

2024

Oman Oil Marketing ESG Report

Embracing sustainable Future



"Moreover, driven by our firm belief in addressing climate change's impacts and our commitment to sustainability , renewable energy, in line with the government's goal to achieve net-zero carbon emissions by 2050 - a target we endorse have directed efforts to expedite the development of the renewable energy sector. This encompasses the development of its legal and policy framework, and the provision of incentives to attract foreign investment and strengthen related local industries, thereby fostering the domestic growth of this vital technology"

His Majesty Sultan Haitham bin Tariq



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About This Report

The principles of openness, honesty, and ethical corporate conduct remain constant at Oman Oil Marketing Company (OOMCO). As part of this commitment, we make sure that all applicable laws and regulations are fully followed while building confidence with our stakeholders by disclosing our Environmental, Social, and Governance (ESG) actions on an annual basis.

An important turning point in our commitment to disclosure and sustainable leadership was the release of our first ESG Report in 2023. The 2024 ESG Report, which builds on that foundation, is a significant advancement that highlights our increased efforts to incorporate sustainability into all facets of our business operations.

Our main ESG-related initiatives are highlighted in this year's report, which focuses on adherence to social, governance, and environmental norms. Additionally, it presents fresh projects and commercial arguments that complement OOMCO's strategic sustainability pillars. With these initiatives, we hope to improve the communities we serve, lessen our impact on the environment, and generate long-term value for our stakeholders.

To learn more about our path to sustainability and how we are creating a more sustainable future, we encourage you to review our 2024 ESG Report. Please visit our website or get in touch with us directly at sustainability@oomco.com for more information about this report or our financial and governance performance.

Period, Boundaries, Scope, Basis of Preparation

Our 2024 ESG Report highlights the company's activities and practices spanning the period from January 2024 ,1, to December 2024 ,31. This report focuses exclusively on the company's operations within Oman. For a comprehensive analysis, quantitative data from 2023 ,2022, and 2024 is included to facilitate year-on-year comparisons.

The report is prepared in accordance with the Global Reporting Initiative (GRI) Standards and is aligned with the United Nations Sustainable Development Goals (SDGs). Additionally, it adheres to the MSX ESG Guidelines and supports the objectives of Oman Vision 2040.

Restatement of Information

No data restatement has been accrued for the last reporting period.

External Assurance

OOMCO conducts external assurance exclusively for financial data to ensure accuracy and reliability. For non-financial data, the company relies on internal assurance processes and has not sought additional external assurance.

Management Messages

Chairman Message

“Advancing Our Sustainability Commitment with Action and Impact”

As we present our 2024 Sustainability Report, I would like to express my sincere gratitude to our stakeholders for their continuous support and commitment. Over the past year, we have transitioned from planning to action, successfully initiating our sustainability framework to drive meaningful progress in alignment with Oman Vision 2040.

This framework now serves as the foundation for our sustainability initiatives, ensuring that our operations not only meet internal objectives but also contribute to the United Nations Sustainable Development Goals. Through this structured approach, we have achieved significant milestones, including a continued reduction in electricity consumption at our solar-powered stations and surpassing our Omanization targets, reinforcing our commitment to national development.

Our people remain at the heart of our success. We have strengthened our safety measures, enhanced employee well-being initiatives, and embedded sustainability deeper into our corporate culture. By integrating sustainability across our operations, we are building a more resilient and responsible organization that prioritizes long-term value creation.

Sustainability is a shared responsibility, and we invite all our stakeholders to join us in this journey. By working together, we can amplify our impact and drive meaningful change. We believe in our abilities to enhance sustainable practices and reach our ambitious goals.

Eng. Abdulaziz Saud
Chairman of Oman Oil Marketing



Management Messages

CEO Message

"2024 Sustainability Report: Turning Vision into Action"

I am proud to present Oman Oil Marketing Company's 2024 Sustainability Report, marking a year of significant progress in our sustainability journey. Building on the strong foundation laid in previous years, we have moved from commitment to execution, successfully integrating our sustainability framework into our operations to drive long-term impact.

Our dedication to environmental responsibility continues to shape our initiatives. Through the expansion of our vapor recovery systems and solar-powered stations, we have further reduced carbon emissions, reinforcing our role in supporting Oman's Vision 2040 transition to a low-carbon economy. Additionally, we remain steadfast in fostering a diverse, inclusive, and equitable workplace, ensuring that every employee thrives in a culture of respect and opportunity.

Beyond our internal commitments, we have strengthened our engagement with the community. This year, around 150 thousand OMR was invested in the Corporate Social Responsibility activities and programs, and more than %63 of the company's overall supplies comes from local SMEs. Sustainability for us is not just about meeting targets—it's about creating meaningful, lasting value for our stakeholders and driving positive change inside the community.

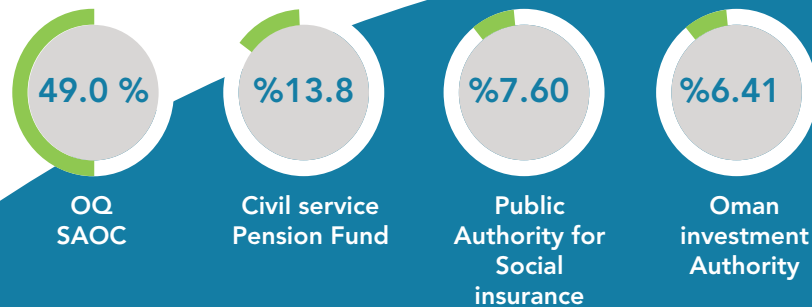
We are still dedicated to improving our sustainability procedures going forward, making sure that each action we take is consistent with our principles and builds a more resilient and sustainable future.

Tarik Mohammed Al Junaidi
Chief Executive Officer of Oman Oil Marketing



About our company

Oman Oil Marketing Company SAOG (OOMCO), a publicly traded entity on the Muscat Stock Exchange, was founded in September 2003, with OQ SOAC holding a %49 ownership interest. Primarily focused on the marketing and distribution of petroleum products, the company specializes in various services including fuel retailing, direct fuel sales to governmental and commercial entities, lubricant marketing, aviation refueling, as well as storage and distribution. Notably, it serves as the exclusive distributor of Castrol and BP-branded lubricants in Oman. With a vast network of over 237 retail stations spread across the Sultanate of Oman, Oman Oil also offers Quick Shop convenience stores alongside car services for its clients.



Vision

Become the most customer-centric Marketer in GCC, and sustainably transform the fuel industry into an integrated service hub.

Mission

Create a delightful experience for our customers through convenient and qualitative products, as well as integrated and value adding services. We energize your journey with continuous innovations to make it a joyful memory.

Core Values

Safety

Engagement

Mutual Support

Responsibility

Innovation

Employee

Customer centricity

Our Brand

At Oman Oil Marketing, our identity is shaped by our youthful spirit, dynamic energy, and deep Omani roots. These core elements inspire us to seamlessly blend global standards with local insights, delivering unmatched service, reliability, care, and innovation.

Our brand personality encapsulates the essence of who we are and how we connect with our customers. It reflects our commitment to being reliable, innovative, and engaging, while consistently striving to improve the quality of life for those we serve. Our proximity to our customers and the warmth we bring to every interaction are fundamental to our identity. Together, these traits shape a brand that stands out in the oil and gas industry, symbolizing leadership, trust, and a forward-thinking approach.

Our brand signature stands as a testament to our core values, ownership, leadership, and superior service quality. It is brought to life through a palette of vibrant and rich colors, embodying Oman oil's commitment to modernity and swift progress in the oil and gas sector.



Core Business Activities

Service Stations

Oman Oil Marketing Company (OOMCO) has strategically expanded its service station network across various governorates in Oman to ensure comprehensive fuel accessibility. As of 2024, OOMCO operates a total of 237 service stations nationwide

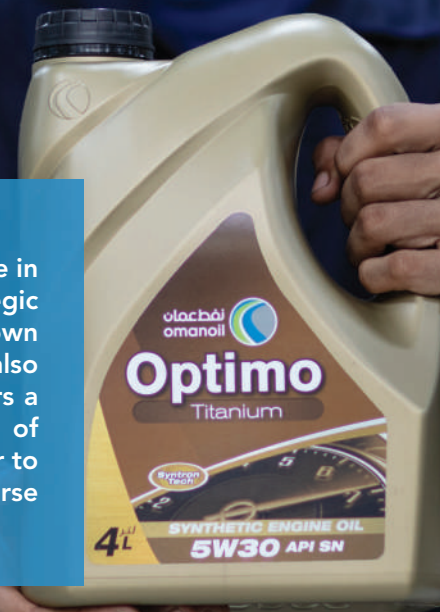


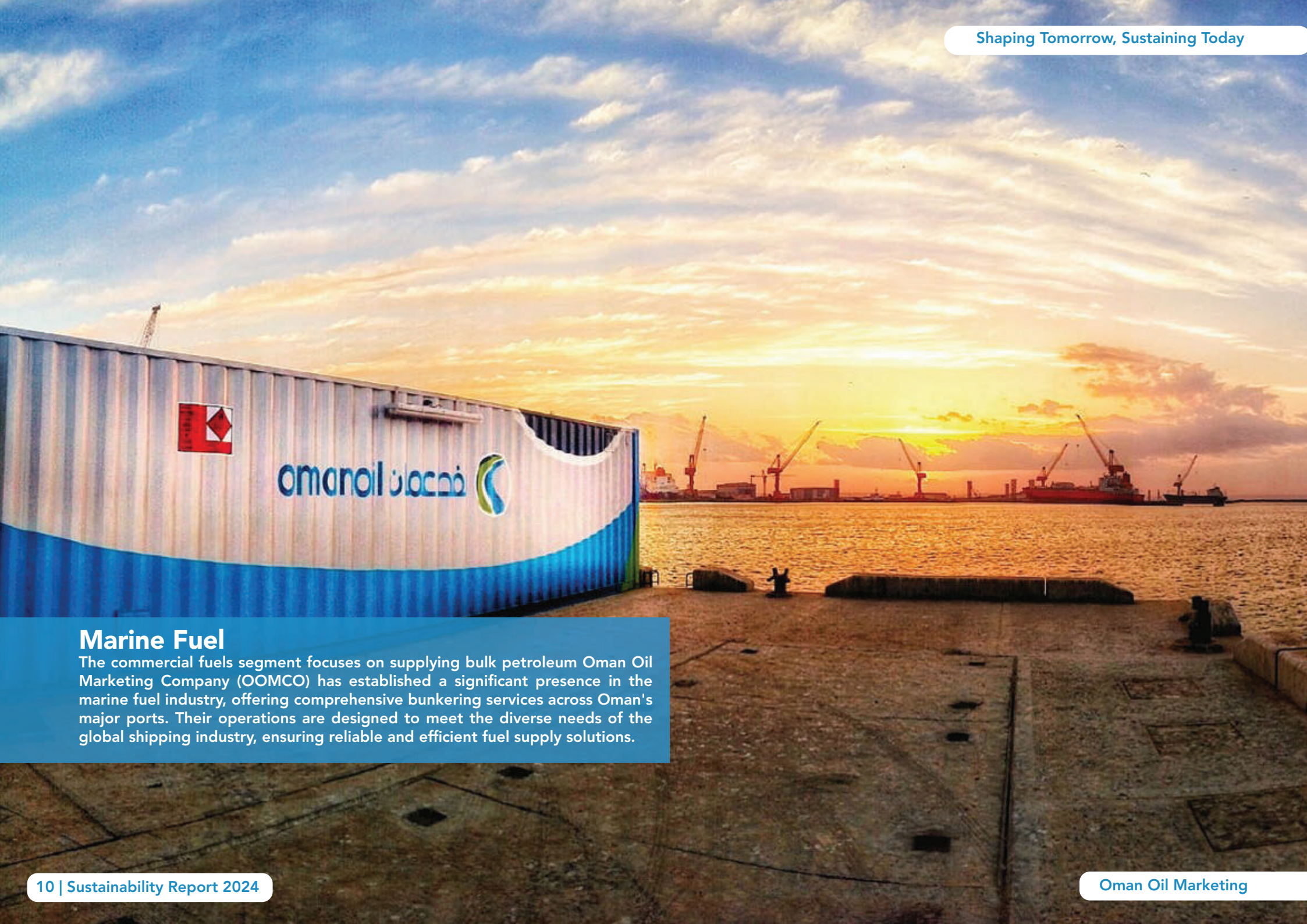
Commercial Fuel

The commercial fuels segment focuses on supplying bulk petroleum products to various sectors, construction, power, oil & Gas and other sectors. OOMCO delivers billions of liters of fuel annually, ensuring timely and safe distribution to meet the demands of permanent and temporary

Lubricants

Oman Oil Marketing Company (OOMCO) has established a robust presence in both domestic and international lubricant markets through strategic partnerships and a diverse product portfolio. OOMCO has developed its own line of lubricants to serve both local and international markets. OOMCO also is the authorized distributor of Castrol lubricants in Oman, OOMCO offers a comprehensive range of products developed over more than a century of collaboration with international motor manufacturers. These products cater to various automotive needs, ensuring optimal performance under diverse conditions.





Marine Fuel

The commercial fuels segment focuses on supplying bulk petroleum. Oman Oil Marketing Company (OOMCO) has established a significant presence in the marine fuel industry, offering comprehensive bunkering services across Oman's major ports. Their operations are designed to meet the diverse needs of the global shipping industry, ensuring reliable and efficient fuel supply solutions.



Aviation fueling

Oman Oil Marketing Company (OOMCO) is a leading supplier of aviation fuel in Oman, providing high-quality Jet A-1 and AVGAS 100 LL across major airports, including Muscat, Sohar, Salalah (military), and Khasab. OOMCO continues to support Oman's aviation sector through competitive pricing, reliable supply chains, and quality assurance, aligning with Oman's Vision 2040 for economic diversification.

Products and Services

Shop Food Service (SFS)



Ahlain C Stores

Oman Oil Marketing Co (OOMCO) has positioned its Ahlain Convenience stores in all major towns and areas within the country, to offer a hassle-free shopping experience and make sure you're prepared for your journey.

The convenience stores serve as an integral part of our service stations, providing integrated services and contributing significantly to the company's non-fuel diversification strategy.

Our 7/24 Ahlain stores are a popular destination for motorists, offering a wide range of products and services, from snacks and beverages to essential items. With quick check-outs and convenient parking, Ahlain is your destination for on-the-go needs.



Ahlain Café

While your car is being serviced, or refueled, Ahlain Café offers a unique experience. Enjoy a variety of freshly baked pastries and sandwiches that you may choose from and enjoy with your travelling companion. Furthermore, nothing beats enjoying a freshly brewed coffee made with genuine beans in a friendly setting during rush hour.

Café Amazon

With more than 3000+ locations, Café Amazon is the biggest coffee chain in the Far East renowned for its "Green Oasis" concept.

This concept emphasizes sustainability and environmental friendliness, creating a welcoming and natural atmosphere for the customers.



Products and Services

Shop Food Service (SFS)

OOMCO is proud to have partnered as the Master Franchisor with Café Amazon. The brand has become a popular destination for both locals and tourists.

As one of the fast-growing coffee chains in the country, Café Amazon offers a wide range of distinctive beverages along with a variety of snacks and pastries to complement your coffee or tea.

Whether you are seeking a quiet place to work, a casual hangout with friends or a sweet treat, Café Amazon offers something for everyone.

We proudly partner with renowned international and homegrown Quick Service Restaurant (QSR) brands catering to a wide range of customer preferences offering a variety of culinary options



Products and Services

Car Care

You may travel with confidence and safety knowing that your automobile is getting the greatest care at Oman Oil Marketing service stations. In addition to fuel, Oman Oil Marketing service stations provide premium goods and services with skilled technicians capable of maintaining your vehicle as well as its engine.

Lube Plus Service

To ensure that your engine continues to run at peak efficiency, Oman Oil Marketing service stations provide premium lubricants in addition to the best fuels. To keep your automobile fresh, Lube Plus also provides extra services. You will renew your car each time you visit one of our service centres.



Products and Services

Property rentals

The Assets Management division of Oman Oil Marketing Company (OOMCO) oversees a diverse portfolio centered on the rental business, which includes commercial buildings, car care leases, retail shops, Quick Service Restaurant (QSR) leases, and ATM leasing. This segment adds significant value to OOMCO by generating direct income while optimizing the use of invested land, and by enhancing the fuel business through increased customer traffic to service stations. In recent years, the property rental business has experienced substantial growth, driven by strategic investments in hubs and mega service stations that serve as unique service destinations. By diversifying its offerings and creating appealing environments, OOMCO not only strengthens its revenue streams but also enriches the overall customer experience, reinforcing its position as a leader in the fuel marketing sector in Oman.



Financial Performance

- The Revenue decreased from RO 727 Million in 2023 to RO 715 Million in 2024.
- Other income has risen from RO 2.4 Million to RO 2.5 Million during the same period, marking a significant increase.
- The company has also experienced a notable decrease in expenses, which dropped from RO 717 Million in 2023 to RO 707 Million in 2024.
- a significant decrease in financing and taxation costs from RO 2.7 Million to RO 2 Million, underscores the importance of careful cost management as the company continues to grow.

The overall company expenses as well as the Revenue are decreased in 2024 compared to 2023, while the OOMCO's other income has likely improved, which brings the net profit to RO 5 Million compared to RO 4 Million in 2023.

Income Statement

	2024	2023	2022
Revenue	715,481,593	727,473,138	720,813,917
Other Income	2,544,098	2,484,922	2,325,371
Less: Expenses	-707,298,734	-717,756,430	-712,253,195
Less: Financing and Taxation	-2,028,381	-2,796,048	-1,602,094
Net Profit	5,068,556	4,128,231	6,904,153

2024 Achievements and Awards



1. HH Sayyid Theyazin bin Haitham bin Tarik AL Said presented Oman Oil marketing an award in Omani Youth day for its efforts in supporting Omani youth at the recent Youth Excellence Awards 2024.



2. Undersecretary of the Ministry of Education for Education, Prof. Dr. Abdullah Ambusaidi, honored Oman Oil Marketing company for its community efforts in supporting the ministry's initiatives.

2024 Achievements and Awards



3. Oman Oil Marketing Company awarded for the prestigious Green Corridor and its commitment to environmental sustainability initiatives.



4. The HSE team at Oman Oil Marketing Company were awarded to their contribution to the energy sector by the Energy and Minerals Sector Skills Unit and the Oman Energy Association (OPAL)



5. Oman Oil Marketing Company wins gold award in the eco-mobility category at the Oman Sustainability Week

Sustainability at OOMCO

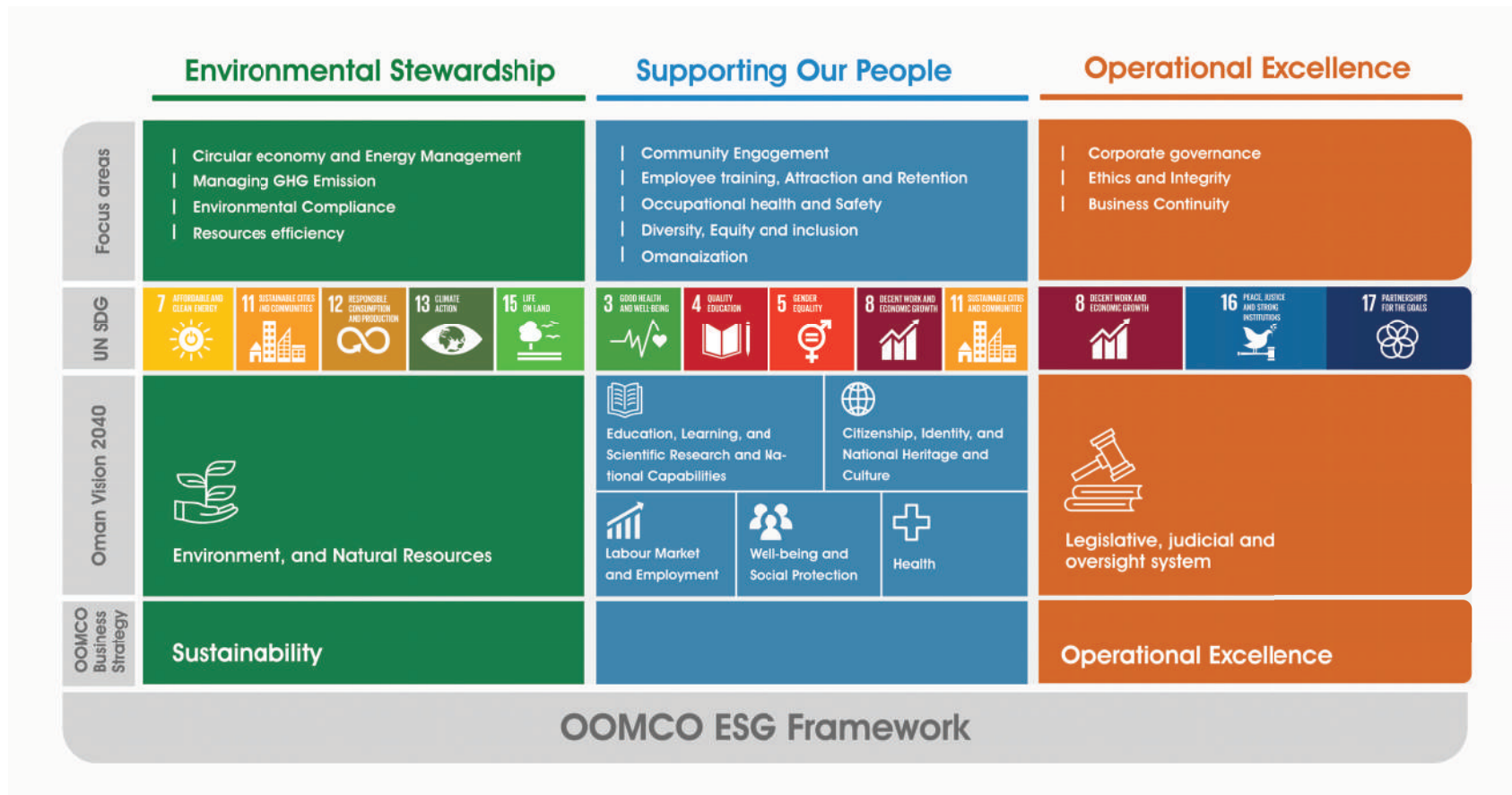
Oman Oil Marketing Company remains committed to improving its sustainability contributions while aligning its investments and practices with its business operations. Following local and global standards demonstrates the company's dedication to openly disclosing its operations in line with MSX Guidelines and GRI Standards, as well as Oman Vision 2040's aims.

OOMCO ESG Framework

The Oman Oil Marketing ESG Framework represents a forward-looking and holistic approach to integrating sustainability into the company's operations and strategic direction. It provides a clear and comprehensive overview of the key focus areas that the company is committed to enhancing and investing in over the coming years.

This framework streamlines the company's path to sustainable growth by acting as a strategic guide in addition to regulating operations and procedures. It demonstrates Oman Oil Marketing's intention of aligning with the Sustainable Development Goals (SDGs) of the UN, the national goals delineated in Oman Vision 2040, and the business plan of the organization.

Sustainability at OOMCO



Sustainability at OOMCO

Engagement and materiality

The stakeholders engagement and materiality was done in 2023, There were several groups of internal and external stakeholders who engaged in this activity to know their opinions and view points. The list of stakeholders is as follows:



From this activity and aligning with the benchmark analysis that was done in the same period, we reach out to ten material topics.

Environmental Topics

- Circular economy and energy management
- Managing GHG emission
- Environmental compliance

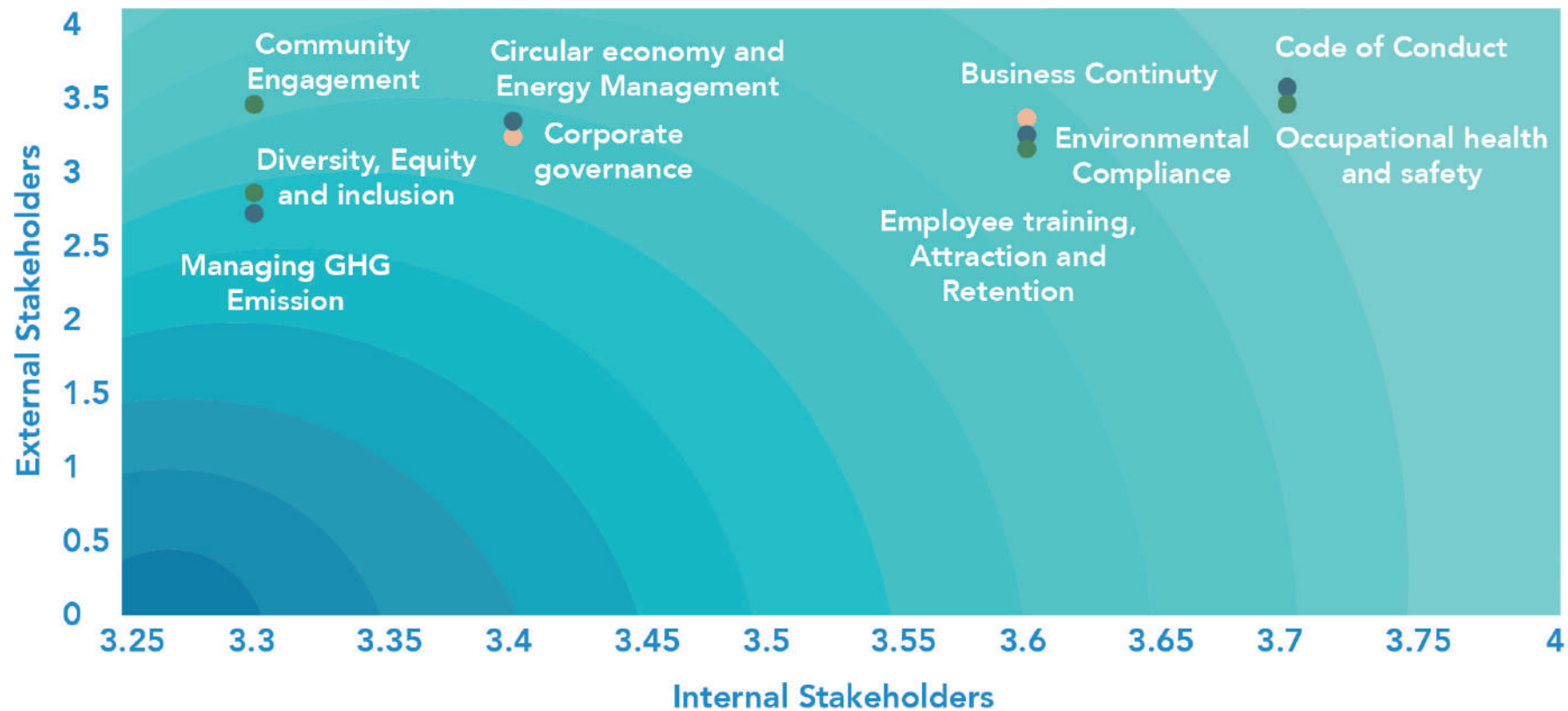
Social Topics

- Diversity, equity, and inclusion
- Employee training, attraction, and retention
- Community engagement
- Occupational health and safety

Governance Topics

- Corporate governance
- Code of ethics
- Business continuity

Sustainability at OOMCO



Operational Excellence

Corporate governance

OOMCO is dedicated to upholding the highest standards of Corporate Governance and fully endorses the guidelines set forth by the Financial Services Authority (FSA) for Public Joint Stock Companies, as outlined in 2015 and subsequent updates. Our goal is to appoint distinguished individuals to the Board who can contribute to corporate strategy, offer an external viewpoint, and serve as a source of constructive challenge and assessment when necessary. We are fortunate to have directors whose significant contributions to the trade and industry are widely recognized. For the upcoming years, Oman Oil intends to educate and enlighten its top management and board of directors about sustainability and the value of supervising the implementation of sustainable practices to enable sound decision-making.



Operational Excellence

Board of Directors

The Board consisted of five independent directors in addition to two non-independent directors, all the Directors were Non-Executive, Omani nationals, ensuring a balanced blend of professionalism, knowledge, expertise, and experience. None of the directors has an executive position in the company.



Eng. Abdulaziz Saud
Chairman



Amal Suhail Salim
Bahwan Al Mukhainia
Deputy Chairman



Mashael Yaseen
Moosa
Member



Hussain Abdul Ridha
Al-Lawati
Member



Hamza Moosa Baqer
Member



Hussain Ali Hamad
Al-Rashdi
Member



Areej Ahmed Al Touqi
Member

Operational Excellence

Board Committees

Board Audit Committee

Hamza Moosa Baqer

Hussain Al Lawati

Hussain Al Rashdi

Board Investment Committee

Abdulaziz Al Raisi

Mashaal Yaseen

Amal Suhail Bahwan

Board Nomination and Remuneration Committee

Mashaal Yaseen

Areej Al Touqi

Hussain Al Lawati

Operational Excellence

Corporate governance

Process of nomination of Directors

Directors are appointed for three years and retire by rotation and, if eligible, can offer themselves for re-election at the Annual General Meeting ('AGM'). There are arrangements for the filling of vacancies by the Board itself on a temporary basis. Individuals wishing to nominate themselves for election to Directorship on OOMCO's Board are required to complete and submit a nomination form to the Company at least five working days before the AGM. The AGM notice and agenda is published in both English and Arabic daily newspapers at least two weeks before the AGM.

Ethics and Integrity

The foundation of OOMCO is a strong code of ethics that sets forth a precise code of conduct for all parties involved. It establishes standards for appropriate conduct at work, encouraging a climate of responsibility, integrity, and support among staff members. This offers an organized framework for operations in addition to fostering honesty. As a guide for the OOMCO Board of Directors, management, and staff, codes of ethics are essential in establishing what constitutes appropriate behavior within an organization. by abiding by these accepted standards.

Furthermore, a strong code of ethics serves as a pillar of dependability and trust, bolstering connections with stakeholders and improving OOMCO's standing in the market. It highlights the business's leadership position and demonstrates its dedication to moral behavior.

Operational Excellence

OOMCO Principle

Set the tone at the top

The company holds the belief that leaders exhibit their dedication to honesty, ethical fortitude, dependability, and equity through their own conduct. Establishing an appropriate atmosphere commences with managers at every echelon leading by example and upholding integrity. Ethical conduct stems from the transparent and explicit communication of behavioral standards.

Create a culture of open and honest communication

OOMCO is committed to fostering a culture of transparency and accountability, where open communication and ethical conduct are not only encouraged but also celebrated. By promoting a workplace environment where ethical considerations are paramount, we uphold our commitment to integrity and reinforce trust among our employees, stakeholders, and the broader community.

Governed towards transparency, honesty, and fairness

Numerous standards aren't governed by laws, regulations, or mandatory directives. In these instances, principles of transparency, honesty, and fairness serve as guiding lights, shaping our decisions and actions when legal mandates are unclear. It falls upon every OOMCO employee to assess each situation against these ethical benchmarks.

Uphold the law

OOMCO's dedication to integrity starts with strict adherence to the laws, rules, and regulations governing our operations. Moreover, it's imperative that each of us possesses a thorough comprehension of the company's policies and the relevant legal framework pertaining to our respective roles. In instances where uncertainty arises regarding the permissibility of a contemplated action under either the law or OOMCO's policies, seeking guidance from the appropriate resource expert is crucial. We hold the responsibility to prevent any breaches of the law and to speak up if we observe potential violations.

Operational Excellence

OOMCO Principle

Eradicate all kind of corruption and bribery

OOMCO is fully committed to fighting all forms of bribery and corruption in all countries in which it operates. No employee shall promise, offer or pay, whether directly or indirectly, any bribes to any person in order to procure orders or to obtain any other benefit for OOMCO.

HSSE Compliance

OOMCO is deeply committed to fostering a culture of health and safety within the workplace. Our Health, Safety, Security, and Environment (HSSE) Policy serves as a guiding framework, directing our practices to ensure the well-being of all employees and stakeholders. This policy not only outlines our dedication to maintaining a safe working environment but also underscores our responsibility to uphold the highest standards of health, safety, security, and environmental stewardship in all aspects of our operations.

Avoid conflict of interest

The code explicitly warns against the misuse of information or data for personal gain, emphasising the importance of maintaining ethical standards. Employees are strongly encouraged to scrutinise any activities that could potentially pose conflicts of interest with the management or HR department.

Whistleblowing

The whistleblowing policy provides a confidential and safe means to enable the employees to raise concerns about conduct that is contrary to applicable laws, regulations, policies and procedures that can affect OOMCO business activities where ethical behaviour is particularly important. The company has a clear procedure to receive and resolve the issues by directly informing the CEO, the general manager of shared services, the internal auditor, or by directly emailing the specific whistleblowing email.

Operational Excellence

Business Continuity

Strong business continuity is a top priority for OOMCO, and handling any interruptions requires thorough risk management strategies. To identify and manage potential threats to continuity, for instance, it integrates comprehensive risk assessments into every facet of its operations. OOMCO uses contemporary technologies and backup strategies, like supply chain and infrastructure redundancy through its Business Continuity Management (BCM) Plan, to stay resilient against changes in the market, geopolitical threats, and natural disasters.

Additionally, preventive measures like Business Impact Analysis (BIA) enable the company to respond swiftly to unforeseen circumstances, safeguarding operations and ensuring faultless service delivery to stakeholders and customers. This ongoing emphasis on analysis shows how dedicated the company is to preserving both its position in the market and operational continuity.

The BCM plan goes over the operation continuity when identifying the business continuity to include recovery strategy which has:



Operational Excellence

Business Continuity

People continuity strategy

To ensure people's resilience and continuity, a comprehensive approach is Cross-functional equips team from other adopted. training members functions with the necessary skills to support process activities during staff unavailability. Agreements with recruitment agencies, supported by Service Level Agreements (SLAs), enable swift onboarding of additional manpower to maintain critical operations. Furthermore, split team operations distribute process teams across multiple OOMCO facilities within a city or across different cities, reducing risks and ensuring seamless business continuity.

Process continuity strategy

To ensure business continuity during disruptions, a proactive approach is implemented. In the event of system unavailability, the process team adheres to a documented workaround to critical activities. disruptions to the primary office location, team members can work from home to ensure uninterrupted operations. Additionally, in disaster scenarios, key processes are sustained by relocating team members to a secondary OOMCO office, ensuring seamless continuity of essential business functions.

Technology continuity strategy

The Technology Continuity Strategy is thoroughly evaluated and documented in a separate document known as the Technology Disaster Recovery Plan. This plan outlines the continuity strategies specifically for Information Technology, ensuring that critical IT systems, infrastructure, and data remain protected and recoverable in the event of a disaster. It serves as a comprehensive guide to maintaining IT operations, minimizing downtime, and enabling quick recovery to support the organization's overall business continuity efforts. OOMCO held Cybersecurity Week to strengthen awareness of digital safety and best practices across the company. The initiative included workshops, interactive activities, and expert-led sessions, equipping employees with essential knowledge to safeguard company and customer data. Emphasizing the shared responsibility of cybersecurity, the event reinforced OOMCO's commitment to maintaining a secure digital environment.



Operational Excellence

Quality Assurance

The company has shown a strong commitment to quality and ongoing improvement since 2015 by putting in place clear procedures and policies that are in line with ESG objectives. Every two years, these processes are examined to make sure they are still applicable and efficient. This dedication is supported by a thorough quality assurance procedure, which includes yearly internal audits carried out by auditors with cross-functional training. Management reviews are conducted after the audit to resolve any problems found and guarantee leadership alignment. High industry standards have been met by this strategy, which has produced successful

third-party audits, such as ISO and B2B fuel customer audits, as well as certification standards from API and OEMs in the lubricants segment.

Successful business continuity drills have also been held, and a Business Continuity Plan (BCP) and Business Impact Analysis (BIA) have been created and updated. After completing a comprehensive UKAS accreditation assessment, the subsidiary Duqm Bunker Terminal (DBT) obtained ISO 14001, 9001, and 45001 certifications. 2018 saw the establishment of a proactive fuel quality management program that uses quarterly gasoline product sampling throughout Oman to guarantee high standards. This program, which costs around \$25,000 a year and involves testing different gasoline supplies in a third-party lab, demonstrates the organization's dedication to upholding the highest standards of quality control. These initiatives guarantee performance, safety, and consumer pleasure, especially in fuel goods.

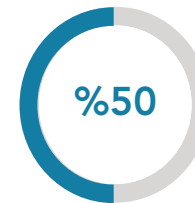


Environmental Stewardship

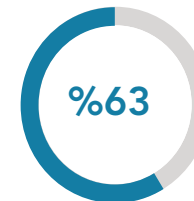
Circular economy and Energy Management

Oman Oil Marketing (OOMCO) is deeply committed to advancing circular economy principles and promoting sustainable energy management practices. By embracing innovative approaches such as recycling and reusing resources, the company strives to minimize environmental impact while maximizing efficiency. OOMCO recognizes the critical importance of sustainability in driving long-term value and remains steadfast in its efforts to reduce resource consumption, conserve energy, and contribute to a cleaner, greener future.

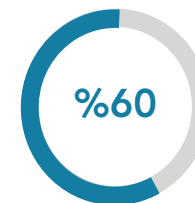
In line with this commitment, OOMCO has made significant strides in utilizing renewable energy to optimize its operations. In 2024, the company successfully installed solar systems on the rooftops of more than 12 service stations. This initiative has enabled OOMCO to harness solar energy and reduce electricity consumption by over %60. By integrating solar power into its infrastructure, OOMCO not only reduces its carbon footprint but also sets a strong example of how businesses can leverage sustainable energy solutions to achieve operational excellence.



2022



2023



2024

Percentage of
electricity saved using
solar energy

Environmental Stewardship

Circular economy and Energy Management

While managing the electricity and impacting the circular economy, OOMCO keeps in mind the learning and awareness as part of its efforts toward knowledge sharing and employee engagement. The company has Green Station Visit as part of employees' engagement and enriching a culture of sustainability, OOMCO organized an annual visit to its Green Station, a facility showcasing advanced low-carbon technologies. This initiative is designed to educate employees about the company's sustainable operations and underscore the importance of reducing carbon emissions.

In addition to being a tour, the yearly Green Station visit is an instructional opportunity designed to raise staff awareness of sustainable practices. Employees learn more about OOMCO's environmental initiatives and the wider ramifications of their work by seeing these technologies up close. They are more equipped to promote and carry out comparable sustainable practices in their day-to-day work and home lives thanks to this understanding. In the end, the visit helps the organization develop a sustainable culture, which advances OOMCO's objective of setting the standard for environmental responsibility in the sector.

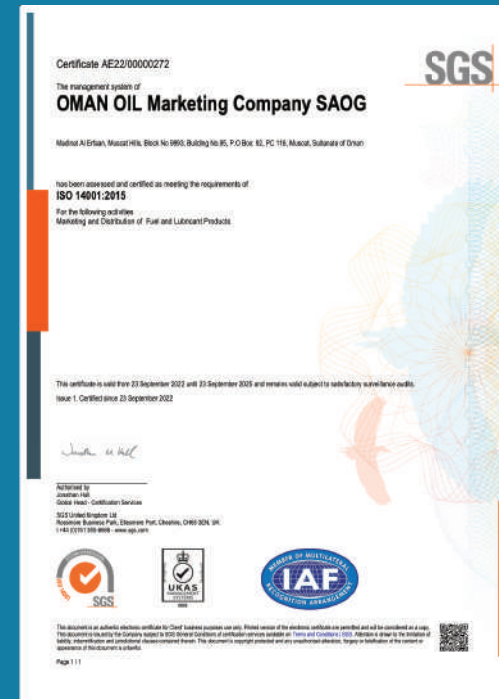


Environmental Stewardship

Managing GHG Emission

OOMCO is committed to managing greenhouse gas (GHG) emissions as part of its core values of sustainability and responsibility. They have established strict guidelines for cutting emissions, leveraging state-of-the-art technologies, and collaborating closely with stakeholders in order to achieve these goals. By prioritizing accountability and transparency via meticulous monitoring and reporting, OOMCO not only lessens its environmental effect but also sets an industry standard.

Scope 2 & 1 Emissions	Unit of measurement	2022	2023	2024
Direct (Scope 1) GHG emissions	tCO2e	567	643	726
Indirect (Scope 2) GHG emissions	tCO2e	4,229	3,762	3,348
Total GHG Emissions	tCO2e	5,272	4,405	4,074



Environmental Stewardship

Managing GHG Emission

In line with Oman's national strategy to lower carbon dioxide emissions, OOMCO is dedicated to promoting green mobility. To efficiently stop the flow of gasoline fumes, the company uses Vapor Recovery Units (VRUs) to catch gaseous pollutants and transform them back into liquid form. This creative method tackles pollutants that arise during car refueling and the loading of gasoline into station holding tanks.

	2022	2023	2024
Vapor Recovery Units	13	24	23
Carbon Emission Reduction	400 ton	714 ton	1242 ton

Environmental Compliance

Oman Oil Marketing (OOMCO) is fully committed to environmental compliance, ensuring that its operations meet the highest industry standards. The company holds multiple certifications, reflecting its dedication to maintaining solid environmental management systems. OOMCO has addressed critical aspects such as environmental impact assessments, hazard identification and risk assessments (HIRA), and the development of comprehensive emergency plans. Necessary permits and approvals, including those from PACDA, have been obtained to guarantee adherence to regulatory requirements and enhance operational safety.

In addition to its stringent compliance measures, OOMCO prioritizes building a knowledgeable and skilled workforce to support its environmental goals. A total of 33 employees have been certified through lead auditor training programs in Quality Management Systems (QMS), Environmental Management Systems (EMS), and Occupational Health and Safety Assessment Series (OHSAS). Furthermore, nearly all staff members have participated in HSE inductions that emphasize environmental management precautions, raising awareness and providing basic training on operational aspects.

Environmental Stewardship

Resources efficiency

Aligned with OOMCO's comprehensive sustainability framework, which places a strong emphasis on resource efficiency, the company remains steadfast in its commitment to preserving natural resources. By adopting thoughtful and strategic approaches to resource utilization, OOMCO prioritizes minimizing waste and maximizing environmental stewardship. The company has been contracted with a contractor to collect the E-waste to be recycled and reused.

Recognizing the significant environmental impact of resource management, OOMCO has strategically focused on initiatives that enhance efficiency and conservation. These efforts are not only critical to reducing the company's ecological footprint but also demonstrate a proactive approach to creating long-term value for the environment and society. Through sustainable decision-making and innovative practices, OOMCO reaffirms its dedication to building a greener, more responsible future.



Supporting Our People

Diversity, Equity and inclusion



OOMCO is dedicated to creating an environment at work that values diversity and equality, making sure that every worker has an equal chance to develop and succeed. Regardless of background, the company provides impartial and equitable access to resources, training, and professional growth, upholding the equality principle. OOMCO actively encourages diversity at the same time by hiring people with a variety of experiences and backgrounds and valuing cultural, gender, and viewpoint differences. Every employee will feel appreciated, respected, and empowered because of this dedication to diversity, which adds to the vibrant and rich corporate culture.

Number of employees by gender

	2022	2023	2024
Total Number of Employees	226	235	244
Number of Male Employees	201	203	210
Percentage of Male Employees	%88	%86	%86
Number of Female Employees	25	32	34
Percentage of Female Employees	%12	%14	%14

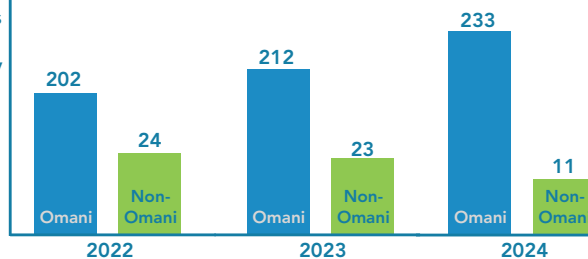
Supporting Our People

Diversity, Equity and inclusion

Number of employees by Age

	2022	2023	2024
25-18	0	2	5
35 - 26	52	60	66
45 - 36	188	117	114
50 - 46	36	38	42
Above 50	20	18	17

Number of employees by Nationality



Diversity of Executive Management

	2022	2023	2024
Number of males in the Executive Management	6	8	8
Number of females in the Executive Management	0	1	1
Total number of employees in the Executive Management	6	9	9
Diversity of Middle Management			
Number of males in the Middle Management	26	23	18
Number of females in the Middle Management	2	3	3
Total number of employees in the Middle Management	28	26	21

Total Number of workers who are not employees _ IT and customer care

19
2022

20
2023

26
2024

Supporting Our People

Diversity, Equity and inclusion

Grievance Mechanism

There are existing grievance procedures in place within the Company to enable employees to raise grievances relating to their employment. The worker may file his complaint or grievance against the decision issued against the employer in accordance with the following procedures :

1. Submit the complaint or grievance first to the line manager, and the line manager is obligated to respond to the worker within (2) two working days .
2. If the worker is not responded to by his line manager within the period specified, or the response is rejected, the worker may submit his grievance to the employer or his representative, and the employer or his representative is obligated in this case to decide. In the grievance within (5) five working days.
3. If there is no response from the employer or his representative within the period specified, or the response is rejection, the worker may submit a request for settlement to the relevant administrative division in the Ministry of Labour.

This process is designed to safeguard workers by addressing potential challenges proactively while ensuring their fundamental right to fair representation and self-defense.



Supporting Our People

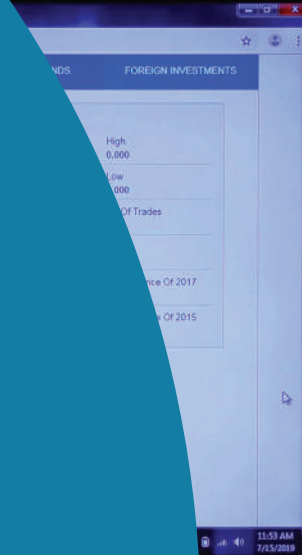
Employee training, Attraction and Retention

OOMCO is deeply committed to the continuous development and growth of its employees, ensuring they are equipped with the necessary skills to succeed both professionally and personally. The company offers a variety of training programs that cater to different areas of development. These include soft skills courses, which enhance communication, leadership, and interpersonal abilities, ensuring employees can thrive in collaborative and dynamic environments.

In addition to soft skills, OOMCO supports professional growth through participation in conferences and summits, providing employees with opportunities to network, stay updated on industry trends, and gain insights from global experts. The company also places a strong emphasis on higher education and professional studies support, empowering employees to further their academic and career pursuits.

To complement these offerings, OOMCO provides a range of technical courses to ensure employees remain at the forefront of their respective fields. With the integration of an e-learning system, employees have flexible access to a wide array of training materials and courses, allowing for continuous learning and skill enhancement. The company also supports the Etimad program, which fosters employee development through various specialized training initiatives.

This all-encompassing approach to training guarantees that staff members are well-rounded, flexible, and ready for new challenges in addition to improving technical competencies.



Supporting Our People

Employee training, Attraction and Retention

Average Training Hours

	2022	2023	2024
Total average training hours	17	10	18
Average male training hours	17	10	17
Average female training hours	12	11	31

The company has persisted in its attempts to boost employee happiness, keep talented staff members, and draw in new applicants. The following records of newly hired employees and employee turnover may demonstrate this. OOMCO has expanded hiring in the last two years to about 20 new hires annually, up from 15 in 2022, while maintaining a turnover rate of about %5 throughout those three years.

Newly Hired Employees

	2022	2023	2024
Total Number of Newly hired Employees	15	22	20
Total number of new male employee hires	10	14	16
Total number of new female employee hires	5	8	4

Employee Turnover

Turnover Rate	%4.9	%5	%4.9
Total number of employee turnover	11	12	12
Total number of male employee turnover	9	12	11
Total number of female employee turnover	2	0	1

Supporting Our People

Employee training, Attraction and Retention

OOMCO places significant emphasis on parental leave, recognizing its profound impact on family well-being, employee loyalty, and community awareness. In line with this commitment, the company has doubled the number of employees entitled to parental leave from 2023 to 2024, reflecting its dedication to fostering a supportive and inclusive workplace.

Parental leave				
		2022	2023	2024
Total number of employees that were entitled to parental leave		9	11	22
Total number of male employees that took parental leave		6	9	20
Total number of female employees that took parental leave		3	2	2
Total number of male employees that returned to work in the reporting period after parental leave ended		4	8	12
Total number of female employees that returned to work in the reporting period after parental leave ended		0	1	0



Supporting Our People

Occupational health and Safety

Oman Oil Marketing health and safety management system describes how OOMCO's Occupational Health, Safety, Environmental protection and quality management system shall be managed in accordance with the HSEQ Policy and it gives the guidance to correctly implement the HSEQ corporate manual. While the policies, statements, and manuals play a massive role in defining the risks of health and safety (HSE) related issues, the real processes are coming to mitigate the risk.

Workplace Incident Statistics

	2022	2023	2024
Total Recordable incidents	5	3	1
Total Recordable Frequency Rate	0.8	0.5	0.144
Road Incident Statistics			
Total Recordable Traffic Accident	5	1	3
Total Recordable Traffic Accident Frequency Rate	0.22	0.037	0.121

Occupational health and safety (OHS) training is important for fostering a safe work environment and equipping employees with the knowledge to identify and mitigate workplace risks according to OOMCO strategic opinion. The company introduced a wide range of training courses related to HSE requirements as follows:

- Generic OHS Training:** Provides all employees with foundational knowledge of workplace safety, including OHS policies, emergency procedures, ergonomic practices, and the use of basic safety tools like Personal Protective Equipments (PPE).
- Specific Work-Related Hazard Training:** Focuses on managing risks tied to specific tasks or roles, such as chemical handling, machinery operation, electrical safety, and working at heights.
- Training for Hazardous Activities:** Prepares workers to perform physically demanding tasks safely, emphasizing proper lifting techniques, use of mechanical aids, and risk assessments.
- Training for Hazardous Situations:** Equips employees to handle incidents and emergencies effectively, including incident investigation, behavior-based safety, and correct PPE usage.

The culture promotion that has been held by OOMCO throughout one week in 2024 marks a significant impact on the employees and community overall awareness. The HSE forums, road safety campaigns, and the emergency readiness were some of the activities introduced. The following are statistics for a couple of events.



Supporting Our People

Occupational health and Safety

The culture promotion that has been held by OOMCO throughout one week in 2024 marks a significant impact on the employees and community overall awareness. The HSE forums, road safety campaigns, and the emergency readiness were some of the activities introduced. The following are statistics for a couple of events.

Activity	Participation
Blood donation	41 donors.
Medical checkup	45 employees
No to Diabetic Foot Amputation	15 employees
Breast Cancer Awareness and Skin Care Session	22 female employees
HSEQ Quizzes	
Quiz topic	Participation
Day 1: First Aid Awareness	86 employees
Day 2: Quality - Oman Oil Marketing	106 employees
Day 3: General ISO Standards	98 employees
Day 4: Alternative Energy – Biofuel	83 employees
Day 5: Alternative Energy – ESG	70 employees



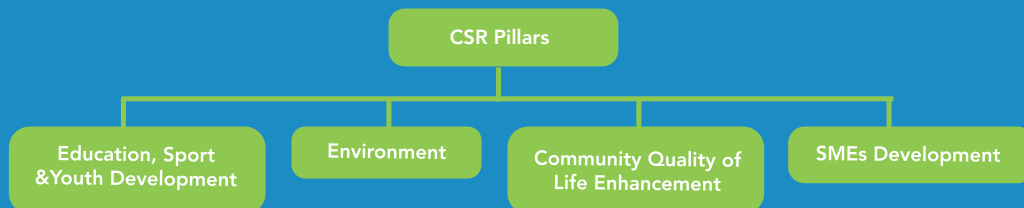
The company's commitment to safety extends beyond the physical well-being of employees and stakeholders to encompass their mental and emotional health. By prioritizing holistic health and safety, the company aims to uphold the highest standards of well-being. This commitment will be realized through the implementation of comprehensive safety training programs, robust emergency response plans, effective use of personal protective equipment (PPE), ergonomics initiatives, incident reporting systems, active safety committees, and motivational safety incentives. These efforts are positively affecting our employees, investors, suppliers and partners, customers, and even the community.

Supporting Our People

Community Engagement

The Corporate Social Responsibility (CSR) strategy currently governs the company's social responsibility actions. OOMCO's financial, in-kind, and human resources are all carefully used to optimize community benefits due to this community investment plan. In order to effectively support projects and activities that have a long-term and sustainable impact on the community, OOMCO is striving to harness its diverse resources and competences.

The CSR strategy stands on 4 main pillars of investment that the company focuses on:



For each and every pillar the company defines the main focus areas that they have to concentrate on. For example, the SME's development is about giving priority to the small and medium enterprises to get the projects in order to create additional opportunities for them and enhance the local economy. Another pillar is the environment where OOMCO seeks opportunities to support environmental education, awareness programs, and initiatives which will have a significant impact on lifting up Oman in terms of protecting the environment.

In 2024, OOMCO continues to demonstrate its commitment to sustainable development by aligning its investments with the Corporate Social Responsibility (CSR) strategy already in place. These investments focus on driving meaningful impact in the community while supporting the company's long-term vision with 150,000 OMR total investment. Below are the key programs that reflect OOMCO's CSR initiatives:

Tmakon2

The second version of the training program Tmakon was done in 2024 with the aim to continuously support young freelancers in creating their own start-ups in a partnership with the Youth Center.

Oman Charity

%20 of OOMCO's CSR budget is allocated to the Oman Charitable Organization (OCO), supporting social programs like disaster relief, healthcare, and education, reaffirming OOMCO's commitment to various national welfare initiatives.

Al Noor Association

OOMCO has committed to supplying fuel to the Al Noor Association for the blind for one year, serving as the logistics sponsor for their events.

Support Ministry of Endowment

The Department of Introducing Islam and Cultural Exchange at the Ifta Office organizes the sixth (acquaintance) event with OOMCO.

Support Al Rahma Association

OOMCO supported the Al Rahma Association's clothing donation initiatives by distributing over 20 clothing donation boxes at Oman Oil stations.

Support the Food Bank

OOMCO supports the bank by providing fuel cards for the food bank trucks.



Support elderly home – Rustaq

OOMCO supports the elderly during Eid by providing essential supplies and services, fostering a spirit of togetherness and celebration.

Ata'a competition in Social Media

OOMCO has launched its annual Ata'a charity campaign. The campaign seeks to serve those in need with a range of different charitable and sustainable initiatives.

Support 100 indigent families

Support 100 indigent families by distributing a foodstuffs basket in cooperation with the Dar Al Attaa Association & Zakat committee in Amerat.

Experience Hub

The company is committed to supporting new graduates in navigating their future career paths, and to gain hands-on work experience. The third batch of this programme was welcomed to maintain transferable skills alongside the subject-specific knowledge they acquired during their undergraduate studies.

Supporting Our People

Customer Care Week 2024

OOMCO celebrated Customer Care Week 2024 by engaging directly with customers across its service stations, reinforcing its commitment to exceptional service. Throughout the week, the company's executive management visited various locations to interact with customers, gather feedback, and distribute gifts as a token of appreciation. This initiative aimed to enhance customer experience, strengthen relationships, and ensure that OOMCO continues to meet and exceed expectations. The event also marked OOMCO's first-ever Customer Care Week celebration in Saudi Arabia, reflecting its growing regional presence and dedication to service excellence.



Supporting Our People Omanization

By hiring and keeping skilled Omani workers in our workforce and promoting local content through our procurement procedures, our company is steadfastly dedicated to supporting national development. By giving contracts with Small and Medium Enterprises (SMEs) and other local firms top priority, we actively promote local growth and help ensure the community's sustainability and prosperity.

The company's procurement practices begin with end-user PR requests and follow a structured 8-step procurement process and policy. This approach includes strategic sourcing, adherence to documented procedures, competitive bidding, and prioritizing Omani-registered suppliers, ensuring efficiency, transparency, and compliance throughout the procurement lifecycle. OOMCO specified 5 main KPIs for 2024 scorecard, the KPIs take place to improve the company procurement savings, awarding plans for several project types, and the HSEQ plan and IMS compliance. These practices help our company to:

1. **Cut Cost:** Help the company obtain goods and services at the best possible price, which can significantly reduce overall costs.
2. **Ensure Quality:** By carefully selecting suppliers and negotiating contracts, companies can ensure that they receive high-quality products and services, which can improve the quality of their own products.
3. **Ensure Risk Management:** Proper procurement practices help to identify and mitigate risks related to supply chain disruptions, supplier reliability, and market fluctuations.
4. **Ensure Compliance and Ethics:** Adhering to procurement policies ensures that the company complies with legal and regulatory requirements and maintains ethical standards in their business dealings.

The company gives priority to secure jobs for Omanis, we prioritize the recruitment of Omani site managers. This initiative empowers the local workforce, strengthens our commitment to Oman's economic development, and contributes to sustainable employment opportunities.

Supporting Our People

Omanization

OOMCO has an ongoing procurement initiative that focuses on establishing an In-Country Value (ICV) platform, with the objective of prioritizing and awarding projects with budgets under 10,000 OMR to local SME suppliers who are AL Riyyda cardholders. According to OOMCO's Standard Operating Procedure (SOP): "Preference shall be given to technically compliant and commercially competitive local (Omani) SMEs over the best bid submitted by a foreign supplier." The company continues to support the local suppliers in terms of the procurement practices, where in %99 2024 of the supplies were from local suppliers and %63 of the overall supplies came from the SMEs. On the other hand, they offer affordable shelf leasing options in the stations to SMEs with limited income. This not only promotes entrepreneurship but also helps foster a diverse and sustainable local economy.

1708

Total Number of
Registered
Suppliers

1376

Total Number of
Local Registered
Suppliers

308

Total Number of
SMEs Registered
Suppliers



GRI and MSX Index

Statement of use	Oman Oil Marketing Company SAOG has reported in accordance to the GRI Standards for the period of January 1, 2024 - December 30, 2024
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI Sector Standards apply to Oman Oil Marketing Company SAOG

GRI Standard	Disclosure	Location		Omission		MSX ESG Disclosure Metric
			Requirement(s) Omitted	Reason	Explanation	
General Disclosures						
GRI 2: General Disclosures 2021	1-2 Organisational details	5 - 15				
	2-2 Entities included in the organisation's sustainability reporting	1 - 2				
	2-3 Reporting period, frequency and contact point	1 - 2				G7 & G8
	2-4 Restatements of information	1 - 2				
	2-5 External assurance	1 - 2				G9
	2-6 Activities, value chain and other business relationships	5 - 15				

	2-7 Employees	37 - 42				S5
	2-8 Workers who are not employees	37 - 42				
	2-9 Governance structure and composition	23 - 31				G1 & G2
	2-10 Nomination and selection of the highest governance body	23 - 31				
	2-11 Chair of the highest governance body	23 - 31				
	2-12 Role of the highest governance body in overseeing the management of impacts	23 - 31				E8 & E9
	2-13 Delegation of responsibility for managing impacts	23 - 31				
	2-14 Role of the highest governance body in sustainability reporting	23 - 31				

	2-15 Conflicts of interest	28				
	2-16 Communication of critical concerns	27 - 28				
	2-17 Collective knowledge of the highest governance body	23 - 31				
	2-18 Evaluation of the performance of the highest governance body	23 - 31				
	2-19 Remuneration policies	23 - 31				S5
	2-20 Process to determine remuneration	23 - 31				
	2-21 Annual total compensation ratio		This disclosure is omitted from our reporting.	Confidentiality Constraints	Employee compensation information is confidential due to its sensitivity	S1
	2-22 Statement on sustainable development strategy	3 - 4				

	2-23 Policy commitments	23 - 31				
	2-24 Embedding policy commitments	23 - 31				
	2-25 Processes to remediate negative impact	23 - 31				
	2-26 Mechanisms for seeking advice and raising concerns	23 - 31				
	2-27 Compliance with laws and regulations	23 - 31				
	2-28 Membership associations	17 - 18				
	2-29 Approach to stakeholder engagement	19 - 22				
	2-30 Collective bargaining agreements			Not Applicable	In Oman, the collective bargaining agreement does not apply	

Material Topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	19 - 22				G8
	3-2 List of material topics	19 - 22				
Code of Ethics						
GRI 3: Material Topics 2021	3-3 Management of material topics	26 - 28				G5, G6
GRI 205: Anti-corruption 2016	Disclosure 1-205 Operations assessed for risks related to corruption	26 - 28				
	Disclosure 2-205 Communication and training about anti-corruption policies and procedures	26 - 28				
	Disclosure 3-205 Confirmed incidents of corruption and actions taken	26 - 28				

Circular Economy and Energy Managemen						
GRI 3: Material Topics 2021	3-3 Management of material topics	32 - 33				E3, E4, E5 & E10
GRI 302: Energy 2016	Disclosure 1-302 Energy consumption within the organisation	32 - 33				
	Disclosure 2-302 Energy consumption outside the organisation	32 - 33				
	Disclosure 3-302 Energy intensity	32 - 33				
Managing GHG Emission						
GRI 3: Material Topics 2021	3-3 Management of material topics	35 - 36				E1,E2, & E7
GRI 305: Emissions 2016	Disclosure 1-305 Direct (Scope 1) GHG Emissions	35 - 36				

	Disclosure 2-305 Energy indirect (Scope 2) GHG emissions	35 - 36				
Occupational Health and Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	43 - 44				E3, E4, E5 & E10
GRI 403: Occupational Health and Safety 2018	Disclosure 1-403 Occupational health and safety management system	43 - 44				
	Disclosure 2-403 Hazard identification, risk assessment, and incident investigation	43 - 44				
	Disclosure 3-403 Occupational health services	43 - 44				
	Disclosure 4-403 Worker participation, consultation, and communication on occupational health and safety	43 - 44				

	Disclosure 5-403 Worker training on occupational health and safety	43 - 44				
	Disclosure 6-403 Promotion of worker health	43 - 44				
	Disclosure 7-403 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	43 - 44				
	Disclosure 8-403 Workers covered by an occupational health and safety management system	43 - 44				
	Disclosure 9-403 Work-related injuries	43 - 44				
	Disclosure 10-403 Work-related ill health	43 - 44				

Employee Training, Attraction, and Retention						
GRI 3: Material Topics 2021	3-3 Management of material topics	40 - 42				S3, S4, S5, S7, S8 &S10
GRI 404: Training and Education 2016	Disclosure 1-404 Average hours of training per year per employee	40 - 42				
	Disclosure 2-404 Programs for upgrading employee skills and transition assistance programs	40 - 42				
	Disclosure 3-404 Percentage of employees receiving regular performance and career development reviews	40 - 42				
Diversity, Equity, and Inclusion						
GRI 405: Diversity and Equal Opportunity 2016	GRI 405: Diversity and Equal Opportunity 2016 Disclosure 1-405 Diversity of governance bodies and employees	37 - 39				S4 & S6

	Optional: Disclosure 2-405 Ratio of basic salary and remuneration of women to men	37 - 39				
Community Engagement						
GRI 3: Material Topics 2021	3-3 Management of material topics	45 - 50				S11
GRI 413: Local Communities 2016	Disclosure 1-413 Operations with local community engagement, impact assessments, and development programs	45 - 50				
	Disclosure 2-413 Operations with significant actual and potential negative impacts on local communities	45 - 50				
Environmental Compliance						
GRI 3: Material Topics 2021	3-3 Management of material topics	35				E7