

Pioneering
Sustainable &
Responsible
Growth

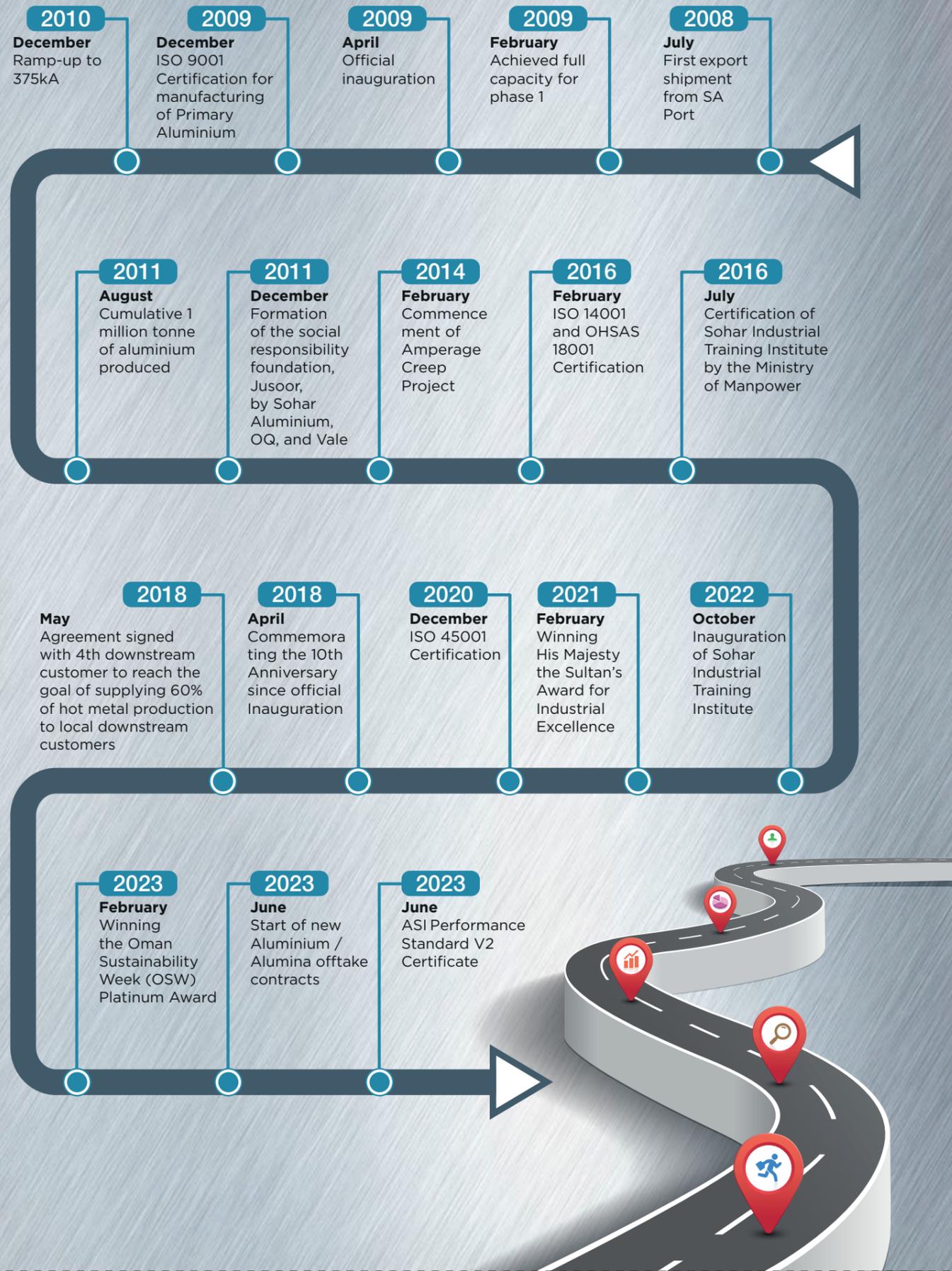
Sohar Aluminium
ESG Report
2023



www.sohar-aluminium.com



MILESTONES



“ The protection of the environment and conservation of natural resources comes in the forefront of priorities of development plans in the Sultanate of Oman ”

HIS MAJESTY
SULTAN HAITHAM BIN TARIK



VISION



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

SOHAR ALUMINIUM OBJECTIVES

Environment, Health and Safety

Enable an effective, committed and interdependent culture of safety across the organization to proactively mitigate risks and eliminate injuries and occupational illnesses.

Reduce our overall environment footprint through protection of the environment, prevention of pollution and responsible use of natural resources.

People and Community

Build competent, engaged and empowered workforce to drive technical and leadership excellence across the organization.

Integrate and engage our stakeholders to contribute to Oman's sustainable development and maximize positive impact in the community.

Customers

Meet the highest customer expectations through quality products, supply reliability and responsive employees.

Maximize revenue growth opportunities, support downstream industry development, and expand company's operations through a diverse product portfolio.



Productivity and Incremental Improvements

Progressive and safe increase of productive capacity and technical capabilities to operate at high amperage.

Implement continuous improvements and develop internal resources to optimize process efficiency.

Innovation and Growth

To be a state-of-the-art mega smelter producing over 1 M tons of green aluminium annually.

Lead development of breakthrough innovations and growth in aluminium smelting and power generation aiming for long-term sustainability.

Financial Strength

Retain strong position in the 1st quartile on the cost curve in aluminium and power generation through ensuring return on investment and cost management.

Maximize the shareholders economic welfare and support the company's future growth.

Resource efficiency, waste elimination and sustainability in the supply chain of raw materials.

VALUES

Honesty

Integrity

Respect

Trust

Empowerment

Team Work

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▼ Towards a Resilient, Responsible and Reliable Future

At Sohar Aluminium (SA), we're headed towards growth and development. It is now essential to implement sustainable business practices in order to safeguard our operations as stakeholder expectations change and the global economy experiences a socioeconomic crisis. The extremely unstable economic and global climate further strengthens our resolve to strengthen our work processes and framework.

We continue to implement sound corporate governance and risk management procedures while striving to enhance business performance. Operating within a resource-intensive sector with continuous operations means that our attention to the environment, community, and health and safety is critical. We always consider how to conduct our operations and company in a way that has the least negative impact on the environment and our community. To guarantee a secure work environment, we consistently endeavour to raise our performance in terms of health and safety.

We have a strong employee-centric policies that address the needs and demands of our workforce, which consists of numerous contractors in addition to nearly 1,000 employees support our operations. Furthermore, our emphasis on research and development, client satisfaction, and effective supply chain management has helped us establish ourselves as a trustworthy company.

Our approach to conducting business responsibly is demonstrated by the environmental, health and safety, and community stewardship programmes that are detailed in this report. An overview of the projects and activities carried out on our ongoing journey towards a robust, accountable, and dependable future is provided in this report.

To ensure the better ESG practices and events, Sohar Aluminium has an ESG Committee which is responsible for overseeing the ongoing procedures of sustainability inside the company and to address the best rules and regulations that support Sohar Aluminium to achieve the ESG Strategic goals. To shape our ESG future, in 2023, a comprehensive ESG Strategy was developed to outlines the strategic path and planning direction for Sohar Aluminium. This strategy is instrumental in shaping our commitment to environmental stewardship, social values, and growth and governance concerns, ensuring that our practices are aligned with Oman Vision 2040, the Sustainable Development Goals (SDGs), and the Stewardship Aluminium Initiative.



▶ About This Report

Period:
The Sustainability Report of Sohar Aluminium covers the reporting period from the 1st January 2023 to the 31st December 2023. Information from previous years is provided where relevant and necessary.

Scope:
The report provides a detailed overview of the company's environmental, social, and economic contributions along with its performance.

Restatement of Information:
No data restatement was done in the year 2023.

Boundaries
The report includes Sohar Aluminium activities in Oman only, and throughout this report, "We", "Our", or the company may be used to refer to Sohar Aluminium.

Basis of Preparation
"This report has been prepared in accordance with the GRI Standards, and in line with the UN 17 Sustainable Development Goals (UNSDGs), Oman Vision 2040, and MSX ESG Disclosure Guidance.

Assurance
The GHG data is issued by a third party and verified internally, while the financial data is assured by external third-party auditors.

Chairman's Foreword



This year's ESG Report underscores our continuous efforts to integrate sustainable practices into our daily operations, ensure alignment with global standards and live up to our stakeholders' expectations. It spotlights our achievements in minimising environmental impacts, maximising social benefits, and adhering to leading governance practices. Sohar Aluminium's continued attention to these key priorities reflects our commitment to support Oman's vision for a sustainable and prosperous future.

Guided by Oman Vision 2040, we focus on initiatives that contribute to our nation's development goals. Sustainability is embedded in our ethos, driven by our devoted workforce and strategic partnerships. By integrating these values across our organisations, we aim to enhance business excellence, safeguard our resources and create a long lasting and positive impact on society and the

environment. It gives me immense pleasure to present the latest edition of Sohar Aluminium's ESG Report. This report highlights our continued commitment to sustainable practices and dedication to maintain transparency and credibility at Sohar Aluminium.

environment.

As we advance our ESG commitments and aspirations we aim to set a benchmark for responsible and ethical business practices. At Sohar Aluminium, we recognise that adhering to sustainability principles is crucial not only for compliance, but also for reinforcing our operational excellence. Reflecting on our journey, I would like to express my sincere appreciation to our stakeholders for their unwavering support and collaboration. Your participation is invaluable to achieving our sustainability objectives and setting new benchmarks of industrial excellence. Together, we pledge to collectively drive progress and innovation while continuing to play a pivotal role in our contribution towards a resilient and prosperous future for Oman.

Abdulrahman Al Harthi
Board Chairman



CEO's Message



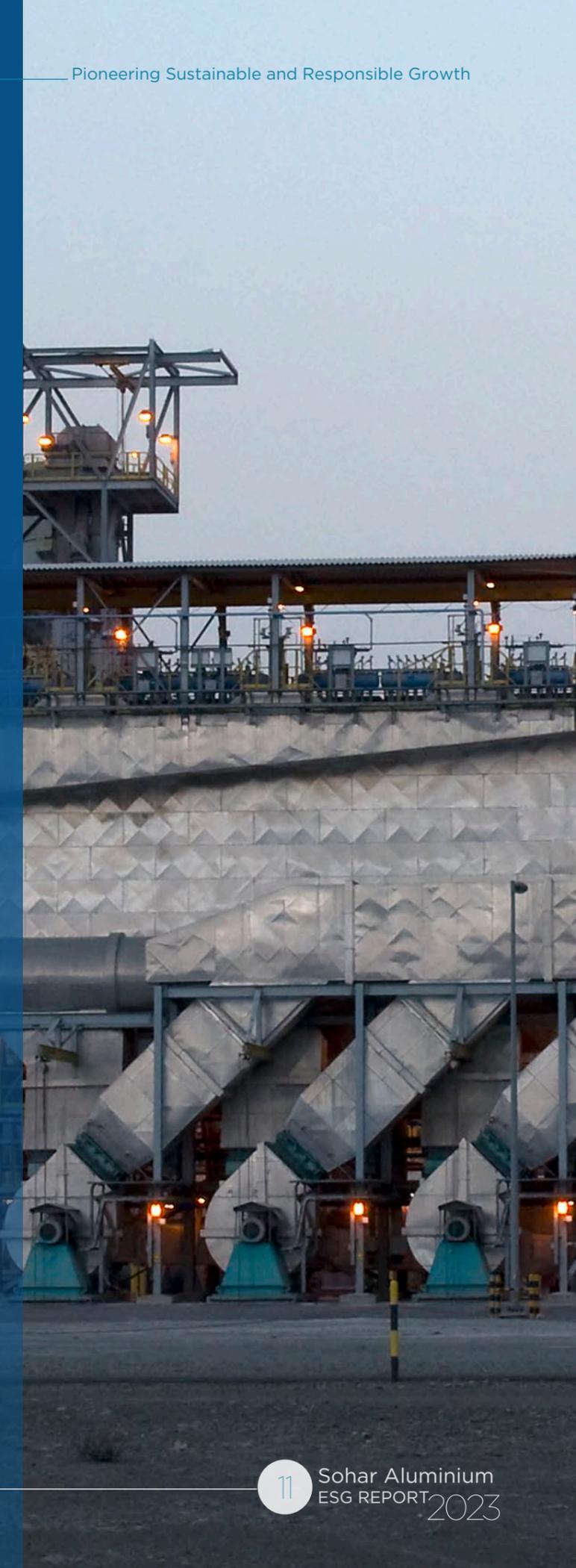
Welcome to Sohar Aluminium's 2023 ESG Report, which highlights our achievements and milestones throughout the year, reflecting our unwavering commitment to sustainability. We continue to advance our sustainable practices, while contributing to the development of the national economy of the Sultanate Oman. At the heart of our company's strategy lies a firm commitment to Environmental, Social, Governance

(ESG) principles, standing as an integral part of our Vision, Mission, and Values. In 2023, we made a pivotal move by unveiling our detailed ESG strategy and roadmap, which translates to our tagline "ALUMINIUM DELIVERED RESPONSIBLY". Our strategy is driven by the United Nations Sustainable Development Goals (SDGs) and Oman Vision 2040, ensuring that our objectives are aligned with global and national sustainability targets. Our commitment to environmental stewardship drives every aspect of our operations. We are dedicated to enhancing our environmental performance, reducing our carbon footprint, and promoting resource efficiency. This focus is embedded in our strategy for achieving long-term growth and industry pioneering.

At Sohar Aluminium, we accord high importance to the well-being of our people. We foster a diverse and inclusive workplace that promotes innovation and progress. Furthermore, we believe that our success is essentially linked with the prosperity of the community we serve, and

our social investments are designed to make a meaningful impact on the living standards and providing sustainable support for the future generations. Our governance framework is built on a foundation of transparency and integrity, guiding every aspect of our operations. We are committed to sustaining the highest standards in regulatory compliance, while maintaining our commitments to our customers for product quality, delivery, and responsible Supply Chain Management. In 2023, Sohar Aluminium's commitment to ESG principles resulted in our organisation being conferred with the highest award i.e., Platinum at the Oman Sustainability Week Awards. As we progress, Sohar Aluminium remains committed to sustainable development, as we continue to refine our practices and operations to achieve sustainable excellence. We extend our heartfelt thanks to all our stakeholders, especially employees and leadership team, for the continued support and partnership as we work together towards a more resilient and prosperous future.

Eng. Said Mohammed Al Masoudi
Chief Executive Officer



▼ About Sohar Aluminium

Sohar Aluminium Company LLC is the first greenfield aluminium smelter in the country, having been founded in 2004 as a significant industrial development project and a major factor in the Sultanate of Oman's long-term success and aspirations for sustainable development. The business, a joint venture between Rio Tinto, Abu Dhabi National Energy Company PJSC-TAQA, and OQ SAOC, has won awards for its excellent and eco-friendly technologies on a global scale. A 1,000 MW dedicated power plant, port facilities, and 390,000 tonnes of premium aluminium are all part of its yearly design capacity.

Sohar Aluminium has been designed with decades of industry experience in mind, incorporating decades of efficiency, environmental protection, and worker safety into every aspect of its construction and design. The company has its own internationally recognised training centre and employs a varied workforce, of which over 79% are Omani. It dedicates about 60% of its yearly production to serving the clients in the nearby

downstream sector. Hailed as one of the world's growing major metals, aluminium boasts highly desirable qualities that distinguish it from other metals. It is lightweight but adaptable, solid but flexible. Products manufactured of aluminium are acknowledged as a response to the global energy crisis and as a representation of a future with greater fuel efficiency. Aluminium products are often used but rarely fully consumed over their lifespan, making it infinitely recyclable. Aluminium may be recycled with no loss of its natural qualities and with up to 95% less energy than the main metal's production, Resulting in significantly lower emissions.

We at Sohar Aluminium generate value for our suppliers, consumers, shareholders, and the local community in which we do business. Achieving balance between inputs and outputs is crucial to minimise the detrimental effects of our procedures while optimising their positive effects.



2004

Sohar Aluminium was founded in 2004



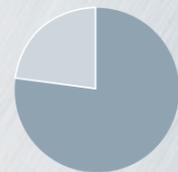
390,000

Annual design capacity of 390,000 tonnes of high-quality aluminium



1,000

1,000 MW dedicated Power Plant



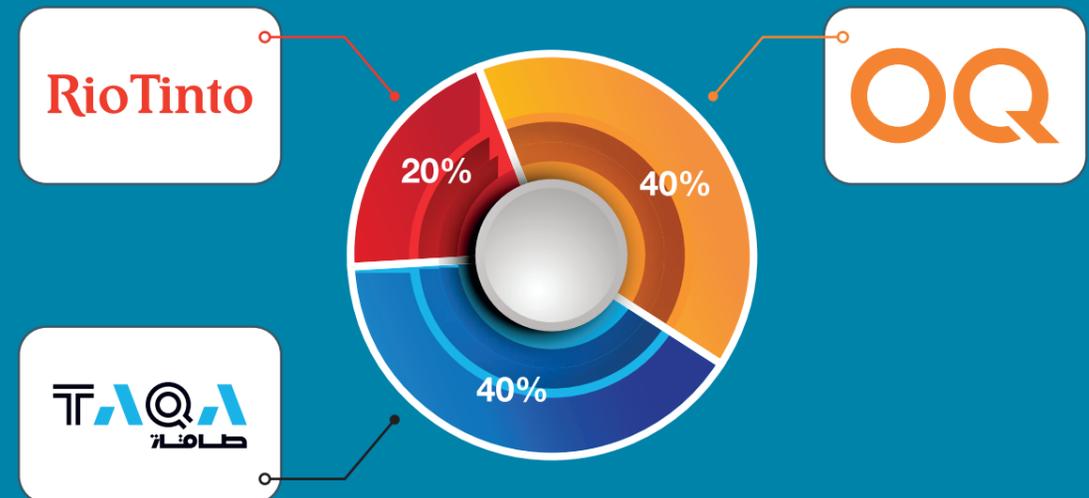
79%

Diverse workforce, of which more than 79% is Omani



Shareholders A Powerful Alliance

Sohar Aluminium was created through the alliance of three formidable shareholders: OQ SAOC (40%), Abu Dhabi National Energy Company PJSC – TAQA (40%) and Rio Tinto (20%).



▼ Facilities

SMELTER

With a single 1.2 km long potline, Sohar Aluminium was the first smelter globally to use Rio Tinto Alcan's benchmark AP35 smelting technology, which is among the most productive and energy-efficient smelting technologies available for commercial use. More than 395,000 metric tons of high-purity aluminium are produced annually at Sohar Aluminium, with an operating current of more than 395kA. To guarantee optimal efficiency, the Smelter is equipped with an on-site Carbon Plant that produces anodes. With two ingot casting lines and one sow caster, the Casthouse can design cast up to 27 mt of material per hour and 25 mt of material per hour, respectively.

POWER PLANT

The Sohar Aluminium Power Plant, a modern 1,000 MW combined cycle captive facility, complies with the rigorous standards of the local Environment Authority (EA). It transforms gas energy into electricity with an efficiency exceeding 50%. Ideally situated to optimise its utilisation of the abundant natural gas resources in the area and to gain access to the Sea of Oman's waters for cooling, the Sohar Aluminium Power Plant achieves outstanding execution in terms of efficiency, dependability, and power availability while guaranteeing minimal emissions, operational expenses, and environmental disturbance. Apart from the Power Plant facility, there are facilities for desalinating water to feed water to the smelter and power plant sites, and a seawater pumping station to deliver cooling water for steam condensing.



There is also a seawater pumping station for delivering cooling water for steam condensing as well as desalination facilities to supply water to the smelter and power plant sites.

PORT

Sohar Aluminum has its own specialised port infrastructure and is housed in the Sohar Industrial Port Complex, which is a joint venture between the Port of

Rotterdam and the Government of Oman. Up to 75,000 metric tonnes of ships may dock at this facility, aiding the import of raw materials and the export of primary aluminium. The port has many storage silos, including two for alumina (each 60,000 metric tons), two for petroleum coke (each 15,000 metric tons), and two for liquid pitch (each 5,000 metric tons). It also has a bulk material ship unloader that is connected to conveyors.



▼ Governance Structure

Board of Directors

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

board meetings in order to guarantee effective communication between governance and the executive teams.



Abdulrahman Al Harthi
Chairman of the Board



Al Muthir Al Kharusi
Member



Farid Al Awlaqi
Member



Omar Al Hashmi
Member



Eric Murray
Member

* In September 2023, **Ayad Al Balushi and Ahmed Al Amry**, transitioned from their roles on the board, succeeded by the new members **Abdulrahman Al Harthi and Al Muthir Al Kharusi**.

▼ Governance Structure

Executive Committee (ExCo)

The day-to-day management of Sohar Aluminium's activities falls within the purview of the Executive Committee (ExCo). As a fundamental element of Sohar Aluminium's business strategy, sustainability is a major topic of discussion at the company's regular ExCo meetings. The committee is composed of the Chief

Executive Officer (CEO), Chief Financial Officer (CFO), Chief Operating Officer (COO), Human Resources and Corporate Affairs General Manager. In July 2024 Ricardo Fontes Santana left the company and Jerry Van Alphen rejoined as interim CFO. In addition, Matt Liddy the Business Development and Strategy Executive joined Sohar Aluminium in 2024.



Said Mohammed Al Masoudi
Chief Executive Officer



Jerry Van Alphen
Chief
Financial Officer



Agnello Borim
Chief
Operating Officer



Ahmed Al Kharusi
Human Resources
and Corporate Affairs
General Manager



Matt Liddy
Business Development
and Strategy
Executive



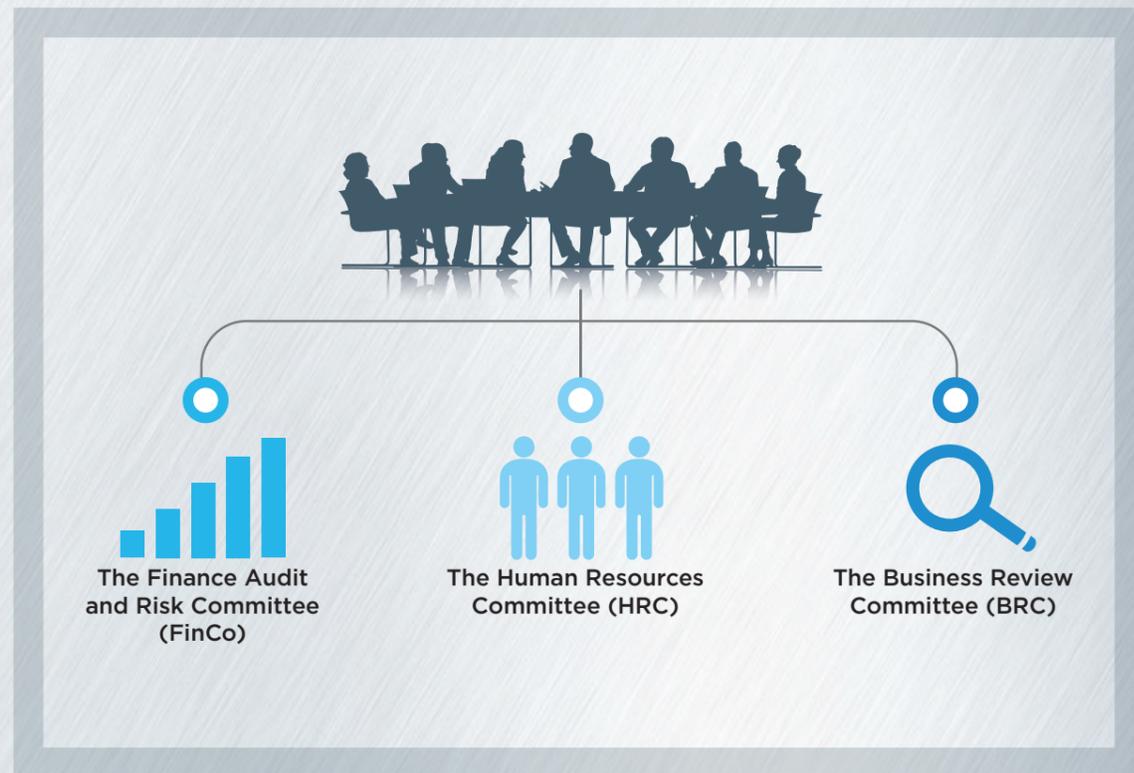
Committees of the Board

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

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

The Business Review Committee (BRC) is A minimum of one person from each shareholder, members of the management team, and the Executive Committee (ExCo) provide assistance to Sohar Aluminium's Business Review Committee (BRC). The BRC meets in advance of planned Board meetings to assess and address major capital projects, suggested capital plans, technical assessments, and plant performance. After discussions, the Committee drafts reports that the Board can review, offering advice and assistance as appropriate. The BRC has two in-person meetings every two years in addition to two teleconferences in between.

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



Corporate Audits and Certifications

In addition to independent audits, Sohar Aluminium conducts structured and frequent audits to ensure that company objectives are fulfilled and exceeded. These audits seek to validate goods, quality, and solid operational and financial performance.

They are undertaken on an annual and ad hoc basis to verify that the company's operations remain effective and efficient, its financial reporting is reliable, and it complies with laws, rules, and standards. Internal audits are regularly conducted throughout the organisation by a pool of skilled internal auditors employed by the company, thereby ensuring strict adherence to management system compliance.

Since its founding in 2009, Sohar Aluminium has undergone yearly external audits by certification agencies including DNV-GL and TUV Rheinland and has been accredited for ISO 9001 (Quality Management) for its metal casting operations that produce completed goods. The TUV Rheinland ISO 9001 audit of 2022 revealed zero non-conformities, continuing a trend that began in 2012 when DNV-GL, the ISO 9001 certification authority at the time, referred to the company's quality management system implementation as mature.

The ISO 14001 (Environment), OHSAS 18001, and ISO 45001 (Occupational Health & Safety) certifications for the smelter and power plant have also been obtained by Sohar Aluminium. Since 2015, there have been no severe non-conformities, with only minor non-conformities detected during the 2022 audit. This is noteworthy, given the scale and nature of the company's operations.

ASI Performance Standard Certification

Since joining the Aluminium Stewardship Initiative (ASI) in 2021, the company has been actively undertaking initiatives, implementing, practising, and following the procedures of the ESGs. On 14th June 2022, we underwent the initial certification audit and received provisional certification. In 2023, the company focused on closing the gaps to meet ASI requirements for full certification by the beginning of 2024.



Participations and Awards of 2023

- Sohar Aluminium won Oman Sustainability Week's Platinum Award in terms of sustainable business and operations, industry innovation, preserving the environment, and corporate social responsibility.
- Sohar Aluminium participated in Oman Forum 2023 and awarded the Sustainability Leadership in Manufacturing Award.
- Sohar Aluminium Recognised by Tender Board as one of its key supporters.
- Sohar Aluminium won AIMTEK Oman Award "Best QHSE Initiatives" in 2023.
- Sohar Aluminium acquired the Aluminium Stewardship Initiative's Performance Standard Certification.
- Sohar Aluminium took part at ARABAL 2023, touching various initiatives of the company related to producing and maintaining the Aluminium.
- Sohar Aluminium participated in Climate Change Conference (COP28).
- Sohar Aluminium took part in ICSOBA Conference 2023.
- Sohar Aluminium participated in London Metal Exchange Week to discuss current situation in Metal industry.



Associations Membership

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



▼ Sustainability at Sohar Aluminium

Sohar Aluminium has gone beyond sustainability reporting that was done since 2009, including sustainability into the fabric of its daily operations. They've actively pursued initiatives to evaluate and enhance sustainable practices, demonstrating a steadfast commitment to local economic and social progress.

In 2023, Sohar Aluminium conducted a thorough reputation study, recognising the critical role of reputation in navigating crises. The study evaluated six core attributes, which includes,

innovation-driven company, great place to work, nation builder, socially responsible company, environmentally responsible company, ethics and integrity. The study also reveals a positive perception among stakeholders. While the findings were largely encouraging, they also identified areas that require clearer communication and deeper engagement to address stakeholder concerns effectively.

This study underscores Sohar Aluminium's proactive stance in protecting its reputation and serves as a base for understanding stakeholder priorities, guiding their ongoing journey towards sustainability and responsible corporate citizenship.

Sohar Aluminium Social Media Platforms

Customers and Community members are encouraged to interact with Sohar Aluminium on social media while adhering to the company's guidelines. The success of our efforts to communicate with our stakeholders is reflected in our rising social media presence.

OUR SOCIAL MEDIA FOLLOWERS INCREASED THROUGHOUT THE YEAR 2023

 **Facebook**
7.2%

 **X**
2.68%

 **LinkedIn**
7.4%



2023 Key Highlights



Environmental Stewardship

- 312 m³ decrease in the waste disposal.
- 22% reduction in the fluoride emission over the past 5 years.
- Conducted Life Cycle Assessment for the Aluminium products.



Delivering Social Values

Conducted 6 health campaigns with 25 training Courses.

Over 300 training programmes options introduced to over 7,939 participants in 2023.

Launched Mulhima Initiative to empower women at Sohar Aluminium.

Allocated at least 1.5 million USD goes to the local community.

Conducted Human Rights Due Diligence.

Increase on the local spend by more than 5 million USD compared to 2022.



Sustainable Growth and Governance

Increase of 2,749 tonnes in hot metal production compared to 2022.

Completed various Lean Six Sigma projects and initiatives, generating 15.3 million USD in value, up from 11.8 million USD in 2022.

Acquired ASI Performance Standard V2 Provisional Certification.



Stakeholders, Materiality and Sustainable Development Goals

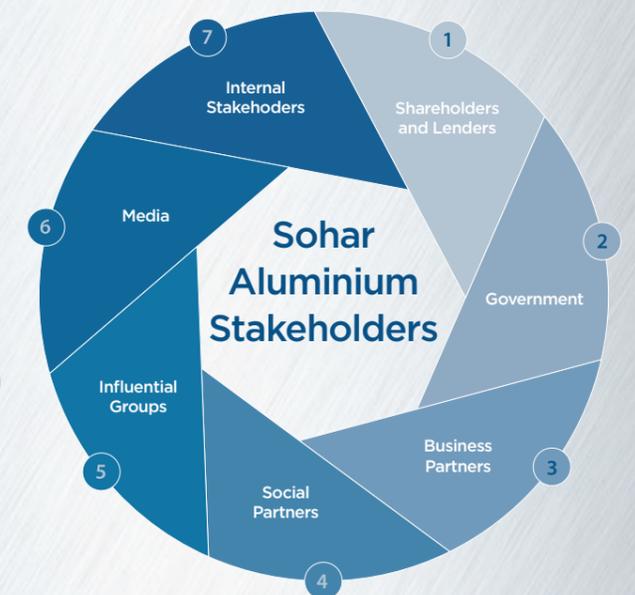
Sohar Aluminium undertook an ESG check in 2023 to assess the company's relative degree of ESG management maturity. This process is known as the ESG Health Check or ESG Maturity. The goal of this check was to determine key areas of improvement.

Based on responses given on common ESG concerns, SA received a score of 78%, falling between the market-leading benchmarks at 85% and the best practice at 75%. Given that SA already has certain established processes in place that are in accordance with industry criteria and its ESG aspirations, it is well-positioned to achieve a market leading benchmark.

A thorough materiality review and high-level materiality assessment were conducted, encompassing the results of environmental, social, and governance (ESG) gap analysis and peer benchmarking exercise. This assessment evaluates Sohar Aluminium (SA) current ESG best practices and foreseeable future trends. The aim of this analysis is to understand the needs of multiple stakeholders while identifying and prioritising material topics.

An initial topic list was derived using Risk Horizon (TM) software which identifies the material topics and risk ratings for the metals and mining sector, the list has been modified based on the benchmarking and gap analysis results which were performed to have clear image on the best practices and trends among the peers in the aluminium industry. After that we engaged with internal and external stakeholders using the interviews and surveys.

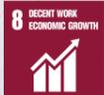
During this stage, we interviewed 34 stakeholders, including primarily employees, as well as partners, regulators and customers. The results are presented in the materiality matrix. At Sohar Aluminium, we are deeply committed to engaging with our stakeholders to understand their expectations and concerns. We are excited to expand this engagement considerably in the upcoming year. By engaging a broad and diverse range of stakeholders, we aim to make the process more comprehensive and inclusive, ensuring it better reflects the communities and environments we impact.



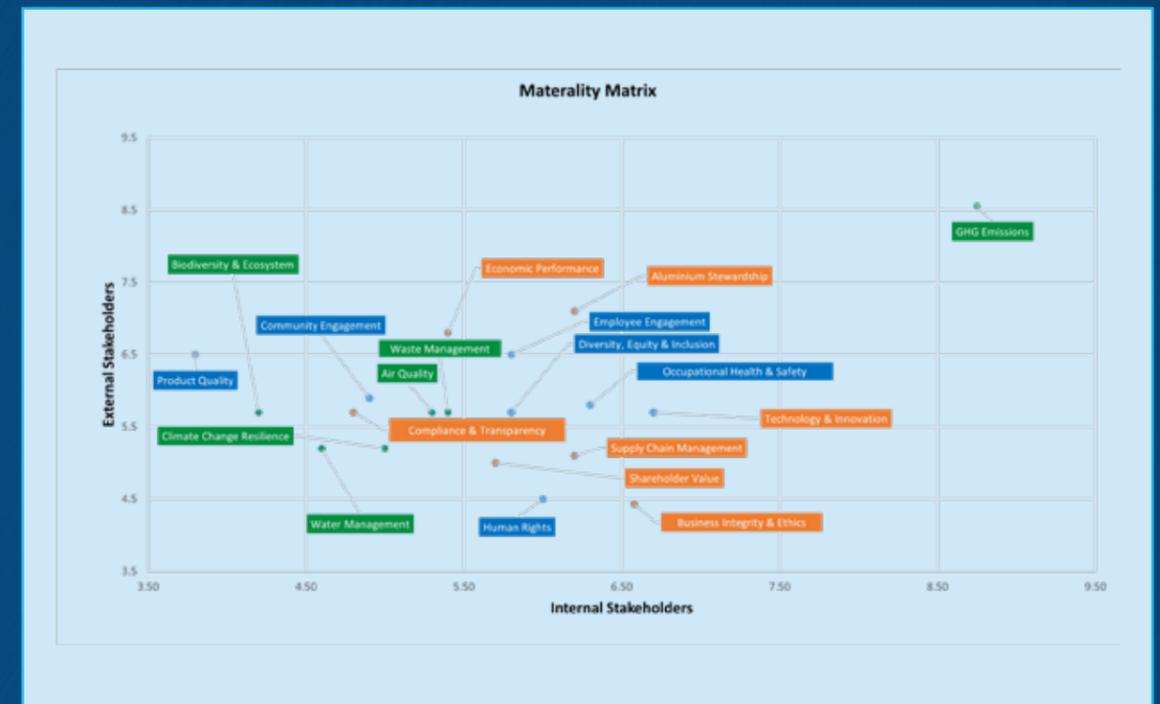
▼ Stakeholders, Materiality and Sustainable Development Goals

Additionally, Sohar Aluminium conducted an in-depth exercise to understand the priority level given by every stakeholders'

group to the highlighted material topics. The results are showcased in the below materiality matrix.

ESG Strategy Pillars	Sustainable Development Goals	Material Topics	Align with Oman Vision 2040	Align with SA Objectives
Environmental Stewardship	   	<ul style="list-style-type: none"> Biodiversity & Ecosystems GHG Emissions Climate Change Resilience Air Quality Water Management Waste Management 	Environment and Natural Resources	Environment, Health and Safety
Delivering Social Value	     	<ul style="list-style-type: none"> Employee Engagement Diversity, Equity & Inclusion Community Engagement Human Rights Occupational Health & Safety 	Labour Market and Employment Well-being and Social Protection Health	People and Community
		<ul style="list-style-type: none"> Product Quality 	Economic Diversification and Fiscal Sustainability	Customers
Sustainable Growth and Governance	  	<ul style="list-style-type: none"> Aluminium Stewardship Business Integrity and Ethics Compliance and Transparency Supply Chain Management 	Governance of State's Administrative Bodies, Resources and Projects	Productivity and Incremental Improvements
		<ul style="list-style-type: none"> Technology and Innovation 	Economic Diversification and Fiscal Sustainability	Innovation and Growth
		<ul style="list-style-type: none"> Economic Performance Shareholder Value 	The Private Sector, Investment, and International Cooperation	Financial Strength

The **Materiality** matrix for the internal and external stakeholders



▼ The Way Ahead

In realisation of its aspiration to be a world-class and a pioneer industrial company, Sohar Aluminium has and will always pursue industrial excellence through adopting global practices. It acts in favour of protecting the environment, implementing high working standards, maintaining excellent relations with stakeholders, and committing to transparent policies and moral responsibilities, all of which are summarised under the ESG standards.

Environmental Way ahead

- Commitment to Net Zero:
Sohar Aluminium is aligned with the Oman's government goal to achieve Net Zero by 2050.

- Power of clean and renewable energy:
Sohar Aluminium is exploring potential opportunities aligned with the transition to clean and renewable energy sources.

- Recycling and circular economy:
Sohar Aluminium commits to purchase and remelt of external scrap aligning with The Aluminium Stewardship Initiative (ASI) and circular economy initiatives.

Social Way ahead

- Human Rights Assessment:
To assess gaps in Human Rights Due Diligence and enhance the structured framework for Human Rights Due Diligence.

Governance Way ahead

- ASI Performance Standard Surveillance Audit:
Sohar Aluminium adhere to ASI performance standards and consistently conducts reviews during surveillance audits.



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

Environmental Stewardship



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



Ensure sustainable consumption and production patterns



Take urgent action to combat climate change and its impacts



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

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



which aims for a significant reduction in carbon emissions by 2030 in line with Oman Vision 2040 and global direction towards net zero. Key initiatives recycling of external scrap aluminium. We also actively monitor ambient air quality to ensure compliance with environmental regulations.

Through our environmental practices and initiatives, we aim to not only reduce our carbon footprint but also contribute positively to the environment and the communities in which we operate, reinforcing our commitment to sustainability and responsible corporate citizenship.

Energy Management

Energy plays a critical role in Sohar Aluminium's operations, particularly in its energy-intensive refining and smelting processes. Recognising the importance of enhancing energy efficiency, the company aims to reduce both its carbon footprint and operational costs. Sohar Aluminium primarily relies on natural gas as its main energy source, supplied through a longstanding agreement with the Oman government. Additionally, Sohar Aluminium have the power plant that has the capability to switch to diesel in case of emergencies.

Climate Change Resilience

We recognise that climate change poses a range of risks to our operations, including both physical and transition-related challenges. Sohar Aluminium has undertaken climate risk assessment and have identified key physical risks which may impact smelter and power plant. It recognises the importance of exploring opportunities for climate change resilience and views it as a key area for future development.

At Sohar Aluminium, our core

Environment, Health, and Safety (EHS) objectives is to conduct our smelting operations and power generation with a minimum environmental impact, fostering a culture of zero harm and ensuring well-being of our workforce. We are dedicated to protecting the environment, preventing pollution, and manging natural resources efficiently.

Our commitment towards environmental stewardship is reflected in our comprehensive decarbonisation strategy,

Energy Indicators	2021	2022	2023
Power Plant Natural Gas Consumption (mmbtu)	38,101,665	38,311,534	38,368,218
Power Plant Fuel Oil / Diesel Usage (litres)	59,433	10,262	13,270
Total Power Generated by Power Plant (MWh)	5,624,051	5,633,546	5,668,460
Smelter and Port Operations Energy Consumption (MWh)	5,201,969	5,195,125	5,217,788
Smelter and Port Operations Energy Consumption Intensity (MWh/t Al)	13.16	13.16	13.13
Total Energy Consumption (Gj)	40,199,390	40,420,814	40,480,618
Total Energy Consumption Intensity (Gj/t Al)	101.7	102.4	101.8

In 2023, as part of Sohar Aluminium's effort to enhance energy efficiency in electricity, gas, water, and compressed air usage at its smelting facility, they commissioned an Order of Magnitude study, detailing equipment modifications, potential energy and cost savings, best practice recommendations, and a budgetary estimate with an implementation schedule. The study was completed in October 2023. It identified 45 improvement opportunities, which are set to be implemented in the near future.

GHG Emissions

GHG Emissions	2021	2022	2023
Total Emissions Intensity - Power Plant (t CO2 eq./ t Al)	5.45	5.49	5.51
Perfluorocarbons (PFCs) Emissions Intensity (t CO2 eq./ t Al)	0.03	0.04	0.04
Total Emissions Intensity - Smelter (t CO2 eq./ t Al)	1.62	1.65	1.71
Total Emissions Intensity - Smelter, Power Plant and Port (t CO2 eq./ t Al)	7.07	7.14	7.22
Total Hydrogen Fluoride Emissions - Gas Treatment Centre (t HF)	15.2	14.7	16.3
Hydrogen Fluoride Emissions Intensity - Smelter and Potline (kg HF/t Al)	0.43	0.41	0.39

Sohar Aluminium's Greenhouse Gas (GHG) emissions primarily originate from two sources: the combustion of fuel at its Power Plant and the electrolytic process used in aluminium production at the smelter. The most significant GHG emitted by the smelter is carbon dioxide (CO2), which results mainly from the energy consumed by the anodes in the production process. Additionally, the aluminium production process generates Perfluorocarbons (PFCs) as byproducts, and the manufacturing operations release gaseous hydrogen fluoride, contributing to air pollution.

Despite observing slight increases in GHG emissions from both the smelter and power plant, Sohar Aluminium remains committed to rigorous monitoring and management of these emissions. The company adheres to national standards and regulations designed to control pollutants, demonstrating its dedication to environmental stewardship and regulatory compliance.

Sohar Aluminium recorded a slight increase in 2023's total emissions intensity compared to 2022 and 2021. The records show that Sohar Aluminium emitted around 5.45 tonnes of CO2 in the year 2021, followed by an increase in 2022 and 2023, of around 5.49 tonnes and 5.51 tonnes respectively.

Air Quality

Sohar Aluminium actively monitors the impact of its operations on air quality, focusing on pollutants such as NOx, SOx, and particulate matter. The company has established formal reduction targets to safeguard air quality, as outlined in its Environment and Social Management Programme Report. It has developed a comprehensive action plan as well, to ensure compliance with Omani regulations and meet lender expectations regarding air emissions and other GHGs emissions.



Water Management

Water Management	2021	2022	2023
Sea Water Use for Cooling (m³)	389,418,387	359,292,012	387,222,403
Seawater Consumption in the Reverse Osmosis Plant (m³)	0	0	0
Brackish Well Water Extraction (m³)	1,486,045	1,546,563	1,564,764
Well Water intensity (m³/t Al)	3.76	3.92	3.94
Process Water Produced (m³)	576,719	584,877	606,486
Brine Discharged to the Sea (m³)	820,871	863,797	854,911
Demineralised Water Used for Heat Capture in the Heat Recovery Steam (m³)	177,078	185,296	199,240
Process Water (non-potable) exported to Majis Industrial Services Company (m³)	5,062	6,331	0
Sewage Water Imported from neighbouring community for irrigation (m³)	31,380	0	0
Treated Sewage Water Used for Irrigation (m³)	158,415	2,430	4,073
Percentage of Treated Sewage Water Re-used for Irrigation (%)	100	100	100

In areas with water scarcity, effective water management is becoming increasingly essential. Sohar Aluminium recognises the importance of water management. Therefore, it is committed to water recycling and conservation throughout its operations. We carefully manage water usage and continuously explore ways to enhance our water management practices, for greater efficiency and sustainability.

Our production processes do not use potable water. Instead, we extract and treat well water to meet operational needs. Seawater is utilised exclusively for once-through cooling at our power plant and is returned to the sea, ensuring minimal net consumption. Furthermore,

demineralised water, a byproduct from the power plant's steam turbines, is utilised for various processes. The primary consumers of process water in our operations are the power plant and smelter.

We exclusively use treated sewage water for all our operational needs, including irrigation and other activities, thereby eliminating the use of freshwater resources. This practice significantly alleviates the demand for freshwater in Oman. By adopting this approach, Sohar Aluminium aligns with government recommendations for effective water management and supports the preservation of natural water resources.

Sohar Aluminium regularly conducts impact assessments to measure and understand the impact of its water withdrawal and effluent discharge on neighbouring communities. Results concluded that there were no major impacts on the local communities surveyed.

▼ Waste Management

Waste Management	2021	2022	2023
Waste Disposal (m ³)	7,657	8,958	8,646
Waste Disposal Intensity (Kg / t of Al)	19.36	22.71	21.70
Waste Generation Intensity (Kg non-recycled waste/t AL)	23.90	25.90	21.70
Steel Recycled (ton)	612	369	685
Wood Recycled (ton)	5,232	241	139
Paper and Cardboard Recycled (ton)	2,502	33	24
Plastic Recycled (ton)	708	84	83
E-Waste Recycled (ton)	10	3	1
Batteries (ton)	21	21	3
Total Materials Recycled (ton)	14,855	750	936
Hazardous Waste Non-Recyclable (m ³)	7,339	204	264

Key components of Sohar Aluminium's waste management strategy:



312m³ reduction of waste disposal in 2023

Sohar Aluminium follows waste management hierarchy as part of its Waste Management Strategy to reduce the waste to landfill. Our approach is centred on utilising cutting-edge techniques to improve waste management procedures and increase the recycling to waste ratio. In order to maintain environmental sustainability, we are dedicated to handling all waste in an ethical manner in compliance to industry standards and local regulations

Hazardous Waste Management

Sohar Aluminium reduces waste generated

by employing methods designed to decrease pot failures and increase pot lifespan. This approach results in fewer pots replacements, which allows for more efficient handling of Spent Pot Linings (SPL). Thus, this strategy promotes sustainability by minimising waste.

Sohar Aluminium has also introduced a recycling solution for SPL, by allowing local cement businesses to recycle and utilise it as a raw material to create modified cement that can be used in the construction sector, as well as the oil and gas industries.

Appropriate industrial practices are used by Sohar Aluminium to manage waste from shot blasting. This strategy is focused on minimising generation rates and reducing waste at the source. Waste generation is efficiently managed and reduced by the company by implementing continuously improved strategies.

In 2023, the company recorded slight decrease in the waste disposal. It continued to implement practices to mitigate the waste, by following policies to reduce the waste at source.

This year, waste from steel, wood, paper, plastic, e-waste, and batteries was measured in tons, compared to previous years, which were measured in cubic meters (m³)

▼ Biodiversity and Ecosystem

At Sohar Aluminium, we are committed to conducting our operations with a strong focus on biodiversity protection, environmental stewardship, and the sustainable management of natural resources. Our policy emphasises the importance of carrying out activities that prevent pollution and promote responsible care for the environment. We have already taken significant steps to protect biodiversity within our operational areas, including the establishment of a fruit garden and the creation of water ponds that support local wildlife and plant life.

To reduce impacts on biodiversity, we have adopted a comprehensive strategy involving responsible sourcing and rigorous monitoring of our environmental

footprint. Our efforts in biodiversity conservation encompass:

- Noise Monitoring.
- Groundwater sampling.
- Frequent Groundwater Sampling.
- Air Quality Management Systems (AQMS.)
- Flora Sampling.
- Air Emissions Monitoring.

Our indirect measures focus on waste management and Greenhouse Gases (GHG) management. Notably, our two rain drainage ponds play a crucial role as ecosystems, attracting birds and promoting plant growth, which in turn enhances local biodiversity.



Delivering Social Values



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



End poverty in all its forms everywhere



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



Achieve gender equality and empower all women and girls.



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



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

Sohar Aluminium has maintained a consistent recordable injury rate of **0.05**. This achievement reflects the effectiveness of the company's commitment to safety, which is reinforced by ongoing training and awareness programmes for both employees and contractors. By prioritising comprehensive safety measures and regularly updating training initiatives, Sohar Aluminium ensures that its workforce remains highly informed and vigilant, contributing to a safer working environment.



Occupational Health and Safety

Sohar Aluminium fosters a robust culture of Environment, Health and Safety (EHS) throughout the entire value chain. EHS is integral to our decisions and activities; helping to maintain stakeholder trust, increase investor confidence, and secure our operating licence. We are committed to ensuring that all of our operating sites offer a safe and healthy work environment, promoting the mental, emotional, and physical well-being of our personnel. In 2023, we updated our Environment, Health, and Safety (EHS) policy to reinforce our commitment to the

stakeholders' health and safety. Our primarily EHS goal is to operate the smelting and power generation with minimal environmental footprint, ensuring a Zero Harm mindset and personnel well-being

The occupational health and safety management system is applied to all work forces under SA including employees and contractors. The system is aligned with legal requirements based on both Omani Law, international best practice and recognised standards such as 53/2023 and 286/2008. On the other hand, to achieve the maximum benefit from this, Sohar aluminium culture encourages employees and contractors to report openly and to speak up. The safety reporting is conducted through the E-Himaya system which records the observation and actions to address any incident to prevent recurrence. For a third level of assurance, all those processes are audited by competent personnel who underwent intensive training programmes as part of the training matrix.

In order to guarantee the protection of its workforce, facilities, and the surrounding community, Sohar Aluminium regularly assesses and updates its emergency response plans and procedures. The business maintains a separate emergency response team with a fully functional fire team and a fire station. The group is equipped and prepared to handle any situation quickly on the scene.

Employees Safety Indicators	2021	2022	2023
Medical Treatment Frequency Rate (200,000 man-hours)	0	0	0
Recordable Injury/Illness Frequency Rate (200,000 man-hours)	0.12	0.05	0.05
Lost Time Injury Rate (200,000 man-hours)	0.12	0	0
Total Number of Clients Served	5,768	5,653	5,416
Walk-in Clients	4,563	4,950	4,002
Number of Heat Stress Monitoring Instances	1,055	1,055	1,285
Recordable Heat-Induced Illness	0	0	0
Number of PAH (Polycyclic Aromatic Hydrocarbons)			
Bio Monitoring	167	347	215

Sohar Aluminium Implemented a comprehensive system in environment, health, and safety. This is testified through ISO certification in 45001 and 14001.

Occupational Health and Safety

Our Healthcare team proactively monitors and assess health related parameters of the workforce. A medical surveillance programme is designed to monitor the health elements in a regular interval based on their exposure and personal factors. Specific biological monitoring such as urine fluoride and urine PAH monitoring are also being conducted to evaluate the exposure level of the employees. Based on these results, initiatives are developed to address the identified issues.

In addition, the medical team conducted regular field visits to assess the workplace and wellness facilities available and advise the management accordingly. Our heat stress management programme is a model initiative which is acclaimed by many regional and international organisations, with our intensive activities we are currently maintaining a magnificent record of zero recordables heat illness cases in the past 11 years. Promoting health and wellness is essential

for creating a healthy work culture and thriving workforce. Healthcare initiatives and health campaigns are crucial in raising awareness, promoting health, preventing illness, and encouraging healthy lifestyles. These initiatives significantly contribute to a healthier and more productive workforce. In 2023, Sohar Aluminium medical team conducted six health campaigns to enhance the well-being of our workforce. These included:

Drug and Alcohol Prevention in February, focusing on substance abuse awareness and enhancing the awareness of the workforce regaining perils associated with substance abuse.

Ramadan Health Promotion in March, offering health tips to promote health during Ramadan.

Heat Stress Management one of the major long-term campaigns spanning from May to September with special focus on educating the workforce on preventing heat-related illnesses.

Flu Prevention & Vaccination in August, highlighting the hygienic practices and importance of flu shots to prevent contagious flu during the winter season.

Mind Health Promotion in October, emphasising mental well-being for the workforce

Lifestyle Management in December, encouraging healthier lifestyle choices.

These campaigns have had a significant impact on the health and wellness of our employees, demonstrating our commitment to their well-being.

The medical team set the targets for 2024 by establishing six main goals as follows:

Focused Audiometric and Vision screening: Screen all our exposed work force for audiometry and vision. This initiative aims to identify any early variations to device timely interventions.

Periodic Medical Evaluations: Conduct 400 periodic medical evaluations for our employees.

Health Campaign: To have 6-8 major health campaigns in 2024 in addition to our regular healthcare initiatives.

Food Safety Audit: scheduled 12 food safety Auditing in our canteen facility.

OH Visits: 12 Occupational Health field visits are planned for 2023 to evaluate workplace conditions.

First Aid Training: 8 Sessions of First Aid Training with a minimum of 30 persons certificated as first aiders.

Sohar Aluminium has a risk management standard which lays out a systematic way to identify the hazards and reduce the risk to as low as reasonably practicable. There are a set of tools such as risk assessment, standard operating procedure, Pre-Start Task Analysis (PSTA), human performance process. All risk management tools are reviewed and verified to ensure that they are effective and improve occupational health and safety management systems. Sohar Aluminium as well adopted the Taproot process to investigate significant work-related incidents. It is a systematic process to find the root causes of problems and develop effective solutions to improve performance.



▼ Contractors Management

Contractors continue to be a key stakeholder at Sohar Aluminium as they are equally responsible for SA's achievements and successes. They comply with Sohar Aluminium's requirements to work on-site, which include operational and EHS requirements. Sohar Aluminium's Contractor Management Roadmap, which outlines objectives for contractor performance and oversight, is entrenched in the way we manage our contractors and is continuously reviewed and improved. All contractors are assessed during the evaluation process based on EHS performance and mandated to abide by Sohar Aluminium's rigorous safety standards.

Contractors' Working Conditions

Sohar Aluminium is committed to recognising and protecting human rights in all its operations and throughout its supply

chain. We seek to ensure our contractors respect human rights principles by carrying out contractor visits to inspect working conditions, as well as regular and random visit to workers camps to make sure they abide by Sohar Aluminium standards.

Contractors' Safety

Safety induction trainings are compulsorily provided to all contractors and service providers as part of Sohar Aluminium's uncompromising commitment to safety. While on-site, the contractor workforce is considered part of Sohar Aluminium's resources, and as such, their successful engagement is measured as one of its key performance indicators. In 2023, we recorded a 52% decrease in the RIFR of our contractors and kept down to zero the LTIR similar to 2022.



Human Rights Policy

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



▼ Diversity, Equity, and Inclusion

With a focus on local employment, capacity building, competitive benefits, and employee engagement, we have created a cohesive and engaged work community. We are immensely proud of our workforce and work hard to maintain our status as an employer of choice through competitive compensation, development programmes, and social support. Caring about our employees and workforce is an essential part of our ESG strategy toward excellence in operations and sustainability.

We are committed to fostering a positive working environment that supports personal growth, improvement, and innovation. Our commitment involves investing in both technical and soft skills

development through integrated training programmes. This investment is designed to enhance business outcomes and maintain high levels of motivation and engagement by offering regular benefits and fostering ongoing interactions.

Furthermore, in 2023 Sohar Aluminium launched Mulihmah Initiative with aim of empowering the women working in the company. The initiative aimed to provide an official platform for discussion with management on certain topics. It also highlights the role of female employees in delivering the business and successes of Sohar Aluminium.

We take pride in the growth Sohar Aluminium has achieved, notably reaching

a 79.4% Omanisation rate and increasing our total workforce. Key highlights include:

- An increase in the number of Omani nationals employed.
- A slight rise of 0.38% in young employees this year, which brings fresh ideas and

innovation to our team.

- A slight increase of 0.46% in the number of women, reflecting our commitment to an inclusive and diverse workplace that drives creativity, innovation, and overall performance.

Workforce Profile	2021	2022	2023
Total Workforce	952	939	945
Omani Nationals	744	746	751
Expat	208	193	194
Omanisation Rate	78%	79.45%	79.47%
Women	3.7%	3.94%	4.4%
Young Employees (18-30 years old)	4.3%	3.41%	3.79%
New Employees	11	20	40
Turnover Rate	2.4%	3.4%	3.6%
Total Contracted Workforce Man- Hour	1760753.17	2139229.96	2218321.47



Employee Engagement

Employee engagement is critical to fostering healthy and motivated workforce. By actively involving employees in the company mission and goals, we not only enhance job satisfaction, but also drive higher level of performance and productivity. A clear and continuous approach to employee engagement helps in creating environments where employee feel valued and connected to their work. The organisation provides its employees

with a range of learning and development opportunities and maintains track of the overall number of trained personnel and training hours. In addition to the obvious learning and development training, Sohar Aluminium launched initiatives like the mentorship programme Qudwa and the Qaa'ed to promote Leadership skills. Sohar Aluminium recognise and awards its employees in continued bases as a valued resource for the company.

Learning and Development	2021	2022	2023
Number of employees that received training	934	868	946
Number of Female Employees Who Received Training	33	24	39
Average days of training per employee	2.3	6.6	6
Average training hours per employee	19	52.7	48.1
Total number of training hours	17.745	45.762	39.313

Sohar Aluminium represented by the Talent and Organisational Effectiveness Team, has different training and development programmes for all the employees throughout the year. The training programmes encompasses technical and leadership skills, along with mentoring, and coaching; providing equitable opportunities for all employees to thrive and advance.



SOHAR ALUMINIUM
معهد صحر للتدريب الصناعي
Sohar Industrial Training Institute

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



Since launched in 2021, the Qaa'ed programme focused quarterly in one leadership competency. The 4 themes of 2023 were Effective Communication, Emotional Intelligence, Business Ethics and Innovation. In each quarter, leaders were involved in various activities, including training courses, online learning programmes, discussion panels, and weekly messages.



Qudwa

This mentorship programme concludes 2023 batch where 13 employees from different departments mentored by their senior peers for 6 months.

LinkedIn

Sohar Aluminium offers an online training programme for all employees through

LinkedIn. The company give full access to the LinkedIn learning database, which include over 10,000 courses available to more than 250 employees. The 2023 scorecard shows that the average monthly videos per users reach 66 videos, and the leadership and management topics were the most reached videos.



All training programmes go through a training effectiveness evaluation process using Kirkpatrick method, which showcase the strong commitment of Sohar Aluminium to ensure that its employees are satisfied and learned from each programme. The employee has to give his reaction for any level 1 programme he attends, the reaction submitted through the satisfaction survey at the end of programme. The level 2 programmes participants are evaluated both before and after the session to gauge their level of learning. Levels 3 and 4 are evaluated based on input from the employee department.

▼ Human Rights

Sohar Aluminium launched its human rights policy in the second half of 2022. The policy states that Sohar Aluminium respects and supports the dignity, wellbeing, and human rights of the stakeholders who are directly affected by the operations, including the employees and the communities in which they operate. The policy includes topics related to respecting the right to decent working conditions, including health and safety, the freedom to establish unions and the right to enter into collective bargaining agreements and it opposes any form of discrimination based on race, colour, gender, ethnicity, or religion as stated in the policies and Code of Conduct.

It also mentioned that they oppose any form of modern slavery, including child or forced labour, debt bondage, and traffick-ing, or other labour exploitation in our

activities. Protecting the employee rights of training and having a compliance process is also mentioned in the policy statement.

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

▼ Community Engagement

Sohar Aluminium recognises corporate social responsibility and community engagement as significant material issues. To fulfil the company's responsibilities to the community in which it operates, the company has implemented a comprehensive CSR

SA is keen on supporting Small and Medium Enterprises (SMEs) and has executed several projects to establish and sustain SMEs. Preciously, 60% of its production is earmarked for consumption by local downstream industries while the rest is exported.

Policy and established CSR performance indicators. Additionally, the Community Development Plan outlines specific actions to manage community interactions and activities, ensuring that the company remains committed to its social, cultural, and environmental obligations.

Corporate Social Responsibility:

Sohar Aluminium is committed to supporting and giving back to the local communities in which it operates. Our comprehensive CSR framework ensures the execution of projects that positively impact diverse sectors of society. It recognises its financial and economic obligations to shareholders as well as its social, cultural, and environmental duties to the communities in which it operates. Our commitment to integrity and transparency, as well as our joy in being connected to Sohar Aluminium, are reflected in our involvement in the community. Our mission is to build and maintain corporate sustainability for future generations by consistently interacting with and providing assistance to our key stakeholders.

fulfil our responsibilities through sustainable investment projects, volunteering, sponsorships, and awareness campaigns, while actively supporting SME growth in Oman.

Sohar Aluminium's community initiatives are strategically focused on sustainability, embodying our reputation as a company that prioritises community welfare. The main goal is to provide long-term financial returns for our shareholders while also making a beneficial impact on society via the integration of sustainable methods and ethical standards into every facet of our operations.

Corporate Social Responsibility Policy

The CSR policy is shaped by the CSR committee, which provides strategic direction in identifying the target communities, budgeting, organising activities, and fostering community involvement. The committee directly report to the Chairman of the Board, and it includes the CEO, CFO, General Manager of HR and Corporate Affairs, Corporate Communications and Social Responsibility Manager, and CSR Superintendent.

The organisation is committed to helping small and medium-sized businesses (SMEs), and it has launched a number of programmes to support the founding, expansion, and sustainability of these businesses. We are proud of our inherent and recognised commitment to the community. As corporate citizens, we



The Board of Directors is committed to allocating adequate resources for community investments and maintaining an independent budget dedicated to CSR initiatives. This commitment underscore Sohar Aluminium's significant investments in its CSR efforts.

This commitment drives Sohar Aluminium's substantial investment in its CSR initiatives. Each year, the Board of Directors allocates a budget equivalent to 1.5% of shareholders' distributions, ranging from US\$ 1.5 million to US\$ 3 million annually.

In 2023, Sohar Aluminium allocated its social responsibility budget across five key focus areas. 36% of the total budget was allocated to Jusoor projects, while the remaining 64% was distributed among other areas, including Education, Environment, Health and Safety (EHS), Social Contributions & Voluntary Projects. Commitments represent the remaining portion of the total budget allocated, which the company committed to using in future community projects.

Corporate Social Responsibility

Indicator	Unit	2021	2022	2023
Jusoor Projects	%	40	33	36
Education	%	19	13	5
Social Contributions & Voluntary Projects	%	4	2	2
EHS	%	25	15	14
Commitments	%	12	37	43

Sponsorship

Building strong relationships with the local community is a key objective for Sohar Aluminium. This commitment involves not only demonstrating genuine concern for the community but also actively participating in their initiatives and supporting them in reaching their goals. Sohar Aluminium sponsored 27 events in 2023 with budgeted amount of 180,000 USD and actual spend of over 194,000 USD, below is a list of main programmes and activities that Sohar Aluminium sponsored in 2023:

- Oman International Conference on Environmental Sustainability.
- Omani Sustainability Week 2023.
- Forum for People with Disabilities, Early Intervention, Investing in the Future.
- Muscat International Bookfair.
- Manufacturers Meeting 2023.
- ROP Ramadan Activities 2023.
- 10th Sculptors Camp.
- Ceremony and Exhibition of Omani Industries.
- First Media Meeting AY 2022-2023.
- First aid workshop.



Social Projects and Initiatives

Sohar Aluminium remains steadfast in its commitment to social contribution, actively working to safeguard the rights of the local community and foster strong, positive relationships with the communities in which we operate. Our ongoing efforts are designed to enhance community well-being and ensure meaningful engagement, reinforcing our dedication to being a responsible and supportive corporate neighbour. In an effort to raise educational standards in schools, Sohar Aluminium started distributing advanced educational tools and equipment in 2019. This year, they completed the fifth stage in the Governorate of North Al Batinah. Furthermore, the company completed tools distribution in Musandam, and Al Buraimi. In 2022, Sohar Aluminium initiated several projects that are progressing steadily. These projects are as below:

- **Constructing Dialysis Unit for Wilayat Dhank Health Centre.**

- **Funding of medical equipment** for the Health Centres in Musandam Governorate.

Sohar Aluminium initiated several social initiatives this year, with expected completion by 2024.

- **Planting 10,100 seedlings** in collaboration with the Environment Department in Musandam Governorate,
- **Maintenance of Falaj Al Lathbat** at Wadi Al-Halti, which was affected by the flow of the valleys, which will serve more than 50 citizens' farms.
- **Construction of the cardiopulmonary resuscitation training centre** for medical and administrative staff in North Al Batinah.
- **Support Sohar Hospital & Falaj Al Qabeel Health Centre** by purchase diagnostic ultrasound devices.
- **Supporting Al Buraimi Hospital** with medical equipment.
- **Supporting Sultan Qaboos University Hospital** with two RADIAL shockwave therapy systems as there is significant increased cases of musculoskeletal

diseases and 85% of patient benefited from this are from North Al Batinah.

- **Construction of the Breast Cancer unit at Ibri Hospital** which will serve all Al Dahirah Governorate residents.
- **Supporting Sohar Hospital** with medical equipment.
- **Supporting Al Wafa Centre in Wilayat Shinas** with sensory tools and devices.
- **Hub of innovation and research** in the fields of Hybrid Cloud, Virtual Reality (VR), Blockchain, and Data Science.

Jusoor Projects

Sohar Aluminium remains a key supporter of the Jusoor Foundation, continuing to be one of the three primary funding companies. This enduring partnership underscores our commitment to advancing sustainable development initiatives. Over the past decade, the Jusoor Foundation has been dedicated to executing impactful projects, and by the end of 2023, it had successfully implemented more than 62 projects and programmes. These efforts reflect a substantial dedication to fostering positive societal change.



The extensive tally of projects not only highlights Jusoor's long-term commitment but also demonstrates the collective impact of collaborative support from its funding partners, including Sohar Aluminium.

Reflecting our commitment to driving positive change and making a significant impact in these key areas. Jusoor Foundation in cooperation with Sohar Aluminium has initiated several projects, few examples include the below:

1. **Mobile Mammography Unit** which was started to construct in 2022 and continued till 2023. This unit helps

undergo assured Mammogram examinations and delivering precise, high-quality statistics with professionalism.

2. **Cycling Training Programme (Daraj)** for participants from 13 to 16 years which focuses on the development of physical, mental, motor, and technical skills.

3. **Jusoor Youth Empowerment Programme (Sana)** is specialised training in 3D design and animation which include 80 training hours per cohort.



Our Customers

As we strive to become a global leader in the aluminium industry, our business model is increasingly centred on contributing to economic development at local, regional, and global levels. This commitment is reflected through revenue generation, shareholder returns, and the consistent provision of high-quality aluminium.

Customer Satisfaction:

To consistently exceed customer expectations, we conduct bi-annual satisfaction surveys. These surveys provide a direct channel for customers to voice concerns and inquiries, ensuring prompt resolution. The results underscore our partnership-driven approach, reflecting the

Since mid-2023, we have significantly increased our engagement with a larger number of global clients. We have actively promoted our brand and established a stronger commercial presence. Our focus has been on highlighting the dependability of our product quality, while also improving our service standards to excel in commercial market interactions.

We are committed to establishing enduring supply relationships with our customers, by prioritising quality and reliability to ensure these partnerships are sustained over the long term. Moving forward, maintaining and strengthening these relationships will remain to be a key value for Sohar Aluminium.



Achieved 93%
in customer
satisfaction
in 2023



confidence our partners place in our efforts and commitment to ongoing success. They also affirm our capability to swiftly address areas for improvement, thereby maintaining consistently high levels of customer satisfaction.

These results clearly affirm our steadfast commitment to partnership-driven excellence from the outset of our collaborations. They validate our partners' confidence in our efforts and ongoing success, highlighting our proactive approach in promptly addressing areas for improvement.

Oman Company (SCO), Sohar Aluminium is progressing towards its goal of allocating 60% of its production to local customers. This target has been a key focus since the company's establishment. This commitment underscores the company's dedication to significantly contributing to Oman's growing downstream metals industry. This is achieved through the direct supply of metals to local manufacturers, and active participation in the local markets for the procurement of goods and services.

In 2023, we received only 3 complaints from our customers, which had been closed before the end of the year. This showcases the level of care and importance that Sohar Aluminium devotes to its customers.



Sohar Aluminium is committed to delivering comprehensive, quality-based management for successful customer relationships and product sales. In order to maintain product quality and reliability, Sohar Aluminium has a quality policy which designates specifications for technical aspects of our products. Sohar Aluminium Casthouse has been certified under the updated ISO 9001:2015 Quality Management Systems.

Product Quality

By supplying metal to its fourth local downstream customer, Synergies Casting

Commitment to Quality Management

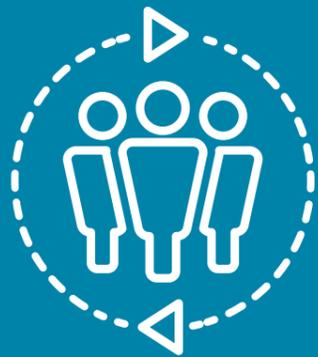
Sohar Aluminium is committed to ensuring comprehensive, quality-focused management to foster strong customer relationships and drive successful product sales. To maintain high product quality and reliability, the company follows a quality policy that specifies technical requirements for its products. Our Casthouse is certified under the updated ISO 9001:2015 Quality Management Systems, consistently delivers high-quality metal that exceeds customer expectations. We strive to meet customer needs while

maximising shareholder value. Its proven capability to reliably deliver quality products and manage a responsible and efficient supply chain, establishing the company as trusted partner.

The continuous efforts made to support the staff in meeting project delivery goals include various types of awareness and training programmes. These initiatives not only help them to achieve the year targets, but also prepare them to deal with any challenges that they might face in the coming years.

Sales

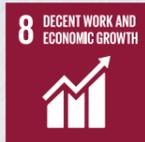
Indicator	Unit	2021	2022	2023
Liquid Metal Sales (OAPIL)	Tonnes per annum hot metal	53,951	56,707	58,197
Liquid Metal Sales (OARC)	Tonnes per annum hot metal	119,467	139,256	69,146
Liquid Metal Sales (OAC)	Tonnes per annum hot metal	3,706	3,889	2,671
Synergies Castings	Tonnes per annum hot metal	48	2,960	2,756
Total Liquid Metal Sold to Downstream Customers	Tonnes per annum hot metal	177,172	202,812	132,770



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



Sustainable Growth and Governance



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



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



Ensure sustainable consumption and production patterns

Business Integrity and Ethics

Sohar Aluminium has been a leader in Oman's manufacturing industry since its founding in 2004. However, this leadership also means that we have a commitment to uphold the company's underlying principles in whatever we do, both to our stakeholders and the larger community.

"Amanah", which translates to "fulfilling or upholding trust", is the name of our Code of Conduct and Compliance programme. Amanah emphasises that it is our joint duty to safeguard the business and its stakeholders from any harm that could result from questionable, unethical, or



Whistleblowing

Employees and other parties are encouraged under the Whistleblowing Policy to voice their sincere concerns about possible code breaches and are given a channel to do so. The "Amanah" helpline, which is accessible to all stakeholders, staff members, business partners, and the general public, is one of the several channels it offers for reporting problems.

illegal behaviour. This code is essential for promoting ethics and corporate governance, and is supported by the Board of Directors, the CEO, The executive team, and management.

It is supported by the Board of Directors, the CEO, the executive team, and the managers. Our basic values empowerment, honesty and integrity, respect and trust, and teamwork are the foundation of the code.

Conflict of Interest

Sohar Aluminium code of conduct warns the employees 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 within the company.

Compliance and Transparency

We take a comprehensive approach to ESG compliance by implementing rules and management systems across our operations. We prioritise open communication with our stakeholders to ensure transparency and adherence to high standards.

We address this through robust governance frameworks, including our Human Rights Policy, Code of Conduct, and EHS Policy. Our proactive approach to risk management ensures that we continuously monitor and adopt to the evolving legal and regulatory landscape in the aluminium sector. Our record of zero instances of non-compliance with legal or ESG rules highlights our devotion to adherence and emphasises our commitment to sustainable and ethical operations.



Please click here or visit the Compliance and Code Of Conduct page on our website to learn more.



Code of Conduct

At Sohar Aluminium, our ethical standards illustrate the way we bring integrity into our business practices. The company's Code of Conduct sets clear expectations of behaviour at the workplace. It details the responsibilities that Sohar Aluminium and its employees have towards each other, our business partners, and the wider community. The code summarises relevant policies and procedures that allow us to conduct ourselves and our business in an ethical and legal manner.

Grievance Mechanism

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

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



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

Financial Strength

Economic Performance:

Our dedication to optimising value for shareholders and the community is rooted in operating our company in an ethical and sustainable manner. Our goal is to provide long-term financial returns for our shareholders while also making a positive impact on society by integrating sustainable practices and ethical standards into every facet of our operations. This strategy ensures that our company maintains high standards of social responsibility & environmental stewardship in addition to achieving economic success, resulting in a sustainable value that benefits to all parties involved. Sohar

Aluminium contributes significantly to Oman's economic growth while conducting business in an ethical & prudent manner. The success of the business is ensured by recognising the goals and expectations of stakeholders, who form the foundation of our financial strengths. One of our top goals is to support the country's economic growth by boosting the Sultanate of Oman's GDP, creating jobs, and fostering wider social development. Along with funding the business operation and capital expansion, our shareholders provide crucial commercial agreements, technology, and support.

Cost Awareness

The aluminium sector is dynamic and constantly evolving, with market challenges driven by global commodity demand. To stay competitive, we focus on continuous innovation and process improvement, reinforcing our position on the industry cost curve and establishing Sohar Aluminium as one of the world's leading smelters in terms of production cost.

Our cost management strategy emphasises on how every action impacts overall cost and pricing in the global market. We foster a quality-driven culture by prioritising communication and implementing value-creation initiatives that boost income and cash flow, many of which are employee-driven.

By integrating lean manufacturing principles, we minimise waste and enhance operational quality, which reduces costs and improves competitiveness.



Productivity Indicators	2021	2022	2023
Hot Metal Production (tonnes)	395,360	394,780	397,529
Finished Good Production (tonnes)	393,987	393,545	396,630
Production Rate (kg Al/Pot/day)	3,015	3,024	3,035
Specific Energy Efficiency Levels (kWhr/kg)	13.197	13.192	13.120
Operating Amperage (kA)	397.46	398.21	398.728
Purity Levels (ppm of Fe)	625.64	649.98	653
Percentage of scheduled maintenance work (%)	77.94	86.4	87.59

Advanced techniques and technologies have enabled us to lessen waste, improve efficiency, and reduce cycle times and material costs.

Our Supply Chain Management team plays a vital role by negotiating better material costs, reviewing consumables, and optimising inventory management, ultimately reducing the company's working capital.

Supporting the Development of Oman

Sohar Aluminium stands out as a leading pioneer in diversifying the Omani economy. It distinguishes itself from other sectors by not relying on petrochemicals, despite using natural gas to generate the electricity required for its smelting processes.

Through substantial investments aimed at enhancing the local and national economy and fostering In-Country Value (ICV), Sohar Aluminium significantly boosts its influence on the national GDP. These efforts also pave the way for potential investments in downstream aluminium companies, aligning with Oman's strategic vision for a diversified and sustainable economy.

Sohar Aluminium is dedicated to investing in and developing human capital in Oman. We promote local procurement and actively support small and medium-sized businesses (SMEs), which have significantly impacted the local economic development. We contribute significantly to the prosperity of the surrounding community by expanding the local supplier base and supplying hot metal to aluminium downstream projects.



Technology and Innovation

Innovation

Sohar Aluminium is committed to leveraging advanced technologies, including automation and robotics, to enhance safety and operational efficiency. This approach not only reduces human exposure to hazardous materials but also positions the company as a 'smelter of the future,' capable of producing over 395,000 metric tonnes annually.

Recent key projects have exemplified this commitment. The Smart GTC Operation improvements, conducted in-house, not only integrated the system into SCADA but also resulted in significant cost savings. Similarly, the Auto Tapping Project increased efficiency and compliance by automating processes and eliminating continuous physical intervention by operators.

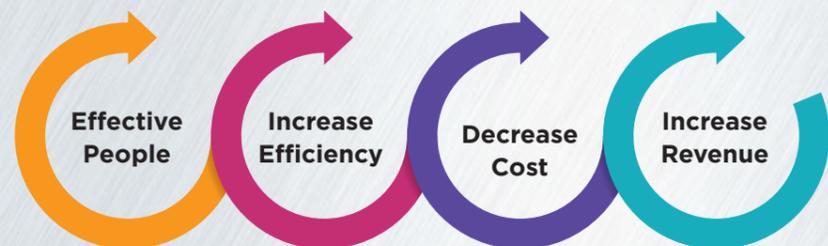
These initiatives, supported by our EHS, IT, and SCM teams, focus on optimizing resource management, boosting productivity, and driving cost efficiency, ensuring that Sohar Aluminium maintains its competitive edge in a rapidly evolving industry.

Lean Six Sigma

Lean Six Sigma is a management paradigm. Lean primarily targets the elimination of eight types of waste including defects, overproduction, waiting, underutilised talent, transportation, inventory, motion, and excessive processing. Six Sigma aims to enhance the quality of the outputs by detecting and eliminating the sources of defects (errors) and reducing variability in manufacturing and business processes.

Similar to Judo, the various levels of certification are categorised into belt colours. The highest level of certification is Black Belt, which indicates a thorough understanding of Lean Six Sigma principles. The Green and Yellow Belts are below the Black Belt. For each of these belts, skill sets are provided to specify the overall Lean Six Sigma tools intended to be included at a certain belt level. These skill-sets outline the learning aspects that a participant have learned upon completing a training session.

Innovation Projects	2021	2022	2023
Green Belt Projects Completed	9	12	17
Black Belt Projects Completed	12	6	5
KAIZEN Events Conducted	41	32	27
Theory Certified Black Belts	10	10	0
Theory Certified Green Belt	16	15	0
Certified Kaizen Facilitator	2	2	0
Certified Yellow Belts	4	40	121
Value Creation (USD Million)	14.6	11.8	15.3



In 2023, our employees completed 17 Green Belt, 5 Black Belt projects, 27 KAIZEN events, and 121 Yellow Belts were conducted. This resulted in a value creation of 15.3 million USD compared to 11.8 million USD in 2022.



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



DMAIC phases



Supply Chain Management

Sustainable Supply Chain Management and Responsible Procurement:

Sustainable Supply Chain Management (SCM) aims to mitigate risks, optimise costs, and prevent production disruptions through reliable and timely delivery, alongside contingency planning for critical items. This approach provides Sohar Aluminium with opportunities to enhance cost-efficiency through effective warehouse and inventory management, strategic supplier negotiations, and comprehensive contingency planning.

Sohar Aluminium has strictly adhered to the laws and regulation regionally and internationally to support the local suppliers and during communication with foreign suppliers in order to promote responsible supplier initiative. The company also requests all partner companies to comply with the law and regulations.

The local suppliers' spending has been increased by 5 million USD in 2023, which indicates the efforts initiated by Sohar

Aluminium in order to improve the local content. While some products, such as machinery, primary raw materials, and alumina are sourced internationally, Sohar Aluminium is focused on prioritising the procurement of goods and services that are available locally.

SCM team participates actively in local business forums and meetings to present business opportunities aimed at improving procurement practices. The team also offer the support required to facilitate the integration of those suppliers into our operations.

In 2023, SA recognised and leveraged new opportunities for local suppliers, leading to several notable successes in local manufacturing. Small and Medium Enterprises (SMEs) were given the opportunity to compete in tenders, resulting in numerous awarded contracts. SA remains committed to SME development and is focused on enhancing the manufacturing and service- providing



capabilities of these enterprises, in alignment with SCM policy that prioritises local suppliers. The rules are set as follows:

- All procurement requests follow a standard approval process.
- SA prioritises awarding the contract to the local supplier, even if their prices are higher than the international competitor. For local manufacturers, a price difference up to 10% is acceptable when considering the bid awards.
- SA SCM team identifies the potential supplier list for the requested goods/services. Local vendors are given the priority.
- If the local suppliers are not capable of providing the goods/services, then international suppliers are selected.
- In cases where local and international vendors are involved, the techno-commercial approval determines the supplier selection.

The SCM Policy is scheduled to be reviewed in 2024, which will offer flexible and supportive rules and regulations.

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

1. Internal Users: Through the availability of goods/services from qualified sources.
2. Suppliers: Through providing an opportunity to participate in SA procurement requests and allow them to develop themselves to provide a new range of goods/services.
3. Customers: By receiving high quality products as per the specification
4. Local community: Through the creation of job opportunities; as procurement practices influence the local procurement and hence, local jobs would be improved.

The local suppliers represent 54% of the suppliers at Sohar Aluminium, with the amount spent exceeding 50 million USD. In 2023, an increase was recorded on the local spend by more than 5 million USD compared to 2022.



Suppliers	2021	2022	2023
Foreign Suppliers (%)	51	38	46
Local Suppliers (%)	49	62	54
Amount Spent on Local Suppliers (USD)	39,902,488	46,731,639	51,596,181



GRI Content Index



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

Statement of use	Sohar Aluminium Co. LLC has reported in accordance with the GRI Standards for the period 1-1-2023 till 31-12 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI Sector Standards apply to Sohar Aluminium

GRI Standard	Disclosure	Location	Omission			MSX ESG Disclosure Metric
			Requirement(s) Omitted	Reason	Explanation	
General Disclosures						
GRI 2: General Disclosures 2021	Disclosure 2-1 Organisational details	12 - 21				
	Disclosure 2-2 Entities included in the organisation's sustainability reporting	7				
	Disclosure 2-3 Reporting period, frequency and contact point	7				G7 & G8
	Disclosure 2-4 Restatements of information	7				
	Disclosure 2-5 External assurance	7				G9
	Disclosure 2-6 Activities, value chain and other business relationships	12 - 21				
	Disclosure 2-7 Employees	36 - 46				S5
	Disclosure 2-8 Workers who are not employees	43				
	Disclosure 2-9 Governance structure and composition	12 - 21				G1 & G2
	Disclosure 2-10 Nomination and selection of the highest governance body	12 - 21				
	Disclosure 2-11 Chair of the highest governance body	12 - 21				
	Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	6				E8 & E9
	Disclosure 2-13 Delegation of responsibility for managing impacts	6				

GRI Standard	Disclosure	Location	Requirement(s) Omitted	Omission		MSX ESG Disclosure Metric
				Reason	Explanation	
General Disclosures						
GRI 2: General Disclosures 2021	Disclosure 2-14 Role of the highest governance body in sustainability reporting	6				
	Disclosure 2-15 Conflicts of interest	56				
	Disclosure 2-16 Communication of critical concerns	56				
	Disclosure 2-17 Collective knowledge of the highest governance body	6				
	Disclosure 2-18 Evaluation of the performance of the highest governance body	12 - 21				
	Disclosure 2-19 Remuneration policies	12 - 21				S2
	Disclosure 2-20 Process to determine remuneration	12 - 21				
	Disclosure 2-21 Annual total compensation ratio	NA	This disclosure is omitted from our reporting.	Confidentiality Constraints	Employee compensation information is confidential due to its sensitivity.	S1
	Disclosure 2-22 Statement on sustainable development strategy	8 - 10				
	Disclosure 2-23 Policy commitments	56 - 57				
	Disclosure 2-24 Embedding policy commitments	56 - 57				
	Disclosure 2-25 Processes to remediate negative impacts	56 - 57				
	Disclosure 2-26 Mechanisms for seeking advice and raising concerns	56				
	Disclosure 2-27 Compliance with laws and regulations	57				
	Disclosure 2-28 Membership associations	21				
	Disclosure 2-29 Approach to stakeholder engagement	25				
	Disclosure 2-30 Collective bargaining agreements	NA		Not Applicable	In Oman, the collective bargaining agreement does not apply	

Material Topics					
GRI 3: Material Topics 2021	Disclosure 3-1 Process to determine material topics	25 - 27			G8
	Disclosure 3-2 List of material topics	25 - 27			
Economic Performance					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	58 - 60			
GRI 201: Economic Performance 2016	Disclosure 201-1 Direct economic value generated and distributed	58 - 60			
Supply Chain Management					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	64 - 67			
GRI 204: Procurement Practices 2016	Disclosure 204-1 Proportion of spending on local suppliers	64 - 67			
Climate Change Resilience					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	30 - 31			
GRI 302: Energy 2016	Disclosure 302-1 Energy consumption within the organisation	30 - 31			E3, E4, E5 & E10
	Disclosure 302-2 Energy consumption outside the organisation	30 - 31			
	Disclosure 302-3 Energy intensity	30 - 31			
Water Management					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	33			
GRI 303: Water and Effluents 2018	Disclosure 303-1 Interactions with water as a shared resource	33			
	Disclosure 303-2 Management of water discharge-related impacts	33			
	Disclosure 303-3 Water withdrawal	33			
	Disclosure 303-4 Water discharge	33			
	Disclosure 303-5 Water consumption	33			

Biodiversity and Ecosystem					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	35			
GRI 304: Biodiversity 2016	Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	35			
	Disclosure 304-2 Significant impacts of activities, products and services on biodiversity	35			
	Disclosure 304-3 Habitats protected or restored	35			
	Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	35			
GHG Emissions					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	32			
GRI 305: Emissions 2016	Disclosure 305-1 Direct (Scope 1) GHG Emissions	32			E1, E2, & E7
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	32			
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	32			
	Disclosure 305-4 GHG emissions intensity	32			
	Disclosure 305-5 Reduction of GHG emissions	32			
	Disclosure 305-6 Emissions of ozone-depleting substances (ODS)	32			
	Disclosure 305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	32			

Waste Management					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	34			
GRI 306: Waste 2020	Disclosure 306-1 Waste generation and significant waste related impacts	34			
	Disclosure 306-2 Management of significant waste-related impacts	34			
	Disclosure 306-3 Waste generated	34			
	Disclosure 306-4 Waste diverted from disposal	34			
Occupational Health and Safety					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	36 - 39			
GRI 403: Occupational Health and Safety 2018	Disclosure 403-1 Occupational health and safety management system	36 - 39			
	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	36 - 39			
	Disclosure 403-3 Occupational health services	36 - 39			
	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	36 - 39			
	Disclosure 403-5 Worker training on occupational health and safety	36 - 39			
	Disclosure 403-6 Promotion of worker health	36 - 39			
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	36 - 39			
	Disclosure 403-8 Workers covered by an occupational health and safety management system	36 - 39			
	Disclosure 403-9 Work-related injuries	36 - 39			
	Disclosure 403-10 Work-related ill health	36 - 39			

Employee Engagement					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	44 - 45			
GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee	44 - 45			S3, S4, S5, S7, S8 & S10
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance	44 - 45			
Diversity, Equity, and Inclusion					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	42 - 43			
GRI 405: Diversity and Equal Opportunity 2016	Disclosure 405-1 Diversity of governance bodies and employees	42 - 43			
	Disclosure 405-2 Ratio of basic salary and remuneration of women to men	42 - 43			
Community Engagement					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	46 - 51			
GRI 413: Local Communities 2016	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	46 - 51			S11
Product Quality					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	52 - 53			
GRI 416: Customer Health and Safety 2016	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	52 - 53			
	Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	52 - 53			
Air Quality					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	32			
Compliance and Transparency					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	57			
Business Integrity and Ethics					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	56			
Human Rights					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	46			S4
Technology and Innovation					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	62 - 63			
Aluminium Stewardship					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	16 - 20			
Shareholder Value					
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	12 - 21			

Appendices

Appendix A – Acronyms

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