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omanoil



In the Arc of Responsible Progress

Sustainability Report 2025

His Majesty Sultan Haitham bin Tarik

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.



Chairman Message

I am pleased to present OOMCO Sustainability Report 2025, which reflects the Company's continued focus on long-term value creation and responsible business practices. In a period marked by changing market dynamics, evolving stakeholder expectations, and accelerating energy transition discussions, the Board remains committed to ensuring that OOMCO is well-governed, resilient, and positioned to contribute positively to Oman's development priorities.

Governance and effective oversight are central to this commitment. The Board continues to reinforce a culture of integrity, accountability, and transparency, supported by policies and clear delegation of responsibilities across management. We maintain a strong focus on risk management and business continuity, recognizing that operational resilience is essential in a sector exposed to supply disruptions, safety risks, and external shocks. We also place product quality and customer safety at the center of our priorities, as they are fundamental to protecting people, strengthening customer confidence, and sustaining trust in our brand and services.

The Board acknowledges the growing connection between sustainability considerations and long-term business performance, therefore we encouraged management to advance initiatives that support energy efficiency, improved environmental performance, and responsible resource use, while also investing in innovation and service differentiation. Importantly, we view the energy transition as both a risk and an opportunity requiring prudent planning, informed

decision-making, and readiness to evolve in line with national direction, including Oman Vision 2040 and the Net Zero 2050 ambition.

OOMCO's success is shaped by its shareholders, customers, employees, and the communities we serve. The Board values constructive engagement and considers stakeholder perspectives essential to strong decision-making and sound governance. We also recognize the importance of building national capabilities through Omanisation, local supplier participation, and responsible community investment, as these are critical to sustainable economic progress.

On behalf of the Board of Directors, I extend my appreciation to our shareholders for their continued confidence, and to management and employees for their commitment and professionalism. We will continue to guide OOMCO with a long-term view strengthening governance, supporting responsible growth, and ensuring the Company remains a trusted contributor to the Sultanate's future.

Eng. Abdulaziz Saud Al Raisi

Chairman of the Board

Oman Oil Marketing Company SAOG



CEO Message

I am pleased to present our Sustainability Report, which reflects our commitment to responsible growth and long-term value creation. As a downstream energy company with a nationwide footprint, we acknowledge our responsibility to manage environmental and social impacts arising from fuel distribution, retail operations, and associated infrastructure.

In an evolving energy landscape, our focus remains on balancing operational excellence, customer-centric growth, and a responsible transition. Our commitment extends beyond delivering reliable fuel and mobility services to supporting the objectives of Oman Vision 2040 and the Sultanate's Net Zero 2050 ambitions.

During the reporting period, OOMCO continued to advance the integration of ESG considerations across its operations. We strengthened our approach to energy management, greenhouse gas emissions monitoring, and resource efficiency, including expanded deployment of solar photovoltaic systems at service stations, vapor recovery units to control fuel-related emissions, and improved water-use efficiency across our network. These initiatives reflect our commitment to reducing operational impacts while maintaining service reliability.

Sustainable mobility remains a key pillar of our strategy. Through continued investment in EV charging infrastructure, readiness for alternative fuels such as biodiesel, and the provision of advanced fuels such as Ultimax 98, we are supporting Oman's transition toward cleaner and more efficient transport solutions.

Our people are fundamental to our success. We remain committed to talent development, fostering a safe, inclusive, and high-performing workplace supported by structured training and health and safety systems. Supporting local economic development is equally important, and through In-Country Value (ICV) initiatives, SME engagement, and responsible procurement practices, we continue to strengthen local supply chains and contribute to economic diversification. Our community investment programs spanning education, youth development, road safety, social welfare, and entrepreneurship are designed to deliver lasting impact aligned with national priorities.

We are encouraged by the progress achieved to date and remain committed to further strengthening how we identify, manage, and respond to sustainability-related risks and opportunities across our operations and value chain. I would like to thank our employees, Board members, partners, and stakeholders for their continued trust and collaboration. Together, we will build on this momentum to reinforce OOMCO's position as a responsible and customer-centric energy marketer, supporting Oman's development today while laying the foundations for a resilient, efficient, and sustainable future for the Sultanate.

Tarik Mohammed Al Junaidi
Chief Executive Officer
Oman Oil Marketing Company SAOG



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About Our Company

Oman Oil Marketing Company SAOG (OOMCO) is a publicly listed company on the Muscat Stock Exchange, established in September 2003. OOMCO's core business focuses on the marketing and distribution of petroleum products, offering a diversified portfolio that includes fuel retailing,

direct fuel supply to government and commercial customers, lubricant marketing, aviation refueling, and fuel storage and distribution services. The Company is also the sole distributor of Castrol and BP-branded lubricants in Oman.

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.

Values

-  Safety
-  Responsibility
-  Innovation
-  Customer Centricity
-  Mutual Support
-  Employee Engagement



Brand Identity

At OOMCO, our identity is built upon three powerful pillars that define who we are and where we're headed: Young, Energetic, and Omani. These are the heartbeat of our organization, fuelling our commitment to blend international excellence with authentic local understanding. Through this distinctive character, we deliver unparalleled service, unwavering trust, genuine care, and forward-thinking innovation to every customer, community, and partner we serve.

Brand Personality: The Human Connection

Our brand lives through a personality that resonates deeply with the people of Oman and beyond:

Reliable: We stand as a constant in an evolving world dependable in service, consistent in quality, and steadfast in our commitments.

Innovative: We embrace progress with purpose, continuously reimagining how energy solutions can enhance modern life while honoring our heritage.

Engaging: We listen, connect, and co-create experiences that matter transforming transactions into relationships.

Impact on Quality of Life: Every drop we deliver powers more than vehicles, it powers livelihoods, journeys, and aspirations across the Sultanate.

Proximity: We are never distant. Our stations, services, and spirit are woven into the fabric of Omani neighbourhoods and highways alike.

Warm: Behind every interaction lies Omani hospitality a sincere welcome, a helping hand, & a genuine smile that makes every customer feel valued.

Our brand signature is more than a logo, it is a mark of ownership, leadership, and excellence. Crafted with intention, its dynamic form embodies OOMCO's modernism and velocity within the oil and gas industry, while its vibrant color spectrum draws directly from the soul of Oman itself.

Together, these colors do more than distinguish our stations, they tell a story. A story of a nation's heritage meeting tomorrow's energy needs. A story where Omani pride fuels progress. And a story where every interaction with Oman Oil feels unmistakably familiar, yet excitingly new.



Our Journey

2018 - Innovation and Expansion

Opened its 200th service station in Oman. Became the first fuel marketer in the Sultanate to introduce Ultimax 98 Octane fuel. Launched service stations powered by solar panels and installed EV chargers.

2023 - Digital and Operational Enhancements

The Company continued to modernize through technology upgrades and digital solutions to improve customer experience and operational efficiency.

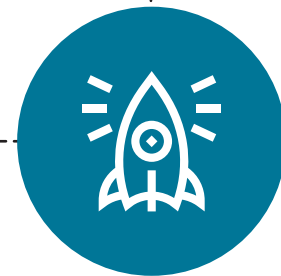
2025 - Advancing Sustainable Mobility

Inaugurated the Duqm Gateway Station, Oman's first biodiesel-ready fuel facility, expanding cleaner fuel options and supporting the country's energy transition.



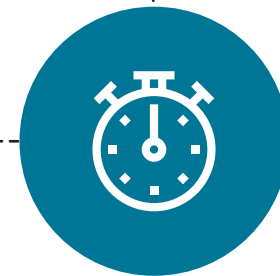
2003 - Establishment

OOMCO was launched in October 2003 when the company acquired shares of the former BP Oman, marking the beginning of its operations in fuel marketing and distribution.



2019 - 15 Years of Growth

Celebrated 15 years of transforming the fuel industry, expanding non-fuel services and international footprint, including early expansion into Saudi Arabia and Tanzania markets.



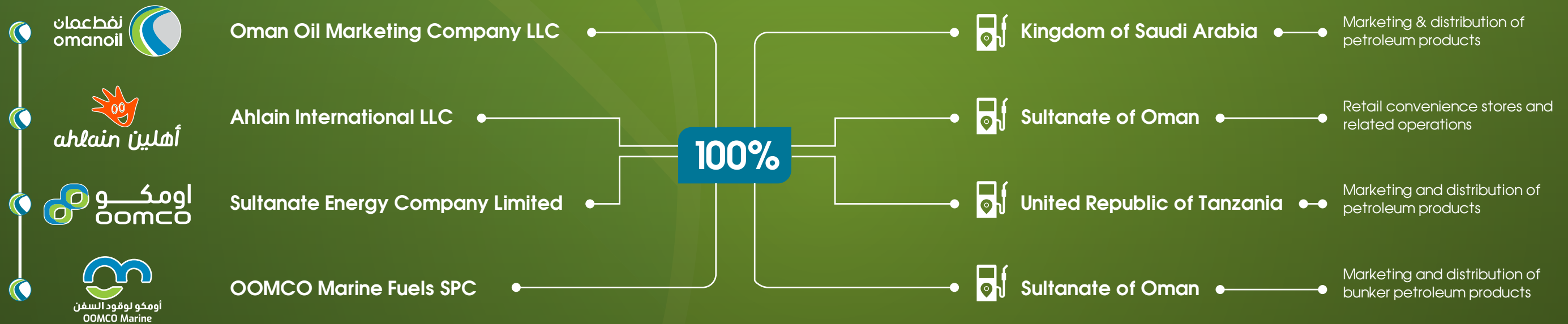
2024 - 20th Anniversary & Strategic Scale-Up

OOMCO marked its 20th anniversary, reflecting on two decades of growth, diversification, and innovation. By this time, the Company operated over 230 service stations in Oman, Saudi Arabia, and Tanzania, introduced EV charging points at 86 stations, deployed solar power systems at select sites, and supported the EVO initiative for national EV infrastructure.



Subsidiaries and Business Entities

OOMCO operates through a mix of company-operated businesses, subsidiaries, and strategic joint ventures that support its fuel, retail, and mobility activities.



Within Oman, through Ahlain International LLC, OOMCO operates Alain Convenience Stores, Alain Café, Café Amazon as integrated retail brands across its service station network, forming part of its non-fuel diversification strategy.

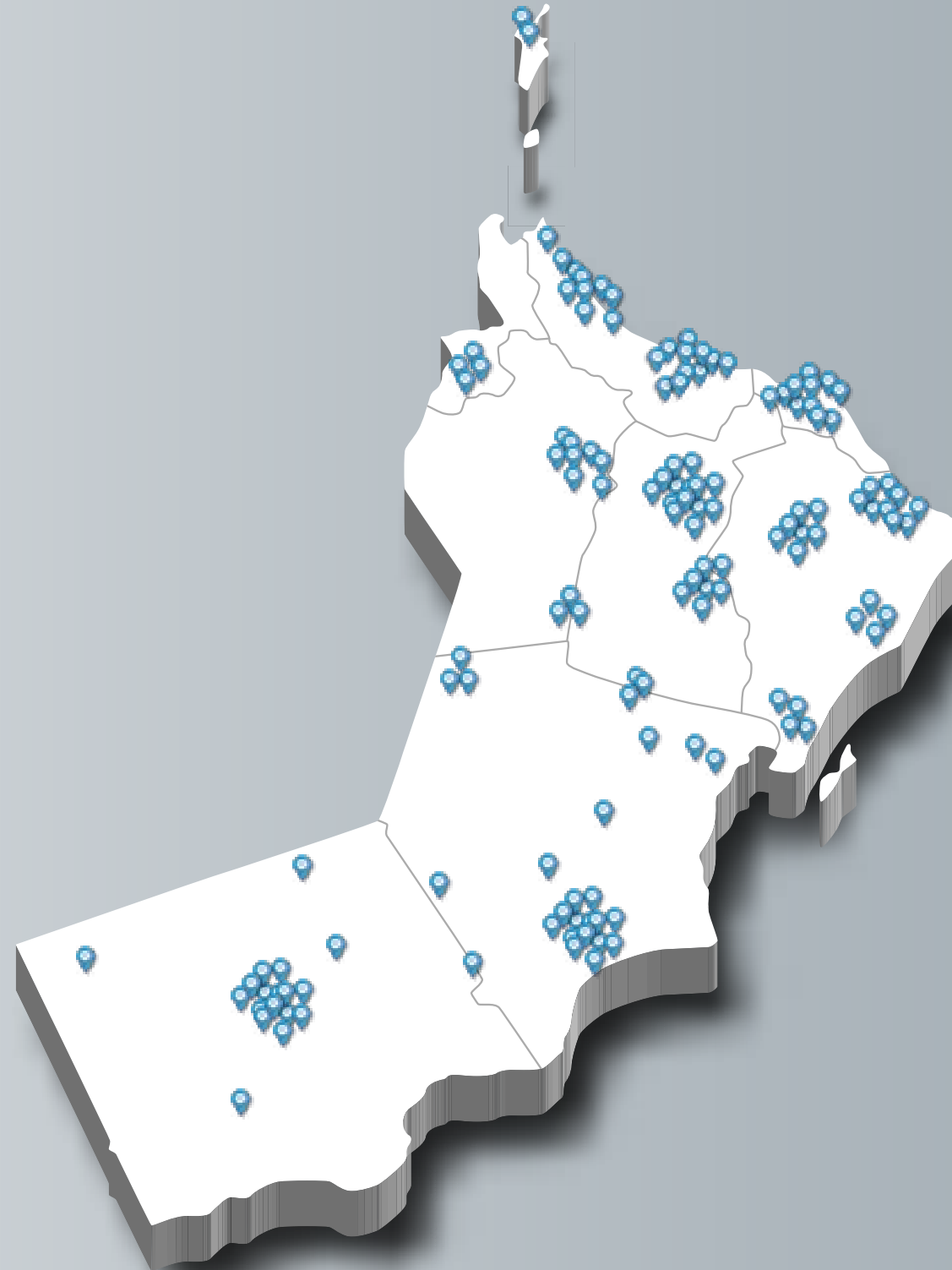
OOMCO provides Marine fuels and bunkering activities through OOMCO Marine Fuels SPC formerly known as Duqm Bunker Terminal (DBT), and operates under license within the Duqm Special Economic Zone.

Internationally, OOMCO owns Oman Oil Marketing Company LLC (Saudi Arabia) and Sultanate Energy Company Ltd (Tanzania), both engaged in fuel marketing and distribution.

OOMCO supports electric mobility through Electric Vehicles One (EVO), a joint venture with Synergy Investments focused on developing and operating EV charging infrastructure across Oman.

Our Service Stations

↑ 239



Core Business Activities



Service Stations

OOMCO has developed a nationwide network of 239 service stations across Oman, providing accessible fuel retailing, convenience services, and integrated travel solutions.



Commercial Fuel

The Company supplies bulk petroleum products to key sectors including construction, power, oil and gas, and other industrial segments, delivering reliable fuel distribution through a strong logistics network.



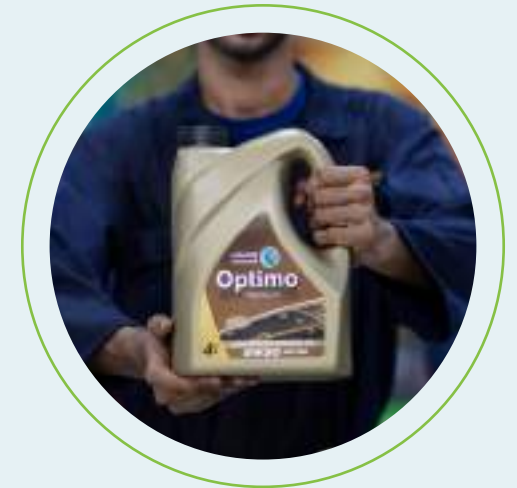
Marine Fuel

OOMCO has a significant presence in the marine fuel sector, offering bunkering services in major Omani ports to meet the needs of the global shipping industry with dependable supply solutions.



Aviation Fuelling

As a key supplier of aviation fuel in Oman, OOMCO provides high-quality Jet A-1 and AVGAS 100 LL at major airports, supporting the aviation sector with reliable services and quality assurance in line with national economic diversification goals.



Lubricants

OOMCO serves both domestic and international markets with a comprehensive range of high-performance lubricants. Distributes a wide range of automotive and industrial lubricants under its own brand and through partnerships with Castrol and BP. Focuses on product quality, performance, and after-sales support through workshops.

Products and Services - Retail and Convenience



Ahlain Convenience Stores

OOMCO's Ahlain Convenience stores are strategically located across major towns in Oman, offering a hassle-free, 24/7 shopping experience. With over 116 stores they form an integral part of OOMCO's service stations, supporting its non-fuel diversification strategy with a wide range of products, quick check-outs, and convenient parking.

Café Amazon

As the Master Franchisor of Café Amazon in Oman, OOMCO brings the Far East's largest coffee chain to local customers. With over 3,000 locations worldwide, Café Amazon's "Green Oasis" concept emphasizes sustainability and a natural, inviting atmosphere. The chain offers a variety of beverages, snacks, & pastries, catering to both casual hangouts & quiet work sessions.



Ahlain Cafe

While refueling or servicing their vehicles, customers can enjoy freshly baked pastries, sandwiches, and brewed coffee at Ahlain Cafe, providing a comfortable and welcoming space on the go.

Quick Service Restaurant Partnerships

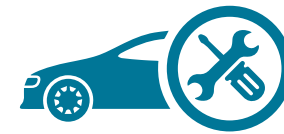
OOMCO also collaborates with leading international and local QSR brands, expanding culinary options and enhancing the overall customer experience at its service stations.





Property Rentals

OOMCO’s Asset Management division oversees a diversified property portfolio that includes retail shop leases, car care facility leases, quick-service restaurant partnerships, and ATM placements. This business segment enhances customer experience at service hubs while generating additional revenue and maximizing land utility.



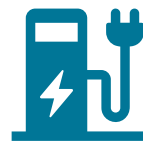
Car Care and Maintenance

OOMCO provides premium car care services, including Lube Plus Service, delivering quality lubricants and engine maintenance support to keep vehicles running efficiently and safely.



Advertisements

At OOMCO, we provide a dynamic advertising platform that transforms high-traffic fuel stations into powerful brand amplifiers. We deliver the message to over one million viewers every month across our network of 40 strategically located sites nationwide spanning Muscat, Dhofar, Ad Dakhiliyah, and Al Batinah. Our premium smart digital billboards showcase your brand through high-definition interactive videos that capture attention and drive engagement.



EV charging & Digital Mobility Services

OOMCO offers fleet and consumer fuel cards, including its flagship “Basma” card, and is actively expanding into mobility and electric vehicle (EV) services. By integrating digital platforms, fuel cards, and loyalty programs, the Company delivers a seamless, technology-driven experience for its customers. Its EV-charging services are provided through Electric Vehicles One (EVO), a joint venture with Synergy Investments, which develops, operates, and maintains EV charging stations across Oman, supporting the country’s transition toward sustainable mobility.



Service Station Dealers

OOMCO delivers a complete digital service ecosystem for Service Station Dealers featuring online fuel ordering, real-time order tracking via our eServices mobile app, and automated station management with secure locked-container deliveries. Our integrated platform includes live sales dashboards for data-driven decisions and 24/7 dedicated support to ensure seamless operations. We provide the technology, logistics, and backing you need to run a smarter, more profitable station anytime, anywhere across Oman.

Financial Performance

(Amount in £)

(Amount in £)

Revenue	2024	715,481,593
Other Income	2024	2,544,098
Net Profit	2024	5,068,556
Total Assets	2024	250,785,611

	2025	769,006,623
	2025	2,562,527
	2025	7,513,495
	2025	256,376,566



Awards and Recognition

In 2025, Oman Oil Marketing Company received multiple awards and honors that underscore its leadership, community impact, and commitment to excellence across the energy, social, and cultural sectors.



Most Trusted Lubricants Brand - Castrol Oman

Castrol Oman, distributed by Oman Oil Marketing Company, recognized for market leadership and strong consumer trust.



National Traffic Awareness & Road Safety Week Contributor

Honored for supporting public safety initiatives in collaboration with national stakeholders.



Strategic Partner - Oman-Saudi Franchise Exhibition

Recognized for promoting private sector development, entrepreneurship, and regional economic collaboration.



Youth & National Development Support Recognition

His Highness Sayyid Theyazin bin Haitham bin Tariq Al Said acknowledged OOMCO for its continued contribution to youth initiatives and national development programs.



“Riyalkom Million” Campaign Contributor

Her Highness Sayyida Meyyan bint Shihab Al Said honored OOMCO for its role in establishing the Al Rahma Charity Center through the Al Rahma Association campaign.



Cultural Preservation - Ta’aruf Event Contributor

Recognized for supporting the preservation of Omani Islamic heritage and cultural identity.



Traffic Education Program Contributor - Royal Air Force of Oman

Acknowledged for advancing national road safety awareness and community well-being.



Educational & Community Development Support

Honored by the Ministry of Education for supporting educational initiatives and community development programs.

About This Report

At Oman Oil Marketing Company (OOMCO), the principles of openness, honesty, and ethical corporate conduct remain the core values that drive every aspect of our operations. Building on the foundation established by our inaugural ESG Report in 2023 and our continued progress in 2024, this 2025 Sustainability Report reflects our deepening commitment to environmental stewardship, social responsibility, and robust governance, moving beyond regulatory compliance to embrace sustainability as a strategic imperative.

We transparently share our progress, challenges, and aspirations with all stakeholders, showcasing not only incremental improvements but our ambition to catalyze meaningful transformation across Oman's energy landscape. Through proactive initiatives aligned with our sustainability pillars, we are enhancing the communities we serve, reducing our environmental footprint, and creating enduring value. Proving that for OOMCO, sustainability is not a destination but a dynamic journey of continuous innovation and shared prosperity.

Reporting Scope and Boundary

Our 2025 ESG Report highlights the company's activities and practices spanning the period from January 1 to December 31, 2025. This report focuses exclusively on the company's operations within Oman.

For a comprehensive analysis, quantitative data from 2024 is included to facilitate year-on-year comparisons. In accordance with the defined reporting boundaries subsidiaries, joint ventures, affiliated entities, and non-company operated service stations are excluded from the disclosures presented in this report. While these entities fall outside the current reporting scope, Oman Oil recognizes that they form part of the broader downstream fuel and energy ecosystem and may give rise to sustainability-related risks and opportunities. These risks and opportunities are monitored and considered at a strategic level, with the potential for expanded coverage in future reporting cycles.

Reporting Standards

The report is prepared in reference 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. We also take the Sustainability Accounting Standards Board (SASB) oil and gas refining & marketing standard into account when making disclosures as part of our response to growing demand for non-financial information to help benchmark corporate performance.

OOMCO operates exclusively in the downstream segment of the oil and gas value chain as a marketer and distributor of petroleum products. We do not



engage in exploration, production, refining, or oil sands operations. While the combustion of fuels we sell (Scope 3 Category 11) represents the predominant emissions associated with our value chain, our current GHG reporting focuses on emissions sources where we exercise direct operational control Scope 1 (stationary/mobile combustion and fugitive emissions) and Scope 2 (purchased electricity). We are developing methodologies to quantify Scope 3 emissions for future reporting cycles in alignment with evolving national expectations under Oman Vision 2040.

Terminology

In this report, the terms "we," "the company," "Oman Oil," "OOMCO" and "our" refer collectively to Oman Oil Marketing Company unless otherwise explicitly stated. All references to activities, impacts, and for performance pertain to OOMCO's operations in Oman.

Restatement of Information

Certain financial and operational figures for 2024 have been restated to ensure consistency, accuracy, and comparability with the 2025 reporting period.

External Assurance

In accordance with current Muscat Stock Exchange (MSX) regulations, external assurance is not mandated for this reporting cycle and has not been undertaken.

Contact Details

We value the perspective of our stakeholders and welcome feedback regarding our sustainability journey. For inquiries or suggestions, please contact our sustainability team at sustainability@oomco.com

Sustainability at OOMCO

At Oman Oil Marketing Company (OOMCO), sustainability is woven into the very fabric of our operations through a strategic, action-driven ESG Framework that transforms commitment into measurable impact. This framework structured around Environmental Stewardship, Supporting Our People, and Operational Excellence guides our alignment with Oman Vision 2040, the UN Sustainable Development Goals, and global and local standards like GRI and MSX Guidelines. We advance circular economy practices, GHG emission management, and resource efficiency under Environmental Stewardship; champion community engagement, diversity, and national capability development through Supporting Our People; and embed ethics, governance, and business continuity in Operational Excellence. By integrating these pillars into every investment and operational decision, OOMCO moves beyond compliance to drive tangible progress reducing environmental footprints, empowering Omani communities, and ensuring long-term resilience while transparently reporting our journey to all stakeholders. This is sustainability as a strategic imperative, rooted in Omani values and executed with global rigor.

	Environmental Stewardship	Supporting Our People					Operational Excellence
Focus Area	Circular economy and Energy Management Managing GHG Emission Environmental Compliance Resources efficiency	Community Engagement Employee training, Attraction and Retention Occupational Health and Safety Diversity, Equity and Inclusion Omanization					Corporate governance Ethics and Integrity Business Continuity
UN SDGs	  	  					 
Oman Vision 2040	 Environmental	 Education Learning, & Scientific Research & National Capabilities	 Citizenship, Identity & National Heritage & Culture	 Labour Market & Employment	 Well-being & Social Protection	 Health	 Legislative, Judicial and Oversight System
OOMCO Business Strategy	Sustainability						Operational Excellence

OOMCO ESG Framework

Stakeholder Engagement

Listening, Learning, and Leading Together



At OOMCO, meaningful stakeholder engagement is fundamental to our sustainability journey ensuring our strategy remains relevant, responsive, and rooted in the expectations of those we serve. We maintain continuous dialogue with our stakeholders to understand their priorities, guide informed decision-making, and strengthen the alignment between our business operations and broader social, environmental, and economic outcomes. Through a structured two-way assessment process, we evaluate both the influence stakeholders have on our business and our impact on their interests, enabling transparent, balanced, and forward-looking strategic planning.

Our engagement methodology began in 2023 with the rigorous mapping of core stakeholder groups, followed by a dual-axis analysis of operational impact and impact on stakeholder interests. This approach ensures our ESG priorities reflect genuine materiality. Building on our comprehensive materiality assessment conducted in 2023, which included targeted surveys and consultations with Board Members, Executive Management, employees, customers, suppliers, and regulators. We deepened our engagement in 2025 through dedicated one-on-one sessions with senior management. These focused dialogues provided invaluable insights into emerging sustainability challenges and opportunities, further refining our strategic direction and reinforcing leadership accountability across our ESG agenda.

Stakeholder Group	Engagement Mechanism	Focus Areas
Board of Directors	Regular discussions and performance reporting	Oversight of sustainability priorities, governance alignment, & strategic direction
Employees	Feedback channels, town halls, and direct engagement	Occupational health and safety, diversity and inclusion, career development
Customers	Feedback mechanisms and relationship management	Service quality, safety standards, and environmental performance
Suppliers	Due diligence, assessments, and collaborative communication	Ethical sourcing, supply chain sustainability, and performance improvement
Regulatory Bodies	Compliance reporting, policy dialogue, and industry workshops	Regulatory alignment, policy developments, and national standards
Investors & Shareholders	AGMs, financial disclosures, and investor briefings	Governance transparency, risk oversight, and long-term value creation

Materiality Assessment

The Company’s 2025 Materiality Assessment provides a clear, evidence-based analysis of the ESG issues that are most significant to the Company and its stakeholders. In line with GRI 3, the Company reviews its material topics each reporting period to account for changes in its operations, activities, and business relationships, ensuring that the topics reflect their most significant impacts.

For the 2025 reporting, we conducted a rigorous review of our existing material topics. To ensure our materiality assessment remains robust and aligned with evolving expectations, we enhanced our assessment methodology by incorporating the following elements:

Global Standards Alignment: Utilization of SASB (Sustainability Accounting Standards Board) standards to identify industry-specific risks and opportunities relevant to the oil and gas refining & marketing sectors.

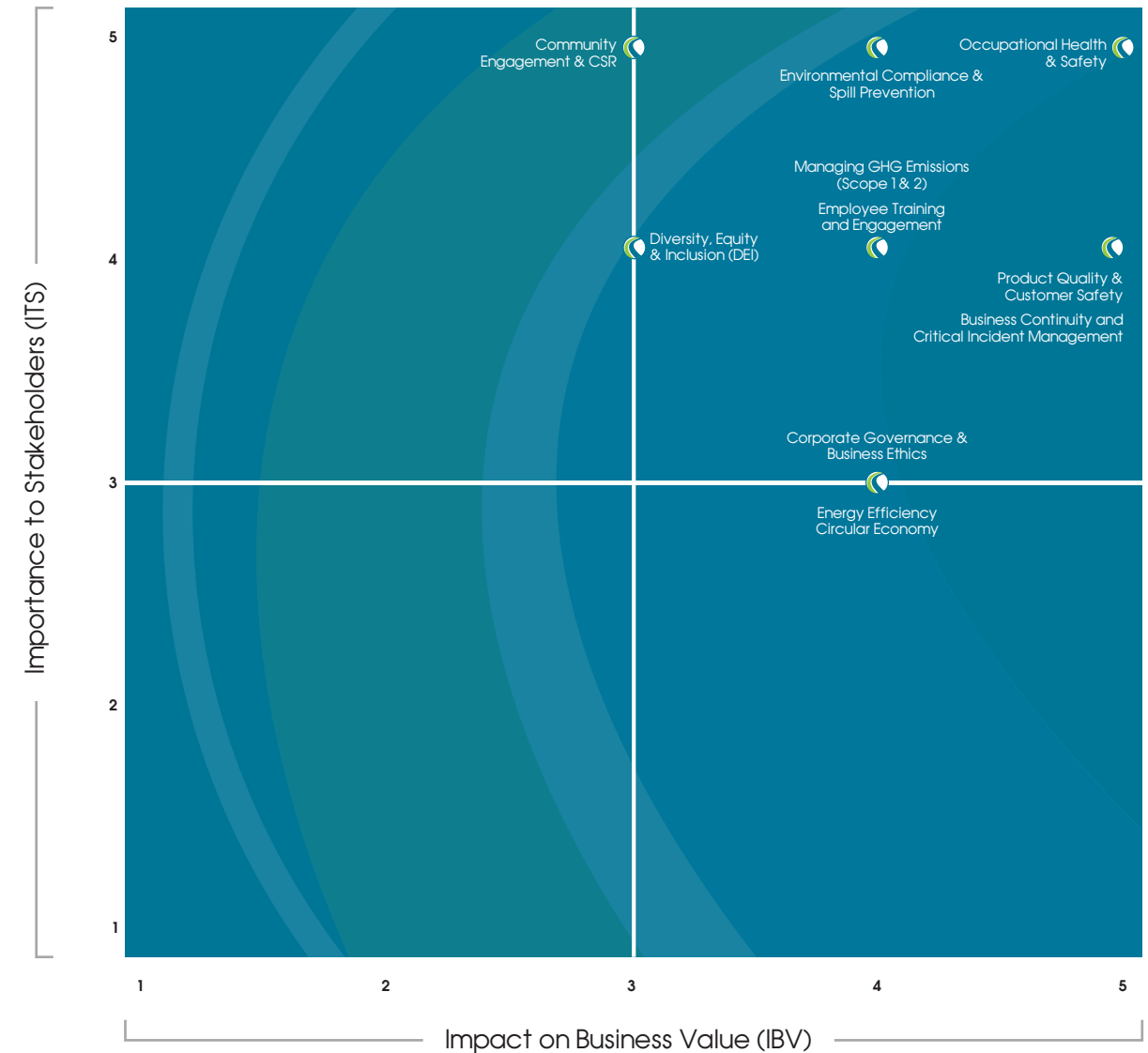
Competitive Benchmarking: A comparative analysis against top-tier industry peers internationally, within the GCC, and locally, ensuring our focus matches or exceeds market expectations.

As a result of this enhanced process, two new material topics were identified for the 2025 reporting period:

- 1. **Product Quality & Customer Safety**
- 2. **Business Continuity and Critical Incident Management**

These newly identified topics reflect the growing importance of product integrity, customer protection, and operational resilience within the downstream energy sector.

Overall, the materiality assessment highlights the areas where OOMCO can create the greatest sustainability value by balancing stakeholder expectations with strategic business priorities. This approach ensures that sustainability initiatives are focused on high-priority issues, enabling meaningful impact, effective risk management, and continued alignment with global best practices.



2025 Material Topics

These topics reflect where Oman Oil’s operations most directly affect the environment and society, and where strong governance is needed to ensure accountability and protect long-term value.

Environmental Priorities Focuses on reducing environmental impact and promoting sustainable practices	Social Topics Aims to support people, communities, and fair workplace practices	Governance Topics Focuses on ethical management, accountability, and risk management
<ul style="list-style-type: none">  Energy Efficiency & Circular Economy  Managing Greenhouse Gas (GHG) Emissions  Product Quality & Customer Safety  Environmental Compliance & Spill Prevention 	<ul style="list-style-type: none">  Diversity, Equity, and Inclusion (DEI)  Employee Training and Engagement  Community Engagement & CSR  Occupational Health and Safety 	<ul style="list-style-type: none">  Corporate Governance and Business Ethics  Business Continuity & Critical Incident Management

Governance



Governance

The Company’s governance framework is designed to ensure effective oversight, ethical conduct, transparent decision-making, and strong risk management. Through a strong Board structure, well-defined policies, and a culture of integrity and compliance, OOMCO seeks to protect the interests of shareholders and stakeholders while supporting responsible and resilient business operations.

Corporate Governance

At OOMCO, corporate governance is not merely a regulatory requirement, it is the cornerstone of our identity and the bedrock of sustainable growth. Guided by the unwavering principles of transparency, integrity, and accountability, we embed robust governance practices into every facet of our operations, ensuring alignment with the Financial Services Authority's (FSA) guidelines for Public Joint Stock Companies and exceeding statutory expectations through ethical leadership. Our Board comprising seven Omani directors and provides strategic oversight with professionalism, diverse expertise, and steadfast commitment to stakeholder interests. This governance framework, supported by specialized committees, enables OOMCO to navigate complexity with confidence, uphold the highest standards of conduct, and deliver enduring value to shareholders, employees, customers, and the communities we serve across the Sultanate of Oman. Here, governance is not just about compliance it is our promise of trust, executed with Omani pride and global rigor.

During the reporting period, OOMCO maintained full compliance with all capital market regulations and listing requirements. No material penalties, sanctions, or regulatory strictures were imposed on the Company by the Financial Services Authority (FSA), Muscat Stock Exchange (MSX), or any other statutory authority. For further details on our corporate governance practices, please visit OOMCO's official website or the MSX portal.

Board of Directors

Our Board of Directors comprises seven Omani nationals, all serving in non-executive capacities, six (6) independent directors and one (1) non-independent director. This deliberate composition delivers an optimal balance of professional expertise, industry insight, and diverse experience, ensuring robust oversight without executive involvement in day-to-day operations. By maintaining a fully non-executive Board, OOMCO strengthens its governance framework with objective strategic guidance and unwavering accountability to stakeholders.



Eng. Abdulaziz Saud Al Raisi
Chairman - **Independent**



Amal Suhail Salim Bahwan
Vice Chairman - **Independent**



Mashael Yaseen Moosa
Member - **Non-Independent**



Hussein Abdul Redha Al Lawati
Member - **Independent**



Adil Abdullah Al Yahyai
Member - **Independent**



Hussain Ali Hamad Al Rashdi
Member - **Independent**



Areej Ahmed Al Touqi
Member - **Independent**

The company recognizes the importance of training as a continuous education process for the Directors in order to ensure that the Directors stay abreast of the latest developments in corporate governance practices, business environment and new challenges, and to equip the Directors with the necessary knowledge and skills to enable them to fulfill their responsibilities and effectively discharge their duties.

Board Committees

The Board is supported by specialized committees that enhance governance oversight:

Audit Committee and Composition

Names	Position	Category
Hussain Ali Hamad Al Rashdi	Chairman	Independent
Hussein Abdul Redha Al Lawati	Member	Independent
Adil Abdullah Al Yahyai	Member	Independent

The Audit Committee provides independent oversight of OOMCO's financial integrity, risk management, and internal control systems. The Committee reviews the adequacy of internal controls with management. It also examines the Company's financial and risk management policies, forming a critical governance layer that protects shareholder interests and upholds OOMCO's commitment to accountability.

Investment Committee and Composition

Names	Position	Category
Eng. Abdulaziz Saud Al Raisi	Chairman	Independent
Mashael Yaseen Moosa	Member	Non-Independent
Amal Suhail Salim Bahwan	Member	Independent

The Investment Committee drives OOMCO's strategic growth through disciplined evaluation of capital allocation and business development opportunities. This Committee reviews and recommends new business ventures, acquisitions, and investment proposals to the Board, ensuring alignment with long-term value creation objectives, the Committee ensures investments advance both commercial objectives and national development priorities under Oman Vision 2040.

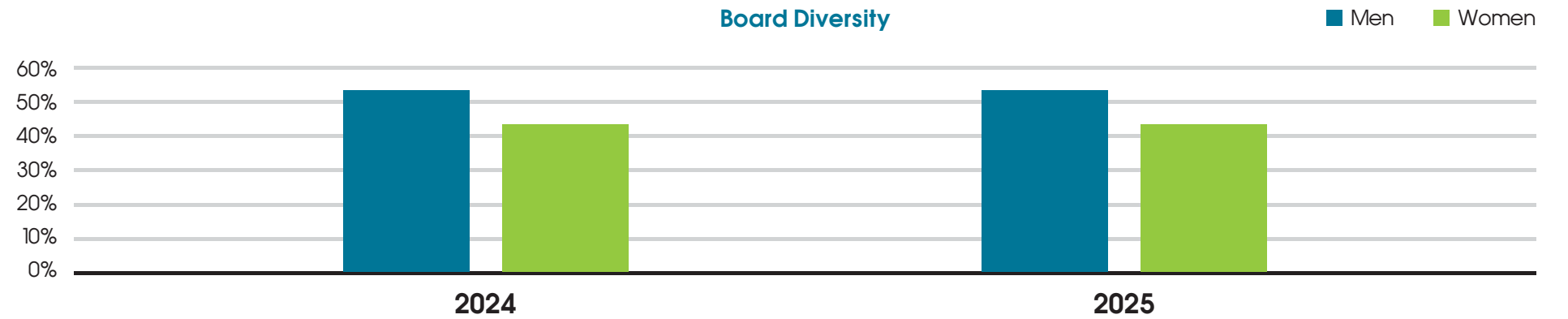
Nomination and Remuneration Committee and Composition

Names	Position	Category
Hussein Abdul Redha Al Lawati	Chairman	Independent
Areej Ahmed Al Touqi	Member	Independent
Mashael Yaseen Moosa	Member	Non-Independent

The Nomination and Remuneration Committee champions leadership excellence and talent development across OOMCO's governance and executive structure. The Committee designs robust succession plans for the Board and Executive Management, appraises director and executive performance against clear KPIs, and establishes competitive yet responsible remuneration frameworks aligned with market practices.

Board Diversity

OOMCO remains committed to promoting diversity and inclusion at the Board level. OOMCO continues to recognize the importance of gender diversity in leadership and remains focused on fostering an inclusive and balanced Board in future appointments.



Our Moral Code

OOMCO’s operations are guided by a comprehensive Code of Ethics that clearly defines expected standards of conduct for all stakeholders. It sets out principles governing workplace behavior, fostering a culture of accountability, integrity, and mutual respect among employees, while also providing a structured framework for day-to-day operations.

The Code of Ethics serves as an essential reference for the Board of Directors, management, and employees by clarifying acceptable conduct across the organization and reinforcing adherence to established ethical standards.

In addition, the Code of Ethics enhances confidence and trust among stakeholders, strengthens relationships, and supports OOMCO’s reputation in the market. It reflects the Company’s leadership role and underscores its focus on ethical and responsible business practices. It articulates six (6) core values that drive our conduct:

<p>Ethical</p> <p>Absolute compliance with laws, regulations, and internal policies in all operations</p>	<p>Safe</p> <p>Uncompromising commitment to health, safety, security, and environmental protection</p>	<p>Caring</p> <p>Prioritizing stakeholder interests while safeguarding OOMCO’s integrity</p>	<p>Developing Oman:</p> <p>Nurturing Omani talent and contributing positively to national progress</p>	<p>Energetic:</p> <p>Fostering passion, innovation, and high-performance culture</p>	<p>Trustworthy:</p> <p>Building enduring confidence through consistent quality and reliability</p>
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These values translate into concrete principles that govern our conduct: eradicating all forms of corruption and bribery; maintaining transparent, honest, and fair dealings even where laws are silent; protecting confidential information; ensuring accurate documentation; and cultivating a workplace free from discrimination, harassment, or conflicts of interest.

Leadership Commitment

OOMCO believes that leadership is demonstrated through ethical behavior, integrity, fairness, and accountability. Leaders at all levels are expected to lead by example, setting clear standards through their actions and reinforcing ethical conduct through open and consistent communication.

Promoting Open and Honest Communication

The company fosters a culture built on transparency, trust, and accountability. Employees are encouraged to speak openly, raise concerns, and consider ethical implications in their daily work, strengthening integrity across the organization and with external stakeholders.

Guided by Transparency, Honesty, and Fairness

Not all situations are governed by laws or formal rules. In such cases, OOMCO relies on the principles of transparency, honesty, and fairness to guide decision-making. Every employee is responsible for applying these principles when exercising judgment.

Compliance with Laws and Policies

It is committed to full compliance with all applicable laws, regulations, and internal policies. Employees are expected to understand the legal and policy requirements relevant to their roles and to seek guidance when in doubt. Everyone shares responsibility for preventing violations and reporting potential concerns.

Supplier governance and procurement controls

OOMCO applies structured procurement and supplier onboarding controls through a centralized supplier portal. The portal supports supplier registration and participation in sourcing activities and

requires suppliers to submit key documentation, including HSEQ-related information and contractor safety requirements as part of onboarding. This strengthens governance over third-party and contractor engagement and supports risk and compliance management within the supply chain.

Zero Tolerance for Bribery and Corruption

OOMCO maintains a zero-tolerance approach to bribery and corruption. Employees are strictly prohibited from offering, giving, or accepting bribes or improper benefits, directly or indirectly, in any form or in any location where the Company operates.

HSSE Compliance

The Company prioritizes the health, safety, security, and well-being of its employees and stakeholders. The HSSE Policy guides safe and responsible operations, reinforcing the Company's commitment to high standards of workplace safety, security, and environmental protection.

Avoiding Conflicts of Interest

Employees must avoid situations where personal interests could conflict with OOMCO's interests. The misuse of company information for personal gain is strictly prohibited, and any potential conflicts must be disclosed and reviewed with management or HR.

Whistleblowing

The Company provides a secure and confidential whistleblowing mechanism for employees to report concerns related to unethical behavior, policy breaches, or legal non-compliance. Reports can be made through designated senior management, internal audit channels, or a dedicated whistleblowing email, with clear procedures in place to address and resolve issues appropriately.

Business Continuity and Critical Incident Management

At OOMCO, resilience is not an aspiration, it is an operational imperative. Our integrated Business Continuity and Critical Incident Management framework ensures that OOMCO can withstand disruptions while protecting our people, assets, environment, and stakeholder trust. This dual-layered approach combining proactive business continuity planning with rapid incident response capabilities forms a cornerstone of our governance commitment to operational excellence and responsible stewardship.

A Resilience Framework Built on Risk Intelligence

Our Business Continuity Management (BCM) system begins with rigorous Business Impact Analysis (BIA) to identify critical processes across Aviation, Retail Operations, Logistics, Digital, Finance, and other core functions. Through this analysis, activities are categorized by Recovery Time Objectives (RTOs), from mission-critical operations requiring restoration within 24 hours to important processes with 48-hour recovery windows ensuring resources are prioritized where they matter most. This intelligence-driven approach enables OOMCO to maintain service continuity even during significant disruptions affecting people, premises, technology, or supply chains.

Complementing this strategic foundation, our Incident Management Procedure (aligned with ISO 9001, 14001, 45001, and 27001 standards) establishes clear protocols for responding to Health, Safety, Security, and Environmental (HSEQ) incidents including near misses across all OOMCO operations and contractor activities under our management control. Every incident, regardless of severity, triggers a structured response pathway designed to contain impacts, preserve evidence, and initiate learning.

The Five-Phase Response Architecture

When disruption occurs, OOMCO activates a disciplined five-phase response architecture that transforms crisis into controlled recovery:

Immediate Actions & Emergency Response

Frontline personnel secure the scene, protect life and environment, and initiate emergency procedures while logging all critical information.

Plan Invocation

The senior management determines whether to formally activate the Business Continuity Plan based on predefined triggers including facility denial beyond 24 hours, IT system failure exceeding six hours, significant staff unavailability, environmental incidents, or national emergencies.

Crisis Management

Our Crisis Management Team (CMT) comprising the Business Continuity Manager, Department Coordinators, IT, Corporate Affairs, and HSEQ specialists, convenes at designated locations to direct recovery strategy, allocate resources, and maintain executive oversight.

Communications & Reputation Management

Transparent, timely communication flows through defined channels to stakeholders including the Board, regulators (FSA/MSX, Ministry authorities), customers, fuel station networks, employees, and media. Corporate Affairs leads external messaging while department heads ensure internal workforce updates occur at least daily because in crisis, over-communication builds trust.

Recovery Execution

Department-specific recovery plans activate based on prioritized RTOs, with progress tracked against Minimum Business Continuity Objectives (MBCOs). Technology recovery leverages our Disaster Recovery site to restore critical applications, while process continuity strategies including manual workarounds, split-team operations, and alternative work locations—ensure service delivery continues.

Beyond Compliance: Our Commitment to Stakeholder Assurance

Our framework exceeds regulatory requirements by embedding resilience into daily operations. Annual BCP testing, mandatory incident investigation training for line managers, and quarterly risk monitoring ensure our capabilities remain current. The integration of business continuity with HSEQ management reflects our conviction that operational resilience and sustainability are inseparable, protecting not only business continuity but also community safety, environmental integrity, and Oman's energy security.

Quality Assurance

OOMCO's commitment to operational excellence is validated through a comprehensive suite of internationally recognized certifications that embed quality assurance into every facet of our business. Our integrated management system holds certifications to ISO 9001:2015 for Quality Management, ensuring consistent delivery of premium fuel and lubricant products through rigorous process controls and continuous improvement. This quality foundation is reinforced by ISO 14001:2015 for environmental stewardship and ISO 45001:2018 for occupational health and safety, demonstrating our holistic approach to responsible operations that protects people, communities, and the environment.

All certifications, issued by United Registrar of Systems (URS), reflect more than compliance, they embody OOMCO's strategic commitment to delivering reliability, safety, and trust at every customer touchpoint. By integrating these standards into a single cohesive framework, we transform quality assurance from a requirement into our competitive advantage: ensuring product integrity from refinery to pump while upholding the highest benchmarks of service excellence across Oman.







Social

Social













The company recognizes that its people and the communities it serves are central to its long-term success. The Company’s social practices focus on fostering an inclusive and respectful workplace, safeguarding employee health and well-being, investing in skills development, and supporting meaningful community initiatives. Through fair employment practices, structured grievance mechanisms, continuous learning opportunities, and targeted corporate social responsibility programs, OOMCO seeks to create shared value for employees, customers, & society while contributing to national development objectives.

Diversity, Equity and Inclusion

OOMCO fosters a workplace that values diversity and equality, ensuring all employees have equal opportunities to grow and succeed. The Company provides fair access to resources, training, and career development, regardless of background, in line with principles of equity. OOMCO also promotes diversity through recruitment practices that welcome individuals with varied experiences, perspectives, and cultural or gender backgrounds. This inclusive approach helps employees feel respected, valued, and empowered, contributing to a dynamic and enriching corporate culture. OOMCO is committed to an inclusive workplace, prohibiting any form of discrimination based on gender, age, religion, nationality, ethnicity, disability, or region.

Total Number of Full-time employees	2024	244	2025	257
 MEN	2024	210	2025	220
 WOMEN	2024	34	2025	37

While female representation remains an area for further improvement, the increase in the number of women employed compared to 2024 reflects gradual progress within the workforce. OOMCO continues to monitor diversity trends to support inclusive employment practices across its operations.

Total enterprise headcount	2024	 86%  14%	2025	 86%  14%
Total Entry-& mid-level positions	2024	 89%  11%	2025	 89%  11%
Total Senior- & executive-level positions	2024	 89%  11%	2025	 89%  11%

Gender Pay Ratio	2024	1.06	2025	1.10
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To ensure compliance with MSX ESG reporting standards, we have restated our 2024 gender pay ratio to clearly present the metric as median male compensation relative to median female compensation



Newly Hired Employees

OOMCO continues to focus on enhancing employee satisfaction, retaining talent, and attracting new professionals. Recent hiring reflects the Company’s focus on talent growth, with 16 new employees in 2025. While the employee turnover represents a modest uptick, it remains well below regional industry levels and OOMCO’s average from past 3 years, indicating strong overall workforce stability.

Percentage: Year-over-year change for full-time employees



Omanization

OOMCO is committed to supporting Oman’s national development by employing, developing, and retaining Omani talent across its operations. Omanization remains a key pillar of the Company’s social responsibility and workforce strategy, contributing to sustainable employment and long-term economic growth.

In 2025, Omani nationals represented 92% of the total workforce reflecting continued progress in national workforce participation.



OOMCO prioritizes the recruitment and development of Omani professionals, including site managers & operational leadership roles, strengthening local capabilities and supporting career progression within the Company.

Employee Training and Engagement

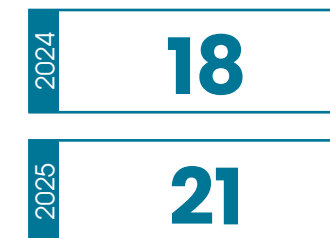
OOMCO places strong emphasis on the continuous growth and development of its employees, ensuring they have the skills needed to succeed both professionally and personally. The Company offers a variety of training programs, including soft skills courses that enhance communication, leadership, and interpersonal abilities, preparing employees to thrive in collaborative and dynamic environments.

Professional growth is further supported through participation in conferences and summits, providing opportunities to network, stay informed on industry trends, and gain insights from global experts. OOMCO also encourages higher education and professional studies, enabling employees to advance their academic and career goals.

Technical training programs ensure employees remain at the forefront of their fields, while the integrated e-learning system offers flexible access to a wide range of courses and learning materials for continuous skill development. Additionally, the Etimad program provides specialized training initiatives designed to enhance employee capabilities.

This comprehensive approach ensures that employees are well-rounded, adaptable, and equipped to meet new challenges while strengthening both technical and professional competencies.

Total Average training hours per employee



To strengthen organizational culture and empower its workforce, OOMCO delivers a diverse range of learning and engagement initiatives during the year that promotes collaboration, professional growth, and shared values across the Company such as:

Annual Gathering

Oman Oil Marketing Company organized its Annual Gathering to strengthen internal engagement and reinforce a culture of collaboration and alignment across the organization. The event provided an opportunity to reflect on achievements, recognize collective efforts, and reaffirm the company’s shared values and strategic direction.

HR Week

Oman Oil Marketing Company launched HR Week in conjunction with Global HR Week, with the objective of enhancing employee engagement and promoting a positive work environment. The week featured a range of recreational and educational activities designed to motivate employees, encourage healthy competition, and reinforce the importance of continuous learning and development.

AI Multaqa

A company-wide gathering designed to provide employees with updates on new corporate initiatives, performance highlights, and strategic objectives. The event included motivational speeches and teamwork activities aimed at fostering collaboration and enhancing employee engagement.

Legal & Compliance Week

Held under the slogan “From Awareness to Accountability,” this week-long

program featured panel discussions with speakers from various entities, focusing on the role of employees in government-owned organizations from a legal and compliance perspective. The event also included interactive sessions to reinforce understanding and practical application.

Omani Women Day

On Omani Women’s Day, Oman Oil Marketing Company proudly recognized the vital contributions of Omani women to the organization and society at large. The celebration highlighted their dedication, leadership, and role in delivering excellence across various functions.

Cyber-Security Week

A series of workshops and interactive activities dedicated to raising awareness on cybersecurity best practices. The program aims to equip employees with the knowledge and skills necessary to identify, prevent, and respond to digital security threats effectively.

Quality Forum

The forum served as a strategic platform to reinforce cooperation between the private sector and national regulators in ensuring the highest standards of product quality, transparency, and consumer safety across Oman’s fuel and lubricants sector.

Employee Benefits

Employee benefits play a vital role in fostering a motivated, engaged, and high-performing workforce. A comprehensive benefits framework supports talent attraction and retention while recognizing the value of employees as key contributors to the Company’s long-term success.

Family leave & Support

OOMCO emphasizes the importance of parental leave, recognizing its positive effect on family well-being, employee engagement, and community support. Parental leave support has increased, with more employees returning to work post-leave, reflecting a supportive workplace culture. Furthermore, OOMCO provides 98 days of fully paid maternity leave for females and 7 calendar days for males, plus a daily paid nursery hour for one year following return to work.



Total number of employees that were **entitled to parental leave**



Social protection / retirement: Omani employees are enrolled in PASI (company and employee monthly contributions), while expatriate employees receive End of Service Benefits (EOSB) based on length of service and final basic salary.

Medical & health coverage: OOMCO is self-insured and provides medical treatment in Oman with an annual claim limit, with coverage scope varying by employee level (employee-only for junior levels, and family coverage for higher levels).

Education / training support: OOMCO supports employee development through higher education study support (up to a capped percentage of approved costs) and examination leave (up to 15 days per year) to enable qualifications aligned with business needs.

Grievance Mechanism: OOMCO has established clear grievance procedures to ensure fair treatment and protection of employee rights. Employees may raise concerns through line management, with defined escalation timelines, and ultimately seek resolution through the Ministry of Labour if required. These mechanisms support timely resolution of concerns and reinforce trust between employees and management.

Occupational Health and Safety

OOMCO manages occupational health and safety through a structured HSEQ Management System, which provides the framework for identifying, assessing, and controlling health and safety risks across its operations. The system supports the implementation of the Corporate HSEQ Policy and manual and assigns clear roles and responsibilities to ensure accountability for safety performance.

A core element of OOMCO’s safety approach is the application of a formal Hazard Identification and Risk Assessment (HIRA) process. Hazards are identified across routine and non-routine activities and operational changes, with risks evaluated using a defined risk matrix and managed through appropriate control measures to reduce risks to As Low As Reasonably Practicable (ALARP) levels. Higher-risk activities are subject to additional operational controls, including safe systems of work and permit-to-work requirements where applicable.

OOMCO maintains a formal incident management process covering work-related injuries, occupational illnesses, and near-miss events. Incidents are required to be reported promptly, investigated to identify underlying causes, and addressed through corrective and preventive actions that are tracked to completion. This process supports organizational learning and continuous improvement in safety performance. In addition, road safety is managed as a critical occupational risk through a dedicated Road Safety Policy, reinforcing safe driving practices and controls relevant to operational and delivery activities.

Total **Recordable incidents**



Road **Safety Performance**



Our commitment is validated through ISO 45001:2018 certification for our Occupational Health and Safety Management System, demonstrating internationally recognized standards in protecting people. This certification covers our head office operations and extends across our nationwide network, ensuring consistent safety practices.

To further reinforce safety awareness and engagement, OOMCO organized an HSEQ Week, featuring a recognition ceremony honoring companies and government entities that contributed to enhancing health and safety standards, including the Civil Defense and Ambulance Authority. The week also included a blood donation campaign, a women’s wellbeing session, and a virtual reality (VR) safety awareness session. These initiatives support a positive safety culture and reaffirm OOMCO’s commitment to maintaining a safe, healthy, and sustainable working environment.



Percentage: **Frequency of injury events relative to total workforce time**



The reported injury rate increased in 2025, reflecting enhanced reporting and monitoring of workplace incidents. OOMCO continues to prioritize occupational health and safety through comprehensive training, awareness campaigns, and proactive risk management to maintain a safe and secure working environment.

Product Quality & Customer Safety

OOMCO prioritizes the quality and safety of its fuel and related products to protect customers, employees, and the broader community. The goal is to ensure that fuels meet or exceed industry specifications, minimizing risks to equipment, human health, and the environment while maintaining customer confidence and operational excellence.

OOMCO maintains a robust fuel quality assurance framework to ensure the safety and reliability of its products across the retail network. Fuel quality is independently verified through quarterly third-party testing at service stations, conducted by an internationally recognized laboratory. During the reporting year, 100% of tested fuel batches met quality specifications, with results fully aligned with Certificates of Analysis issued by OQ.

Customer protection is further supported by a centralized Customer Care Department, which manages product quality-related complaints through defined quality assurance procedures to ensure timely investigation and resolution. To mitigate operational risks, OOMCO has implemented misfuelling prevention measures, including appropriate nozzle configurations and targeted training for retail and engineering stakeholders. Together, these controls reinforce OOMCO's commitment to delivering high-quality fuels while safeguarding customer safety and confidence.

Supplier Code of Conduct

As a marketing and distribution company and not a producer, OOMCO operates through an extensive third-party value chain that forms the backbone of our business. From fuel transportation via tankers and logistics providers to retail operations, marine bunkering, and food services at our outlets, our entire operational ecosystem depends on trusted supplier partnerships. This reliance makes supplier conduct not merely a contractual matter, but a direct extension of OOMCO's brand integrity, safety culture, and commitment to Oman.

All suppliers, contractors, agents, and partners acting on behalf of OOMCO are required to adhere to our Corporate Code of Ethics and the Supplier Code of Conduct without exception. The registration link can be found on our website page www.oomco.com/business/suppliers-vendors

Community Engagement and CSR

OOMCO strategically invests in initiatives that create lasting value for the community, focusing on education, environmental stewardship, community well-being, and SME development. Our CSR strategy is anchored in four pillars that advance our commitment to "Developing Oman" in alignment with Oman Vision 2040.

- 🌱 Through Education, Sport and Youth Development, we empower Omani talent with skills and opportunities for future leadership.
- 🌱 Our Environmental Stewardship initiatives protect Oman's natural heritage through conservation, waste reduction, and circular economy practices.
- 🌱 Community Quality of Life Enhancement focuses on elevating living standards via infrastructure support, health programs, and inclusive social projects in neighborhoods where we operate.
- 🌱 SME Development strengthens Oman's economic fabric by prioritizing local suppliers, providing capacity-building support, and creating market access.

In 2025, the Company allocated **OMR 150,000** to programs that align with its CSR vision, driving sustainable impact and supporting long-term social and economic growth.

Initiatives	Description
Tmakon 3	The third version of this was held in 2025. Tmakon focuses on strengthening the capabilities of Omani youth-led startups and SMEs by supporting existing high-performing business owners, aspiring entrepreneurs with innovative ideas, & early-stage startups with viable proposals. The programme enhances participants' entrepreneurial and innovation skills and is delivered by the Youth Center with support from OOMCO.
Oman Charitable Organization	A total of 20% of the CSR budget was directed toward supporting the Oman Charitable Organization.
Al Noor Association	Provided support to several associations, namely Al Noor Association, Taaruf, Al Rahma Association, and Al Ihsan Association.
Ata'a Campaign	At'a is a community campaign that promotes the value of giving beyond financial donations, encouraging acts of kindness and social responsibility. The initiative includes donating 10% of sales from selected Ahlain shops to local NGOs, airing radio messages to raise awareness, and collaborating with social media influencers to amplify the campaign's reach.
Experience Hub Batch 3 Graduation	The company celebrated the graduation of the third batch of the Experience Hub Program; an initiative aimed at equipping and empowering youth with practical skills and professional capabilities. The program reflects the company's commitment to youth development, knowledge transfer, and long-term workforce readiness.
Oman Oil Bazaar	Oman Oil Marketing Company proudly launched the first-ever traveling "Oman Oil Bazaar" in collaboration with the SME Development Authority. The initiative aimed to empower Omani small and medium enterprises (SMEs) by providing them with a platform to showcase their products & services. Starting in Salalah during the Khareef season, the bazaar embarked on a 45-day tour across various governorates, supporting local entrepreneurship & contributing to sustainable economic development.

The percentage of the amount invested in the community of the company's pre-tax profit.

2025 **2.00%**

Contributing towards In-Country Value (ICV)

OOMCO contributes to Oman's In-Country Value (ICV) objectives by supporting local economic development and encouraging greater participation of Omani businesses across its value chain. Through its procurement and commercial practices, the Company promotes opportunities for local suppliers and small and medium enterprises (SMEs), helping to stimulate entrepreneurship, strengthen domestic supply chains, and support sustainable economic growth within the Sultanate. In 2025, OMR 2.6 million was awarded in contracts to nine Omani SMEs to support in country value creation and economic diversification.

Through these efforts, OOMCO strengthens local supply chains, enhances workforce nationalization, and contributes to Oman's long-term socio-economic sustainability.





Environment

Environment

Oman Oil is committed to minimizing its environmental footprint through responsible resource management, climate action, and the adoption of circular economy principles. The Company integrates energy efficiency, renewable energy, emissions reduction, and environmental compliance into its operational strategy to support Oman’s national sustainability objectives and global climate commitments. Through innovation, employee engagement, and continuous improvement, OOMCO seeks to enhance environmental performance, reduce greenhouse gas emissions, and contribute to a cleaner and more resilient future.

Scope 1

These emissions include direct emissions (mobile combustion and fugitive emissions) from OOMCO’s own operations, COCO and DOCO service stations, including fuel combustion, emissions from fuel handling and refueling equipment, and vapor or fugitive losses from fuel storage and distribution at terminals and service stations. These emissions primarily reflect OOMCO’s direct operational activities related to fuel marketing and distribution. Scope 1 emissions are calculated using fuel consumption data from company owned vehicles. Emissions are quantified using IPCC recommended emission factors for petrol and diesel.

Fugitive Emissions and Vapor Recovery Systems

OOMCO implements rigorous operational controls and preventive maintenance protocols across its network. Critically, the Company has deployed Vapor Recovery Units (VRUs) at its service stations to capture hydrocarbon vapors during vehicle refueling and fuel loading operations, converting gaseous emissions back into liquid fuel. This technology directly addresses the primary source of fugitive volatile organic compound (VOC) releases in retail distribution.



Aligned with Oman's national decarbonization strategy, OOMCO continues to expand its VRU deployment, reflecting a commitment to source-level emissions control and cleaner fuel distribution practices:

Vapor Recovery Units	UNIT	2024	23	2025	23
	Tons	2024	1,242	2025	1,920

Carbon Emissions Reduction

No major spills, leaks, or equipment failures requiring regulatory incident reporting occurred during the reporting period, confirming the effectiveness of our asset integrity management program. Through continued investment in emission control technologies and disciplined operational practices, OOMCO maintains fugitive emissions at quantitatively immaterial levels relative to our overall GHG inventory while advancing Oman's broader environmental objectives.

GHG Emissions

OOMCO actively manages greenhouse gas (GHG) emissions as a key aspect of its sustainability and corporate responsibility efforts. The Company has implemented clear guidelines to reduce emissions, utilizing advanced technologies and working closely with stakeholders to achieve these objectives. Through careful monitoring and transparent reporting, OOMCO minimizes its environmental impact while demonstrating leadership in responsible industry practices. OOMCO’s GHG inventory is prepared with reference to the GRI Standards and the GHG Protocol Corporate Standard.

Direct (Scope 1) GHG emissions	UNIT	tCO ₂ e	2024	725	2025	872
	UNIT	tCO ₂ e	2024	3,348	2025	4,870
Indirect (Scope 2) GHG emissions	UNIT	tCO ₂ e	2024	3,348	2025	4,870
Total GHG Emissions	UNIT	tCO ₂ e	2024	4,073	2025	5,742
	UNIT	tCO ₂ e	2024	4,073	2025	5,742

Scope 2

These emissions are indirect emissions from the electricity purchased to run OOMCO's operations. These emissions mainly come from electricity used at offices, fuel terminals, and service stations, including company operated service stations. Electricity consumption constitutes the most material source of the Company's GHG emissions and therefore remains a primary focus of OOMCO's energy and emissions management efforts. Emissions from purchased electricity are calculated using the location-based method, applying the most recent grid factors available through the Carbon Database Initiative.

To reduce its reliance on grid electricity, OOMCO has invested in on-site renewable energy solutions. By generating electricity on-site from renewable sources.

During 2025, OOMCO reduced its Scope 2 emissions by 335 tCO₂e through the usage of renewable electricity, avoiding emissions that would have been generated from conventional grid power sources.

Scope 3


OOMCO recognizes that Scope 3 greenhouse gas (GHG) emissions represent the significant portion of its overall carbon footprint, reflecting the nature of its business model and operating structure. The company's operational emissions (Scope 1 and Scope 2) are limited in comparison to the indirect emissions generated across its value chain, particularly those associated with fuel production, transportation, and end use. A substantial share of OOMCO's activities is delivered through third-party suppliers, contractors, logistics providers, making Scope 3 emissions especially material to the Company's climate impact.

In line with the GHG Protocol, OOMCO has identified key Scope 3 categories that are relevant to its operations, products, and services:

 **Purchased goods and services**, which represent emissions arising from the extraction, refining, production, & transportation of fuels, lubricants, materials, & services sourced from third-party suppliers.

 **Fuel and energy-related activities (not included in Scope 1 or 2)**, covering upstream emissions associated with the production of fuels and energy consumed across OOMCO's operations.

 **Upstream transportation and distribution**, reflecting emissions from third-party logistics providers involved in the transport of fuel and products to OOMCO terminals, service stations, and customers.

 **Use of sold products**, which constitutes the most material category for OOMCO and reflects emissions generated from the combustion of fuel products sold to customers across retail, commercial, aviation, and marine segments.

OOMCO's operating model further reinforces the importance of a value-chain perspective. Within Oman, this includes service-station retail activities (Ahlain Convenience Stores, Ahlain Café, and Café Amazon), EV charging through the EVO joint venture, and marine bunkering supported by Duqm Bunker Terminal (DBT). International subsidiaries in Saudi Arabia and Tanzania are currently outside the primary ESG reporting boundary but remain relevant for understanding indirect emissions profile. Given the scale and data intensity of Scope 3 accounting, OOMCO continues to strengthen measurement and disclosure through improved data collection and engagement with key value-chain partners to support transparent reporting and long-term emissions management.

Energy Management and Consumption

As aligned earlier, OOMCO integrates its energy initiatives with SDG 7 - Affordable and Clean Energy, recognizing clean energy as central to its long-term vision and Oman's sustainable development. Through solar system installation services for businesses and the continued deployment of photovoltaic systems at its service stations, OOMCO supports renewable energy adoption while improving operational efficiency.

Building on installations completed in 2024, when solar panels were deployed across 12+ service station rooftops, OOMCO generated approximately 479,842 kWh of clean electricity during 2025.

OOMCO tracks both direct energy consumption, from sources such as fuel used in company vehicles, and indirect energy consumption, associated with electricity purchased from the grid for office branches and

company operated service stations, to ensure a comprehensive view of its energy use and support efficiency improvements.

The reduction in total energy consumption in 2025 compared to 2024 indicates progress in optimizing energy use while maintaining operational effectiveness.

Energy Usage	Unit	2024	2025
Total direct energy consumption (Fuel)	MWh	3,638	3,915
Total indirect energy consumption (Electricity)	MWh	9,276	9,428

In line with GRI OOMCO restated its prior-year energy usage to reflect improved data collection methods and to provide a more accurate representation of performance, ensuring greater transparency and alignment with current reporting standards.

Energy Mix	Unit	2025
Electricity from Offices, Company Operated Stations	MWh	69%
Fuel from Company Vehicles	MWh	29%
Solar	MWh	2%
Total		100%

Clean Energy and Sustainable Mobility

Mobility plays a central role in Oman’s economic and social development, and OOMCO supports the safe, reliable, and efficient movement of people and goods through its nationwide service station network and fuel distribution infrastructure. As mobility systems evolve, the Company supports diversification of fuel offerings in line with regulatory frameworks and market requirements.

Biofuels

OOMCO supports the diversification of fuel offerings in line with regulatory frameworks and evolving market requirements. In 2025, the Company inaugurated the Duqm Gateway Station, an advanced fuel and service facility located within the Duqm Special Economic Zone. The Duqm Gateway Station is among the first in Oman designed with infrastructure capable of dispensing biodiesel fuel, expanding the range of fuel products available to customers, particularly within the heavy transport and logistics segment. The facility is equipped with high-capacity fueling systems to serve trucks and fuel tankers, alongside modern digital and operational features.

The inclusion of biodiesel dispensing capability reflects OOMCO’s operational readiness to accommodate alternative fuel options while maintaining full compliance with fuel quality, safety, and regulatory requirements. In 2025, OOMCO successfully sold more than 4 million liters of Biodiesel B5, meeting growing customer demand for lower-carbon fuel solutions and supporting the reduction of transport-related emissions.

OOMCO is proud to be the first fuel retail company in Oman to supply both Biodiesel B5 and B20, providing customers with cleaner fuel alternatives that contribute to the decarbonization of the transport sector. This milestone reflects OOMCO’s leadership in sustainable fuel innovation, its proactive support of national climate objectives, and its commitment to enabling customers to transition toward more environmentally responsible mobility solutions.



Electric Mobility and EV Infrastructure

Building on its commitment to cleaner transportation solutions, OOMCO is advancing electric mobility infrastructure through its participation in Electrical Vehicles One (EVO).

EVO, a joint initiative with Synergy Investment, focuses on developing a network of EV charging stations across Oman, including service stations, highways, urban centers, and tourism hubs. This initiative supports the national transition to electric mobility, helping reduce carbon emissions and improve access to sustainable transport options. In 2025, EVO expanded its network to over 133 EV charging points across 66 locations, reinforcing OOMCO’s strategic role in enabling cleaner mobility. Through this initiative, OOMCO demonstrates its commitment to both innovation and the energy transition, complementing its biofuel and renewable energy programs.

While EVO operates as a subsidiary outside the formal reporting boundary of this report, its activities remain strategically relevant, highlighting OOMCO’s broader contribution to advancing electric mobility and supporting Oman’s transition to a low-carbon transport sector.



Through these initiatives, OOMCO demonstrates a holistic approach to sustainable mobility, integrating cleaner fuels, renewable energy, and innovative infrastructure solutions. The Company contributes to Oman’s energy transition, helps reduce transportation-related emissions, and enables a more sustainable future for the communities it serves.

Circular Economy and Resource Efficiency

OOMCO promotes circular economy principles and sustainable energy management, implementing practices such as recycling, resource reuse, and energy efficiency to reduce environmental impact and enhance operational performance.

As part of its broader sustainability framework, OOMCO focuses on the efficient use of resources to minimize waste and reduce environmental impact. The Company has partnered with a contractor to collect e-waste for recycling and reuse, reflecting a practical approach to resource conservation.

Recognizing the environmental significance of resource management, OOMCO implements initiatives to improve efficiency and reduce its ecological footprint. Through strategic planning, sustainable practices, and innovative solutions, the Company continues to create long-term value for both the environment and society while advancing a greener, more responsible future.

Water Management

OOMCO manages water use as part of its environmental management practices, recognizing the importance of conserving natural resources and preventing environmental impacts. Water is primarily used across service stations, terminals, and office facilities, and is managed in accordance with applicable regulatory requirements and internal procedures.

Water Usage	Unit	2024	2025
Total amount of water consumed annually in cubic meter units	m ³	15,569	15,630

In line with GRI OOMCO restated its prior-year water usage to reflect improved data collection methods and to provide a more accurate representation of performance, ensuring greater transparency and alignment with current reporting standards.

During the reporting period, OOMCO recorded a reduction in total water consumption, reflecting improved water use management across its operations.

Environmental Compliance

In 2025, OOMCO continued to operate in compliance with applicable environmental regulations and recognized international best practices, supported by its ISO 14001 certified Environmental Management System. This system provides a structured approach for identifying, assessing, and managing environmental risks across operations, including environmental impact assessments, hazard identification and risk assessments (HIRA), and the implementation of comprehensive emergency response and spill management plans.

Environmental compliance is reinforced through adherence to all required regulatory approvals and permits, including PACDA requirements, ensuring responsible fuel storage, handling, and distribution across the Company's operational footprint. OOMCO's environmental performance is further supported by an established internal capability base, including personnel previously trained as lead auditors in Quality, Environmental, and Occupational Health and Safety Management Systems, as well as ongoing HSE induction programs that incorporate environmental awareness and operational guidance for employees.

Oman Sustainability Week 2025

Oman Oil Marketing Company participated in Oman Sustainability Week 2025 through its subsidiary EVO, showcasing its latest initiatives in sustainable mobility and clean energy solutions. During the event, EVO highlighted its efforts in expanding EV infrastructure and exploring hydrogen-based mobility solutions to support the transition toward low-carbon transportation in Oman. EVO was recognized with the Platinum Award in the E-Mobility Category, in addition to receiving the Best Sustainable Construction Booth Award, reflecting the company's commitment to innovative, sustainable design and its leadership in advancing the electric mobility ecosystem in the Sultanate



Appendix



GRI CONTENT INDEX	
Statement of use	Oman Oil Marketing Company SAOG has reported the information cited in this GRI content index for the period 1st January 2025 to 31st December 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	GRI 11: Oil and Gas Sector 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	06
	2-2 Entities included in the organization’s sustainability reporting	16
	2-3 Reporting period, frequency and contact point	16
	2-4 Restatements of information	16
	2-5 External assurance	16
	2-6 Activities, value chain and other business relationships	11
	2-7 Employees	29
	2-9 Governance structure and composition	22
	2-10 Nomination and selection of the highest governance body	23
	2-11 Chair of the highest governance body	22
	2-12 Role of the highest governance body in overseeing the management of impacts	22

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	23
	2-14 Role of the highest governance body in sustainability reporting	23
	2-15 Conflicts of interest	25
	2-16 Communication of critical concerns	25
	2-17 Collective knowledge of the highest governance body	22
	2-18 Evaluation of the performance of the highest governance body	23
	2-19 Remuneration policies	23
	2-23 Policy commitments	25
	2-24 Embedding policy commitments	25
	2-26 Mechanisms for seeking advice and raising concerns	25
	2-27 Compliance with laws and regulations	25
	2-29 Approach to stakeholder engagement	18
GRI 3: Material Topics 2021	3-1 Process to determine material topics	19
	3-2 List of material topics	20
	3-3 Management of material topics	19
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	25
	205-2 Communication and training about anti-corruption policies and procedures	25

GRI STANDARD	DISCLOSURE	LOCATION
GRI 302: Energy 2016	302-1 Energy consumption within the organization	38
	302-2 Energy consumption outside of the organization	38
	302-4 Reduction of energy consumption	39
	302-5 Reductions in energy requirements of products and services	39
GRI 303: Water and Effluents 2018	303-5 Water consumption	39
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	36
	305-2 Energy indirect (Scope 2) GHG emissions	37
	305-3 Other indirect (Scope 3) GHG emissions	37
	305-5 Reduction of GHG emissions	38
	305-6 Emissions of ozone-depleting substances (ODS)	36
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	36
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	39
	306-2 Management of significant waste-related impacts	39
	306-5 Waste directed to disposal	39
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	33

GRI STANDARD	DISCLOSURE	LOCATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	30
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	31
	401-3 Parental leave	32
GRI 402: Labor/Management Relations 2016	403-1 Occupational health and safety management system	32
	403-2 Hazard identification, risk assessment, and incident investigation	32
	403-3 Occupational health services	32
	403-4 Worker participation, consultation, and communication on occupational health and safety	32
	403-5 Worker training on occupational health and safety	32
	403-6 Promotion of worker health	32
	403-8 Workers covered by an occupational health and safety management system	32
	403-9 Work-related injuries	32
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	30
	404-2 Programs for upgrading employee skills and transition assistance programs	30
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	29
	405-2 Ratio of basic salary and remuneration of women to men	29
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	29
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, & development programs	34

GRI STANDARD	DISCLOSURE	LOCATION
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	33
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	27

MSX Metrics

ENVIRONMENTAL METRICS	2025
E1. GHG Emissions	
E1.1) Total amount in CO2 equivalents, for Scope 1 in metric tons	871.86
E1.2) Total amount, in CO2 equivalents, for Scope 2 in metric tons	4,869.57
E1.3) Total amount, in CO2 equivalents, for Scope 3 in metric tons	-
E2. Emissions Intensity	
E2.1) Total GHG emissions per output scaling factor	0.000002
E2.2) Total non-GHG emissions per output scaling factor	0.000000
E3. Energy Usage	
E3.1) Total amount of energy directly consumed megawatt/hour	3,914.49
E3.2) Total amount of energy indirectly consumed megawatt/hour	9,428.19
E4. Energy Intensity	
E4.1) Total direct energy usage per output scaling factor	0.000001
E5. Energy Mix	
E5.1) Percentage: Energy usage by generation type	Electricity 69%
	Fuel 29%
	Solar 2%

ENVIRONMENTAL METRICS	2025
E6. Water Usage	
E6.1) Total amount of water consumed annually in cubic meter units (m ³)	15,630
E6.2) Total amount of water reclaimed annually in cubic meter units (m ³)	0.00
E7. Environmental Operations	
E7.1) Does your company follow a formal Environmental Policy?	Yes
E7.2) Does your company follow specific waste, water, energy, and/or recycling polices?	No
E7.3) Does your company use a recognized energy management system?	Yes
E8. Environmental Oversight	
E8.1) Does your Management Team oversee and/or manage sustainability issues?	Yes
E9. Environmental Oversight	
E9.1) Does your Board oversee and/or manage sustainability issues?	Yes
E10. Climate Investment	
E10.1) Total amount in OMR invested, annually, in climate-related infrastructure, resilience, and product development including R&D	0.00

SOCIAL METRICS	2025
S1. CEO Pay Ratio	
S1.1) Ratio: CEO total compensation to median Full Time Equivalent (FTE) total compensation	-
S1.2) Does your company report this metric in regulatory filings?	No
S2. Gender Pay Ratio	
S2.1) Ratio: Median male compensation to median female compensation	1.10
S3. Employee Turnover	
S3.1) Percentage: Year-over-year change for full-time employees	5.33%
S3.2) Percentage: Year-over-year change for part-time employees	0.00%
S3.3) Percentage: Year-over-year change for contractors/consultants	-28.00%
S4. Gender Diversity	
S4.1) Percentage: Total enterprise headcount held by men and women	Men: 86% Women: 14%
S4.2) Percentage: Entry- and mid-level positions held by men and women	Men: 89% Women: 11%
S4.3) Percentage: Senior- and executive-level positions held by men and women	Men: 89% Women: 11%
S5. Temporary Worker Ratio	
S5.1) Percentage: Total enterprise headcount held by part-time employees	0%
S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	11%

SOCIAL METRICS	2025
S6. Non-Discrimination	
S6.1) Does your company follow non-discrimination policy?	Yes
S7. Injury Rate	
S7.1) Percentage: Frequency of injury events relative to total workforce time	0.29%
S8. Global Health & Safety	
S8.1) Does your company follow an occupational health and/or global health & safety policy?	Yes
S9. Child & Forced Labor	
S9.1) Does your company follow a child and/or forced labor policy?	No
S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors?	No
S10. Human Rights	
S10.1) Does your company follow a human rights policy?	Yes
S10.2) If yes, does your human rights policy also cover suppliers and vendors?	Yes
S11. Community Investment	
S11.1) Company investment in the community (including philanthropic donations)?	Yes
The percentage of the amount invested in the community of the company's pre-tax profit.	2.00%

GOVERNANCE METRICS	2025
G1. Board Diversity	
G1.1) Percentage: Total board seats occupied by men and women	Men: 57% Women: 43%
G1.2) Percentage: Committee chairs occupied by men and women	Men: 75% Women: 25%
G2. Board Independence	
G2.1) Does company prohibit CEO from serving as board chair?	Yes
G2.2) Percentage: Total board seats occupied by independent board members	86.00%
G3. Incentivized Pay	
G3.1) Are executives formally incentivized to perform on sustainability?	No
G4. Supplier Code of Conduct	
G4.1) Are your vendors or suppliers required to follow a Code of Conduct?	Yes
G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?	100.00%
G5. Ethics & Prevention of Corruption	
G5.1) Does your company follow an Ethics and/or Prevention of Corruption policy?	Yes
G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	100.00%
G6. Data Privacy	
G6.1) Does your company follow a Data Privacy policy?	Yes
G6.2) Has your company taken steps to comply with GDPR rules?	Yes

GOVERNANCE METRICS	2025
G6.3) Has your company taken steps to comply with Oman Personal Data Protection Law rules?	Yes
G7. Sustainability Reporting	
G7.1) Does your company publish a sustainability report?	Yes
G7.2) Is sustainability data included in your regulatory filings?	Yes
G8. Disclosure Practices	
G8.1) Does your company follow reporting framework?	Yes
G8.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)?	Yes
G8.3) Does your company set targets and report progress on the UN SDGs?	No
G9. External Assurance	
G9.1) Are your sustainability disclosures assured or verified by a third-party firm?	No

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