steady sales through 2025. It continues to progress key initiatives across its portfolio, supported by its facilities management arm, Omdaad, and remains focused on selective investments aligned with Ominvest's long-term growth strategy.



Muscat Resorts LLC | Muscat Resorts specialises in integrated tourism developments in Oman, with a flagship golf course project.



Ubhar Capital SAOC ("U-Capital") | Ubhar Capital is an FSA-regulated, full-service investment firm and a leading financial institution in the Sultanate. The firm provides a comprehensive, fully integrated platform offering a suite of products and services across asset management, brokerage, research, corporate finance and advisory, wealth management, custody, market-making and liquidity provision, as well as private markets and alternative investment solutions.



Ominvest Capital DIFC (OCL) | Ominvest Capital is the group's DFSA Category 3C licensed investment platform based in the Dubai International Financial Centre, serving as Ominvest's asset management arm with capabilities spanning fund structuring, structured product manufacturing, and external asset management.

Sustainability Management

In this Section

ESG Strategy

Double Materiality Assessment

Tabseel season in Wilayat Jaalan Bani Bu Hassan, South Al Sharqiyah Governorate, Oman, as workers load freshly harvested dates onto a pickup truck inside a palm grove.

Major ESG Milestones Over the Recent Years.



ESG Strategy

Sustainability was initially established as a structured initiative at Ominvest and has since become an important consideration across the organisation. Sustainability considerations are embedded in our operational processes to optimise risk management, and in our investment processes to strengthen the resilience of our portfolio. Through this strategic approach, we aim to reduce negative impacts and respond to stakeholder expectations, while enabling the Group to capture opportunities arising from the ongoing transition towards a more sustainable future. To operationalise our sustainability approach, we designed and implemented our ESG Framework in 2022. From the outset, the framework has been structured around two core pillars: Sustainable Operations and Responsible Investing. This approach was adopted to address both our direct environmental and social footprint and our portfolio companies and investment activities.

The fundamental focus areas of our ESG strategy have not changed during the reporting year. However, in 2025, we conducted a comprehensive review of the strategy and its associated policies and procedures to ensure continued relevance and effective implementation. The proposed updates are currently under review by the BoD, with validation expected in 2026.

Key updates proposed in 2025:

- Update to all ESG-related Policies and Procedures to identify gaps, improvement areas, and alignment opportunities with best practices.
- Introduction of an ESG Procedure document to strengthen internal processes.
- Revision of strategic KPIs under the ESG framework to ensure ongoing relevance in the business context.
- Design of an employee engagement survey, with scheduled rollout in 2026.
- Design of a sustainable procurement scorecard for supplier assessments.

Focus Area 1: Sustainable Operations

Our primary area of focus is operating in a sustainable and responsible manner. We intend to integrate, measure, and manage ESG factors across all aspects of our business, applying our core values of integrity, collaboration, excellence, innovation, and good citizenship. We defined four pillars encompassing the environmental, social, and governance dimensions:



Environmental Stewardship:

We prioritise minimising resource consumption in our offices, reducing our operational carbon footprint, and supporting portfolio companies in their decarbonisation journey.



Empowered Workplace:

We actively cultivate an inclusive, equitable workplace that champions diversity, with a focus on women's empowerment and nationalisation. We also prioritise comprehensive employee development, holistic well-being, and the protection of human rights.



Governance and Ethics:

Our governance upholds strict compliance, drives extensive ESG integration through strong leadership and a diverse board, and progressively aligns employee incentives with sustainability performance targets.



Community Support:

We select and implement measurable, high-impact initiatives across defined focus areas to cultivate meaningful, positive outcomes for communities, and the environment.

Focus Area 2: Responsible Investing

As part of our 2025 strategy review, we clarified our approach to responsible investment and sustainability integration. While our investment mandate does not currently focus on impact investing with predefined impact objectives, sustainability considerations remain central to our investment activities. We primarily assess environmental and social factors through a risk and value-preservation lens, evaluating how these issues may influence long-term financial performance. Accordingly, our responsible investment approach centres on the systematic integration of ESG considerations into investment analysis, decision-making, and portfolio oversight.



ESG Factors Integration:

We assess investment opportunities through negative and positive ESG screening, systematically embedding sustainability factors into our decision-making process.



Active Ownership:

We proactively engage with subsidiaries and key associates to drive ESG integration and advocate for transformative change.



Sustainable Communities:

We design and develop real estate projects that generate positive social and environmental impacts, creating sustainable long-term value for local communities through thoughtful, purpose-driven urban development.



In 2025, our focus was on strengthening Ominvest's sustainability approach by moving decisively from standalone initiatives toward deeper integration across the Group. We prioritised improving the quality and consistency of sustainability data and deepening stakeholder engagement to ensure ESG considerations meaningfully inform decision-making and long-term value creation. We also invested in building internal capability through targeted sustainability training, including training on emerging frameworks such as IFRS S1 and S2, positioning the Group to respond effectively to ISSB-aligned requirements as the regulatory landscape in Oman continues to evolve.

Waleed Al Yarubi |
Chief People, Corporate Communication and Sustainability Officer



Double Materiality Assessment

In 2024, we transitioned from a traditional materiality assessment to a double materiality assessment, which evaluates corporate sustainability from two perspectives: financial materiality and impact materiality. Compared to previous disclosures, this year’s report provides more details on the approach and methodology applied in conducting the assessment. The methodology was reviewed and refined to present a concise and transparent overview. We conducted our double materiality exercise in six main steps:

Main Activity	Process	Output
Topic Identification	Through a benchmarking exercise against industry peers and value chain mapping, an initial set of key topics were identified. The selected topics span across Ominvest’s value chain, covering its own operations as well as downstream and upstream impacts.	- List of material topics - Value chain mapping, including Scope 3 activities
Data Collection	We defined quantitative and qualitative performance indicators for each material topic. This step is essential for assessing Ominvest’s performance under each topic and supporting the objective evaluation of Ominvest’s impact, risks and opportunities (IROs).	Performance data under each material topic
Engagement with Subject Matter Experts	As part of the assessment process, relevant stakeholder groups and external subject matter experts were identified and engaged on topics within their areas of expertise. Their input supports both the qualitative assessment and the scoring of sustainability topics.	Engagement results and scoring
Internal Survey Rollout	An internal survey was conducted to assess the financial risks and opportunities associated with each material topic, as well as the perceived performance of Ominvest across these topics.	Survey responses and performance scoring
Workshop with Top Managers	To validate the survey results, decision-makers and executive management were engaged to gather additional insights on financial risks and opportunities and support the assessment of financially material topics.	Validation of material topics
Results Interpretation and Visualisation	The results of the double materiality assessment were documented in an internal report. Key findings and visualisations are presented in the Sustainability Report.	Double materiality assessment report

Double Materiality Assessment

Impact Materiality

The “inside-out” dimension of the double materiality exercise refers to impact materiality. In line with the GRI definition, impact materiality captures the Company’s actual and potential impacts on the environment, society, and the economy across its material topics. These impacts may be positive or negative. During the assessment, impacts were evaluated based on their scale and scope, and, in the case of negative impacts, their irremediable character. For potential impacts, likelihood was also taken into account. Each dimension was assessed on a scale from 1 (insignificant) to 5 (critical), and material topics were subsequently scored using these criteria.

Criteria for Impact Scoring

Score	Scale: How significant is the impact of the topic on the environment, society or economy?	Scope: How widespread is the impact on the environment? How many people are affected?	Remediability (for negative impacts only): With what effort can the negative effect be reversed?	Likelihood (for potential negative impacts only): How likely will the effect occur?
5 – Catastrophic	Negative impacts that pose critical threats. These may include transformative changes or severe harm. Positive impacts can lead to transformative improvements in environmental quality, the prosperity of the economy or the wellbeing of the community.	Global/Systemic: The impact is global, systemic, or affects a very large population.	Not remediable.	Very likely to happen
4 – Significant	Negative impacts that cause significant harm. Positive impacts can result in high improvements in environmental conditions, society and the local economy.	Regional/Widespread: The impact occurs across multiple regions or a considerable portion of a population.	Difficult to remedy and requires long-term planning.	Likely to happen
3 – Moderate	Negative impacts that result in moderate harm to environmental quality or temporary but noticeable infringements on society. Positive impacts can lead to noticeable improvements.	National/Medium: The impact occurs within national borders, affecting a notable percentage of a population or ecosystem.	Difficult to remedy and requires mid-term planning.	Possible to happen
2 – Low	Negative impacts that result in limited harm to the environment or society. Positive impacts may result in small-scale improvements.	Concentrated: The impact is limited to a part of the community, or a limited number of people.	Remediable with some time and cost efforts.	Unlikely to happen
1 – Negligible	Minor or temporary impacts that do not cause significant harm. Positive impacts may result in small, incremental improvements.	Isolated: The impact is highly localised or affects only a very small number of individuals.	Very easy to remedy in a short timeframe.	Very unlikely to happen

Double Materiality Assessment

Financial Materiality

The second dimension of the double materiality assessment is financial materiality, which evaluates the “outside-in” perspective. We applied the definition set out in IFRS S1, which states that sustainability-related financial information is material when it relates to risks and opportunities that could reasonably be expected to affect our financial performance and prospects in the short, medium, or long term. In line with this definition, we identified and assessed sustainability-related financial risks and opportunities that influence enterprise value.

Criteria for Risk Scoring

Risk Score: How significant would the impact be on the organisation’s financial position, performance, and risk profile if the topic is mismanaged or not adequately addressed

4	Severe Risk: Could result in significant financial losses, major operational disruption, or long-term damage to the organisation’s viability.
3	High Risk: Likely to cause material financial or operational impacts and require active management and mitigation.
2	Moderate Risk: May have moderate impacts but can be managed within existing controls and risk management processes.
1	Low Risk: Limited impact on financial performance or operations and can easily be managed.
0	Negligible Risk: No meaningful impact expected on the organisation’s financial position or risk profile.

Findings

To compile the final list of material topics, results of the impact, risks and opportunities (IRO) scoring exercise, stakeholder engagements, and the employee survey were consolidated to derive final scores and evaluations for each topic. As part of this process, each identified IRO was mapped to the relevant material topic to ensure consistency and comparability across inputs.

During this consolidation phase, limitations were identified that influenced the scoring outcomes. Some stakeholders were reluctant to provide evaluations of Ominvest’s performance or to assess potential negative impacts on the economy and the environment. In addition, certain external stakeholders focused primarily on their own sustainability initiatives rather than on Ominvest’s impacts and risk exposure. The depth of input also varied across topics, with stronger coverage of economic, governance, and environmental matters than of social and employee-related topics.



Double Materiality Assessment



LEGEND Environmental Social Governance

E1	Greener Building
E2	Carbon Footprint
E3	Biodiversity
E4	Physical Impact of Climate Change
S1	Training and Education
S2	Diversity and Inclusion
S3	Incentives and Compensation Policy
S4	Health, Safety, and Wellbeing
S5	Community Support and Social Impact
G1	Ethics, Governance, and Compliance
G2	Board Composition
G3	Economic Performance and Growth
G4	ESG Risk Management
G5	Responsible Investments
G6	Data Protection
G7	Digitalisation
G8	Innovation

Ominvest's Most Material Topics

Financial Perspective	Impact Perspective
Economic Performance and Growth	
Ethics, Governance & Compliance	Greener Buildings
Innovation	
Board Composition	Carbon Footprint
Data Protection	Health, Safety, and Wellbeing

Please note that the triangle-shaped symbols represent topics for which Ominvest does not perceive an impact on the economy, environment, or society.

Double Materiality Assessment

Stakeholder Engagement

Ominvest defines stakeholders in line with the GRI Standards' proposed definition: "Individuals or groups whose interests are or may be affected by the organisation's activities." For our double materiality assessment, we actively engaged with various internal and external stakeholders, adhering to the methodology put forward by the European Financial Reporting Advisory Group (EFRAG), which emphasises the importance of stakeholder engagement in double materiality. This approach aligns with international due diligence instruments, such as the OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights. Engaging with affected stakeholders involves proactively seeking input and feedback from them, to understand their concerns and gather evidence about actual and potential impacts of our operations on people and the environment. This process helps us understand the significance of sustainability matters from the perspectives of stakeholders affected by our operations. Our stakeholder map, outlining our internal and external stakeholders, remains unchanged from the past three years:

Type	Frequency	Stakeholder Group	Main Topics of Concern
Closely Manage, Collaborate, and Empower	Ongoing: Engaging and exerting our utmost efforts.	Top Management	- Effective governance and compliance - Economic performance and growth - Strategic planning - Industry leadership
		ESG Champions	
		Subsidiaries' BoD & Management	
		Ominvest Employees	- Employee management - Welfare - Learning and development - Career growth and progression - Work culture and work environment
Involve and Consult	Regularly: Provide sufficient information to keep them updated.	Ominvest BOD	- Effective governance and compliance - Economic performance and growth - Strategic planning - Industry leadership
		Regulators	- Amendments to national laws and regulations - Effective governance and compliance - Policy making
		Banks (Local and International)	Economic performance and growth
		Media	- Economic performance and growth - Raising awareness of welfare activities and programmes
Consult & Get Feedback	When necessary: Engage to obtain feedback and remain informed on projects we sponsor or support.	Partnerships & Affiliations	- Sponsorship - Community support and social responsibility - Partnership opportunities
Monitor	When necessary: Provide balanced, relevant information.	Wider Shareholders	Investor and shareholder protection
		Subsidiaries & Associates	- Economic performance and growth - Compliance
Inform		General Public	- General Company performance - Economic performance and growth

Double Materiality Assessment

Alignment with IFRS S1 and IFRS S2

Ominvest is gradually strengthening its alignment with the IFRS S1 and IFRS S2 in line with regulatory expectations in Oman, where full mandatory implementation of these standards is expected by 2029 for private sector institutions. IFRS Sustainability Disclosure Standards, developed by the ISSB, provide a globally consistent baseline for sustainability-related financial disclosures, with IFRS S1 focusing on general sustainability-related risks and opportunities and IFRS S2 focusing specifically on climate-related disclosures. Adoption of these standards brings coherence where fragmentation once existed, and provides the following benefits for markets:

Investor Relevance: Built for capital markets, enabling analysts and lenders to compare risks and performance across companies and sectors.

Global Baseline: Designed to be used alone or layered into local regulations, improving consistency across jurisdictions and reducing “framework fatigue.”

Connectivity: Aligns sustainability information with financial statements, supporting clearer insights into financial effects and enterprise value.

Interoperability: Designed to work alongside jurisdictional rules and to be compatible with widely used frameworks.

During 2025, Ominvest initiated a structured gap analysis to assess its current disclosure baseline against the requirements of IFRS S1 and IFRS S2. This assessment supports the identification of priority areas for enhancement across governance, strategy, risk management, and metrics and targets. In parallel, Ominvest has begun equipping its Group companies through targeted awareness and training sessions to build internal understanding and capabilities and support a phased and coordinated approach to alignment ahead of full mandatory implementation.



Nakbat Waterfall in Wilayat Rakhyut, Dhofar Governorate, Oman, cascading from a limestone cliff into lush monsoon greenery.

Ethics, Governance & Compliance

In this Section

Governance Structure

Board of Directors

Board Committees

Responsible Business Conduct

Compliance

Sustainability Governance

Investor Relations

Shaat Viewpoint in Wilayat Rakhyut, Dhofar Governorate, Oman, overlooking dramatic sea cliffs as low clouds drift along the Arabian Sea at sunrise.

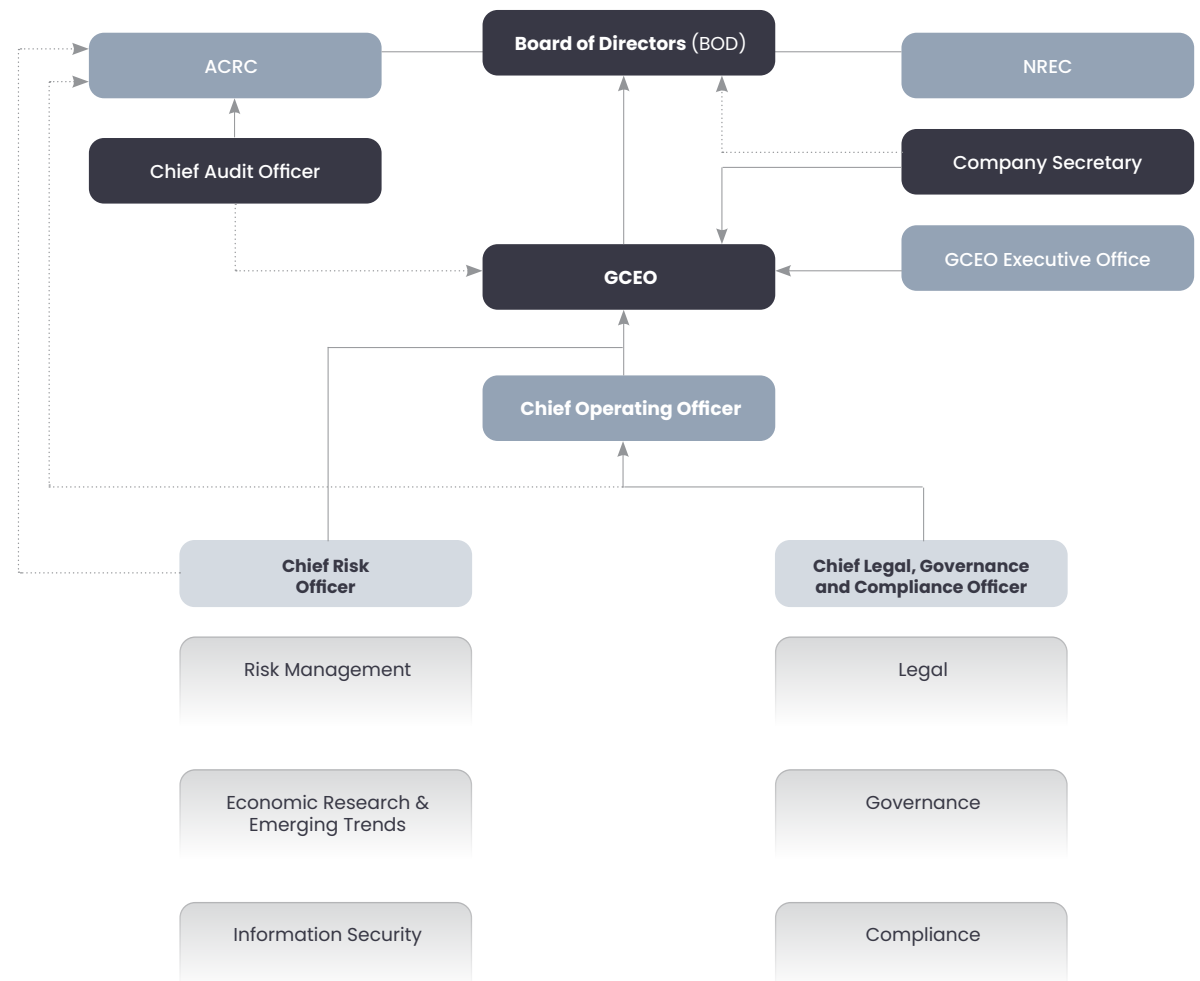
Governance Structure

Ominvest's 2025 governance structure is led by the BoD, which is responsible for setting the Group's strategy and approving the business plan. The Board is supported by key BoD committees that provide effective oversight and strategic direction. These include the Nomination, Remuneration and Executive Committee (NREC), which oversees investment approvals, ESG alignment, and matters relating to the nomination and remuneration of the BoD and executive management; and the Audit, Compliance and Risk Committee (ACRC), which oversees financial reporting, regulatory compliance, and risk management.

At the management level, governance is further supported by management committees, including the Management Investment Committee (MIC), which oversees investment and key operational decisions; the Management Executive Committee (MEC), which considers emerging business matters; and the People and Culture Committee (PCC), which oversees organisational development and people-related initiatives.

Our internal compliance system allows effective monitoring and resolution of non-compliance through our consolidated Compliance Register. We encourage employees to report any concerns, enabling prompt action and continuous improvement. To maintain transparency and accountability, significant updates are provided to the ACRC quarterly. Additionally, our open-door policy continues to be a fundamental part of our approach, allowing team members to seek advice or raise concerns whenever needed.

Our Governance Structure



Board of Directors

Board Composition

Our BoD is composed of nine distinguished Non-Executive Directors (NEDs), as mandated by Omani law. The directors bring diverse expertise from various sectors, supporting management in driving performance improvements.



Chairman

Khalid Muhammed AlZubair serves as the Chairman of the Board. The Chair's role is non-executive and independent from day-to-day management, ensuring effective oversight, objective decision-making, and avoiding conflicts of interest.

Independent Directors | 4 members (representing 44%)

Men | 7 members (representing 78%)

Women | 2 members (representing 22%)

Omanis | 8 members (representing 89%)

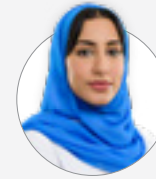
Total Number of BoD Members | 9



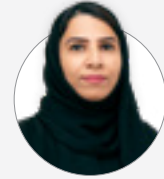
Sheikh Khalid Abdullah Al Khalili | Deputy Chairman



Brigadier Jamal Said Al Tai | Director



Khaula Hamood Al Harthi | Director



Najat Ali Al Lawati | Director



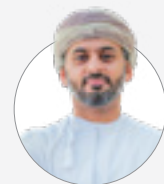
Dr. Rashid Ali Al Balushi | Director



Khalid Nasser Al Shamsi | Director



Hamad Mohammad Al Wahaibi | Director



Muhammad Husam AlZubair | Director

Under Omani law, particularly the Code of Corporate Governance for Public Listed Companies (the Code) and the Regulation for Public Joint Stock Companies (the Regulation) issued by the Financial Services Authority (FSA), all directors, including the Chairperson, must be non-executive directors. The Code further mandates that directors and the Chairperson are prohibited from interfering in the Company's day-to-day operations or direct operational matters, and clearly delineates the respective roles, responsibilities, and duties of the BoD and executive management.

Accordingly, the Chairperson of the Company does not hold or perform any senior executive role within the organisation's management. Ominvest fully complies with the requirements of the Code and the Regulation and reaffirms such compliance through its Governance Policy and Annual Reports.

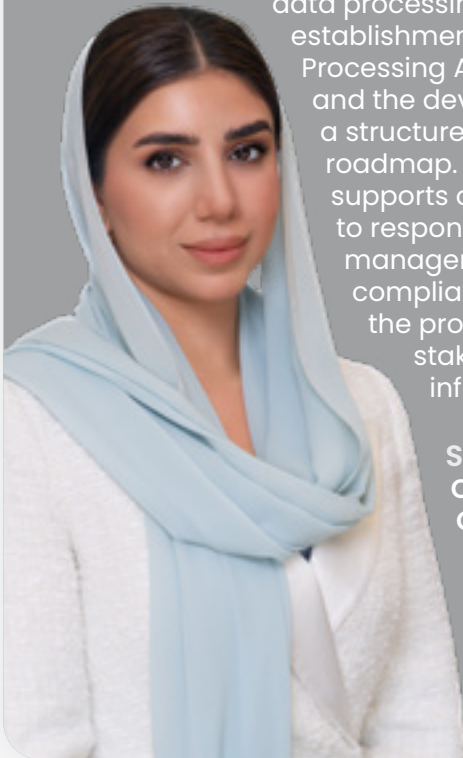
Board Oversight of ESG Topics

The BoD regularly includes sustainability and ESG matters on its meeting agendas by integrating ESG considerations into Ominvest's strategy, risk management, and governance discussions. ESG topics are addressed through periodic reviews of policies, risk assessments, investment oversight, and governance frameworks to ensure alignment with regulatory requirements and stakeholder expectations.

The BoD places particular emphasis on risk mitigation, overseeing enhancements to the enterprise risk framework to proactively identify and manage environmental, social, and governance risks. It also focuses on strengthening governance structures, transparency, and accountability, while monitoring financial performance and the organisation's social impact initiatives. This ongoing focus supports improved integration of ESG principles into decision-making, stronger governance oversight, and increased organisational awareness of sustainability responsibilities, supporting long-term value creation and sustainable growth. During the reporting period, all Board members attended ESG training.



Effective governance is fundamental to integrating sustainability into the Group's operations and decision-making processes. Through our governance committees and oversight mechanisms, we continue to promote accountability, transparency, and the effective management of ESG related risks. In 2025, we advanced our data protection and privacy framework through initiating a comprehensive Personal Data Protection Law (PDPL) compliance exercise, including the mapping of personal data processing activities, the establishment of Records of Processing Activities (RoPA), and the development of a structured remediation roadmap. This initiative supports our commitment to responsible data management, regulatory compliance, and the protection of stakeholder information.



Sarah Lashkoo
Chief Legal,
Compliance &
Governance
Officer

Board Nomination and Selection Process

The NREC assists the Annual General Meeting (AGM) in the nomination of proficient directors that are fit for purpose. Election to the BoD is based on nomination forms submitted by a candidate who meets the qualification requirements as per FSA guidelines and regulations. The nominees must submit a nomination form to the Company at least five working days prior to the AGM. The submissions are then reviewed by the legal advisor at least three days prior to the AGM, with candidate profiles published on the Muscat Stock Exchange (MSX) after revision. The NREC then oversees the nomination of directors and evaluates candidates based on comprehensive criteria, in alignment with the Code including:



**Strategic insight
and innovative
leadership**



**Financial
and industry
expertise**



**Ethical conduct
and professional
integrity**

The NREC annually reviews the selection criteria, identifies potential interim directors, and recommends qualified candidates to the AGM. Shareholders also retain their right to participate in director elections.

Board Evaluation

The BoD, which operates as the highest governance body oversees Ominvest's economic, environmental, and social impacts through regular BoD and committee meetings, supported by management reporting and sustainability oversight processes. ESG matters are reviewed through structured agenda items covering sustainability strategy, risk management, policy implementation, and performance updates.

Oversight is further supported by management-level sustainability and steering forums, which monitor progress against ESG objectives and key initiatives and report outcomes to the Board. This enables the BoD to assess effectiveness, identify gaps, and ensure continuous improvement in the management of the organisation's impacts on the economy, environment, and people

Board Committees

NREC

The NREC is a key governance body with a mandate to support organisational operations and strategic oversight. In addition to its core responsibilities of director nomination and ensuring leadership competency, the NREC plays a vital role in sustainability governance by reviewing and recommending ESG-related policies, monitoring the Company's performance and ESG progress, and ensuring compliance with regulatory sustainability requirements.

The committee is responsible for reviewing and recommending annual strategies, budgets, and business plans, evaluating the ESG framework and Sustainability Policy, and providing regular updates to the BoD. By taking a comprehensive approach to organisational and sustainability management, the NREC ensures that Ominvest advances its strategic objectives while maintaining ESG standards and regulatory adherence.

Members of the NREC:

- **Khalid Muhammed AlZubair** – Chairperson
- **Sheikh Khalid Al Khalili**
- **Muhammad Husam AlZubair**
- **Khalid Nasser Al Shamsi**
- **Hamad Mohammad Al Wahaibi**

ACRC

The ACRC oversees the Company's financial reporting, internal controls, and risk management framework. The Committee reviews changes to accounting policies and evaluates their impact on the Company's financial position. It also reviews the unaudited financial statements and related party transactions on a quarterly basis, as well as year-end audited financial statements, making recommendations for BoD approval.

Members of the ACRC:

- **Brigadier Jamal Al Tai** | Chairperson
- **Khaula Al Harthi**
- **Najat Al Lawati**
- **Dr. Rashid Al Balushi**

MIC

We have established a robust sustainability governance framework led by the MIC, which serves as the ESG Executive Committee. This committee is responsible for executing ESG-related responsibilities as defined in the Company's Governance Policy. The ESG and Sustainability department centrally manages and coordinates ESG initiatives, complementing the committee's strategic oversight. This two-tiered approach guarantees comprehensive and integrated ESG strategy implementation, with clear roles and responsibilities across executive and operational levels.

Members of the MIC:

- **Abdulaziz Al Balushi** | Chairperson
- **Badar Al Shanfari**
- **Waleed Al Yarubi**
- **Chetan Kejriwal**
- **Nadir Ahmed**
- **Sarah Lashkoo**

Responsible Business Conduct

We view responsible and ethical business conduct as a core commitment to upholding the highest standards of corporate governance, regulations, policies, and procedures. Central to this effort is our Compliance Policy, which is applied across our value chain, including tender procedures and project management processes. To ensure adherence by employees and business partners, we have developed and implemented relevant forms and templates tailored to each department. Our 16 policies encompass a range of areas critical to sustaining responsible business practices:

Code of Professional Conduct Policy

Compliance Policy

Corporate Communications Policy

Corporate Governance Policy

Corporate Social Responsibility Policy

Finance & Accounts Policy

Human Capital Policy

Information Security Policy

Information Technology Policy

Internal Audit Policy

Investment Policy

Legal Policy

Personal Account Dealing Policy

Risk Management Policy

ESG and Sustainability Policy

Whistleblower Policy

Compliance

Ominvest is regulated by the FSA and complies with the requirements of the Commercial Companies Law, Securities Law, and relevant FSA regulations, and circulars. As a listed entity, the Company also adheres to the disclosure, transparency, and corporate governance requirements of the MSX. Where relevant, Ominvest also engages with other regulators and authorities, including the Central Bank of Oman (CBO), in relation to its investments, subsidiaries, and sector-specific activities.

Guided by the principles of ISO 37000, Ominvest's governance framework aligns strategy with the organisation's purpose and values while establishing clear structures and procedures for effective decision-making. This framework supports compliance with applicable laws and regulations, particularly the Code of Corporate Governance for Public Listed Companies issued by the FSA.

Ominvest recorded
zero instances
of non-compliance,
including in relation
to environmental
topics.

Transparency to investors is further ensured through the publication of quarterly and annual financial disclosures on the MSX portal. In addition, Investor Relations and shareholder engagement meetings are typically held following the second quarter and after the financial year-end, in collaboration with MSX and within thirty days of the disclosure date.

Annual Regulatory Reviews

Leveraging input from other departments, our Legal, Compliance and Governance team conducts annual reviews of all regulatory requirements, as well as updates to the Delegation of Authority (DOA), policies, and procedures. This thorough process includes a gap analysis, assessment of new laws and regulations, and ongoing compliance updates.

Our Compliance Plan stipulates that Compliance Checklists are implemented on an annual basis with the aim of reinforcing our culture of compliance and ensuring that all team members are up-to-date with their responsibilities. The plan also facilitates the effective monitoring and resolution of non-compliance through our consolidated Compliance Register; while updates are provided to the ACRC on a quarterly basis to maintain transparency and accountability.

Conflicts of Interest

Our approach to managing conflicts of interest is founded on transparency, including a process for scrutinising related-party transactions, that undergoes periodic review and assessment. Key evaluation criteria include transaction nature, value and duration. If the related-party transaction is in the ordinary course of business, it is reviewed by the ACRC and approved by the BoD. If it is not in the ordinary course of business, Company shareholders' approval is required.

Other potential conflicts of interests are carefully reviewed by the Legal, Compliance, and Governance Department before decisions are made, considering all factors on a case-by-case basis. All conflicts of interest are documented and presented to the BoD at the next meeting. Our Compliance Policy mandates strict disclosure and transparency standards, requiring all staff and BoD members to immediately report any transactions to the Compliance Department if personal interests, including those of first-degree relatives, could potentially conflict with the Company's broader interests. These cases are also disclosed in our year-end declarations for the BoD and staff. Accordingly, our commitment to transparency, accountability, and sustainable business practices are reinforced through these governance and compliance measures.

Sustainability Governance

Ominvest's sustainability governance framework integrates ESG considerations into strategy, investment oversight, and day-to-day operations, with overall accountability resting with the BoD. Governance is embedded across Board Committees, Executive Management, and the ESG function, ensuring that sustainability is effectively overseen, managed, and implemented across the organisation. The framework draws on ISO 37000 principles to align strategy with Ominvest's purpose and values, while establishing clear decision-making structures to mitigate governance risks and ensure compliance with applicable regulations, including the FSA's Code of Corporate Governance for Public Listed Companies.

Board-level oversight of sustainability is primarily exercised through the NREC, which reviews the ESG framework, Sustainability Policy, and the alignment of ESG objectives with long-term strategic priorities and regulatory requirements. ESG progress, key risks, and developments are periodically reported to the BoD to support informed oversight and decision-making.

At the executive level, the MIC serves as the primary forum for ESG oversight, monitoring the implementation of ESG initiatives across investments and operations. The ESG function supports this governance framework by coordinating implementation, tracking performance, engaging with portfolio companies, and working with designated ESG Champions across the Group.

Responsibilities across the governance framework are clearly defined within the Governance Policy and ESG and Sustainability Policies, reinforcing risk-aware decision-making, accountability, and alignment with global best practices, while safeguarding stakeholder value and regulatory compliance.



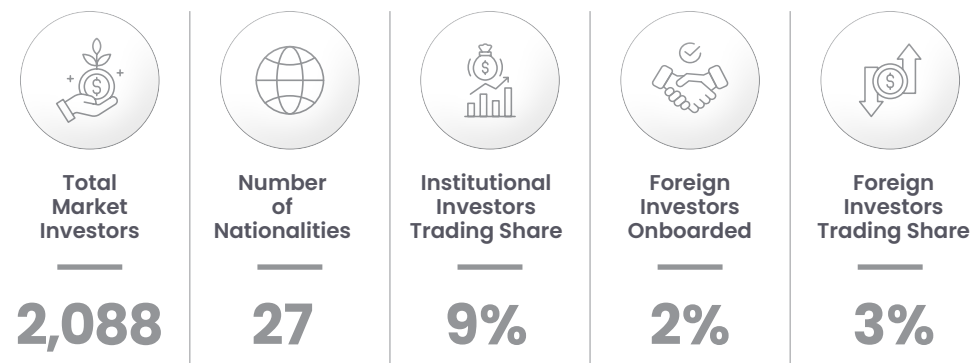
Sustainability Policy

In 2022, alongside the introduction of its organisation-wide ESG Strategy, Ominvest established its internal ESG & Sustainability Policy to formalise and govern its sustainability practices. The Policy falls under the ESG Department's ownership, headed by the CPCCSO, and applies to all employees, with compliance being mandatory across the organisation. It provides a structured framework to embed sustainability principles into Ominvest's operations and investment activities, supporting consistent application of sound ESG practices and strengthening sustainability governance. The Policy is central to clarifying roles and responsibilities of all concerned departments, thereby enabling effective oversight of all sustainability matters. The Policy is reviewed on an annual basis, or more frequently where required, thus ensuring continued relevance and alignment with evolving sustainability trends and regulatory developments.

Investor Relations

Investor Relations (IR) at Ominvest plays an increasingly strategic role in advancing transparency, trust and long-term sustainable value creation by serving as a core interface between the Group and capital markets. Through structured, timely and consistent engagement with shareholders, analysts and other stakeholders, including formal twice-yearly Investor and Shareholder Engagement Meetings, the IR function ensures a meaningful two-way dialogue. Sustainability considerations are systematically embedded into investor communications, positioning IR as a key channel for explaining how Ominvest integrates sustainability into strategy, governance, risk management and long-term performance. IR provides insights to inform decisions on both financial and sustainability performance, in close collaboration with governance, legal, compliance and finance functions, while capturing and channelling investor questions and expectations on ESG topics to management and the Board. As sustainability becomes increasingly material to investment decisions, IR plays a central role in reducing information asymmetry, strengthening market confidence, and reinforcing the link between sustainable performance and long-term shareholder value.

Our investor base as of 31st of December 2025 is diverse and globally engaged:



Elevating Impact: The New Era of IR in the Middle East

Under the theme “Elevating Impact: The New Era of IR in the Middle East,” the MEIRA Annual Conference and Awards 2025 brought together regional market leaders to discuss the evolving role of investor relations in strengthening transparency, governance, and investor engagement. Hosting the event in the Sultanate for the first time highlighted the country’s growing prominence in regional capital markets, with Ominvest serving as a strategic partner.

During a panel on governance and investor relations, Sarah Lashkoo, Chief Legal, Compliance and Governance Officer at Ominvest, emphasised the rising importance of ESG-linked governance disclosures in shaping investor expectations and strengthening corporate transparency.

Responsible Investments

In this Section

- UN PRI Alignment
- Responsible Investments
- ESG Integration
- Active Ownership

Aerial view of Khor Al Milh (Salt Creek) in Wilayat Qurayyat, Muscat Governorate, Oman, where salt naturally accumulates in coastal inlets and is traditionally collected.

Responsible Investment Philosophy

We continue to build on our investment philosophy by embedding ESG considerations into all aspects of our decision-making. As investors, we recognise our role in driving growth and profitability while maximising positive impact and minimising negative effects on the environment, society, and economy. Guided by Ominvest's ESG Framework, we embed these principles into our investment approach.

UN PRI Alignment

To demonstrate our commitment to integrating ESG factors into investment decisions and ownership, Ominvest aligns its strategy with the UN Principles for Responsible Investment (PRI). In 2022, we outlined the initial steps for each Principle. Below, we detail these alignment actions and the progress made in 2025 towards achieving them:

Principle	Our Alignment Actions	Achievements in 2025
Principle 1: We will incorporate ESG issues into investment analysis and decision-making processes.	Screening investments according to the International Finance Corporation (IFC) exclusion list.	Implementation and adaptation of the Exclusion list.
	Integrating ESG factors into our research and due diligence process.	Application of our internal ESG Due Diligence process for investment screenings.
	Advocating for ESG training to investment professionals at Ominvest Group.	Hosting of the 2025 ESG Connect Forum.
	Engaging with portfolio Company boards on ESG issues	Engagement with investees at the board level.
Principle 2: We will be active owners and incorporate ESG issues into our ownership policies and practices.	Engaging with ESG champions to assist in incorporating ESG issues in portfolio Company operations and practices.	Engagement with ESG champions on 2025 mandatory disclosures and ISSB disclosure training.
	Attending and speaking at sustainability conferences and seminars to push for collaborative engagement across the financial industry as a whole.	Hosting of the 2025 ESG Connect Forum.
Principle 3: We will obtain appropriate disclosure on ESG issues by the entities that we invest in.	Publishing an annual Sustainability Report aligned with globally recognised sustainability standards, while monitoring compliance with mandatory ESG reporting requirements for MSX-listed companies within our portfolio.	Preparation of the Annual Sustainability Report highlighting achievements of portfolio companies.
Principle 4: We will promote acceptance and implementation of the principles within the investment industry.	Addressing ESG issues in our Investment Policy.	Update of our internal Responsible Investment Policy.
	Measuring and managing investments in selected industries and top ESG-performing companies.	Tracking of ESG performance in portfolio companies.
Principle 5: We will work together to enhance our effectiveness in implementing the principles.	Communicating ESG expectations to investees and assessing their ESG performance.	Capacity building session for subsidiaries
	Supporting collaborative initiatives and engaging in discussions with entities, such as the World Economic Forum (WEF) and the Muscat Stock Exchange (MSX).	Aligning sustainability reporting with MSX and WEF disclosures.
	Considering contribution to Oman's in-country value creation.	More than 90% of vendors were local Omani suppliers.
Principle 6: We will each report on our activities and progress toward implementing the principles.	Publishing an annual Sustainability Report drafted in alignment with globally recognised sustainability standards.	Publication of the 4th Annual Sustainability Report.

Responsible Investments

As a responsible investor, we believe businesses play a vital role in creating sustainable and scalable economic, environmental, and social value. We have embedded this commitment into our DNA by integrating a comprehensive ESG Strategy into our core operations and investment activities, successfully aligning with stakeholder expectations and industry best practices. Our ESG Framework operates in accordance with the most renowned international standards, including the UN SDGs, the UN PRI, and the Stakeholder Capitalism framework by the WEF.

Our Approach

Our approach to responsible investment is defined by two overarching principles: Responsible Investment and Active Ownership. These principles are gradually being integrated across our asset classes, including including strategic investments, private equity, venture capital, global capital markets, and real estate investments. Under these pillars, we apply a range of approaches depending on the characteristics of each asset class and the stage of the investment lifecycle. The different approaches include:



Negative and positive screening



Screening of investments' performance against ESG criteria



Active ownership and engagement with portfolio companies



Building sustainable communities

In 2024 and 2025, as part of our ESG strategy review, we refined our investment approach by updating our performance indicators and revising targets through 2027 to keep our strategy ambitious but achievable. Additionally, we integrated KPIs for our subsidiaries to strengthen active ownership practices and address risks posed indirectly to Ominvest through portfolio companies.



Sustainability risks are investment risks. By embedding ESG considerations into our investment evaluation and portfolio monitoring processes, we strengthen long-term value creation and enhance resilience across market cycles. In 2025, we continued to deploy capital in priority sectors, particularly banking and financial services, supporting disciplined investment performance while contributing to Oman Vision 2040 and broader economic and social outcomes.

Kashif Ijaz
VP | Strategic Investments



ESG Integration

ESG considerations are embedded within the Company's investment policy, strategy, and decision-making processes. The Investment Policy explicitly aligns the investment framework with the Company's ESG framework for Responsible and Impact Investing and applies ESG considerations across all relevant asset classes, including strategic investments, private equity, venture capital, global capital markets, and real estate investments.

ESG integration is applied throughout the investment lifecycle. During the screening and due diligence stages, ESG factors are assessed alongside financial, legal, commercial, technical, and risk considerations. This includes the application of exclusionary screening, ESG risk identification, and assessment of material environmental, social, and governance issues relevant to the investment and sector. We also assess investments against the IFC exclusion list. In 2025, no new investments were identified that fell under the exclusion list.

Investments in Selected Industries

As part of ESG integration in investment processes, we defined a range of industries and themes we consider favoured. These include categories that generate positive environmental and social outcomes. Examples of these themes include:

Environmental Themes		Social Themes	
	Decarbonisation		Inclusive Finance
	Energy Efficiency		Education
	Tech for Good		Healthcare

In 2025, a significant portion of new investments was directed towards the banking and financial services sector, which is identified as a favoured sector under our strategic objectives. The banking sector plays a critical role in supporting long-term sustainable economic development, enabling financial inclusion, facilitating SME financing, and supporting innovation through investments in digital banking and fintech solutions.

These activities contribute directly to economic resilience, job creation, and inclusive growth, and are aligned with our ESG priorities particularly those related to quality employment, economic growth, and industry innovation. Accordingly, a substantial share of new investments in 2025 were allocated to this sector, reflecting our commitment to deploying capital in areas that generate both financial returns and positive economic and social outcomes.



Active Ownership

Engagement with portfolio companies is a core element of our responsible investment approach. This is primarily exercised through our active board representation in strategic investments, where sustainability topics are integrated into regular board discussions alongside financial and strategic matters. While we do not currently mandate any ESG disclosure or initiatives, we encourage portfolio companies to improve transparency on a voluntary basis. Last year, this commitment was supported through capacity-building initiatives, including a training session on the IFRS S1 and S2 standards.

In 2025, we launched our second ESG Forum, ESG Connect, marking an important milestone in strengthening engagement with portfolio companies. This initiative builds on the objective set in 2024 to strengthen engagement with portfolio companies and improve risk management, with the aim of supporting long-term resilience and aligning investments with sustainable growth. The Forum brought together participants, including CFOs, Sustainability Managers and Risk Professionals from eleven of our portfolio companies: Bank Muscat, Alizz Islamic Bank, ORIS, Dreamlab Technologies, Liva Group, National Finance Company, Oman Arab Bank, Takaful Oman, Thawani, Muscat Resorts and Ubhar Capital.

ESG Champions

In 2022, Ominvest's selection of ESG Champions across portfolio companies served as a catalyst for advancing the ESG agenda. Since then, as the ESG landscape and regulatory mandates have evolved, so too has the composition and role of these Champions, ensuring continued relevance in driving ESG integration across the portfolio. Our ESG Champions play a central role in embedding ESG principles into operations, policy development and strategic decision-making. We support them through targeted engagement and high-level strategic guidance, including assistance with mandatory ESG disclosures required by the MSX, support in developing ESG strategies and frameworks, and guidance on preparing RFQs for the appointment of external ESG consultants.



The ESG Connect Forum was delivered as an interactive working session, combining structured presentations, live polling, and facilitated group discussions to encourage practical exchange and peer learning. It covered Ominvest's sustainability strategy and progress to date, recent developments in ESG practices in global and regional markets, and the implications of IFRS S1 and S2 for future reporting and decision-making. Participants also took part in moderated discussions to share experiences and identify areas for further action. Following the session, a summary of key takeaways was shared with all participants.

Based on positive feedback from Ominvest's leadership team and participants across the portfolio, we plan to organise the Forum regularly.



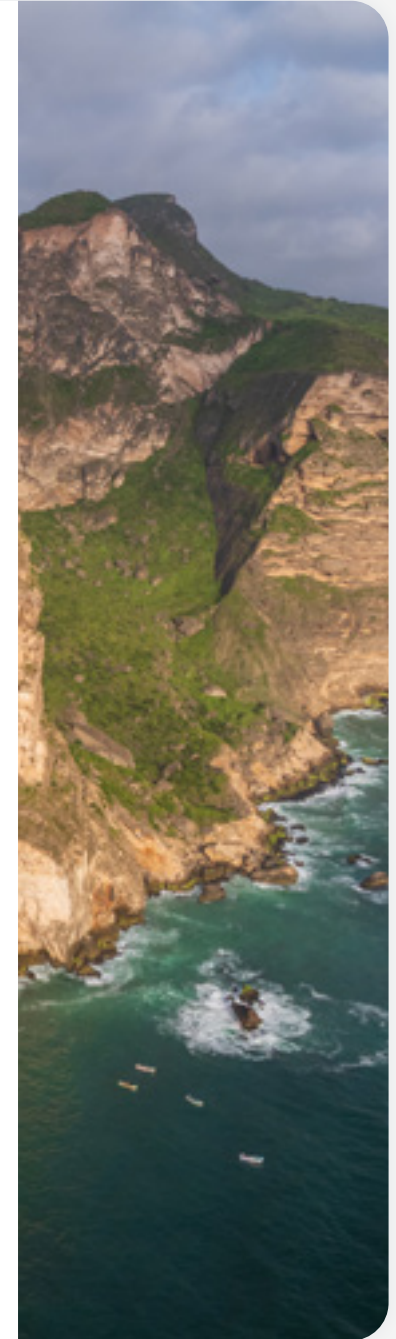
Portfolio ESG Highlights

Aerial view of the tabseel season in Wilayat Jaalan Bani Bu Hassan, South Al Sharqiyah Governorate, Oman, as dates are sun-dried on palm-frond mats.

Ominvest's strategic portfolio spans a diverse range of companies and asset classes. We consider focused diversification to be important for building resilience and managing risk, and we apply this across sectors, geographies, and investment types.

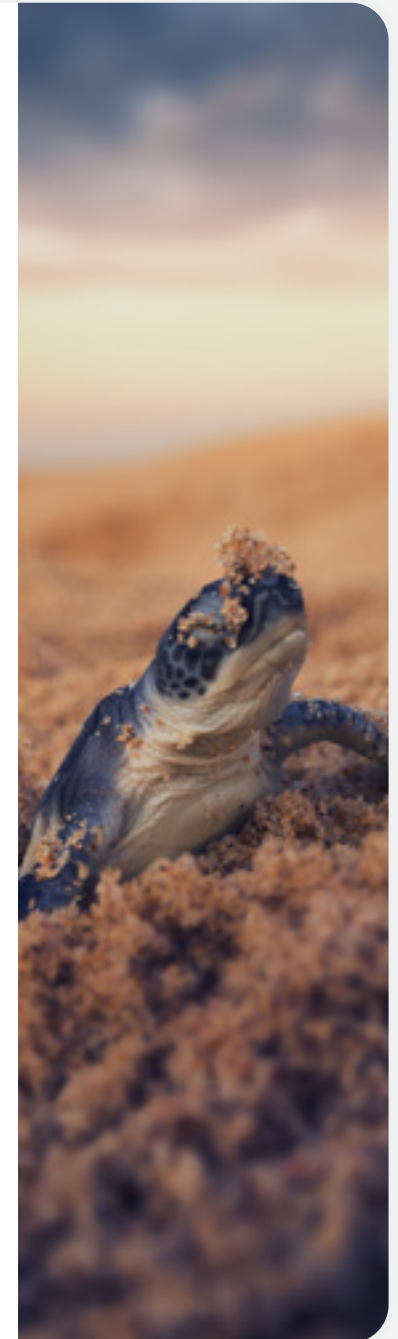
As a parent Company, we recognise that our primary impact is exercised through our investment decisions. Accordingly, we shall encourage the integration of sustainability practices across key subsidiaries and associates. As a result, we have included a high-level ESG snapshot across the portfolio for the first time.

Strategic Milestones	Environmental Actions	Social Initiatives
 - Conducted Tumouhi SME training on financial management and business development. - Launched an EV charging station at Elite Centre to promote green mobility.	- Set up a free EV charging station for low-carbon mobility. - Enabled digital donations via the OAB app to encourage paperless, tech-driven giving.	- Ramadhan Iftar in Mutrah and support for the Omani Special Olympics promoted social inclusion among vulnerable groups. - Blood donation drives. 103 internship opportunities.
 - Funded green organisations. - Developed sustainable finance products under ESG framework. - Began tracking select upstream Scope 3 emissions. - Reported in line with CBO 1208 requirements.	- Departments collaborated to lower paper use during KYC onboarding. - Promoted responsible plastic and resource consumption internally and externally. - Over 20 employees joined the Stride for Nature Charity Run in partnership with ESO.	- Offered financial consulting, business plan review, and training to 8 SMEs with Sharakah and the SMEs Development Authority. - Led a CSR campaign, 'Sports for All', with Special Olympics Oman, sponsoring 10 Olympians. - Supported low-income students' attendance at Expo 2025 in Osaka, Japan.
 - Completed full materiality refresh and refined the ESG topics and priorities across the bank. - Published 13 consecutive Sustainability Reports. - Developed a Sustainable Finance Framework (SFF) to enable green/social/sustainability bonds, loans and sukuk.	- Achieved a 2% reduction in carbon emissions and expanded solar and energy-efficiency measures. - Delivered an 8% reduction in water withdrawal via water-saving fixtures and controls.	- Through the Maliyat Academy, 23,000+ students across Oman were impacted as part of the financial-literacy outreach programme. - Accessibility upgrades: 47 branches with tactile guidance and braille-enabled ATMs (plus wheelchair-accessible counters).



Portfolio ESG Highlights

	Strategic Milestones	Environmental Actions	Social Initiatives
	• Rolled out the ESG Policy. • Set up the Environmental and Social Management System. • Integrated ESG into client survey reports. • Categorised ESG lending clients in core banking. • Established an ESG governance structure.	• Launched the “Be Green” campaign to reduce internal resource use. • Maintained a plastic-free environment by using refillable bottles. • Collaborated with ESO on the “Green Campus Project” to support college eco clubs and initiatives.	• Partnered with Injaz Oman to support students in their Company programme. • During Ramadan, the Himmah team distributed around 100 food packages through the Iftar Saem programme.
	• Materiality assessment conducted with inputs from internal and external stakeholders. • Development of ESG Strategy and Policy, driven by the Risk function. • Launch of first Sustainability Report in alignment with MSX ESG Disclosures.	• Reporting on Scope 1, 2 and 3 emissions. • Ongoing digitalisation of services: Reducing paperwork and customer travel through online processes. • Sustainable Insurance Products: Competitive EV insurance and underwriting solutions for green clients.	• Nationwide road-safety campaigns: Participation in Gulf Traffic Week 2025 and RAFO Traffic Awareness Day, with a focus on public education and promoting safer driving. • Women and youth empowerment: Partnership with Omani designer Amal Al Raisi on the Fashion Future programme 2025.
	• Developed a Risk Register for identifying and addressing critical risks. • Initiated formal ESG and CSR Policy development.	• Introduction of TALEM Academy, and insurance elevate programme as a flagship training initiative. • Annual Health Camp provided for staff members. • Implementation of an Interactive Voting Platform.	• Backed Athar & Hayat youth initiative. • Omani Food Bank to advance social responsibility and sustainability.



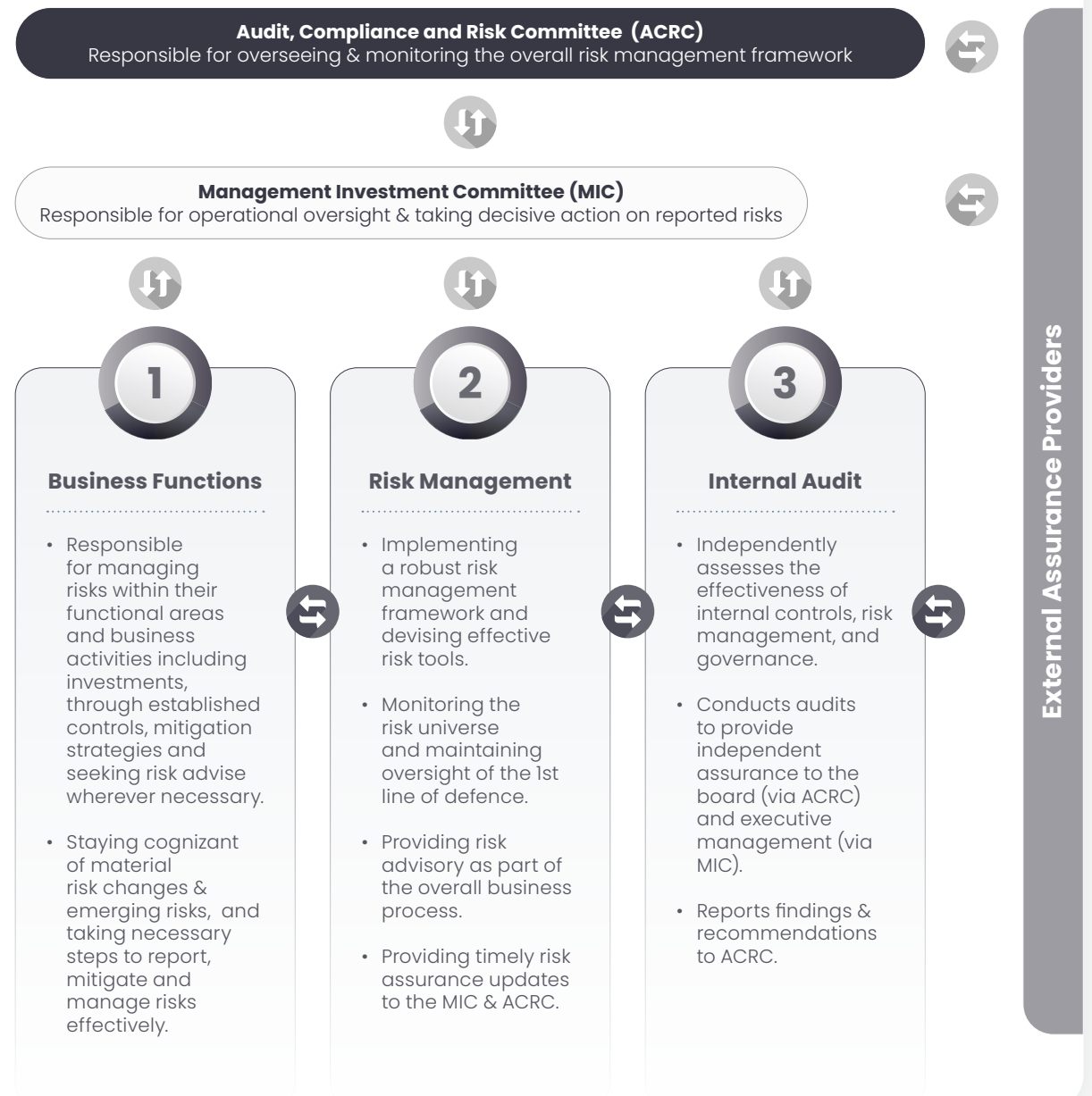
ESG Risk Management

Aerial view of the Daymaniyat Islands off the coast of Muscat, Oman, surrounded by clear turquoise waters and coral reefs.

Ominvest has an established Risk Management Policy and framework aligned with ISO 31000 principles, embedding risk management into strategic planning, decision-making, and governance processes to support long-term value creation and organisational resilience. By integrating ESG considerations into our risk management approach, we strengthen our ability to anticipate, manage, and respond to evolving sustainability, regulatory, and market-related risks. ESG risks have a direct influence on both sustainability outcomes and financial performance, and their effective management of these risks supports Ominvest's resilience, adaptability, and long-term competitiveness.

Regulatory compliance remains a core component of our risk management approach, particularly as ESG-related requirements continue to expand. A robust framework supports the mitigation of legal, regulatory, and reputational risks, while strong ESG performance enhances our brand, builds stakeholder trust, and differentiates Ominvest in the market, supporting investor and partner confidence.

Our risk management framework follows the three lines of defence model. The first line of defence comprises business owners and functional departments, who are responsible for identifying and managing risks within their respective areas of operation. The dedicated ESG function, part of the first line of defence, is responsible for the implementation and day-to-day management of the Board-approved ESG framework, including the monitoring, coordination, and reporting of ESG initiatives across the organisation. The second line of defence is the Risk Management Department, which provides oversight, guidance, and challenge, ensuring that ESG risks, alongside other enterprise risks, are appropriately identified, assessed, and monitored. The third line of defence is Internal Audit, which provides independent assurance on the effectiveness of internal controls, governance, and risk management processes.



Ominvest's risk universe is structured around two main categories: operational (enterprise) risks and investment risks.



Operational risks

Operational risks are managed through a structured corporate risk register aligned with ISO 31000 guidelines, supporting systematic risk identification, assessment, and mitigation. Business owners act as designated risk owners, while the Risk Management Department supports the documentation of risks, assesses their potential impact, and works with risk owners to define and monitor appropriate mitigation measures. ESG-related operational risks are captured within this framework in coordination with the ESG function.



Investment risks

Investment risks are managed through ongoing monitoring and review of portfolio Company performance, with a focus on identifying key performance, financial, and ESG-related risks. ESG considerations are embedded within the investment proposal review process to ensure that material sustainability risks are identified and addressed prior to investment decisions. New investment proposals are assessed for risk exposure, and guidance is provided on mitigating unacceptable risks. Regular risk updates are reported to both the Management Investment committee (MIC) and the Audit, Compliance and Risk committee, ensuring effective oversight at the highest governance levels.

A proactive approach is taken to managing governance and compliance risks, particularly in procurement and financial processes, where strict anti-corruption controls are applied. All procurement activities are conducted in line with defined approval and control procedures, and requests for quotations are subject to clear standards under the Finance and Accounts Policy. Corruption-related risks are monitored through the Compliance Dashboard, while instances of non-compliance are recorded in the Non-Compliance Register and addressed through appropriate corrective actions, including investigations where required. Employees are encouraged to report concerns through formal channels, supporting a culture of transparency, accountability, and ethical behaviour. Through this integrated risk management and governance framework, Ominvest seeks to proactively manage operational, investment, ESG, and governance risks, strengthening organisational resilience, protecting stakeholder trust, and supporting sustainable long-term performance. Furthermore, 100% of Board Members have received training on anti-corruption topics, reinforcing the Company's commitment to strong governance and ethical business practices.

By including ESG considerations in our risk management framework, we align our operations with long-term value creation. ESG risks significantly influence the Company's sustainability and financial performance and enable resilience and adaptability to evolving market conditions. Regulatory compliance is another crucial aspect, as increasing requirements around ESG practices highlight the need for a strong framework to mitigate legal risks and penalties. Strong ESG performance also upholds our brand image and earns stakeholder trust, as well as differentiating us in the marketplace which attracts investors and partners who prioritise sustainability.



As sustainability expectations evolve, risk management must evolve with them. Climate-related risks are already shaping markets and investment performance, making forward-looking analysis more critical than ever. In 2025, we strengthened our economic outlook through sustainability and transition-risk lenses, including the presentation of Ominvest's economic outlook and banking-sector analysis at the IFN Oman Forum 2025 to support dialogue on financial resilience, transparency, and sustainable growth.

Azza Al Habsi
AVP | Economic Research & Emerging Trends



Empowered Workplace

In this Section

Employees in Numbers

Diversity and Inclusion

Training and Education

Health and Wellbeing

Grievance Mechanisms and Whistleblowing

Aerial view of Al Sidrah Mosque in Wilayat Jaalan Bani Bu Ali, South Al Sharqiyah Governorate, Oman, as a small group shares iftar on the first day of Ramadan.

Employee Benefits

We provide our full-time employees with comprehensive benefit packages. These benefits are reviewed annually through benchmarking exercises to ensure that they remain competitive and in line with industry standards. Our benefits include:

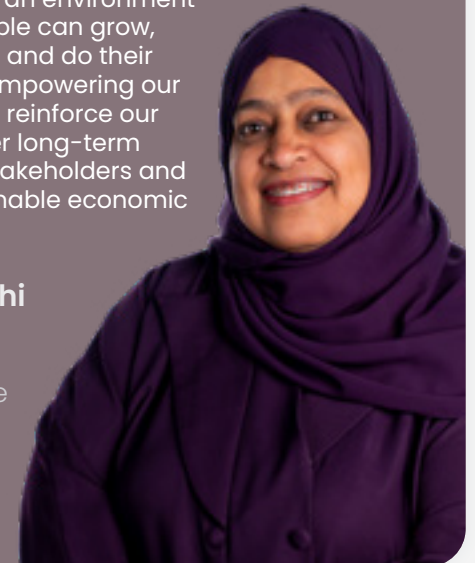
	Medical insurance		Life insurance
	Access to health clubs		Support for school fees
	Paid sick leave		Special and long service awards
	Interest-free loans and advances		Maternity leave
	Paternity leave		Parental escorting leave
	Contingency leave		Nursing mothers
	Annual leave tickets		Gratuity and pension fund
	Monthly mental health day		Remote work arrangements

In the event of significant operational changes that may affect roles, responsibilities, or working arrangements, employees are provided with advance notice ranging from one to three months, depending on the nature and impact of the change. This approach is designed to support transparency, allow sufficient time for adjustment and planning, and ensure that employees are informed in a timely and respectful manner.



Sustainability starts with people. In 2025, we focused on strengthening our organisation by investing in our workforce, fostering fair and inclusive talent practices, and building a strong leadership pipeline. From developing local talent and expanding learning opportunities to enhancing diversity, wellbeing, and performance frameworks, our priority has been to create an environment where our people can grow, feel supported, and do their best work. By empowering our employees, we reinforce our ability to deliver long-term value for our stakeholders and support sustainable economic development.

Alia Albalushi
Assistant
Manager | HR
and Enterprise
Services



Employees in Numbers

Workforce by Gender

Total number of full-time employees	2023	2024	2025
	49	43	39

 Men	2023	2024	2025
	30 61%	28 65%	21 54%

 Women	2023	2024	2025
	19 39%	15 35%	18 46%

	2023	2024	2025
Total Number of Top Managers*	16	10	10
Men	81%	80%	90%
Women	19%	20%	10%

	2025		2025
Mid-level position	18	Junior position	11
Men	50%	Men	27%
Women	50%	Women	73%

*The number of Top Managers has decreased due to a change in definition. In previous years, Top Managers included Vice President positions and above. From 2024 onward, only Senior Vice Presidents and above are included.

Workforce by Age	2023		2024		2025	
Employees aged 18-24	0	0%	0	0%	0	0%
Employees aged 25-34	16	33%	14	33%	16	41%
Employees aged 35-44	15	31%	16	37%	11	28%
Employees aged 45-54	17	35%	12	28%	10	26%
Employees aged 55 and above	1	2%	1	2%	2	5%

Workforce by Employment Duration	2023		2024		2025	
Working with Ominvest for 0-4 years	26	53%	27	63%	18	46%
working with Ominvest for 5-9 years	10	20%	6	14%	11	28%
working with Ominvest for 10-14 years	7	14%	7	16%	6	15%
working with Ominvest for 15+ years	6	12%	3	7%	4	10%

Total Number of Omani employees	2023		2024		2025	
	42 86%		35 81%		32 82%	
 Percentage of MEN  Percentage of WOMEN						
	2023	2024	2025	2023	2024	2025
	47%	47%	44%	37%	35%	56%

Please note that Ominvest does not employ any part-time employees, full-time consultants, or contractors.

Diversity and Inclusion

During the reporting year, Ominvest implemented and continued several initiatives to foster DEI, including:



Inclusive Recruitment Practices:

Use of structured job descriptions, standardised interview frameworks, diverse interview panels, and bias-mitigation practices to ensure fair and objective hiring decisions.



Women Empowerment Initiatives:

Support for women's leadership development, including participation in external executive and leadership programmes, and monitoring of women's representation across the workforce and leadership levels.



Nationalisation Initiatives:

Active recruitment of Omani nationals and provision of tailored training and development programmes to build local capabilities and support long-term retention.



Measurement and Transparency:

Annual tracking and disclosure of DEI metrics, including gender representation, women in leadership, and female new hires, to assess progress and identify areas for improvement.

Women's Empowerment

One of the main focuses of our DEI strategy is women's empowerment. Ominvest is committed to promoting gender equality and women's empowerment through:

Reducing disparities between women and men

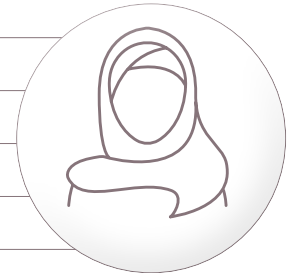
Promoting women in leadership positions

Ensuring equal work conditions and opportunities

Equal training hours for female and male employees

Ensuring equal pay for equal work and experience

Eliminating gender biases



In October 2025, Ominvest hosted an event to mark **Omani Women's Day**. The event brought together approximately 70 female employees from Ominvest and selected group companies, including Muscat Resorts, La Vie, ORIS and U-Capital.

The programme included a series of wellbeing and engagement activities, such as pottery making, beauty and cosmetics workshops, hand massage sessions, a photo booth, and catering. The event was held during working hours and was designed to support employee engagement, wellbeing, and team bonding among female employees across the Group. Local small and medium-sized enterprises were engaged to deliver the activities and services.



Diversity and Inclusion



In 2025, Ominvest strengthened its commitment to women's empowerment and inclusive thought leadership through targeted public-engagement and policy-dialogue initiatives. In 2025, the majority of these efforts were spearheaded by Azza Alhabsi, Vice President – Economic Research & Emerging Trends, with institutional backing from Ominvest. Initiatives focused on strengthening public economic literacy, contributing to evidence-based policymaking, and advancing informed dialogue on market development and economic reform, aligned with Ominvest's objective of creating long-term value for society and the national economy.

Throughout the year, and with Ominvest's support, Azza Alhabsi represented the Group across national, regional, and international platforms, including:

- **National media and television engagements** addressing the economic implications of US tariff measures and the governance and reform of state-owned enterprises (SOEs), highlighting the importance of sound policy frameworks and institutional reform in enhancing economic performance and investor confidence.
- **Moderation of a high-level panel at the MEIRA Annual Conference**, featuring the Secretary General of the Ministry of Finance, focusing on capital-market deepening, broader market participation, and attracting sustainable foreign investment in line with Oman Vision 2040.
- **Presentation of Ominvest's economic outlook and banking-sector analysis at the IFN Oman Forum 2025**, contributing to sector-specific dialogue on financial resilience, transparency, and sustainable growth.
- **International representation at the AIM Summit (Dubai)** as a panellist under the theme "Frontier Thinking: Investing Where the Capital Isn't", presenting Oman's investment proposition to a global investor audience.
- **Participation in the GCC-German Young Leaders Forum in Berlin**, organised by the Konrad-Adenauer-Stiftung (KAS) alongside the 7th German-Arab Gulf Dialogue, contributing to cross-border policy discussions on economic integration, energy transition, and regional cooperation.

Diversity and Inclusion

Omanisation

Omanisation is a key national policy, aimed at expanding job prospects for Omani citizens and fostering the development of the country's youth. This policy aligns with Oman Vision 2040, focusing on economic sustainability, nurturing local talent, and supporting national growth.

We embrace Omanisation and prioritise the employment of Omani nationals, while also aiming for equal opportunities among male and female applicants. Our strategic direction, along with the country's ambitions, have led us to set targets for Omanisation rates. These targets, as reflected in our Human Capital Policy, revolve around two main pillars:



Recruitment of Omani Talent:

Actively seeking and hiring Omani professionals to support national employment goals.



Development of Omani Talent:

Offering tailored training and development programmes to improve the skills and competencies of our Omani workforce.

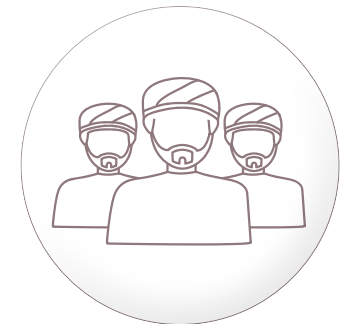
Local Employment	2023	2024	2025
Total number of local employees	42	35	32
Percentage of local employees out of the total workforce	86%	81%	82%
Men (Percentage)*	47%	47%	44%
Women (Percentage)*	39%	35%	56%
Number of local employees in Top Management**	16	6	6
Omani Men (Percentage)*	50%	40%	35%
Omani Women (Percentage)*	19%	20%	46%
*Out of the total number of employees.			
**Top Managers at Ominvest are defined as Senior Vice President positions and above.			

Total Local Employees by Age Group	2025	
Employees aged 18-24	0	0%
Employees aged 25-34	15	47%
Employees aged 35-44	8	25%
Employees aged 45-54	7	22%
Employees aged 55 and above	2	6%

Total Local Employees by Employment Level	2025	
Junior	9	
Mid – level Position	17	
Top Managers	6	

Total Local Employees by Years of Service	2025	
0-4 years	17	53%
5-9 years	8	25%
10-14 years	4	13%
Employees working with Ominvest for 15+ years	3	9%

Omanisation is a key national policy, aimed at expanding job prospects for Omani citizens and fostering the development of the country's youth.



Diversity and Inclusion

In November 2025, Ominvest marked the Omani National Day with an internal Group-wide celebration. The event brought together over 100 employees from Ominvest and its group companies and featured an opening address, a cake-cutting ceremony, music and catering. The initiative aimed to strengthen employee engagement, reinforce cohesion and promote national pride. Local small and medium-sized enterprises were engaged to deliver catering and music services for the event, contributing to local economic activity and supporting community-based service providers within Oman's small business ecosystem.



Fair Recruitment

The Human Capital Department establishes a structured recruitment process, including defined interview stages, assessments for fresh graduates, where applicable, and role-specific practical evaluations. This process is developed in consultation with, and approved by, the relevant Head of Department. Following an initial screening of applications against role requirements, candidates who most closely match the required qualifications, skills, and experience are shortlisted for further interviews. Reference checks are conducted for all shortlisted candidates, with a minimum of two independent references required for management positions.

Ominvest maintains a centralised database of potential candidates. In addition to this internal talent pool, the Group sources qualified candidates through a range of external channels. Depending on the role requirements and competency profile, the Human Capital Department, in consultation with the respective Head of Department, may:



Place classified advertisements in local, regional, or international media



Engage specialised recruitment agencies



Utilise online job portals and digital recruitment platforms



Leverage employee referral programmes



Apply other sourcing methods to attract suitably qualified applicants

All recruitment activities, including engagement with agencies and advertising, are coordinated through the Human Capital Department and are subject to approval in line with the Delegation of Authority. The Human Capital Department is informed of all discussions related to potential employment opportunities within Ominvest to ensure consistency, transparency, and compliance with internal governance procedures.

Diversity and Inclusion

Job Description Development and Approval Process

The process for developing or updating job descriptions is as follows:

- The requesting department notifies the Human Capital Department of the need for a new or revised job description (e.g. due to new hires, operating model changes, or updated competency requirements).
- The Human Capital Department shares the latest job description template with the requesting department.
- The job description is drafted collaboratively by the requesting department and the Human Capital Department to ensure completeness and alignment with role requirements.
- The draft is submitted to the relevant Head of Department for endorsement.
- The Human Capital Department reviews the endorsed job description for accuracy and completeness.
- Final approval is provided by the Chief People Officer.
- Once approved, the job description is stored in the HR Management System and shared with the requesting department for implementation and records.

Newly Hired Employees	2023		2024		2025	
Total number of newly hired employees	12		3		4	
Men	9	75%	2	67%	3	75%
Women	3	25%	1	33%	1	25%
Percentage of newly hired Omani men*	50%		33%		0%	
Percentage of newly hired Omani women*	25%		33%		100%	
New Employees Hires by Age Group						
Employees aged 18-29	Not measured		Not measured		2	50%
Employees aged 30-39	Not measured		Not measured		2	50%

Turnover Rate	2023	2024	2025
Turnover rate for all employees	16%	12%	16%
Men	12%	7%	19%
Women	4%	21%	11%
Fluctuations in the no. of employees	12%	12%	5%
Employee Turnover by Age Group			
Employees aged 18-29	Not measured	Not measured	45%
Employees aged 30-39	Not measured	Not measured	5%
Employees aged 40-49	Not measured	Not measured	21%
Employees aged 50-59	Not measured	Not measured	29%
Employees aged 60-69	Not measured	Not measured	0%



Training and Education

We recognise that building a skilled and knowledgeable workforce is fundamental to maintaining competitiveness, enhancing productivity, and supporting long-term organisational performance. We therefore remain committed to investing in the continuous training and development of our people, ensuring they remain equipped with up-to-date skills, knowledge, and best practices.

We acknowledge that insufficient focus on learning and development can negatively impact performance, engagement, and organisational effectiveness. To mitigate these risks, we prioritise a structured and forward-looking approach to capacity building. This includes leveraging digital learning platforms, adopting microlearning approaches to enable rapid and targeted skills development, fostering a culture of continuous learning, tailoring personalised development pathways, and ensuring accessible learning resources for all employees. Our comprehensive learning and development strategy includes:



Varied Training Methods:
We offer formal training courses, on-the-job learning opportunities, and e-learning programmes designed to fulfil job requirements, business goals, and individual career plans. This holistic approach ensures that all employees, regardless of their role, have access to the learning resources they need.



Programmes for Skills Enhancement & Professional Certifications:
To support professional growth, we offer employees opportunities to obtain professional certifications, including the Chartered Financial Analyst Institute (CFA), the Association of Chartered Certified Accountants (ACCA) and the Project Management Institute (PMP).



Advanced Leadership Development and Management Programmes:
These initiatives are designed to improve technical and behavioural skills, facilitating professional development and aligning employee capabilities with our strategic goals.

Average Training Hours	2023	2024	2025
Average training hours for all employees	25	42	61
Male employees	20	41	85
Female employees	30	45	28
Average training hours for local employees	-	50	61

Training hours for the 2 previous years have been restated.
Formula: Total training hours / number of full-time employees.

Following up on last year's disclosure, Ominvest developed an employee engagement survey in 2025. At the time of reporting, the survey is under internal review and is scheduled for rollout in 2026.

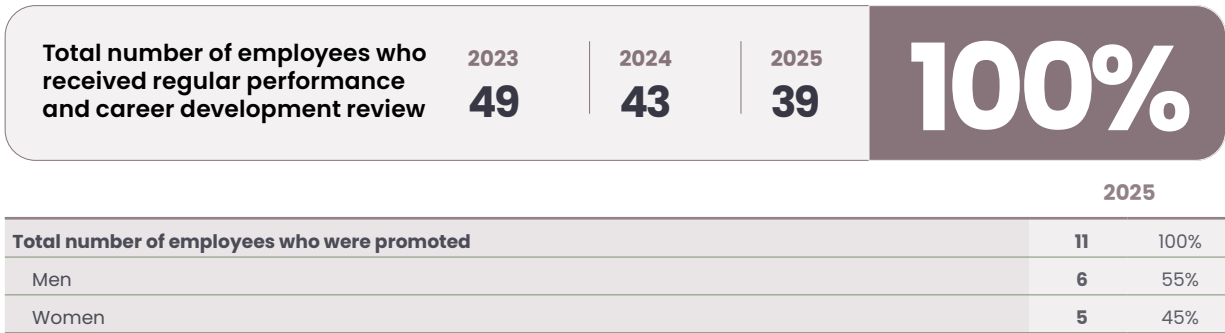
Sustainability Training

During the reporting period, we delivered dedicated sustainability training for employees. The training programme focused on building awareness of sustainability practices, strengthening their understanding of the relevance of sustainability to the business, and integrating sustainability objectives into strategic decision-making. This approach supports embedding sustainability considerations within leadership practices and the wider corporate culture. Moreover, targeted training was delivered on emerging ESG frameworks, with a particular focus on IFRS S1 and S2, to prepare the organisation for anticipated regulatory requirements expected to become mandatory in the coming years.

Training and Education

Career Progression

Continuing throughout 2025, we remained committed to overall career development by providing comprehensive support through internship opportunities, targeted skill-building programmes, post-career planning, and transition assistance. Our approach empowers employees to develop diverse capabilities, navigate the evolving business landscape, and achieve both personal growth and strategic organisational resilience.



Our annual performance appraisal process follows a structure approach in line with recognised best practices. All eligible employees are assessed against clearly defined Key Performance Indicators and behavioural competencies, ensuring alignment with organisational values, role requirements, and departmental objectives. Performance is evaluated using a standardised scorecard, with Key Performance Indicators weighted at 80% and competencies at 20%. Ratings are determined using a five-point scale to promote consistency, objectivity, and fairness across the organisation.

Performance outcomes inform individual development plans, training and capacity-building initiatives, performance-based reward decisions, and promotion considerations. A formal review, validation, and dispute-resolution process is in place to support transparency, accountability, and continuous improvement within the performance management framework.

ESG objectives are currently integrated into the formal performance appraisals of our dedicated sustainability team. For all other functions, sustainability considerations are embedded within the broader performance management framework through departmental scorecards aligned with our corporate vision. Sustainability-related objectives form part of the annual performance criteria, which are reviewed annually by the Board, reinforcing a culture of accountability across Ominvest’s sustainability ambitions.

Reward and Recognition Programmes

Ominvest recognises and rewards employee contributions through the Staff Appreciation and Recognition Scheme, which is designed to promote high performance, innovation, and alignment with organisational values.

The scheme recognises individuals and teams for exceptional performance, high-quality delivery, and impactful ideas that contribute to operational efficiency and the achievement of key project milestones.

During the reporting year, the Staff Appreciation and Recognition Scheme served as the Group’s primary reward and recognition programme. Nominations are submitted on a quarterly basis by Heads of Department and reviewed by the Human Capital Department to ensure fairness and consistency prior to approval.

Recognition may include financial incentives of up to 50% of basic salary, an additional day of leave, and/or a certificate of appreciation. In addition, employee loyalty and long-term contributions is rewarded through the Long Service Awards programme.

These awards acknowledge colleagues who have played an important role in supporting the Company’s growth and success over time. During the year, nine of the Company’s 39 full-time employees, representing 23% of the workforce, had completed more than five years of service. Among them, six employees were recognised for five years of service, while three employees were honoured for reaching fifteen years of service with the organisation.

Training and Education

Celebrating Exceptional Staff Achievements in Internal Audit and Sustainability

To celebrate exceptional staff achievements, Ominvest recognised key milestones in 2025 that reflect its continued commitment to strong governance and sustainability leadership. The Internal Audit team achieved Full Conformance with the Global Internal Audit Standards (GIAS), the highest benchmark of professional excellence, demonstrating Ominvest's dedication to robust governance and risk management practices. In parallel, the Sustainability team was honoured with the Best Sustainability Report Award by the MEIRA highlighting leadership in ESG transparency and sustainability reporting. These accomplishments reflect the dedication of both teams in raising the bar and contributing to Ominvest's continued success.



Post-Career Planning

Ominvest strictly adheres to national laws and regulations as mandated by the Social Protection Authority (SPA) under Royal Decree No. (33/2021). As an independent entity, the SPA is responsible for introducing social protection initiatives and programmes to expand post-career planning efforts. As part of our commitment to comprehensive employee support, we integrated transition assistance into our Human Capital Policy by the end of 2024. This policy provides structured guidance for employees navigating significant career transitions, whether due to retirement, organisational restructuring, or employment termination, ensuring dignified and supportive pathways for workforce transition.

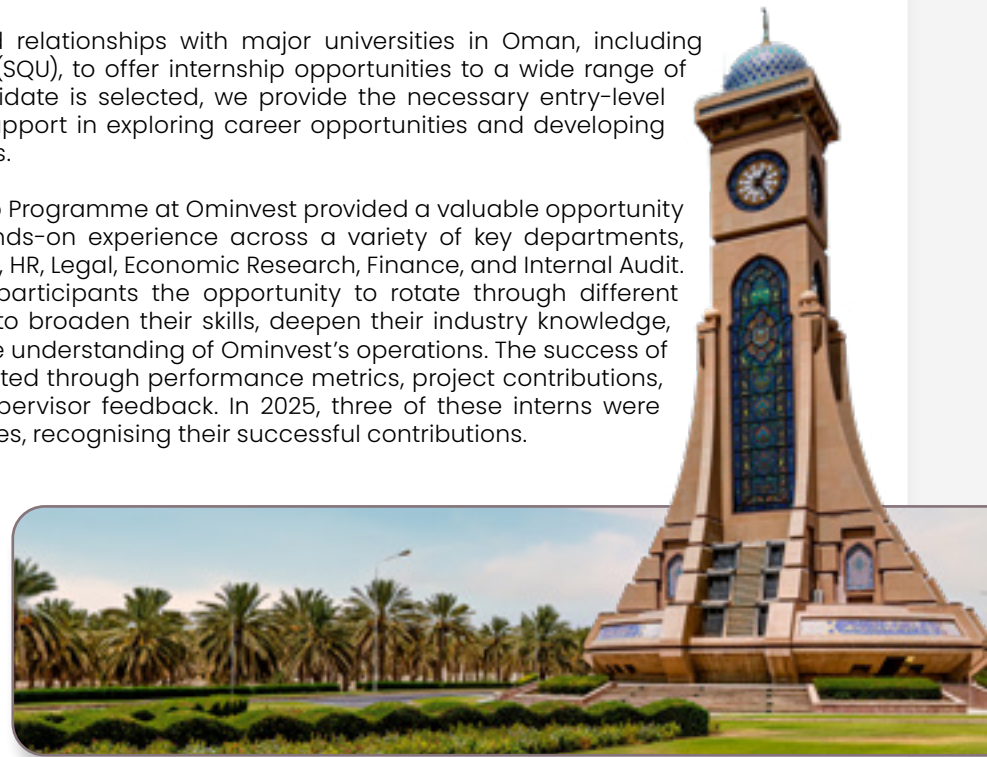
Internship Opportunities

Ominvest has established relationships with major universities in Oman, including Sultan Qaboos University (SQU), to offer internship opportunities to a wide range of candidates. Once a candidate is selected, we provide the necessary entry-level skills and knowledge to support in exploring career opportunities and developing professional competencies.

The New Heights Internship Programme at Ominvest provided a valuable opportunity for 39 interns to gain hands-on experience across a variety of key departments, including Investments, Risk, HR, Legal, Economic Research, Finance, and Internal Audit. The programme offered participants the opportunity to rotate through different functions, enabling them to broaden their skills, deepen their industry knowledge, and gain a comprehensive understanding of Ominvest's operations. The success of these internships is evaluated through performance metrics, project contributions, skill development, and supervisor feedback. In 2025, three of these interns were hired as full-time employees, recognising their successful contributions.



جامعة السلطان قابوس
Sultan Qaboos University



Health

and Wellbeing

Ominvest adopts a holistic approach to managing employee health and well-being, integrating physical, mental, social and financial well-being into its practices and workplace culture. This includes promoting a healthy work-life balance, encouraging participation in physical and recreational activities, and fostering a supportive and inclusive work environment. Employee wellbeing initiatives range from organised sports and wellness activities to events that strengthen collaboration, morale, and social connection among employees and group-Company colleagues. Health and well-being considerations are embedded within broader human capital and employee engagement efforts, with a focus on participation, inclusivity, and sustained positive impact.

Parental Leave

To support families, we offer female employees who have worked with us for one year or more 98 days of fully paid maternity leave as per Omani labour law. This duration encompasses both the pre-delivery and post-delivery phases, providing mothers with sufficient time for recovery and bonding with their new-borns.

Furthermore, we offer nursing mothers one hour daily for childcare assistance for one year after maternity leave. This supports our commitment to meeting family needs and creating a supportive workplace. Additionally, new fathers are entitled to receive seven days of paternity leave to support their role during the early stages of parenthood.

Parental leave	2023	2024	2025
Total number of employees that were entitled to parental leave	41	43	34
Number of employees that took parental leave	3	3	7
Women	1	1	6
Men	2	2	1
Retention Rate: Women (Percentage)	100%	100%	100%
Retention Rate: Men (Percentage)	100%	100%	100%



Padel Tournament | In December 2025, Ominvest organised a Mexicano-format padel tournament as an employee wellbeing and internal engagement initiative. Thirteen participants took part, including eight Ominvest employees and five employees from group companies U-Capital and ORIS. The Mexicano format involved rotating partners and individual scoring, with the top eight players advancing to the semi-finals and finals. Approximately 30 mixed-Company team pairings were formed throughout the tournament, with no Company-specific teams. The tournament accommodated various skill levels, including beginner and intermediate players, with dynamic pairings applied to maintain balanced competition. Local small and medium-sized enterprises were engaged through venue and catering services provided by Spin Padel Club and Saas Catering.



Ramadan Football Tournament | In March 2025, Ominvest hosted its annual Ramadan Football Tournament as a group-wide employee well-being and engagement initiative. The tournament was held from 2-12 March 2025 and involved participation from nine group companies, namely NFC, U-Capital, Alizz Islamic Bank, Oman Arab Bank, Bank Muscat, Takaful Oman, Thawani, Dream Lab, and Liva Group. A total of 9 teams participated, with 16 players per team, resulting in 144 participants. The final match was held between Takaful Oman and Liva Group, with Takaful Oman winning the tournament.

Grievance Mechanisms and Whistleblowing

Our Code of Professional Conduct, together with our adherence to Omani Labour Law, supports a workplace rooted in fairness, respect, and integrity. It promotes an environment free from discrimination and harassment and prohibits retaliation against anyone who reports concerns. Our comprehensive Human Capital and Whistleblower Policies provide reliable, confidential channels for employees to voice grievances, report potential misconduct, and seek resolution. By establishing clear communication mechanisms and disciplinary procedures, we create a supportive culture that prioritises ethical treatment across all aspects of employment, from hiring practices to benefit provisions.

Ominvest has reported no cases of discrimination or harassment to date. Despite this record, we are committed to maintaining a workplace free from discrimination, harassment and unfair treatment. To uphold this commitment, we embedded non-discrimination principles within the Human Capital Policy, Code of Conduct, and Diversity, Equity & Inclusion framework, which apply across all employment practices, including recruitment, training, performance management, promotion, and remuneration. Discrimination on the basis of personal characteristics is strictly prohibited, and all employees are expected to be treated with dignity, respect, and fairness. These commitments are reinforced through regular communication, awareness initiatives, and training aimed at promoting inclusive behaviours and reducing bias across the organisation.

To complement grievance mechanisms, our Whistleblowing Policy encourages employees to report unethical behaviour or policy violations, offering multiple reporting channels for ease and security. Whistleblowing is a safe channel to report any violations such as misconduct, illegal activities, fraud, insider trading, questionable accounting, and any matters that are in violation of policies, laws and regulations governing Ominvest operations. The confidentiality and anonymity of whistleblowers are protected to the greatest extent possible, in line with applicable laws and internal procedures. Ominvest is committed to safeguarding the interests of the organisation and its stakeholders through the effective management and investigation of reported concerns. A dedicated and confidential whistleblowing email address is available for reporting concerns: whistleblower@ominvest.com

During the reporting period,
ZERO
whistleblowing enquiries were recorded.

Investigations are conducted objectively, with appropriate actions taken to address the issues raised. The policy is reinforced through regular training and communication. We have established a structured approach for addressing reports of concerns, ensuring confidentiality and comprehensive investigation:



Step 1 | Reporting the Violation

The whistleblower reports the activity in writing, verbally, or via email using the available channels.



Step 2 | Acknowledgement of the Report

The whistleblower and the Group Chief Executive Officer (GCEO) are informed of the report's receipt. The alleged violation is then recorded in a register.



Step 3 | Preliminary Investigation

A preliminary investigation is initiated by the Compliance team and the findings are reported to the Audit, Compliance, and Risk Committee (ACRC).



Step 4 | Comprehensive Investigation

The investigation is carried out collaboratively by the Compliance Manager and the Chief Audit Officer to ensure a thorough and unbiased process.



Step 5 | Reporting and Recommendations

A final report, including recommended actions, is compiled and presented to the GCEO for review.



Step 6 | Board Notification

The Board of Directors (BOD) is notified of the findings and the recommended actions are taken accordingly.

Community Support and Social Impact

In this Section

CSR Approach

Community Support Categories

Al Razha (Razha dance) in Al Mazari' area, Wilayat Qurayyat, Muscat Governorate, Oman, as men gather on the morning of Eid Al Fitr to perform the traditional call-and-response chants and drum rhythms that mark the celebration.

At Ominvest, Community Support and Social Impact are central to our purpose of transforming businesses to enrich societies. Through strategic investments and impactful ESG initiatives, we create value for stakeholders by upholding integrity, collaboration, excellence, innovation, and good citizenship. Beyond compliance, we are committed to corporate responsibility that contributes to societal well-being, environmental conservation, and economic development.

CSR Approach

In recent years, we have witnessed the positive environmental and societal impact of effectively managing our community initiatives. To sustain this, every Ominvest Community Support and Social Impact initiative is designed with three primary objectives in mind:



Long-Term Value Creation

Community Support initiatives create shared value for both the Company and society, contributing to long-term value creation. By aligning our business objectives with stakeholder requirements and expectations, we guarantee sustainable growth. Investing in the well-being of local communities, environmental conservation, and social development helps us create tangible benefits for both communities and the environment.



Innovation and Competitive Advantage

Embracing Community Support inspires innovation by encouraging entrepreneurship and problem-solving. Addressing social and environmental challenges through innovative solutions enables us to support SMEs, strengthen the economy, and contribute to solving shared challenges.



Improved Reputation and Stakeholder Trust

Our commitment to responsible business practices and community engagement strengthens our reputation and builds trust with key stakeholders, including the government, investors, customers, employees, and local communities. This trust is crucial for attracting investment, retaining talent, and securing partnerships that support our growth.

Strategic Partnerships

Our community impact initiatives primarily focus on forming strategic partnerships. This entails a thorough process of identifying, vetting, selecting, and assessing potential partners and their projects. We review numerous proposals, consult with stakeholders to enable long-term impact, and work together to set and measure the outcomes of each initiative. Our engagement includes a range of stakeholders, including NGOs, government institutions, group companies, and private entities. Collaborating with these stakeholders enables us to leverage their expertise, resources, and networks to help maximise the impact of our initiatives.

At the start and end of each year, we engage with the BoD and share our annual CSR review and plan for the year ahead. These engagements also cover the outlining of the approved budget, allocation strategies, and intended partnerships. In addition, we actively seek feedback from stakeholders and our valued partners to ensure that we are fulfilling their expectations and continue to improve as a business. In turn, we share our insights on ongoing initiatives to strengthen the alignment and impact of our collaborative efforts.



Community Support Categories

Our community support categories aim to create measurable, scalable impact within defined focus areas to achieve positive change. Every year, we strengthen our efforts by setting specific targets and objectives. Progress is tracked by monitoring key metrics, such as the number of supported programmes, beneficiaries reached, and financial contributions. We also use programme-specific performance indicators, tailored to each initiative's goals and outcomes. As part of our Community Support efforts, we prioritise support in the following five key categories:



Environmental Sustainability | We demonstrate our commitment towards environmental protection and biodiversity restoration.



Education | We strive to equip communities with the skills needed to become successful future leaders and drive economic success. We are committed to empowering youth through education and financial literacy, recognising their vital role in shaping a sustainable and resilient future for the country.



In-kind Support | We show our commitment by directly investing our time and effort into the community to drive widespread impact.



Entrepreneurship | We support initiatives that strengthen our connection with local communities by empowering entrepreneurs and supporting SME development. This category embodies our dedication to being a responsible and caring corporate citizen.



Sport, Health, and Wellbeing | We aim to create positive social impact by focusing on sports, health, and the wellbeing of the community. The programmes are intended to increase self-confidence and build stronger social relationships.

Under each support category, we measure and monitor the following KPIs:

- Number of programmes supported
- Total amount invested
- Total volunteering hours
- Number of beneficiaries
- Measurable impact achieved

Community Support Categories

Environmental Sustainability

Omani Agriculture Day: Employee Tree Planting Initiative

In celebration of Omani Agriculture Day, Ominvest organised a group-wide employee volunteering initiative focused on environmental stewardship, biodiversity enhancement, and sustainable landscaping practices. Employees from Ominvest and its subsidiaries participated in a hands-on tree planting activity at LA VIE, a premier mixed-use development in Muscat's Madinat Al Irfan developed by Ominvest's subsidiary, ORIS.

The initiative emphasised planting native and drought-resistant species, selected specifically for their low water requirements and ability to thrive in Oman's arid climate conditions. This approach supports long-term ecological resilience, responsible water use, and alignment with Oman Vision 2040 sustainability priorities. Beyond environmental benefits, the activity fostered employee engagement, cross-Company collaboration, and a shared culture of environmental responsibility.

Impact of the Programme

Environmental Outcomes:

- 115 trees planted
- Native and drought-resistant selected to support local biodiversity and climate resilience
- Landscaping aligned with sustainable water management practices

Employee Participation and Volunteering:

- 15 employees engaged
- 3 volunteering hours per employee
- Total of 45 hours of volunteering
- 4 Companies represented (Ominvest, U-Capital, ORIS, Muscat Resorts)



Community Support Categories

Partnership with the Environment Society of Oman (ESO)

ESO is a leading non-profit organisation dedicated to protecting and conserving Oman's natural heritage through research, education, advocacy, and community engagement. Its programmes focus on biodiversity protection, endangered species research, environmental literacy, and youth capacity building. Through our membership, we support ESO's nationwide initiatives spanning marine and terrestrial conservation, school and university education programmes, and public awareness campaigns that promote sustainable behaviour across communities.

In 2025, Ominvest renewed its corporate membership with the ESO and supported ESO's annual fundraising and awareness initiatives, including sponsorship of the annual fundraising ball, contributing to national environmental conservation, research, and education efforts.



Additional outreach included a turtle awareness campaign reaching **2,111 students** across **52 schools** in **11 wilayats**.

Impact of the Programme

Research and Conservation:



4

field surveys covering sea turtles, Egyptian vultures and frankincense in Dhofar

6

houses/ mosques retrofitted with wildlife-friendly lighting on Masirah island

5

conservation awareness materials produced

3

conservation workshops on frankincense and marine turtle lighting pollution delivered

60 tonnes

of abandoned/ discarded fishing gear items removed

78KM

of nesting beaches cleaned

20

female Loggerhead turtles tagged for monitoring

36

collaborations with international organisations



Community Engagement and Awareness:

5,774 individuals engaged in environmental awareness

92 public events delivered

24

corporate members supporting the programme

314 volunteers supported ESO initiatives

4,840 youth engaged



Environmental Education:

164

schools registered

11

governorates reached

6

nationwide winners and supplementary awards

Community Support Categories

Education

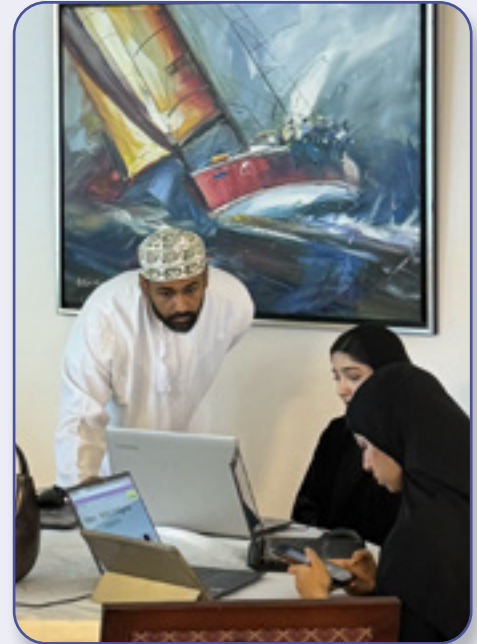
Future Frames: AI & Creative Education Initiative

Future Frames is an education and youth-development initiative launched by Ominvest in collaboration with Bait Al Zubair Foundation and supported by the Ministry of Education. The programme introduces students to the intersection of artificial intelligence and art through structured workshops, hands-on labs, and guided projects.

The curriculum combines art, design, and AI applications, including prompting techniques, AI-assisted image creation, and digital storytelling, positioning AI as a collaborative creative tool. Sessions are delivered through practical workshops, creative labs, and exhibitions hosted at Bait Al Zubair Museum, in collaboration with Sard Visuals, founded by Omani creative director Mujahid Jamal. Mujahid is an AI artist with a background in aerospace engineering who has trained over 400 students and collaborated with international brands. The programme targets secondary school and university students and is designed to build future-ready skills aligned with Oman Vision 2040 and Ominvest's CSR priorities in education, innovation, and youth empowerment.

Impact of the Programme

- Applications received from universities across Oman, with 30 accepted participants representing 10 institutions
- Students engaged through introductory and applied AI creativity workshops
- Development of practical skills in AI tools, digital design, and creative problem-solving
- Platform created for showcasing student projects through sessions and coverage



Employee Volunteering and Internal Engagement

As part of the initiative, Ominvest extended participation to its own Group employees through an Outward-Bound Oman leadership and volunteering retreat, strengthening internal leadership and cross-Company collaboration.

Impact of the Volunteering Programme

Employees engaged	17	Companies represented	11	Volunteering hours per employee	3	Total hours contributed to volunteering	51
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Participating entities included Ominvest, Muscat Resorts, U-Capital, Alizz Islamic Bank, Oman Arab Bank, National Finance Company, Liva Group, Bank Muscat, Takaful Oman, Thawani, and Dreamlab Technologies.

Community Support Categories

Education

Ominvest Young Shapers

Ominvest Young Shapers is a youth leadership and experiential learning programme delivered in partnership with Outward Bound Oman and the Global Shapers Muscat Hub. The initiative equips young people with leadership, teamwork, resilience, and self-reliance skills through immersive outdoor learning in Oman's mountains and deserts. The programme follows a structured five-day residential format that combines outdoor challenges, group problem-solving, reflective discussions, and mentoring by trained Omani instructors and experts. Participants strengthen personal responsibility, global citizenship awareness, and community engagement, and apply their learning through volunteering and service initiatives aligned with Oman Vision 2040.



Impact of the Programme

Participation and Reach:

6 outdoor leadership courses delivered

100 total beneficiaries

4 participant categories:
school students, job seekers, employees,
entrepreneurs

3 course locations across Oman

Community and Environmental Volunteering:

6 community initiatives implemented

100 indigenous trees planted in Nizwa
(collaboration with the Environment Authority)

Tree-planting activities in Sharqiyah North (Bidiya)

Peer-learning and school outreach sessions delivered by participants

50 indigenous trees planted in Salalah (Dhofar)

Learning Experience per Participant:

5 learning days

58 field hours

4 community service hours

18 hiking distance

Community Support Categories

Education

Ministry of Education – Educational Aids Convoy

As part of its efforts to enhance teaching quality and promote innovation in education, the Ministry of Education implemented the Educational Aids Convoy (Phase Three), a nationwide initiative designed to strengthen classroom learning through creative, technology-enabled, and inclusive educational aids.

The initiative focused on showcasing best practices in the design and production of educational aids, encouraging low-cost and high-impact innovation by teachers, and supporting the effective integration of modern technologies, including artificial intelligence, into teaching and learning. It also placed emphasis on inclusive education by promoting educational aids that address individual learning differences and support students with disabilities.

Delivery took the form of a travelling exhibition and capacity-building programme implemented across multiple governorates, supported by workshops, seminars, and public engagement activities that facilitated knowledge exchange between teachers, educational aids specialists, supervisors, and students.



Impact of the Programme

Participation and Reach:

1,305
teachers
participated

572
schools
participated

1,522
educational
aids provided

240
educational
aids exhibited
across three
regional
stations



Capacity Building and Engagement:

30
accompanying
workshops and
educational events
delivered

315
teachers and
students engaged
in supporting
activities

Beneficiaries
included teachers,
students, supervisors,
and educational aids
specialists



Public Engagement and Recognition:

67,000+
visitors and public
participants
engaged through
exhibitions and
voting

30
outstanding
educational aids
recognised across
participating
governorates

Cash awards
provided to winning
participants to
encourage continued
innovation educational
aids specialists



Educational Outcomes:

**Strengthened
integration**
of technology and
artificial intelligence
in classroom
learning

**Enhanced
collaboration**
and knowledge
sharing across
schools and
governorates

**Increased
visibility**
of scalable, innovative
teaching practices
within the education
system



Community Support Categories

Entrepreneurship

INJAZ Oman: Company Programme

As part of its commitment to youth empowerment and employability, Ominvest supported the INJAZ Oman Company Programme, a structured entrepreneurship education initiative that equips high school and university students with practical business, financial literacy, and leadership skills. The Company Programme enables students to establish and operate their own student-led companies within a guided framework, gaining hands-on experience in business planning, product development, marketing, sales, budgeting, and teamwork. Through workshops, mentorship from corporate volunteers, and competitive exhibitions, participants develop real-world entrepreneurial competencies and confidence to transition into higher education or the workforce. Ominvest's support focused specifically on the Company Programme.



Impact of the Programme

Participation and Reach:

725 students engaged	119 student-run companies formed	73 schools and educational institutions involved	70 teachers supporting delivery	200 volunteers engaged as mentors and facilitators	3,000+ contact hours delivered through training and mentorship
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Experiential Learning and Competition:

725 student companies participated in the national exhibition	10,000+ exhibition visitors	40 companies qualified for the next stage following judging
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Skills and Employability Outcomes:

73% felt more empowered to take leadership roles	67% reported greater confidence competing in the job market	63% demonstrated increased entrepreneurship knowledge
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Community Support Categories

Entrepreneurship

Expo 2025 Osaka

As part of its commitment to education and entrepreneurship, Ominvest contributed to the Youth Educational and Cultural Exposure Programme associated with the Sultanate of Oman's participation in Expo 2025 Osaka, Japan. The programme was led by the Omani Pavilion and delivered in collaboration with multiple public- and private-sector stakeholders.

Expo 2025 Osaka was a global event bringing together over 160 countries and international organisations under the theme: "Designing Future Society for Our Lives." The youth programme was designed to provide selected Omani students with educational, cultural, and experiential exposure aligned with national development priorities and Oman Vision 2040.

The initiative enabled participating students to engage with international pavilions, thematic exhibitions, and knowledge-sharing activities, while gaining first-hand insight to global innovation, sustainability concepts, and cross-cultural dialogue. The programme targeted a diverse group of participants, including students from different educational backgrounds, innovators, and individuals with distinct talents. Ominvest's contribution formed part of a collective sponsorship effort, alongside other institutions and stakeholders, to support the implementation of the programme.

Impact of the Programme

Participation and Reach:

100

Omani students selected to participate in the programme.

Representation

from diverse social and educational backgrounds.

Engagement

with multiple national and international pavilions and organisations.

Educational and Cultural Exposure:

Direct exposure

to global innovation, sustainability, and future-focused themes.

Opportunities

for cross-cultural interaction and international knowledge exchange.

Participation

in curated educational visits and Expo-related activities.

Collaboration and Shared Value:

Programme delivered

through collaboration between public and private stakeholders.

Alignment

with national youth development and long-term value creation objectives.



Community Support Categories

Sports, Health, and Wellbeing

Ominvest Football Tournament for Government Institutions

The Ominvest Football Tournament for Government Institutions is an annual sports initiative organised by Ominvest to promote health, wellness, teamwork, and positive engagement across the public sector. Now in its third edition, the tournament has established itself as one of the Sultanate’s leading inter-government sporting platforms, attracting strong participation from ministries and government entities nationwide.

The championship provides an inclusive environment that encourages fair competition, collaboration, and relationship-building among public sector employees outside the workplace. By fostering physical activity, team spirit, and cross-institutional interaction, the initiative contributes to employee wellbeing, stronger institutional culture, and broader social cohesion. The 2025 edition followed a structured tournament format, with the 16 participating teams divided into four groups competing in a single round-robin first stage, followed by knockout rounds leading to the final match. The official draw ceremony was attended by representatives of participating institutions, officials, and media, reinforcing the tournament’s visibility and community engagement.



Participation and Reach:	19 Players per team	304 Total participants	16 Government entities represented	
Social and Institutional Outcomes:	Promoted employee health and physical wellbeing through organised sport	Strengthened teamwork, collaboration, and fair competition values	Enabled networking and relationship-building across government institutions	Enhanced positive work culture and engagement outside formal work settings

In addition to the programmes supported under our community support categories, and in line with the Ministry of Commerce, Industry and Investment Promotion’s Ministerial Decision No. 205/2021, Ominvest allocated 20% of its CSR budget to programmes benefiting the Oman Charitable Organisation.



Environmental Stewardship

In this Section

- Green building practices
- Carbon footprint
- Environmental policy
- Procurement practices

An aerial view of an Arabian humpback whale off the coast of Wilayat Sadah, Dhofar, Oman.

Green Building Practices

As part of our ESG Strategy, we are actively reducing our environmental footprint by minimising resource use and carbon emissions. Guided by our Sustainability Policy, these goals are central within our Sustainable Operations focus area, which sets targets addressing key environmental challenges. This approach advances our ESG goals while lowering costs and legal risks. Regular audits and assessments ensure continuous improvement in our processes.

Electricity Consumption

Since 2022, we have implemented measures to reduce electricity consumption, including installing motion sensor lighting systems in key offices and common areas, and conducting employee awareness campaigns promoting energy-saving habits. The stated electricity consumption figures cover electricity consumption in our own offices.

	2023	2024	2025
Electricity (kWh)	704,083	435,823	140,630 ^[1]
Electricity usage per employee (kWh)	14,369	10,135	3,605

There has been a significant change in the consumption of electricity as we changed the reporting scope for the year 2023. We only include Ominvest and ORIS in 2023 and in 2024. 2023 figures have been restated in 2024. ^[1] 2025 electricity figures include consumption in Ominvest's offices only.

Fuel Consumption

As in previous years, Ominvest owns a single vehicle which is used for public relations purposes. The vehicle is used by Ominvest employees and employees of its subsidiaries. However, since we only track total fuel consumption of the vehicle, we do not differentiate usage between Ominvest and its subsidiaries.

	2023	2024	2025
Petrol used for the vehicle owned by Ominvest (litres)	15,633	17,461	23,455
Petrol usage per employee (litres)	319.1	406	601.4



Water Consumption

Ominvest's Sustainability Strategy includes four water-related KPIs and targets aligned with global frameworks, including GRI and local MSX ESG disclosure requirements. The strategy is also informed by materiality assessments, historical performance and annual water consumption monitoring since 2021. As an office-based organisation operating in Oman, Ominvest applies a uniform precautionary approach to water management, combining water-efficient fixtures, employee awareness programmes, monthly monitoring of utility data, and initiatives such as the ongoing "no single-use bottle" policy introduced in 2023, contributing to Oman Vision 2040 objectives on resource efficiency and water security.

The 2023 and 2024 figures have been restated and include an estimated split based on the average Ominvest share observed from March 2025 onward, as the Muscat Hills Resort was included in the combined ledger from May 2023 to February 2025.

	2023	2024	2025
Total utility water consumption (litres)	2,379,370	818,160	832,720
Bottled water consumption (litres)	26,522	29,110	18,140

There has been a significant change in the consumption of utility water as we changed the reporting scope. From 2023 onward, we only include Ominvest and ORIS within the reporting scope and exclude Muscat Resorts and its golf course.

Green Building Practices

Waste Management

During the reporting period, Ominvest collected and organised waste generation data through a multi-step process involving employees, the facility management Company, and an external waste management and recycling Company.

Employees are responsible for segregating waste at the source by disposing of materials into clearly labelled bins categorised by waste type, including general waste and recyclable materials such as paper, plastics, and metals. This initial segregation forms the first level of waste separation within Ominvest’s offices. The facility management Company oversees internal handling of segregated waste, ensuring that waste streams are stored appropriately and prepared for collection in accordance with site-level waste management procedures. A licensed waste management Company then collects waste from the premises. General waste is transported to landfill for disposal, while recyclable materials are taken to a recycling facility, where they undergo additional sorting and processing to maximise material recovery. The waste management Company provides monthly reports detailing quantities collected by waste category, volumes recycled and estimated avoided CO2 emissions. In 2025, a total of 5,346 kg of CO2e was saved, achieved through the recycling of 1,872 kg of paper, plastic, and metals.

Recycled Waste Type (kg)	2024	2025
Recycled Paper	A total of 756 kg of waste was recycled across the three main waste types.	1,573
Recycled Plastic		245
Recycled Metals		55
Avoided kgCO2e through Recycling		5,346

Moreover, we implemented DocuSign in 2024 as a digital solution to minimise paper usage. During its first year of deployment, we saved 231 pages, which translates to 15.4 kg of CO2 emissions avoided, 6.3 kg of wood preserved, and 162.7 litres of water conserved. In 2025, the second year of implementation, similar amounts were saved. We also introduced Remarkable tablets to all employees from managerial level and above to reduce paper consumption. Further, an RFID pull printing system was implemented in 2025 to reduce paper waste while also improving data security.

Carbon Footprint

As in the previous year, Ominvest reports its Scope 1, Scope 2, and selected Scope 3 greenhouse gas (GHG) emissions. In 2024, we conducted a comprehensive analysis of all 15 upstream and downstream Scope 3 activities, as defined by the GHG Protocol. For further details on the Scope 3 screening and methodology, please refer to our [2024 Sustainability Report](#).

GHG Emissions (tCO2e)	2023	2024	2025
Scope 1 emissions	41.5	41.1	54.88
Scope 2 emissions	338	225	69
Total Scope 3 emissions	968.8	1,124.2	1,032.3
Air travel	43.8	141.7	69.9
Employee commuting	249	218.5	198.4
Leased offices	676	764	764
Total emissions (tCO2e)	1,348	1,390	1,156
Emissions intensity (tCO2e/total # of employees)	27.5	32.3	29.6

There has been a significant change in emissions as we changed the reporting scope. In 2023, we only include Ominvest and ORIS in the reporting scope. In 2025, we further reduced the reporting scope to include Ominvest only.

*GHG emissions for Scope 1 and Scope 3- Employee Commuting have been calculated using the carbon conversion factors published in June 2023 by the UK Department of Environment, Food and Rural Affairs (DEFRA).

**GHG emissions for Scope 2 have been calculated using the location-based method, which uses the grid average emission factors published in January 2022 by the International Financial Institutions Technical Working Group on Greenhouse Gas Accounting (IFI TWG).

***GHG emissions for Scope 3 have been calculated using the carbon conversion factors published in 2018 by the International Civil Aviation Organisation (ICAO).

Emissions for 2024 have been restated due to a recalculation of air travel emissions using the updated ICAO methodology.

Environmental Policy

Ominvest's Environmental Policy is incorporated within the Sustainability Policy. The Policy was first developed in 2023 and is reviewed and updated on an annual basis. Updates are led by the ESG Team and approved by the NREC. The Policy outlines Ominvest's commitment to managing and reducing its environmental footprint and describes the key initiatives in place to deliver on these commitments.

We are committed to minimising the environmental footprint of our operations and therefore the negative impacts on the environment. We strive to reduce our resource usage - including water, energy, paper, and total GHG emissions. As responsible investors, we strive to measure, monitor, and manage our impacts on the environment. Identified environmental impacts are either prevented, mitigated, or remediated. We actively encourage our portfolio companies to reciprocate our efforts. We also encourage the adoption of environment-friendly practices across the value chain and among all employees, shareholders and portfolio companies.

Water Management

Water is used for employee consumption and workplace use. To reduce levels of utility water usage, we aim to implement the following initiatives:

- Defining yearly reduction targets
- Measuring and reporting on water consumption
- Engaging employees in water-saving initiatives
- Encouraging mindful consumption of water
- Adopting water-efficient procedures
- Adopting water management best practices
- Recycling water wherever possible

Energy Management and GHG Emissions

Energy is consumed directly through electricity use, including air conditioning and fuel consumption from Ominvest-owned vehicles, and indirectly through business travel and employee commuting. To reduce consumption, the following initiatives shall be implemented:

- Defining yearly reduction targets
- Measuring and reporting on energy consumption per building
- Engaging employees in electricity-saving initiatives
- Adopting electricity-efficient procedures
- Adopting renewable energy sources where possible
- Adopting energy management best practices

Waste Management and Recycling

Paper and plastic are the primary waste streams generated through daily office operations, including printing, packaging and food-related waste. The Company has engaged a third-party waste management provider to segregate and recycle waste by type, with recycled volumes tracked on a monthly basis to monitor performance and identify reduction opportunities. Employees are encouraged to minimise waste generation, and where waste cannot be avoided, paper and plastic are systematically recycled through approved service providers. To further reduce material consumption, the following initiatives are implemented:

- Defining yearly reduction targets
- Measuring and reporting on material consumption
- Encouraging mindful consumption among employees
- Encouraging efficiency (e.g. double-sided printing)
- Reusing papers and other materials
- Digitalising processes where possible

Procurement Practices

We mainly procure consultancy, communication, training services, IT hardware and stationery items. Our procurement process entails prioritising working with suppliers who adhere to strong ethical standards that align with our corporate values. These suppliers are carefully evaluated during the onboarding process:

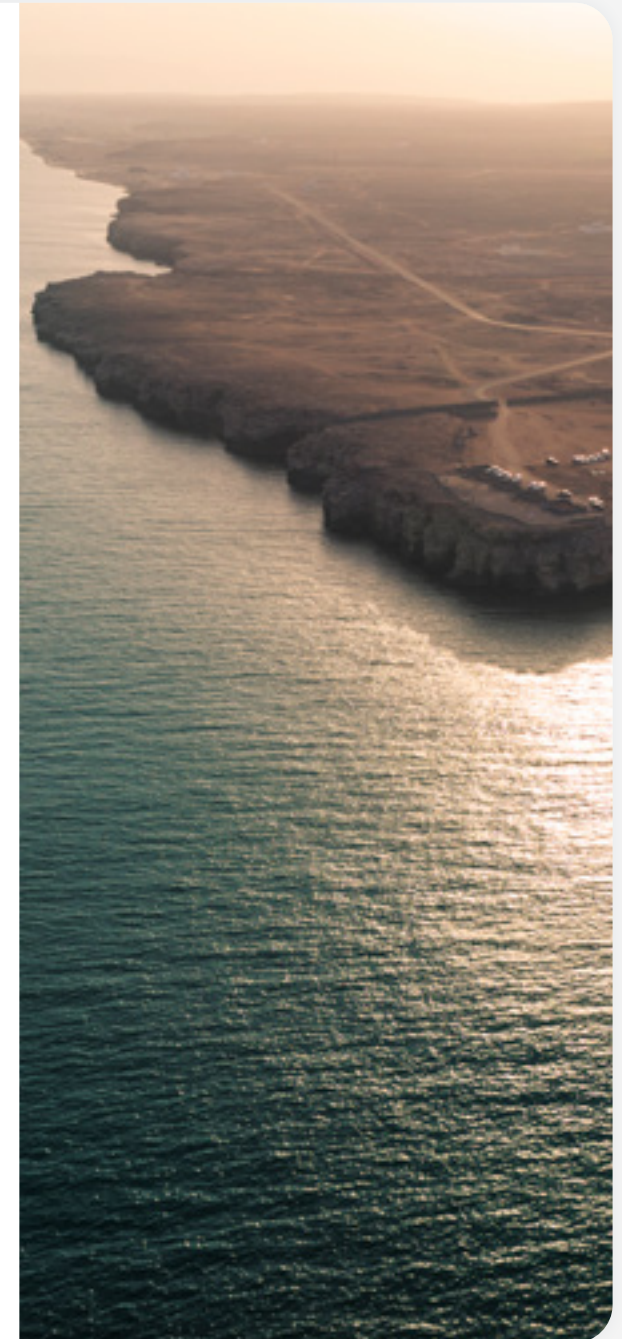
- When selecting new suppliers, a memo is sent out to the MIC for screening and approval. The memo includes details on the supplier, along with a rationale as to why the product or service is required. Throughout this process, Ominvest ensures quality control, alignment with corporate values, and protection of the Company's reputation.
- An RFQ is sent out with specific evaluation criteria agreed upon by the approving authorities.
- Our objective is to achieve best value for money in supplier selection. We do not assess suppliers on price alone; we also consider factors such as governance performance. Once suppliers are approved and onboarded, every transaction requires approval from at least two authorised personnel.

Supplier Environmental and Social Screening

Our approach to supplier due diligence and sustainability risk assessment is set out in our Finance Policy through the Sustainable Procurement framework. The framework integrates ESG considerations into supplier selection, evaluation, and ongoing management processes, ensuring that procurement activities are conducted responsibly, and that risks related to environmental, social, governance, human rights, and labour practices are systematically identified, assessed, and mitigated across the supply chain. The Policy applies to all employees involved in procurement activities, and adherence to the Policy is mandatory. As part of Ominvest's governance framework, the Policy is reviewed periodically to ensure its continued relevance and alignment with evolving ESG expectations and regulatory requirements. The most recent review was conducted in October 2024, and the Policy remained in effect throughout 2025, supporting the organisation's ongoing efforts to promote responsible and ethical practices across its supply chain. As outlined in the Policy, during the procurement process suppliers are assessed for both commercial feasibility and key sustainability risk areas, including:

- Social development in Oman
- Environmental and social performance of suppliers
- Human and labour rights

These principles reflect Ominvest's commitment to aligning with local labour regulations in the Sultanate of Oman, as well as internationally recognised human rights and labour standards.





Procurement Practices

Supplier ESG Due Diligence

Prior to the conclusion of any business transaction, the level of ESG due diligence applied is proportionate to the value and risk profile of the procurement:

- Up to RO 50,000: No formal ESG screening is required.
- RO 50,000 – RO 500,000: Suppliers are assessed using an ESG questionnaire scorecard to identify potential environmental, social, and governance risks.
- Above RO 500,000: In addition to the ESG questionnaire scorecard, enhanced ESG due diligence is conducted to further assess and mitigate sustainability-related risks.

The screening process is carried out by the relevant business department, with support from the ESG department where required. Where applicable, supplier assessments consider:

- Environmental and social certifications (e.g. ISO, FSC, LEED)
- Management systems aimed at improving resource efficiency
- Demonstrated environmental or social initiatives relevant to the supplier's industry
- Practices related to occupational health and safety, forced or child labour, fair wages, working hours, and anti-discrimination and anti-harassment policies

Preference is given to suppliers that demonstrate positive environmental and social performance and adherence to responsible human and labour rights practices. Through this approach, Ominvest mitigates potential risks related to unethical practices, regulatory non-compliance, reputational exposure, and negative social or environmental impacts within its supply chain.

In-Country Value Creation	2023	2024	2025
Total number of suppliers	238	187	490
Local (Oman-based) suppliers	204	153	451
Percentage of local (Oman-based) suppliers	86%	82%	92%

Digital and Information Security

Aerial view of Sayyida Fatima bint Ali Mosque in Al Hail North, Wilayat As Seeb, Muscat Governorate, Oman, captured at sunset with the coastline stretching along the bay.

Ominvest is advancing its digitalisation to improve efficiency, security, and data-driven decision-making, while ensuring compliance with industry standards. Our strategy focuses on streamlining operations and strengthening data governance.

As part of our ongoing digitalisation and innovation efforts, we deployed an AI-powered ESG data management and reporting platform to systematically collect, validate, approve and monitor sustainability data across the organisation. The platform enables structured workflows with defined roles and approval hierarchies, strengthening data governance, accountability and internal controls. It also includes built-in audit trails and evidence upload functionalities, supporting traceability and readiness for internal review and external assurance. Moreover, AI-enabled features support the drafting, consistency checks and quality review of sustainability disclosures, improving reporting efficiency, data quality and comparability over time.

Cybersecurity

Ominvest maintains a comprehensive framework to manage cybersecurity, data privacy, and digital resilience across the organisation. The framework safeguards information assets, supports business continuity, and enables the secure digitalisation of core business processes. Cybersecurity governance is integrated into Ominvest's broader risk management and governance structures, with regular oversight and reporting provided to senior management and the Board.

The effectiveness of cybersecurity controls is supported through regular internal cybersecurity assessments and audits, complemented by periodic external reviews that provide independent assurance.

Ominvest has established incident management procedures to respond to cybersecurity incidents and breaches in a timely and structured manner. These are supported by a disaster recovery policy and business continuity arrangements designed to ensure operational resilience in the event of system disruptions.

Cybersecurity is overseen through established governance structures, with regular reporting to the BoD to support informed oversight of cyber risks and mitigation measures.

“

As sustainability reporting expectations grow, reliable data and strong systems become essential. Through our digitalisation efforts, we are improving traceability, strengthening controls, and enabling smarter, faster decision-making to support both operational performance and disclosure readiness. In 2025, we deployed an AI-powered ESG data management platform to collect, approve, and monitor sustainability data.

**Nadhir
Albalushi**
AVP |
Information
Technology





In 2025, we continued operating a 24/7 Security Operations Centre (SOC) supported by threat intelligence, brand protection, vulnerability management, red-team testing and DMARC-based anti-phishing controls. We also strengthened our cybersecurity posture through robust governance frameworks, including the annual update of:

Information Security

Cybersecurity

Data Classification

Outsourcing policies

In 2025, Ominvest also commenced a comprehensive Group-wide Digital Transformation and Future Readiness Initiative, aimed at strengthening digital resilience and maintaining competitiveness. The initiative is anchored around three strategic pillars:

- **Modernising core business processes to enhance operational efficiency and agility**
- **Integrating advanced digital technologies, including cloud solutions and advanced analytics**
- **Establishing a data-driven organisational culture, underpinned by strong data governance and the use of Business Intelligence (BI) and Artificial Intelligence (AI) to support informed decision-making**

To support the effective implementation of this programme, Ominvest has engaged a dedicated Digital Transformation Advisor to guide and drive the initiative, ensuring that cybersecurity, data privacy and digital resilience considerations remain embedded throughout the transformation journey.

Building a Culture of Cybersecurity Awareness

Ominvest conducts a mandatory annual cyber awareness session for all employees, covering phishing, password hygiene, data protection and threat reporting. In addition, employees receive regular cybersecurity awareness emails throughout the year to reinforce best practices and address emerging threats. The programme also includes periodic role-specific training, phishing simulations and continuous awareness campaigns to maintain a strong security culture across the organisation.

Data Privacy

Data privacy and information security are governed by Ominvest's Information Security and Data Classification Policy, which is reviewed annually and approved by the Board. The Policy defines requirements for data protection, information security controls, incident management and data classification. While primary oversight sits with the IT and Information Security function, responsibility for appropriate data handling and classification is shared across all employees and department heads, reinforcing organisation-wide accountability and awareness.

Data privacy and security practices are further supported by enterprise-wide digitalisation across key functions, including finance, procurement, risk management, human resources and property management. Secure digital solutions such as DocuSign, VPN access with two-factor authentication, controlled print management systems and cloud-based storage are deployed to enhance operational efficiency while maintaining robust data protection standards. In addition, a digital procurement system has been implemented to strengthen transparency, control and operational effectiveness.

As a listed Company, Ominvest adheres to the MSX requirements relating to data privacy, cybersecurity and disclosure, supported by open communication with regulators and continuous regulatory engagement. These requirements are embedded within internal governance and compliance processes to ensure ongoing alignment with evolving regulatory expectations. Ominvest also complies with the principles of the General Data Protection Regulation (GDPR), supporting strong data protection, transparency and stakeholder trust while reducing legal, financial and reputational risks. Compliance is supported through data protection policies, controlled access to personal data, appropriate security measures, employee awareness and contractual safeguards with third parties. In addition, Ominvest has engaged a qualified third-party firm to conduct a Personal Data Protection Law (PDPL) mapping and compliance exercise. This includes establishing Records of Processing Activities (RoPA), assessing compliance gaps and developing a structured remediation roadmap to support ongoing regulatory compliance.

Comprehensive data protection measures are implemented across the organisation, including encryption, access governance and data-classification-based handling of sensitive information. These controls support the secure management of personal and organisational data while ensuring compliance with applicable national data protection laws.



**No data
breaches
were detected**
or reported during
the reporting period.



Statement of use

Oman International Development and Investment Company SAOG (Ominvest) has reported in accordance with the GRI Standards for the period January 1st 2025 to December 31st 2025.

GRI 1 used

GRI 1: Foundation 2021

Applicable GRI Sector Standard(s)

Not applicable as Sector Standards for the financial industry have not been published as of the end of the organisation’s reporting period.

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.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			WEF ALIGNMENT	MSX ESG DISCLOSURE METRIC
			Requirements	Reasons	Explanation		
General Disclosure							
GRI 2: General Disclosures 2021	2-1 Organisational details	4					G7. Sustainability Reporting G8. Disclosure Practices
	2-2 Entities included in the organisation’s sustainability reporting	8					
	2-3 Reporting period, frequency and contact point	8					
	2-4 Restatements of information	8					G9. External Assurance
	2-5 External assurance	8					
	2-6 Activities, value chain and other business relationships	8					
	2-7 Employees	45					S5. Temporary Worker Ratio
	2-8 Workers who are not employees	45					
	2-9 Governance structure and composition	25				Quality of Governing Body – Governance body composition	G2. Board Independence G3. Incentivized Pay G1. Board Diversity
	2-10 Nomination and selection of the highest governance body	27					
	2-11 Chair of the highest governance body	26					G2. Board Independence
	2-12 Role of the highest governance body in overseeing the management of impacts	26				Governing Purpose – Purpose-led management	E8. and E9. Environmental Oversight
	2-13 Delegation of responsibility for managing impacts	26					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			WEF ALIGNMENT	MSX ESG DISCLOSURE METRIC
			Requirements	Reasons	Explanation		
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	8					
	2-15 Conflicts of interest	26, 29					
	2-16 Communication of critical concerns	44					
	2-17 Collective knowledge of the highest governance body	27					
	2-18 Evaluation of the performance of the highest governance body	27					
	2-19 Remuneration policies	25				Quality of Governing Body-Remuneration	S2. Gender Pay Ratio
	2-20 Process to determine remuneration	25					
	2-21 Annual total compensation ratio			Confidentiality constraints	The information is classified as confidential by the Human Resources Department. This data is considered sensitive personal information and its disclosure is restricted in accordance with the organisation's internal data governance and privacy policies.	Dignity and equality - Pay gap	S1. CEO Pay Ratio
	2-22 Statement on sustainable development strategy	16					
	2-23 Policy commitments	28					
	2-24 Embedding policy commitments	28					
	2-25 Processes to remediate negative impacts	19					
	2-26 Mechanisms for seeking advice and raising concerns	56				Ethical Behaviour - Protected ethics advice and reporting mechanisms	
	2-27 Compliance with laws and regulations	29					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			WEF ALIGNMENT	MSX ESG DISCLOSURE METRIC
			Requirements	Reasons	Explanation		
GRI 2: General Disclosures 2021	2-28 Membership associations						
	2-29 Approach to stakeholder engagement	22				Stakeholder Engagement – Material issues impacting stakeholders	
	2-30 Collective bargaining agreements			Information unavailable/ incomplete	Ominvest currently does not have an established mechanism to assess, monitor and measure the collective bargain agreements of its employees. With the newly established Sustainability Strategy, ominvest's Human Resource Department aims at institutionalising the topic and placing a greater focus on the important topic in the future.		
Material topics							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	18					
	3-2 List of material topics	21				Stakeholder Engagement – Material issues impacting stakeholders	
Greener Buildings							
GRI 3: Material Topics 2021	3-3 Management of material topics	69					E7. Environmental Operations E6. Water Usage
GRI 301: Materials 2016	301-1 Materials used by weight or volume	70					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			WEF ALIGNMENT	MSX ESG DISCLOSURE METRIC
			Requirements	Reasons	Explanation		
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	69					E2. Emission Intensity E3. Energy Usage E5. Energy Mix
	302-3 Energy Intensity	69					
	302-4 Reduction of energy consumption	69					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	69					
	303-5 Water consumption	69				Fresh water availability - Water consumption and withdrawal in water-stressed areas	E6. Water Usage
GRI 306: Waste 2020	306-3 Waste generated	70					
Carbon Footprint							
GRI 3: Material Topics 2021	3-3 Management of material topics	70					E7. Environmental Operations
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	70				Climate change - Greenhouse Gas (GHG) emission	E1. GHG Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	70					
	305-3 Other indirect (Scope 3) GHG emissions	70					
	305-5 Reduction of GHG emissions	70					
Biodiversity							
GRI 3: Material Topics 2021	3-3 Management of material topics	21					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			WEF ALIGNMENT	MSX ESG DISCLOSURE METRIC
			Requirements	Reasons	Explanation		
GRI 101: Biodiversity 2024	101-4 Identification of biodiversity impacts	21					
	101-5 Locations with biodiversity impacts	21					
Physical Impact of Climate Change							
GRI 3: Material Topics 2021	3-3 Management of material topics	11					
Diversity and Inclusion							
GRI 3: Material Topics 2021	3-3 Management of material topics	46					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	51				Employment and wealth generation - Absolute number and rate of employment	S3. Employee Turnover
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	44					
	401-3 Parental leave	55					
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	49					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	26, 45				Dignity and equality - Diversity and Inclusion Quality of Governing Body - Governance body composition	S4. Gender Diversity G1. Board Diversity
	405-2 Ratio of basic salary and remuneration of women to men	53					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			WEF ALIGNMENT	MSX ESG DISCLOSURE METRIC
			Requirements	Reasons	Explanation		
Training and Education							
GRI 3: Material Topics 2021	3-3 Management of material topics	52					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	52				Skills for the Future – Training Provided (#)	
	404-2 Programmes for upgrading employee skills and transition assistance programmes	52					
Health, Safety, and Wellbeing							
GRI 3: Material Topics 2021	3-3 Management of material topics						S6. Non-Discrimination S9. Child & Forced Labor S10. Human Rights
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	56				Dignity and equality – Discrimination and Harassment	
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	44					
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	44, 55					S8. Global Health & Safety
Community Support and Social Impact							
GRI 3: Material Topics 2021	3-3 Management of material topics	58					E10. Climate Risk Mitigation
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	58					S11. Community Investment
	413-2 Operations with significant actual and potential negative impacts on local communities	21, 58					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			WEF ALIGNMENT	MSX ESG DISCLOSURE METRIC
			Requirements	Reasons	Explanation		
Incentives and Compensation Policy							
GRI 3: Material Topics 2021	3-3 Management of material topics	46					
Economic Performance and Growth							
GRI 3: Material Topics 2021	3-3 Management of material topics	11					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	11, 14				Employment and wealth generation – Economic Contribution	
Ethics, Governance and Compliance							
GRI 3: Material Topics 2021	3-3 Management of material topics	29					G5. Ethics & Anti-Corruption
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	42				Ethical Behaviour – Anti-corruption training	
	205-2 Communication and training about anti-corruption policies and procedures	42					G5. Ethics & Anti-Corruption
	205-3 Confirmed incidents of corruption and actions taken	42					
Responsible Investments							
GRI 3: Material Topics 2021	3-3 Management of material topics	33, 34, 38					E10. Climate Risk Mitigation
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	14, 38				Employment and wealth generation – Significant indirect economic impacts	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			WEF ALIGNMENT	MSX ESG DISCLOSURE METRIC
			Requirements	Reasons	Explanation		
Procurement Practices (non-material topic)							
GRI 3: Material Topics 2021	3-3 Management of material topics	72					G4. Supplier Code of Conduct
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	73					
Digitalisation							
GRI 3: Material Topics 2021	3-3 Management of material topics	75					G6. Data Privacy
Innovation							
GRI 3: Material Topics 2021	3-3 Management of material topics	4, 53, 58,					
ESG Risk Management							
GRI 3: Material Topics 2021	3-3 Management of material topics	41					S10. Human Rights G5. Ethics & Prevention of Corruption
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	41				Climate change – TCFD implementation	E10. Climate Risk Mitigation
Board Composition							
GRI 3: Material Topics 2021	3-3 Management of material topics	26					G1. Board Diversity G2. Board Independence
Data Protection							
GRI 3: Material Topics 2021	3-3 Management of material topics	77					G6. Data Privacy
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	77					

For the second year in a row, we collaborated with renowned Omani photographer, filmmaker, creative director and content creator Haitham Al Farsi, who is known for crafting cinematic, culture-led stories that reflect Oman's identity and heritage. Haitham is the founder of his own production Company and is a recipient of the Sultan's Commendation Medal for Culture. His photography is featured in National Geographic, and he received the award for the 2025 Best Storytelling Content Creator from the Ministry of Transport, Communications and Information Technology

The photographs included throughout this report reflect the beauty of Oman's cultural landmarks, its people, its natural ecosystems and unique flora and fauna. All images are original and were captured across the Sultanate between 2017 and 2024.

Explore more of Haitham's work on Instagram and X [@farsihaitham](https://www.instagram.com/farsihaitham)



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