



**National Aluminium Products  
Company SAOG (NAPCO)**



**Second Sustainability  
Annual Report - 2025**



**@napcoom**

# HIS MAJESTY

## SULTAN HAITHAM BIN TARIQ

“ Since furnishing a proper investment and commercial environment constitutes a fundamental pillar in the country’s development, we have instructed the government to provide more advantages, extend competitive incentives and establish a supportive environment for investments in order to facilitate business doing, ensure the diversification of our national economy, achieve sustainable growth and provide more employment opportunities across various economic and service sectors, so that the country could become an attractive investment destination and be more integrated into the global economic system. ”

11 JAN 2025



**“ Sustainability is the metal at our core  
shaping aluminium responsible for the  
planet and future generations. ”**



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# NAPCO Journey, Awards & Recognition

**1984**

Established as a leading extruder of Aluminium profiles in GCC market

**1994**

NAPCO established 1 production line in the factory

**1997**

NAPCO was one of the top ten factories listed in Oman for its outstanding performance

**2016**

NAPCO established 2 production lines in operation process

**2017**

Becoming a "Top 5" company in the Middle East was a strategic goal

**2021**

His Majesty's Sultan Haitham awarded NAPCO for an Industrial excellence

**2023**

NAPCO was first extrusion company in the Gulf to receive ISO 45001: 2018

**2024**

NAPCO commitment & disclosure of the First Sustainability (ESG) Report

**2025**

NAPCO supports Oman Vision 2040 through by embedding ESG practices

## CHAIRPERSON MESSAGE

### Dr. Zakia Hassan Al Naseeb



As leaders in the aluminium industry, we are committed to shaping a sustainable future by investing in cleaner technologies and reducing our environmental footprint, while creating value for both our business and the planet. Our second ESG sustainability report reflects our strong alignment with Oman Vision 2040, with sustainability at the core of our long-term strategy.

Environmentally, we focus on reducing carbon emissions, improving energy and water efficiency, managing waste responsibly, and increasing the use of recycled materials to support a circular economy. Socially, we provide a safe and inclusive workplace and contributing to communities through local employment, training, and social initiatives.

Through strong governance, we uphold transparency, ethical conduct, and accountability by integrating ESG metrics into decision-making. Our vision is to lead the aluminium industry not only in production, but also in sustainability, supporting a greener economy and a more resilient Oman.

**“ In alignment with Oman Vision 2040, our commitment to sustainability is not just about reducing emissions it is about building a legacy of responsibility and innovation. As we shape the future of aluminium, we are driven by a deep sense of duty to our people, our environment, and the generations to come. Sustainability is no longer a choice; it’s the path forward for a stronger, greener Oman. ”**

11 Jan 2026



## CEO'S MESSAGE

### Mr. Robert Holtkamp

“

**For us, sustainability and ESG are part of how we do business every day. In the aluminium industry, we are focused on ESG goals such as reducing our environmental impact, supporting our people, and doing the right thing for Oman's future.**

”

11 Jan 2026

At NAPCO sustainability is central to our purpose and long-term strategy. As a company in the aluminium sector, we recognize our responsibility to support the global transition to a low-carbon and resource-efficient economy.

Aluminium plays a critical role in enabling sustainable infrastructure, renewable energy, and circular solutions. We are committed to producing aluminium responsibly by reducing our environmental footprint, improving energy efficiency, increasing recycling, and advancing our decarbonization journey across the value chain for future plans.

Our commitment extends beyond the environment. We prioritize the health, safety, and development of our people, foster an inclusive workplace, and engage constructively with communities and partners. Strong governance, ethical conduct, and transparency guide our decisions and strengthen stakeholder trust.

By embedding ESG principles into our operations and strategy, we are building a resilient business that creates long-term value for our stakeholders while contributing positively to society. We remain focused on shaping a more sustainable future for the aluminium industry.



## About this Report

The second Sustainability ESG report for the year 2025 highlight the performance, practices and compliance of NAPCO to the guidelines and requirements. The report reflects NAPCO commitment and effort in all the operations in order to reduce the Green House Gas Emission (GHGe), which is the main goal of achieving a net zero carbon footprint by 2050. This is done through alignment to Oman vision 2040 to promote an ethical governance, social responsibility and green environment.

This sustainability ESG report was prepared in alignment with the (MSX) Environmental, Social, and Governance (ESG) Disclosure Guidelines, incorporates internationally with the recognised framework the Global Reporting Initiatives (GRI) and seeking to achieve the United Nations Sustainable Development Goals. The information provided covers the period from 1st January to 31st December for the year 2025 focusing on the environmental considerations, responsibility towards society and the transparent and compliance governance. In addition, it will contrast and compare between 2024 performance and 2025 performance to highlight the targets achieved in this period.

**For further details regarding this report kindly contact us on:**

**Napco Website:** <https://www.napcooman.com/>

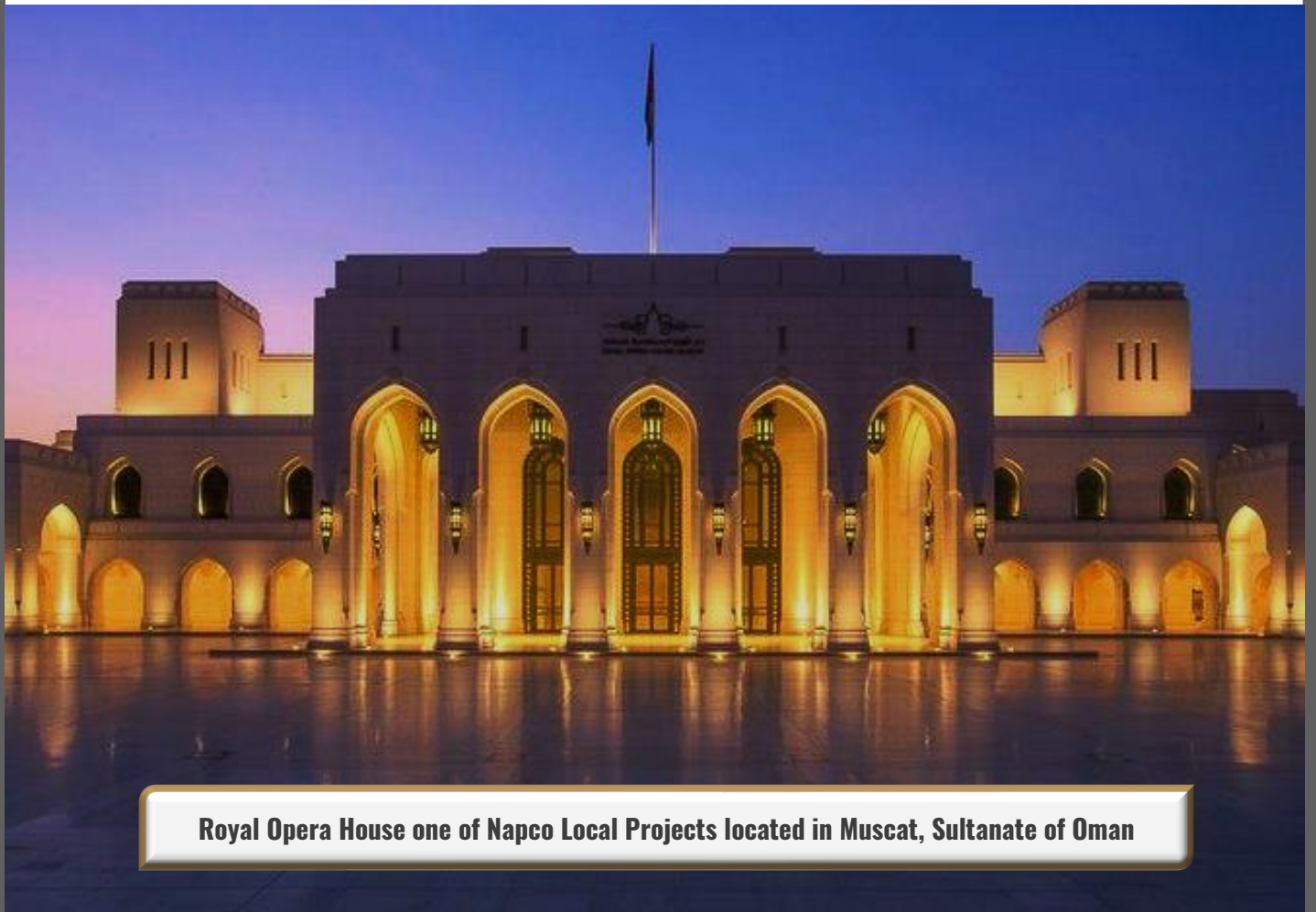
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**Royal Opera House one of Napco Local Projects located in Muscat, Sultanate of Oman**

# Sustainability Strategy

Our sustainability strategy for aluminium extrusion reflects our commitment to minimizing environmental impact, promoting social responsibility, and ensuring strong governance across all operations. By integrating ESG principles into every stage of production from sourcing recycled aluminium to energy-efficient manufacturing and ethical supply chain management. NAPCO aim to create long-term value for our stakeholders, support global decarbonization goals, and contribute to a circular, responsible economy.



**A strong sustainability strategy for aluminium extrusion within an ESG framework focuses on reducing environmental impact, strengthening social responsibility, and ensuring transparent governance.**

**Environment:**

Aluminium extrusion operations should prioritize low-carbon aluminium sourcing, especially recycled billet and metal produced using renewable energy. Increasing recycled content significantly lowers emissions compared to primary aluminium production. NAPCO can further reduce the footprint by investing in energy-efficient presses and electrification powered by renewables. Implementing closed-loop scrap recycling and minimizing process scrap. Water stewardship, responsible wastewater treatment, and reduced use of hazardous chemicals in surface treatments also play key roles. Aligned with ESG frameworks such as Global Reporting Initiative (GRI).

**Social:**

A sustainable extrusion strategy for NAPCO prioritize worker health and safety, especially in high-temperature and heavy-equipment environments. This includes strict safety protocols, regular training, and automation to reduce manual handling risks. Responsible supply chain management is essential, ensuring raw materials are sourced ethically and free from human rights abuses. Community engagement, local hiring, workforce diversity, and upskilling programs strengthen social impact. Aligned with ESG frameworks such as Global Reporting Initiative (GRI).

**Governance:**

Strong governance ensures ESG integration into business strategy. This includes board-level oversight of sustainability, executive incentives tied to ESG KPIs, and risk management frameworks addressing climate, regulatory, and supply chain risks. Clear policies on anti-corruption, responsible sourcing, and compliance with environmental regulations are essential. Aligned with ESG frameworks such as Global Reporting Initiative (GRI).



# Sustainability Highlights

## Environment

**100% Disclosure**

Report on Scope 1 and 2

**Installed 40 Solar lights**

Renewable Energy

**61.8 % Decrease**

Water consumption

**Sustainability Strategy**

Minimize Environmental Impact

**ISO 14001: 2015 (EMS)**

Environmental Management System

**RO 798**

Climate Investment

## Social

**41.3% Omanization**

Increase Omani employees

**Gender Diversity**

Males and Females

**7 Hours and 25 Minutes**

Training & employees Development

**ISO 45001: 2018 (HSE)**

Health & Safety Management

**15 Hours and 25 Minutes**

HSE Training Hours for employees

**RO 500**

Community Investment

## Governance

**100% Disclosure**

First sustainability (ESG) report

**100% Quality**

ISO 9001:2015 (QMS)

**57% Compliance**

Full compliance to regulations

**100% Data Privacy Policy**

Internal Data Privacy

**Reporting Frameworks**

Global Reporting Initiative GRI

**100% Transparency**

Positive and negative data



**National Aluminium Products  
Company SAOG (NAPCO)**

**41 Years of Growth and Achievements  
Where Creativity, Meets Quality ...**



## ABOUT NAPCO

The National Aluminium Products Company SAOG (NAPCO), established in 1984 and based in Oman, is one of the top five aluminium extruders in the GCC and Middle East. Operating from a 65,000 sq. meter facility in the Rusayl Industrial Estate, NAPCO produces high-quality aluminium extrusions for the construction, automotive, and industrial sectors. NAPCO has an annual production capacity of 42,000 metric tonnes (MT) for Aluminum profile extrusions.

The company known for its state-of-the-art facilities, NAPCO offers a wide range of aluminium profiles with modern finishes. The company emphasizes sustainability, environmental responsibility, and adheres to GRI Sustainability Reporting Standards and CSR best practices. With over 250 employees from Oman and other nationalities, NAPCO has contributed to many landmark architectural projects in Oman like The Royal Opera House and Muscat International Airport and projects across the Middle East such as Burj Al Arab, Bahrain International Airport and Emirates Towers and other projects in Europe.

### Vision

To operate with efficiency, integrity and to be regarded as the best in the eyes of our employees, customers and shareholders.

### Mission

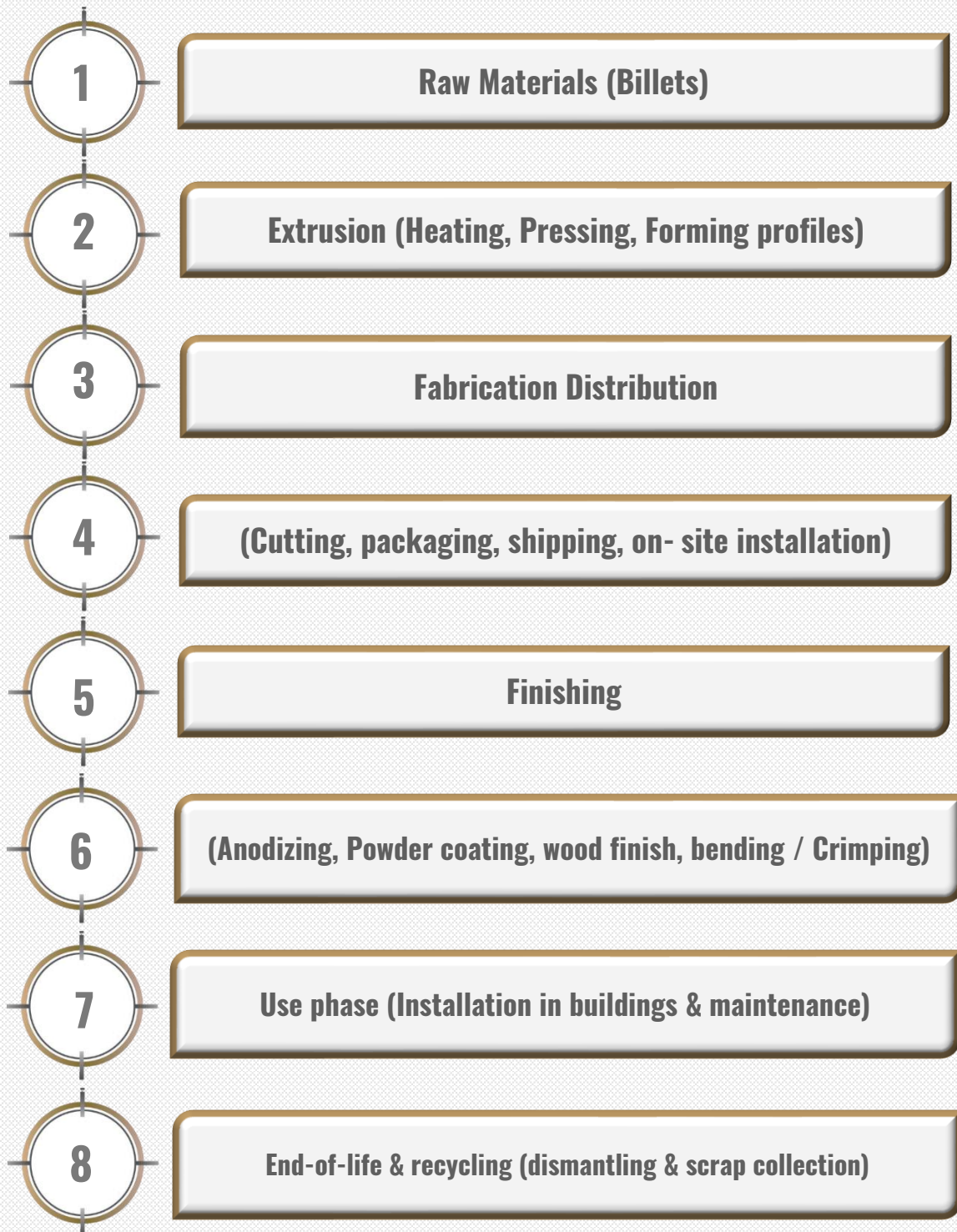
Building shareholder value by delivering high quality Aluminum extrusions to our customers in innovative and cost-effective ways.

### Values

Agility  
Trust  
Care  
Commitment  
Accountability



## Aluminium Extrusion Process (Life Cycle)





# NAPCO NETWORKS



## Europe:

✓ United Kingdom

## Western Europe:

✓ France

## Africa:

✓ North Africa

## North America:

✓ Canada

✓ USA

## Oceania:

✓ Australia

## Middle East:

✓ Oman

✓ Qatar

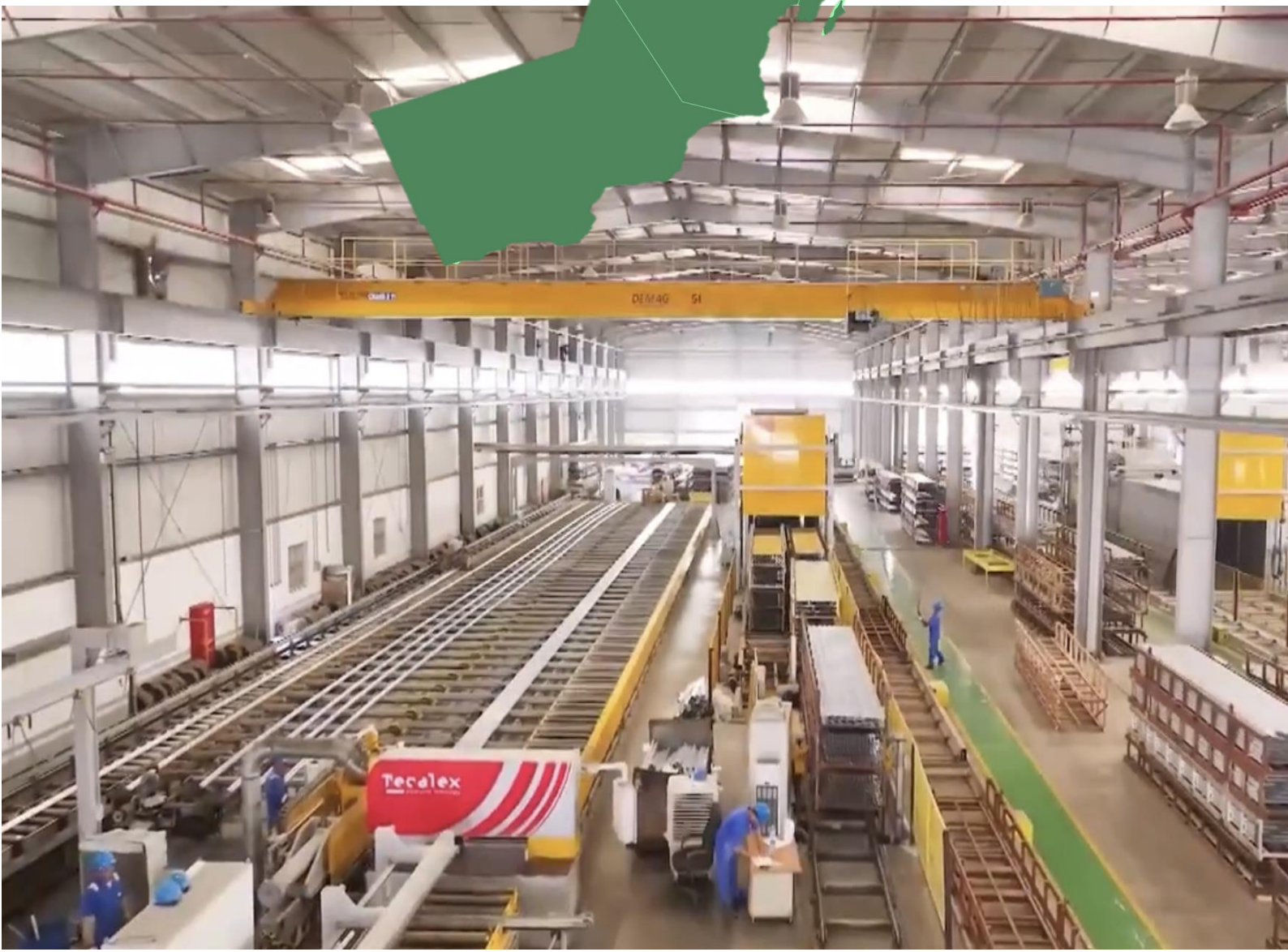
✓ UAE

✓ KSA

✓ Lebanon

## Asia:

✓ India



# NAPCO FEATURED MIDDLE EAST PROJECTS



**Muscat International Airport - Oman**



**Abu Dhabi International Airport - UAE**



**Bahrain International Airport – AL Bahrain**



## Stakeholder Engagement

Stakeholder engagement is a vital part of NAPCO's sustainability strategy, ensuring alignment with the company's goals and the United Nations Sustainable Development Goals (UNSDGs). By engaging with key stakeholders such as shareholders, government bodies, the community, employees, and customers NAPCO enhances transparency, builds trust, and focuses on shared priorities like innovation, productivity, and environmental responsibility. This continuous process of open communication and responsiveness enables NAPCO to effectively address stakeholder needs and strengthen its long-term sustainable growth. Here are the priorities of stakeholders, explaining the sustainability measurement and engagement methods of the key points:

	Sustainability Priorities	Engagement methods
Shareholders	<ul style="list-style-type: none"><li>❖ Meeting investors' requirements</li><li>❖ Enhance performance</li><li>❖ Effectively manage risks</li></ul>	<ul style="list-style-type: none"><li>❖ Scheduled Meetings</li><li>❖ Financial Statement Report</li><li>❖ Sustainability report</li></ul>
Government and regulators	<ul style="list-style-type: none"><li>❖ Ethics and Integrity</li><li>❖ Omanization</li><li>❖ Data Security</li></ul>	<ul style="list-style-type: none"><li>❖ Scheduled meetings</li><li>❖ Mandatory report</li><li>❖ Sustainability management</li></ul>
Community and Environment	<ul style="list-style-type: none"><li>❖ Corporate Social Responsibility</li><li>❖ Environmental Management</li><li>❖ Key Performance Indicator</li></ul>	<ul style="list-style-type: none"><li>❖ Social Investment</li><li>❖ Support local projects</li><li>❖ Minimize environmental impact</li></ul>
Employees	<ul style="list-style-type: none"><li>❖ Health and Safety</li><li>❖ Diversity, Equality and Inclusion</li><li>❖ Development of abilities</li></ul>	<ul style="list-style-type: none"><li>❖ Safety training and workshops</li><li>❖ Welfare</li><li>❖ Employing skills in work</li></ul>
Customers	<ul style="list-style-type: none"><li>❖ Quality</li><li>❖ Reliability</li><li>❖ Revenue</li></ul>	<ul style="list-style-type: none"><li>❖ Local Suppliers</li><li>❖ Local Contractors</li><li>❖ Sustainability Awareness</li></ul>
Productivity, Innovation & growth	<ul style="list-style-type: none"><li>❖ Production improvements</li><li>❖ Industrial development</li><li>❖ Improving reputation</li></ul>	<ul style="list-style-type: none"><li>❖ Efficiency of operations</li><li>❖ Process improvements</li><li>❖ Social media communication</li></ul>

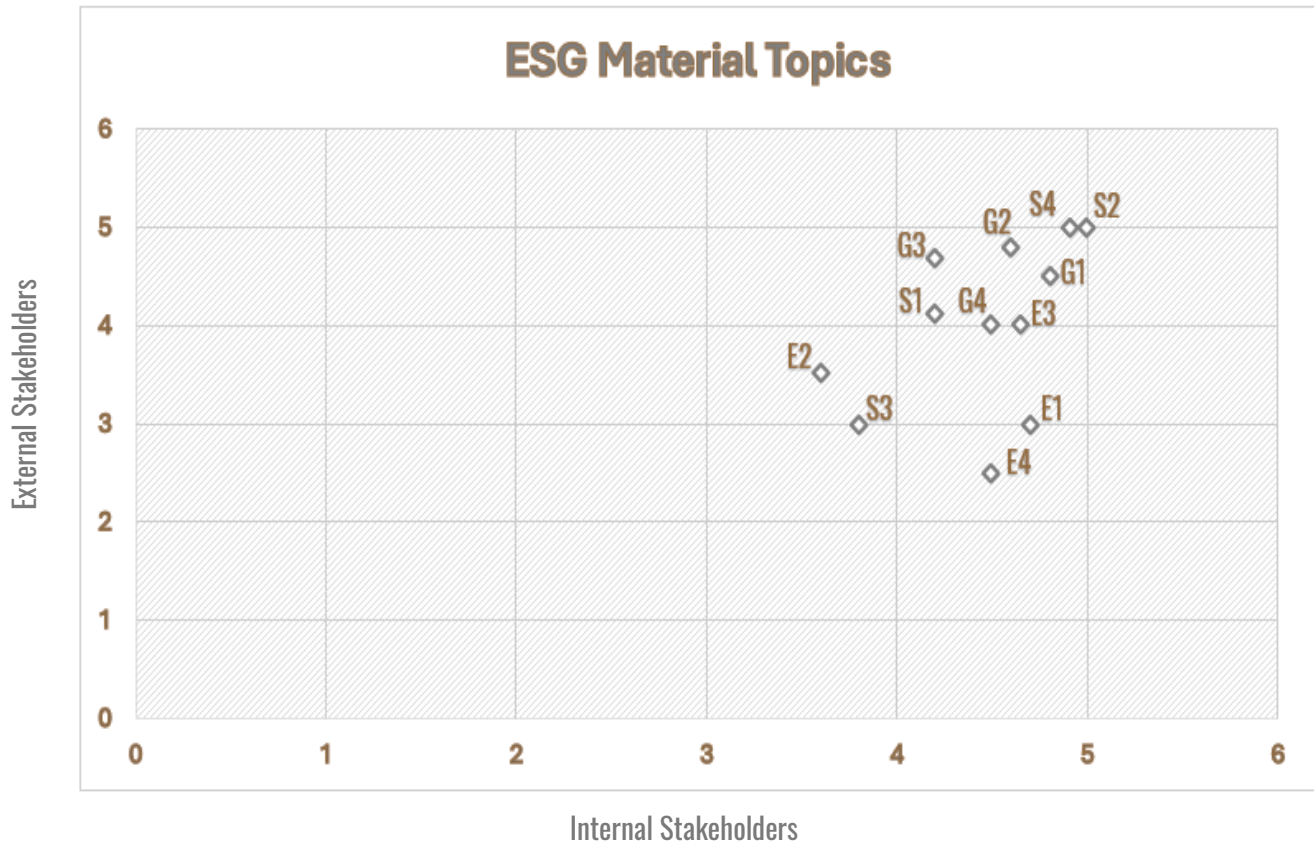


Extruding Omani Creativity



# The Materiality Matrix

The materiality matrix support identifying and prioritizing the most significant environmental, social and governance issues that are impacting the business and stakeholders. The assessment support effective risk management. Enhances transparency, aligns with strategic decisions and with sustainability goals that will strengthen stakeholders trust to enable long term value creation and competitiveness. The result of the materiality assessment is presented as a graph shown below:



### Explanation for the categories of the topics for Materiality Assessment:

Top Right: High Concern - Top to Bottom Left: Low Concern

#### Environment

- E1.** Reduce CO2 Emissions
- E2.** Reduce Energy & Water Usage
- E3.** Follow specific recycling policy
- E4.** Invest in Climate Change

#### Social

- S1.** Gender diversity & equality policy
- S2.** Follow Human right policy
- S3.** Invest in social community
- S4.** Follow Health and Safety policy

#### Governance

- G1.** NAPCO committed to Board diversity
- G2.** NAPCO follows Code of Conduct
- G3.** NAPCO follows Anticorruption policy
- G4.** NAPCO follows Data privacy policy

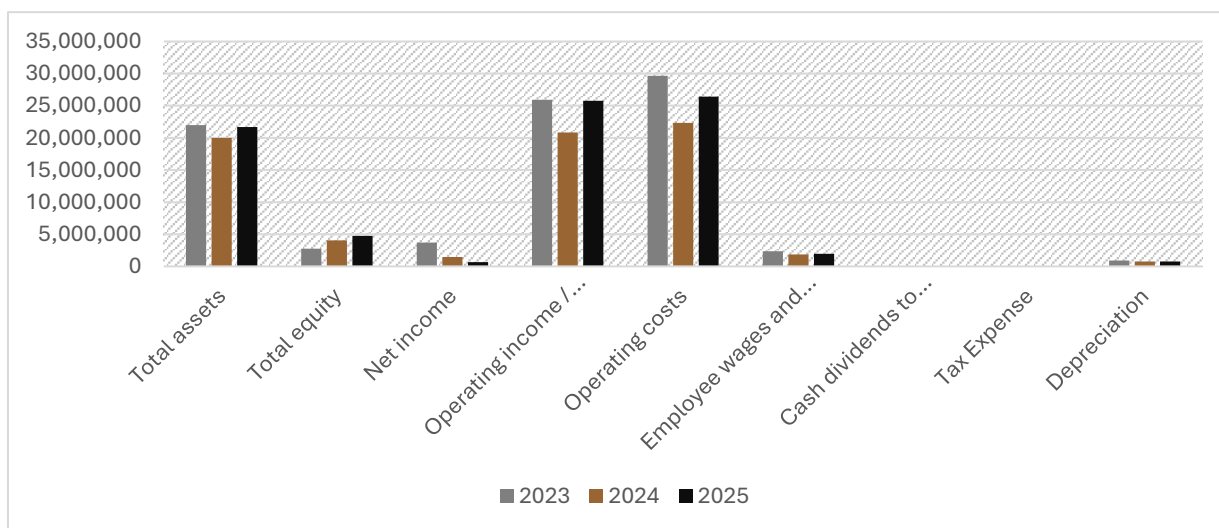


## Financial Performance

NAPCO prepares its financial reports in compliance with International Financial Reporting Standards (IFRS) and Financial Services Authority (FSA) requirements. Robust internal controls are in place to ensure the accuracy and reliability of financial information. Financial results and company performance are reviewed quarterly by external auditors and are subsequently approved by the Audit Committee and the Board of Directors.

The implementation of ESG strategies is expected to enhance NAPCO's financial performance in, support sustainable growth and profitability, and contribute to improved financial outcomes in the following years.

Financial Performance and Economic Value	2023 (R0)	2024 (R0)	2025 (R0)
Total assets	21,962,413	19,967,870	21,662,115
Total equity	(2,747,757)	(4,063,544)	(4,736,510)
Net income	(3,714,863)	(1,463,868)	(672,966)
Operating income / revenues	25,933,172	20,851,057	25,759,026
Operating costs	29,648,035	22,314,925	26,429,682
Employee wages and benefits	2,333,241	1,870,570	1,964,154
Cash dividends to shareholders	Nil	Nil	Nil
Tax Expense	Nil	Nil	Nil
Depreciation	898,480	779,246	785,588





## Operations Highlights:

### **Production and manufacturing efficiency**

NAPCO is a prominent player in the industrial sector and known for its manufacturing and production capabilities and relies on factors such as production capacity, operational efficiency, quality control and supply chain management.

### **Product and Service Quality:**

NAPCO has high levels of product consistency, reduction of customer complaints, and successful product audits and quality certifications such as (ISO 9001:2015, and ISO 14001: 2015 and ISO 45001:2018).

### **Safety and Compliance:**

These are the critical aspects that NAPCO does for the employees to ensure a safe working environment and adhering to regulatory standards and includes maintaining operational efficiency and avoiding legal issues.

### **Sustainability Initiatives:**

The company has been making strides in sustainability as part of its commitment to environmental responsibility and operational efficiency.

### **Financial Performance:**

In 2025 the Company successfully secured committed funding from Two Major shareholder and one bank, enabling it to maintain operational continuity with efficiency and deliver a notable 54% reduction in net losses compared to the previous year.

### **Market Expansion and Customer Engagement:**

NAPCO has taken all the positive steps considering the capacity of the growth and sustainability of the company by focusing on the geographic expansion, community engagement and customer service excellence.

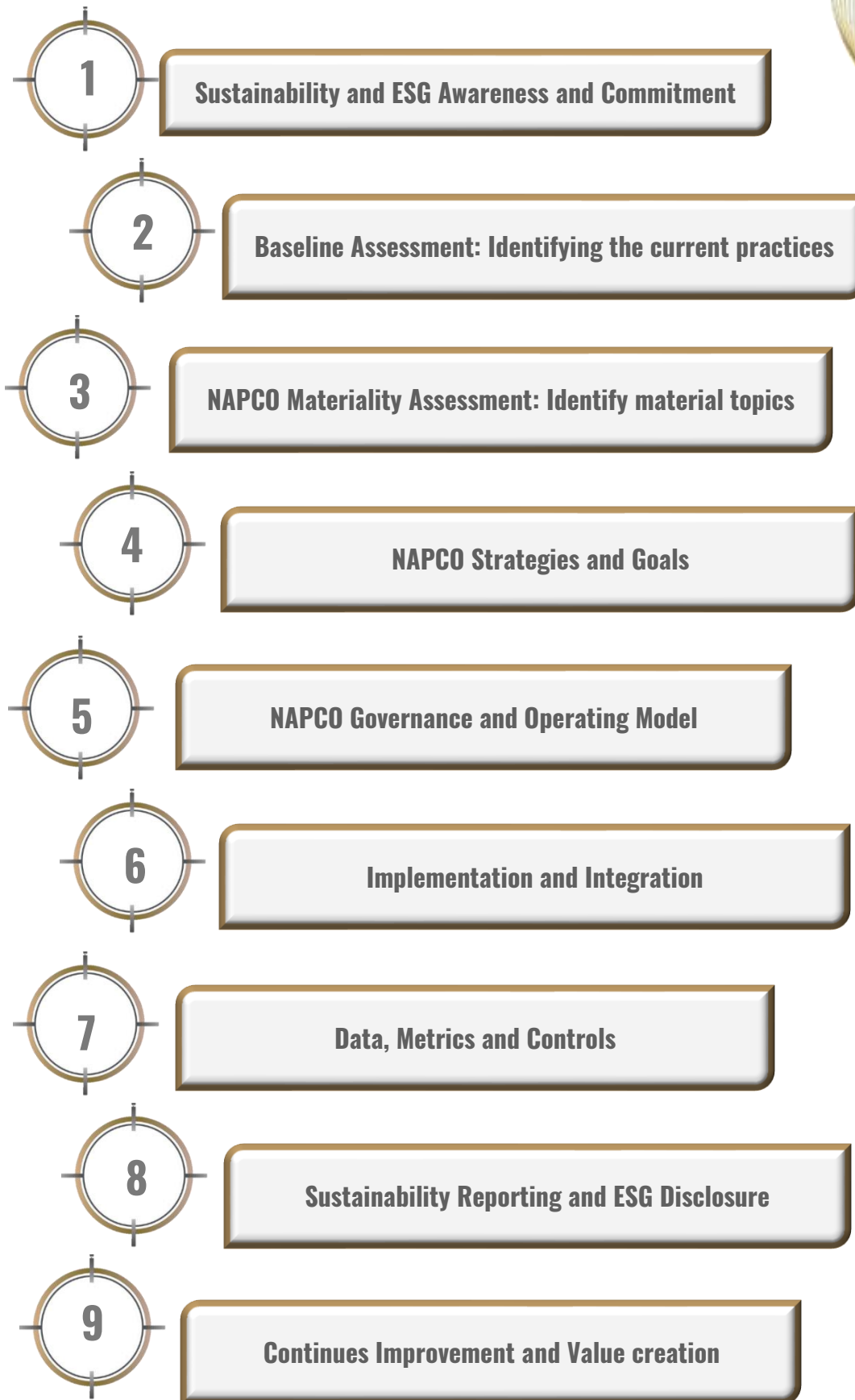


NATIONAL ALUMINIUM  
PRODUCTS COMPANY SAOG





# ESG Journey



# ESG Strategy

NAPCO's ESG Strategy supports long term value creation by integrating environmental stewardship, social responsibility and strong governance into our business model. It ensures responsible operation, risk management, regulatory compliance, and transparent communication with customers, employees, investors and society.

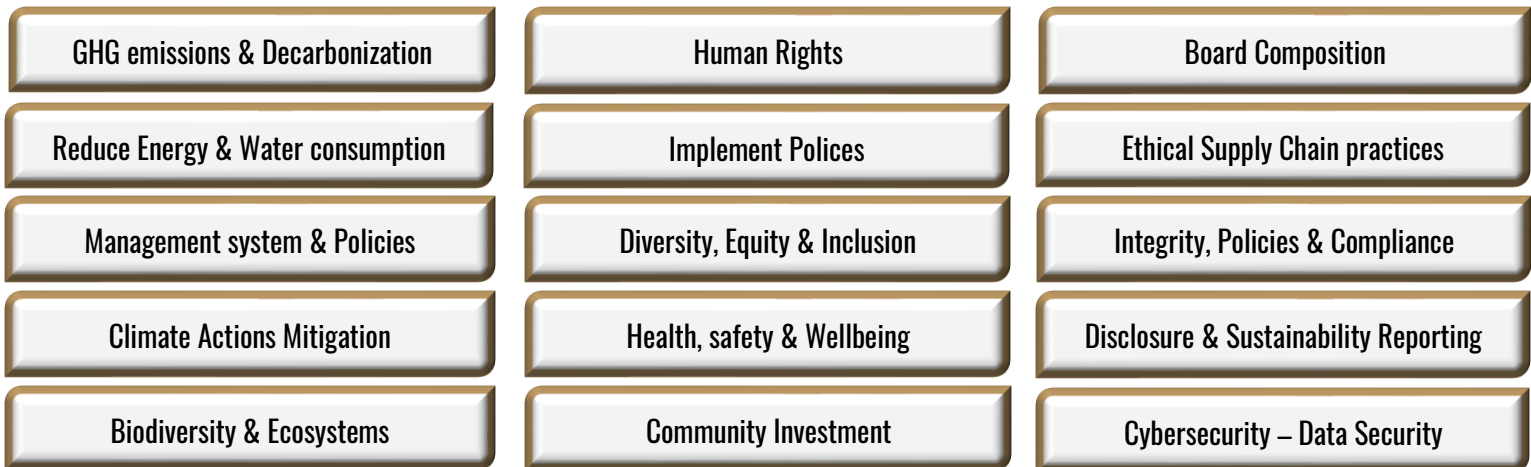
NAPCO aim to reduce our environmental footprint while supporting the transition to a low carbon circular aluminium value chain. Our commitment to protect our employees, foster their skills development, and contributing positively to the communities in which we operate. NAPCO ensures strong governance and accountability, ethical conduct and trust among stakeholders.

The key priorities and principles of ESG within the company are listed below:

## Environment

## Social

## Governance



## UN Sustainable Development Goals 2030



Our ESG strategy is designed to directly support the 17 United Nations Sustainable Development Goals. We focus on clean water (SDG 6) and clean efficient energy (SDG 7), responsible production and resource stewardship (SDG 12), climate action (SDG 13). NAPCO also focus on good health and well-being (SDG 3), Gender equality (SDG 5), decent work and inclusive practices (SDG 8), and reduced inequalities (SDG 10). In Governance part, Napco focus on (SDG 10) and (SDG 12) stated earlier. In addition, to peace, justice and strong governance (SDG 16). Through annual performance metrics including renewable energy usage, emissions intensity reduction, and Omanization rates we measure and disclose our progress toward these global goals, advancing sustainability in Oman's aluminium sector. NAPCO ESG strategy align with the global frameworks like the Global Reporting Initiative (GRI).

# Enviromental Social Governance

E

Climate change is humanity's greatest challenge, and companies must act urgently by making environmental responsibility central to their ESG strategies.

S

Social factors in ESG are crucial, showing a company's commitment to ethics, employee welfare, and community impact.

G

ESG practices drive sustainable growth and create value for all stakeholders. Commitment to these principles will guide our strategy and actions to the future.



# ENVIROMENTAL METRICS





## Greenhouse Gases (GHG) Emission

The company demonstrates a commitment to sustainability by addressing climate change and promoting an environmentally friendly strategy. It currently measures emissions with a primary focus on Scope 1 and Scope 2 While Scope 3 data are not available. Comprehensive GHG measurement is essential to understand environmental impacts and will help the company assess and manage its carbon footprint over the next years.

E1. GHG Emissions	2024	2025
E1. (1) Total amount in CO2 equivalent for Scope 1	480,520.24	167,116.343
E1. (2) Total amount in CO2 equivalent for Scope 2	-	6,538.16
E1. (3) Total amount in CO2 equivalent for Scope 3 (If Available)	-	-

**E1. (1&2)** We report Scope 1 and Scope 2 greenhouse gas emissions in accordance with the Greenhouse Gas Protocol. Scope 1 includes direct emissions from controlled sources, while Scope 2 includes indirect emissions from electricity consumption. In 2024, Scope 1 is (480,520.24) tCO<sub>2</sub>e, and in 2025 Scope 1 was (167,116.343) tCO<sub>2</sub>e. Representing a -65.22% change compared to 2025. The total Scopes for 1 & 2 in 2025 is (173,654.503) tCO<sub>2</sub>e.

E2. Emissions Intensity	2024	2025
E2. (1) Total GHG emissions per output (SF: Generated Energy)	3.35	7.26
E2. (2) Total non-GHG emissions per output (SF: Generated Energy)	-	0.02



**E2. (1&2)** In 2024, total GHG emissions were (3.35) per unit of generated electricity. Compared to this year 2025 the GHG is (7.26). The total emissions seem to be increased due to absence of scope 2 data in 2024. In 2024, there was no disclosure of non-GHG emissions. In 2025 the non-GHG emission is (0.02).



## Energy Usage:

Energy use at NAPCO is a vital part of its operations due to the energy-intensive nature of aluminium production. The company consumes energy mainly through electricity and fuel. NAPCO's plan is to focus on upgrading systems, optimizing processes, applying control technologies, and installing renewable energy to improve efficiency of energy and achieved to instal 40 solar lights in 2025. At NAPCO the emissions intensity is estimated using purchased fuel and electricity data, calculated as tCO<sub>2</sub>e per ton of production.

E3. Emissions Intensity	Consumption 2023	Consumption 2024	Consumption 2025
E3. (1) Total amount of energy directly consumed	1,304,261	910,357	83,827.81
E3. (2) Total Amount of energy indirectly consumed	0	0	9.29

**E3. (1)** In 2023 the energy consumption at NAPCO was (1,304,261 MWH) and in 2024 it decreased to (910,357 MWH). The energy trend for 2023 and 2024 was (-30.20%). Comparing to this current year 2025 NAPCO the total direct energy consumption was (83,827.81 MWH) through diesel, natural gas and renewable energy. The energy trend for 2025 and 2025 is (-90.79%).

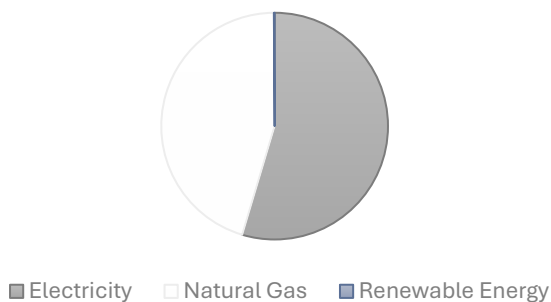
**E3. (2)** In 2023 and 2024 there was no indirect energy consumption recorded. While in 2025 the total indirect energy is (9.29 MWH) through gasoline consumption.

E4. Energy Intensity	2024	2025
E4. (1) Direct energy usage per output scaling factor	25.29 MWH/Unit	0.57 MWH/Unit

**E4. (1)** The total direct energy intensity usage per output scaling factor in 2024 was (25.29 MWH). Comparing to 2025 the total direct energy intensity is (0.57 MWH). Representing a -97.34% improvement compared to 2024.

E5. Energy Mix	2024	2025
E5. (1) Percentage: Energy usage by generation type	NG: 98.62%	E: 54.62% G: 45.27% RE: 0.11%

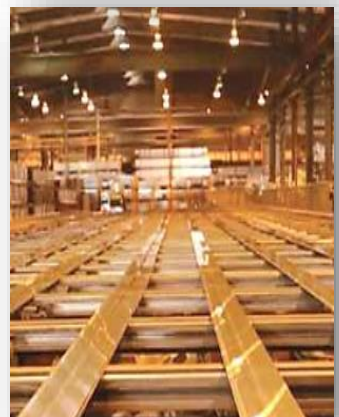
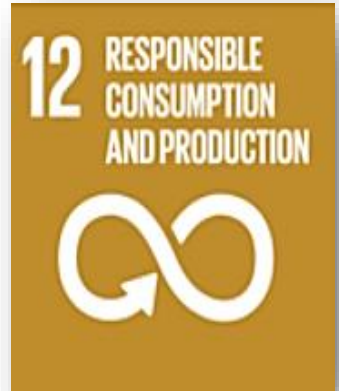
### Energy Usage by Generation Type



**E5. (1)** The percentage of energy usage by generation type in 2024 for Natural Gas was (98.62%) which was the most one used. Comparing to 2025 the percentage of energy usage disclosed are the following:

1. Electricity (54.62%)
2. Natural Gas (45.27%)
3. Renewable Energy (0.11%)

The most type used in 2025 is electricity, then natural gas. For renewable energy NAPCO will focus on it to improve the energy efficiency and reduce the emissions.





## Water Usage:



Water use is a key concern for NAPCO, especially in industrial operations where resources may be limited. Effective water management supports efficient operations, environmental sustainability, regulatory compliance, and positive community relations. By educating employees and adopting responsible water practices, the company conserves water, lowers costs, and reduces the environmental impact of its activities.



### E6. Water Usage

Metrics	Consumption 2024	Reclaimed 2024	Consumption 2025	Reclaimed 2025
E6. (1) Total amount of water consumed	77,732 (m3)	-	29,709 (m3)	-
E6. (2) Total amount of water reclaimed	-	0	-	0

**E6. (1&2)** As shown in the table the total amount of water consumed in the company for the year 2024 is (77,732 m3). For water reclaimed no data is recorded for 2024. Comparing to 2025 the total amount of water consumption in 2025 is (29,709 m3) which shows decrease in water consumption representing (-61.78%). In 2025 no data is recorded for reclaimed water, but NAPCO will plan to focus on recycling water within its operations. All water used is sourced from municipal supply. Opportunities for implementing reclaimed water are being evaluated as a part of our ongoing sustainability initiatives.

#### Water Management at NAPCO:

NAPCO focuses on responsible and efficient use of water to support both operations and environmental sustainability. As an industrial company, NAPCO recognizes the importance of conserving water, especially in regions where water resources can be limited. The company promotes employee awareness on proper water use and implements effective management practices to reduce consumption, control costs, and minimize environmental impact while maintaining compliance with regulations and supporting the surrounding community.

#### Here are some solutions for water usage and further plans for next years:

1. Awareness about water usage.
2. Encourage employees to monitor water.
3. Reduce any water leakage.
4. Plans to reduce high water consumptions.
5. Plan for applying Reverse Osmosis (RO) Process.
6. Plan to install Water regeneration.
7. Plan for Water policy.



## Environmental Operations

Environmental Operations at NAPCO focus on managing the environmental impacts arising from daily manufacturing activities. Due to the energy- and resource-intensive nature of aluminium production, NAPCO places emphasis on controlling energy use, water consumption, emissions, and waste generated from operations. The company monitors electricity and fuel consumption, applies energy-efficiency measures, and explores process optimization to reduce its environmental footprint.

<b>E7. Environmental Operations</b>	<b>2024</b>	<b>2025</b>
E7. (1) Does the company follow a formal Environmental Policy?	Yes	Yes

**E7. (1)** Environmental consideration is covered in HSE policy. NAPCO willing for implementing Internal environmental policy the following years and follow it full compliance.

<b>E7. Environmental Operations</b>	<b>2024</b>	<b>2025</b>
E7. (2) Does the company follow a specific waste, water, energy / recycling policies?	Yes	Yes

**E7. (2)** For 2024 and 2025 NAPCO follows formal policy for Environmental Management System (ISO 14001). In addition to exist documentation for environmental operations covering waste management, recycling and plans to implement internal water and energy consumption policy. These policies will ensure compliance with environmental regulations and promote resource efficiency across operations. Performance is monitored regularly, and improvement initiatives are implemented to reduce environmental impact.

<b>E7. Environmental Operations</b>	<b>2024</b>	<b>2025</b>
E7. (3) Does the company use a Recognized energy management system?	No	No

**E7. (3)** A formal energy management system (ISO 50001) is not currently in place in 2024 and 2025 at Napco to monitor energy consumption across operations and implements energy efficiency initiatives, include using energy-efficient equipment where feasible and regularly reviewing energy use trends to identify savings opportunities.

The company is exploring the implementation of a recognized energy management system to further strengthen energy governance and sustainability practices for the following years to achieve full compliance.



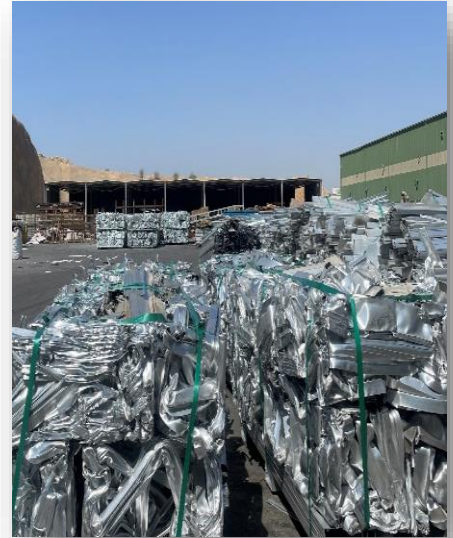
# Recycling Operations at NAPCO:

## 1. Solid waste (Aluminium) Recycling:

NAPCO management process is focusing on managing waste generated from the operations, particularly related to the production of aluminium. Company introduced aluminium recycling in 2023 and continued this process in 2024. The process involves simply recycling the scrap aluminium. Thus, recycling aluminium scrap requires only 5% of the energy used in manufacturing aluminium. For this process NAPCO developed a good relationship with local companies for smelting aluminium.

## 2. Plastic Water bottles Covers Recycling:

NAPCO started with internal initiative practice which is recycling water bottles covers and submit it to charities for reuse and recycle purpose. Employees started collecting at the first quarter of year 2025 until the last quarter. The collection of water covers reached to more than (+1000) covers and for coming year there are plans to increase the number. With these water covers the charities reproduce it to a Prosthetic Limbs for Hands and legs.



E8. Environmental Oversight	2024	2025
E8. (1) Does your management system oversee or manage sustainability issues?	Yes	Yes

**E8. (1)** Currently, sustainability issues for ESG reporting are managed through dedicated teams and internal processes, rather than a formal management system. We are evaluating opportunities to integrate these issues into a comprehensive management framework in the future.

E9. Environmental Operations	2024	2025
E9. (1) Does your Board oversee and manage other sustainability issues?	Yes	Yes

**E9. (1)** The Board of Directors at NAPCO provides oversight of sustainability issues as part of it is governance responsibilities. The Board reviews and supports the company’s sustainability performance and ensures that ESG-related risks and opportunities are considered in strategic decision-making. This oversight is reflected in the company’s sustainability reporting and governance processes.



### **3. Aluminium Powder Recycling:**

The segregation of aluminium powder at source to prevent contamination. Reprocessing internally where feasible to reduce raw material consumption. Transfer of excess material to authorized recyclers for recovery and reintegration into the value chain.

### **4. Sledge Management:**

Collection and controlled handling of sledge generated during production helps to minimize landfill disposal and supports resource efficiency targets.

### **5. Wood Waste (Pallets & Packaging):**

Reuse of wooden pallets and packaging materials where operationally feasible. Commitment to reduce waste-to-landfill and associated methane emissions.

### **6. General Waste Management:**

For the current period 2025 general waste is managed supported from Beea'h company. For the following years the implementation of waste segregation at source (metal, plastics, general waste) will monitor waste volumes and support ESG reporting and reduction target. In addition to continuous awareness programs to improve recycling rates.

### **7. Decarbonisation Impact:**

This commitment to waste management is embodied carbon reduction through material recovery and reuse. It Lower landfill-related emissions. Supports circular economy principles and national sustainability goals. Enhances ESG performance indicators under Environmental metrics (waste diversion rate, recycling rate, Scope 1–3 emissions impact).





# Climate Risk Mitigation

NAPCO try to mitigate risk of climate change by developing strategies and actions aimed at reducing the negative impacts of climate change. These efforts are designed to lessen greenhouse gas emissions, increase resilience to climate change, and protect both ecosystems and communities from it is adverse effects.

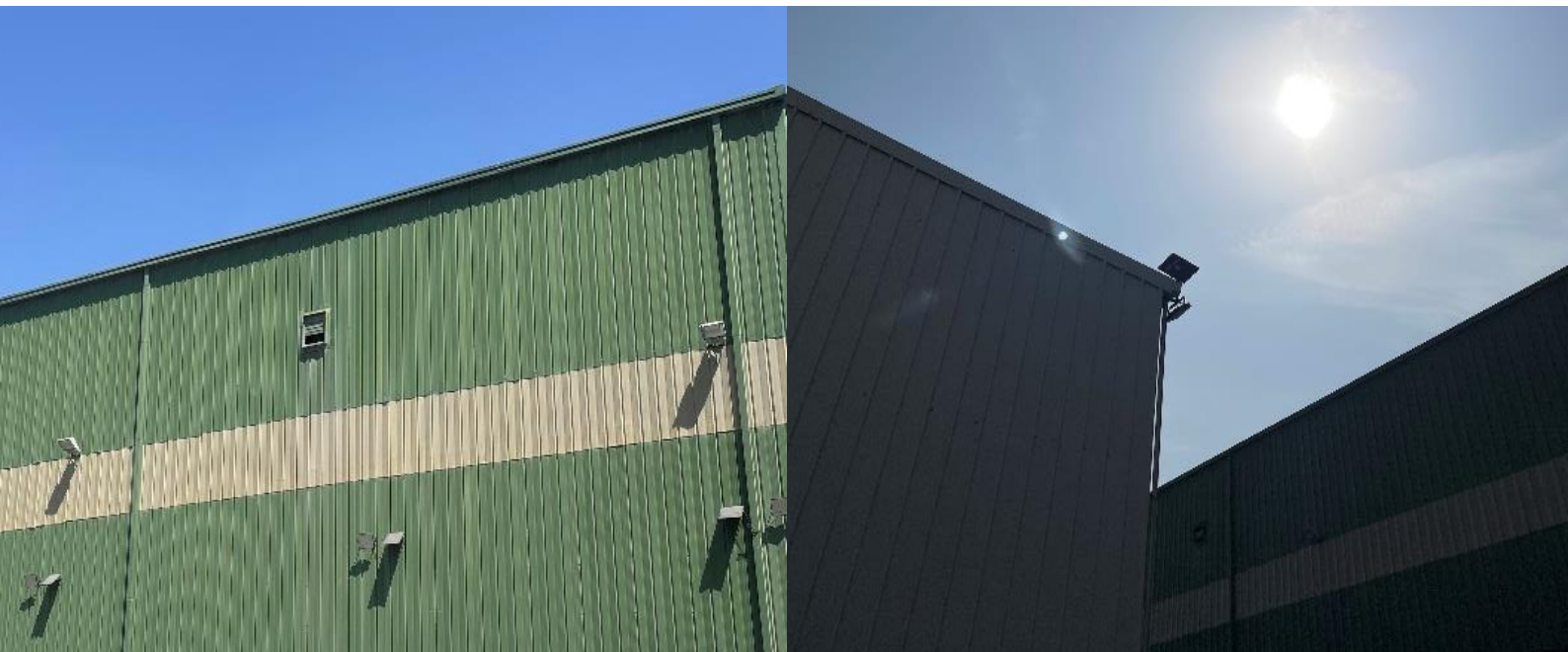


E10. Climate Risk Mitigation	2024	2025
E10. (1) The total amount invested annually in the climate rated infrastructure, resilience and product development	RO 210	RO 588

**E10. (1)** The amount invested in Climate risk mitigation in 2024 was (210 OMR) installed 12 Solar lights around the company. Comparing to 2025, the total amount invested in 2025 in climate risk mitigation is (588 OMR). For 2024 and 2025 there were no data records for resilience and product development.

This investment plays a crucial role in supporting climate-rated infrastructure by contributing to environmental sustainability and aligning with green building principles. For this reason, in 2025 number of Solar lights increased to 40 Solar lights to cover more practices about climate risk mitigation.

**NAPCO Installed 40 Solar Lights in 2025**





**Octagon McMullen – The UK**

**NAPCO FEATURED  
PROJECTS**



**Williamsburg House Brooklyn, NY - The US**

# SOCIAL METRICS



# Pay Ratio



At NAPCO, social metrics form a core part of our ESG framework, reflecting our commitment to people and communities. We measure and continuously improve key areas such as employee health and safety, diversity and inclusion, training and development, labour practices, and community engagement. By fostering a culture of respect, empowerment, and social responsibility, NAPCO aims to create a positive impact that extends beyond our operations strengthening relationships with employees, customers, suppliers, and society at large. Our focus on social performance underscores our belief that sustainable business growth begins with investing in people.



## Gender Pay Ratio:

At NAPCO, the gender pay ratio reflects the difference in average hourly earnings between men and women across the company, highlighting the representation and distribution of women across different roles and levels. However, equal pay, ensures that men and women performing the same work, at the same level, receive fair and equivalent compensation throughout NAPCO.

**S1. (2).** If it is mandatory, then it will be included in the disclosures in the coming years.

<b>S1. CEO Pay Ratio</b>	<b>2024</b>	<b>2025</b>
S1. (1) Ratio: CEO total compensation to median FTE total compensation	-	-
S1. (2) Does your company report this in metrics in regularity filings?	No	No

**S2. (1)** In 2024 the ratio of median male compensation to median female compensation was (0.57). Comparing to 2025 it is (0.52) which represents a decreased in the ratio.

<b>S2. Gender Pay Ratio</b>	<b>2024</b>	<b>2025</b>
S2. (1) Ratio: Median Male compensation to median Female compensation	0.57	0.52

**S3. (1, 2 & 3)** The percentage of turnover change in 2024 was (17.6%) comparing to 2025 it decreased to (15.9%). For part time employees no data recorded for 2024 and 2025. In 2024 the percentage of change of contractors / consultants was not recorded, while in 2025 it is (62.5%).

<b>S3. Employee Turnover</b>	<b>2024</b>	<b>2025</b>
S3. (1) Percentage: Year-over-year change for full-time employees	17.6 %	15.9%
S3. (2) Percentage: Year-over-year change for part-time employees	0	0
S3. (3) Percentage: Year-over-year change for contractors & / consultants	0	62.5 %



### Employees Gender diversity:

The company is committed to fostering gender diversity in the workplace, ensuring an inclusive environment where employees of all genders are valued and have equal opportunities for growth and advancement. The table below show the percentage of gender diversity in NAPCO.

S4. Gender Diversity	2024		2025	
	Men	Women	Men	Women
S4. (1) Total enterprise headcount held by men and women	96.02%	3.98%	95.55%	4.45%
S4. (2) Entry- and mid-level positions held by men and women	95.06 %	4.94 %	89.66%	10.34%
S4. (3) Senior- and executive-level positions held by men and women	87.5 %	12.5 %	80%	20%

**S4. (1, 2 &3)** In gender diversity in 2024 the percentage of headcount, entry to mid-level position and senior- executive level position of women was (3.98%, 4.94% and 12.5%). Comparing to 2025 the percentage of women increased to (4.45%, 10.34% and 20%).

S5. Temporary Worker Ratio	2024	2025
S5. (1) Percentage: Total enterprise headcount held by part-time employees	0	0
S5. (2) Percentage: Total enterprise headcount held by contractors & / consultants	8%	13%

**S5. (1&2)** In 2024 and 2025 NAPCO has no record for the percentage of headcount held by part time employees because NAPCO has full time employees only. For 2024 the percentage of headcount held by contractors and consultants in 2024 was (8%). Comparing to 2025 the percentage increased to (13%).



S6. Non-Discrimination	2024	2025
S6. (1) Does your company follow non-discrimination policy?	No	Yes

**S6. (1)** In 2024 NAPCO did not have the non-discrimination policy but following it in the Internal and manual personnel of the company. Comparing to 2025 NAPCO still has a partial compliance of Non-Discrimination Policy but plans to implement an internal one to follow the next years.



## Napco Courses and Programs:

### **ESG Awareness program:**

In 2025, the company strengthened its commitment to responsible business practices by expanding ESG awareness among employees. Through focused training sessions, internal campaigns, and practical guidance, staff learned how environmental stewardship, social responsibility, and good governance directly support long-term success. This initiative empowered employees to recognize their role in reducing the company's environmental impact, promoting ethical behaviour, and fostering an inclusive, transparent workplace culture.

### **ISO 9001 compliance training:**

At NAPCO, we believe in continuous learning and empowering our team to achieve the highest standards. Our recent ISO 9001 compliance training equipped our team with the knowledge to maintain quality and enhance efficiency. ISO Required Documents & How to Maintain Them A comprehensive training session was conducted for all departments to empower our teams with the knowledge and skills needed for ISO 9001 excellence.

### **Training Course - Employee Policies and Procedures:**

National Aluminium Products Company was honoured to have an honourable trainer / Naji Ahmed Al-Sulaimani. He presented a valuable training course for employees entitled "Employee Policies and Procedures", which was like an exciting exploratory journey into the world of successful leadership. The course included the basics of effective leadership and the most important strategies followed to lead the team towards achieving the best results, and the course was not limited to the theoretical aspect only, but it included realistic examples and practical applications. This enriched the employees' knowledge and enhanced their leadership skills.

### **Punctuality and Time Management:**

The HR department had led a session on Punctuality and Time Management that emphasizes the importance of being on time and using work hours effectively. Employees will learn practical strategies to improve daily time management, foster a culture efficiency, and boosting productivity and team performance.





## Training at NAPCO:

NAPCO's sustainability and HR objectives focus on training, development, and the recruitment of national talent, with programs designed to meet both company needs and the personal development goals of trainees.

In 2025, compared to 2024, NAPCO expanded opportunities for internships and training programs to support Omani undergraduates, graduates, and Omanization initiatives. During the year, the total training hours reached 15 hours and 25 minutes, with plans to further increase this in the coming years.

A total of 16 trainees from various colleges and universities, both within Oman and abroad, participated in these programs. Additionally, NAPCO collaborated with Greenline Institution to deliver safety workshops, benefiting 48 employees. These initiatives demonstrate NAPCO's commitment to developing national talent and enhancing employee skills in alignment with organizational goals.



**15 Hours &  
25 Minutes**

### Total Training Hours In 2025

NAPCO ensured to deliver multiple training programs to all employees and participation of all departments.

**16  
Trainees**

### Total number of Internship Trainees

NAPCO welcomed (undergraduate and graduate trainees) for a training period starting from 2 weeks up to 12 weeks.

**48  
Employees**

### Received workshop from External Trainers

NAPCO collaborated with Greenline Institute to deliver multiple courses for the employees to develop their skills and awareness.



## Employees Benefits at NAPCO:

Employee benefits at NAPCO, are followed to support the well-being, security, and satisfaction of employees. These benefits play an essential role in employees workplace journey. Here's a general overview of the benefits below:

### **Transportation:**

Company provides a bus for the employees, and this have many advantages for NAPCO because it helps to minimize gas emissions and conserving energy, shows company support for work-life balance, reduce the traffic and helping public transit. Similarly, developing a good reputation as environmentally and worker-friendly company.

### **Types of leaves:**

#### **Parental Leave:**

NAPCO offers a parental leave policy in accordance with the official Ministerial Declaration and as outlined by Omani Labor Law. This supports employees with strong and engaged workforce.

#### **Maternity leave:**

To keep the balance of employees benefits and equalization at the workplace NAPCO provide the new scheme to Omani and non-Omani mothers with fully paid maternity leave, equal to 14 weeks as consistent with the requirements of ILO Maternity Protection Convention, 2000 (No. 183).

#### **Medical insurance:**

In NAPCO, health insurance benefits the employees enhance well-being and provide financial security in case of medical needs. Provide a Health cards for all employees to get healthcare services while reducing their financial burden.

#### **Other benefits:**

NAPCO places the restaurant discount within a broader set of well-being and engagement initiatives for all staff and employees.





## Good Health and Well Being At NAPCO

At NAPCO health and safety are prioritized as part of their commitment to provide a safe working environment for employees, contractors, and visitors. NAPCO typically follows compliance with local and international health and safety regulations, incorporating best practices into their daily operations focusing on the key components of health and safety at NAPCO such as:

Emergency Preparedness, Health Monitoring, Safety Audits, Training and Awareness Programs, Safety Equipment and PPE, Accident Reporting and Investigation, Compliance with Regulations and Risk Assessments.

### 100 % Compliance

“ PPE is not just equipment... it is the final barrier between risk and safety, and the first sign of a workplace that values her employees. ”



## Injury Rate:

Injury rate measures how often workplace injuries occur and reflect a company's safety performance. Reducing it helps protect employees, cut costs, and meet legal standards. A low injury rate shows strong safety culture and boosts morale and productivity.

S7. Injury Rate	2024	2025
S7. (1) Percentage: Frequency of injury events relative to total workforce time	0.13%	6.01%

**S7. (1)** The injury rate in 2024 for NAPCO is (0.13%). Comparing to 2025 the injury rate increased to (6.01%). NAPCO aims to reduce the injury rate in 2026 through strengthened preventive measures and continuous monitoring with monthly HSE workshops for the employees.

## Global Health & Safety

The company follows practices in commitment to global health and safety such as HSE policy covering all NAPCO employees. Management team conducts a quarter safety walk to identify and address safety issues across departments. During summer, employees are provided with Oral Rehydration Salts, coolers, and fans to prevent heat stress. Employees receive fruits weekly to boost energy, vitamins, and morale. Regular safety training programs are conducted for all employees.

S8. Global Health & Safety	2024	2025
S8. (1) Does the Company follow an occupational health & global & safety	Yes	Yes

**S8. (1)** NAPCO is committed to maintaining a safe and healthy workplace across all operations. Our Global Health & Safety Policy aligns with internationally recognized standards, including ISO 45001. Executive leadership oversees health and safety performance, ensuring compliance with local regulations and continuous improvement in risk prevention.





## Health and Safety at NAPCO

- 1. Compliance with Regulations:** Ensuring adherence to Oman's national safety standards and global regulations such as ISO 45001, which is designed to prevent work-related injuries and improve occupational health and safety.
- 2. Risk Assessments:** Regular identification and assessment of potential hazards in the workplace, ensuring that risks are minimized or eliminated.
- 3. Safety Equipment and PPE:** Provision of appropriate personal protective equipment, such as helmets, gloves, goggles, and safety shoes, to ensure that workers are adequately protected.
- 4. Emergency Preparedness:** Preparation of emergency response plans for situations like fires, chemical spills, or other potential incidents. Emergency response teams are likely trained and deployed to handle such events.

**5. Training awareness and program Certification:** Continuous education and training of employees on safe working practices, use of safety equipment, and emergency response protocols. This includes mock fire drills, first aid training, and the use of personal protective equipment (PPE). In addition to the involvement of External Trainers to provide workshops for the employees to be certified and improve safety regulations.

**6. Accident Reporting and Investigation:** Establishing a system for reporting and investigating accidents or near-misses to prevent recurrence and implement corrective measures.

**7. Health Monitoring:** Regular health checkups for workers to monitor their wellbeing, especially for those working in hazardous environments like smelting or aluminium processing.

**8. Safety Audits:** Routine audits and inspections are carried out to ensure all safety protocols are being adhered to and to identify any areas for improvement in the company.



“ Safety is First  
at NAPCO ”





## Safety Highlights

NAPCO has implemented several safety programmes and initiatives. These programmes matter because they help reduce workplace hazards (fire, heat stress, injuries) which is crucial in heavy manufacturing environments. Build a safety culture, meaning safety is not just a rule but a mindset in day-to-day operations. Here are some Safety highlights below:

**Total Safety Training Hours in 2025 is 7 Hours & 25 Minutes**

**24**

**Employees**

### Hand & Finger Safety Campaign

Marked the launch for safety month by placing a palm impression as a pledge to protect all employees from line of fire hazards.

**6**

**Employees**

### First Aid Awareness Course

First-Aid training course was held for employees to enhance awareness and response in emergency situations.

**25**

**Employees**

### Fire Warden Course

Fire-fighting training session for employees, covering fire types, causes, safe evacuation procedures, & first aid in fire situations.

**50+**

**Employees**

### Summer Heat Stress Campaign

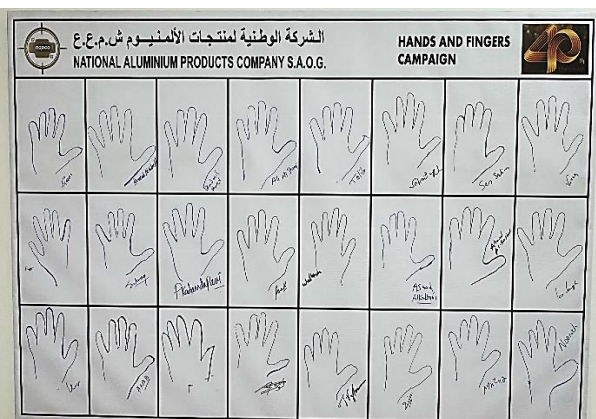
The campaign was for teams working in high-temperature, recognising heat stress as a key workplace safety risk.

**50+**

**Employees**

### Apollo Hospital Collaboration

Apollo team delivered a first aid session on emergency response and health check-ups for employee supporting health and safety at workplace.





## NAPCO Initiative awareness session in World First Aid Day

On 13<sup>th</sup> of September 2025, the certified First Aid instructors at Napco delivered a training program for more than 35 employees to equip employees with essential lifesaving skills and knowledge to respond effectively during emergencies. The training covered CPR, wound care, burns, and more, ensuring workplace safety and preparedness. The program promotes a culture of awareness of health, safety, and quick response, empowering staff to act confidently in critical situations.





## Child Forced Labour:

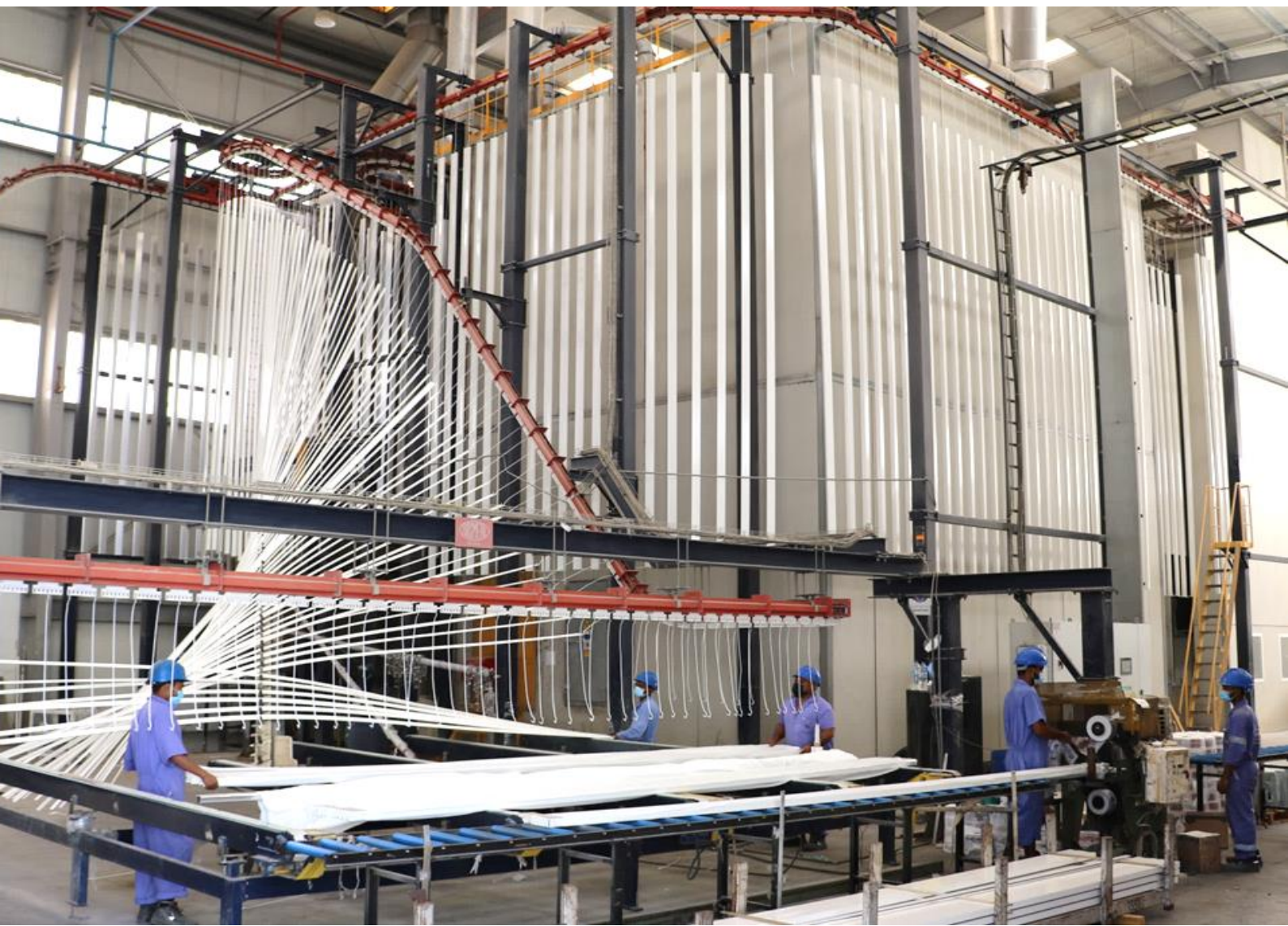
An issue like child labour would comply with legal compliance and NAPCO follows the local laws and international standards such as the International Labour Organization (ILO) conventions, which set the minimum age for employment and restricts the type of work children can do. Ensuring compliance with these standards is crucial for maintaining ethical practices and avoiding legal issues.



S9. Child & Forced Labour	2024	2025
S9. (1) Does your company follow a child & forced labour policy?	No	Yes
S9. (2) Does your child & forced labour policy cover suppliers & vendors?	No	No

**S9. (1)** NAPCO follows a child and Forced Labour as it is mentioned in the company manual and in Oman Labour guidelines. For 2024 and 2025 NAPCO shows a partial compliance with the policy in all company operations.

**S9. (2)** For both years 2024 and 2025 child and forced labour policy was not covered the suppliers and vendors. NAPCO plans to include this in the policy the next years.



# Human Rights

The company have a human right policy in align with Oman Labour Law that protect all the workers in NAPCO. The human rights policy also covers child forced labour and this encompass fair treatment, non-discrimination, safe working conditions, reasonable hours, and the right to a living wage. These principles aims to create an environment where everyone can work with dignity and respect all the regulations.

S10. Human Rights	2024	2025
S10. (1) Does your company follow a human right policy?	Yes	Yes
S10. (2) Does your human rights policy cover suppliers & vendors	No	No

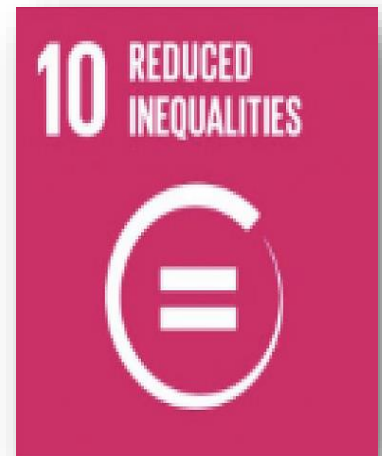
**S10. (1)** NAPCO is committed to upholding internationally recognized human rights standards. We have implemented a formal Human Rights Policy aligned with the principles of the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

The policy applies to all employees, contractors, suppliers, and business partners across our operations and supply chain. It covers the key areas:

1. Non-discrimination and equal opportunity.
2. Prevention of child and forced labour.
3. Freedom of association.
4. Safe and healthy working conditions.
5. Fair wages and working hours.
6. Anti-harassment and anti-retaliation.

It also covers governance and oversight of human rights compliance is the responsibility of senior management and the Board of directors and it is likely to be part of (ESG Committee) for future action plan. The policy is reviewed periodically to ensure alignment with evolving regulations and best practices.

**S10. (2)** NAPCO's human rights policy currently applies to it is direct employees and operations. At present, it does not formally extend to suppliers and vendors. NAPCO recognizes the importance of responsible supply chain practices and is evaluating opportunities to expand it is policy coverage in the future.





## Supply Chain Management Highlights

### 1. Procurement & Supplier Relations

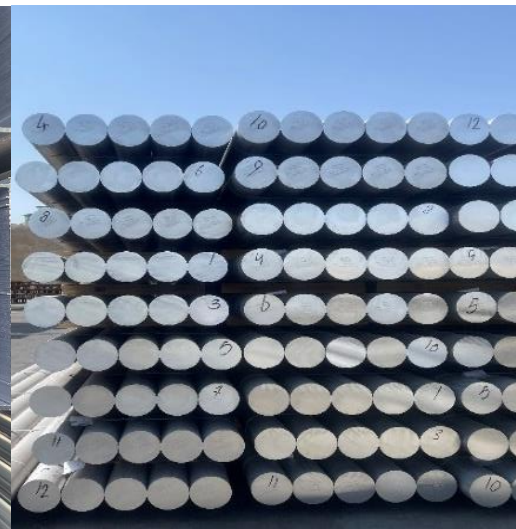
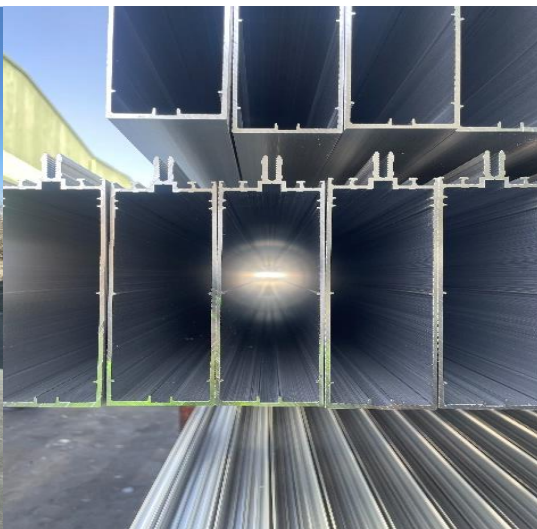
NAPCO prioritizes local content sourcing by engaging Omani vendors and diversifying its supplier base to strengthen domestic industrial participation. A notable milestone is the agreement with Oman Aluminium Cast Company, which secures a reliable, locally qualified billet supply for NAPCO's extrusion operations. In addition to raw materials, all safety items, materials, and services are sourced specifically from within Oman. This includes packing materials such as plastic rolls, wooden components, and corrugated rolls, as well as industrial chemicals like sulphuric acid, nitric acid, hydrochloric acid, and caustic soda all procured locally to support national industries and ensure supply chain resilience.

### 2. Upstream & Raw Material Sourcing

For aluminium extrusion, the sourcing of billets is a critical upstream activity. Through its partnership with Oman Aluminium Cast Company & Emirates Global Aluminium, NAPCO ensures the continuous supply of high-quality billets produced locally/GCC. This arrangement provides greater control over raw-material availability, minimizes logistical risks, and reduces dependency on distant international suppliers.

### 3. Local Content & National Strategy Alignment

NAPCO's supply chain strategy is aligned with Oman Vision 2040 and the country's broader industrialization and economic diversification agenda. By prioritizing Omani suppliers across all categories from raw materials to safety equipment, packaging, and chemicals, NAPCO not only enhances cost efficiency and operational reliability but also contributes to the growth of local industries and national self-sufficiency.





## Community Investment at NAPCO

“ Investing in community is not charity ... it is foresight. When people are supported where they live, everyone grows stronger together. ”

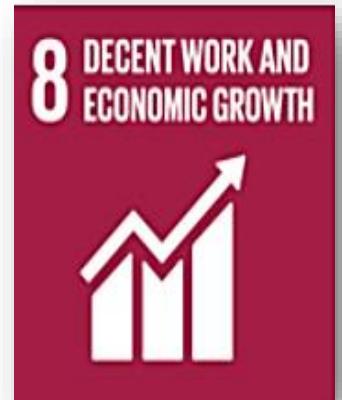




## Community Investment:

Community investment is an essential element of a company’s corporate social responsibility (CSR) strategy, demonstrating its commitment to creating a positive impact on society. For NAPCO, such initiatives would generally centre on supporting local communities, improving social well-being, and advancing sustainable development. All these initiatives investment are detailed below for financial and non-financial for year 2025.

S11. Community Investment	2024	2025
S11. (1) Amount invested in the community, including philanthropic donations as a percentage of the company’s pretax profits	600 OMR	500 OMR



**S11. (1)** In 2024 the amount invested in community was RO 600 in couple of activities. While in 2025 the investment reduced to RO 500. For the following years NAPCO is willing to invest more on community to support economic growth, strengthens the local workforce, and builds social stability.



### Ihsan Association headquarters

*Wilayat Al Seeb, Al Mabaila Al Janubiyya, Muscat Governorate, Oman.*

In the context of our commitment to social responsibility, the National Aluminum Products Company visited the headquarters of the Ihsan Association, which aimed to provide free transport services for patients to and from all regions of the Sultanate, in addition to offering medical supplies at low prices.

Napco contributed by providing paid fuel cards for ambulances to facilitate the transportation of patients, especially the elderly and those with disabilities, which helps improve the level of healthcare and better meet the needs of the community. This will reflect positively and encourage others to support such activities to benefit society.



## Charity Cooperation:

NAPCO Distributed 35 cartons for the Holy Month (Ramadhan) containing food supplies to needy (impoverished) families in charitable societies in the Muscat Governorate, specifically in the Wilayat of Seeb and the South Al Batinah Wilayat of Al Musannah.



### Collaboration with Al Mussan'a Charity Team

*Wilayat of Al Mussan'a, South Al Batinah  
Al Batinah Governorate, Oman.*

With the arrival of the blessed month of Ramadhan and our firm commitment to advancing social development and our keenness to build a strong and effective society and collaboration with Al Mussan'a charity team in order to distribute more than 15 baskets that includes the basic provisions to provide support to them during the holy month which values of social solidarity and compassion among the community.

### Collaboration with Ethar Volunteer Team

*Wilayat Al Seeb, Al Mabaila Al Janubiyya,  
Muscat Governorate, Oman.*

In the context of our commitment to social responsibility, the National Aluminum Products Company extend a helping hand and share goodness together. In collaboration with Al-Ethar Group, (NAPCO) distributed more than 15 Ramadan baskets in the Al- area - Muscat, to a group of needy families. Let us be together in supporting one another, for every small act makes a big difference.





## Community Support:

“ Your blood donation can make a big difference .. it can save a life.”



### Social Welfare and Charitable Contributions

NAPCO has actively participated in community support initiatives such as blood donation, and it was organized in collaboration with healthcare facilities. A total of seven employees, representing both Omani nationals and diverse international backgrounds, took part in these efforts to make a difference and save lives.





# NAPCO Calendar in 2025

### AGM Meeting



### Communication Day



### Iftar Ramdhan



### Sustainability Report



### Heat Stress Campaign



### Trainees at NAPCO



### 2nd Recycle Forum



### ISO 9001 Training



### ESG Awareness Workshop



### Omani Women's Day



### Celebration National Day



### Apollo Hospital Collaboration





# Oman Home and Building Expo Participation

## October Al Omran 2025:

The Home and Building Exhibition 2025 took place from October 6 to 8, 2025 at the Oman Convention & Exhibition Centre (OCEC) in Muscat. It was held as part of the broader of Urban October and October Construction events focused on sustainable urban development, smart housing, and the construction industry in line with Oman's strategic development goals.

## Exhibition Overview:

NAPCO was one of the participants in the Home and Building Exhibition, one of the most influential gatherings for construction and urban planning in Oman, and its participation was highly successful.

Over the three days, the company attracted more than 250 visitors, including existing and new customers, clients, vendors, and suppliers, and received consistently positive feedback throughout. NAPCO's presence was not just about attending; it was a strategic marketing and business-development effort to strengthen its position in Oman's construction and building materials market.

Exhibiting at this major national trade event positioned NAPCO alongside key industry players, helped achieve its main goals in community engagement, increased brand visibility, and valuable networking, and garnered strong interest from potential clients and partners. This kind of visibility and engagement often translates into new business opportunities, partnerships, and a stronger overall market presence.



## Celebrating Oman's National Day:

On this proud and historic day, NAPCO celebrated Oman National Day a moment that honours the nation's remarkable journey, its rich heritage, and its enduring vision for the future. The 20th of November stands as a symbol of unity, progress, and national pride. It pays tribute to the wisdom of Oman's leadership and the unwavering spirit of its people who continue to build a nation known for peace, stability, and cultural beauty.

May this National Day bring continued prosperity, harmony, and growth to the beloved nation and its citizens. Happy National Day, Oman (2025).



**NAPCO  
FEATURED  
PROJECTS**



**The Royal Atlantis Resort - UAE**



**Al Mouj Muscat – Oman**

# GOVERNANCE METRICS



“ Strong governance is the backbone of sustainable and responsible growth. ”





## BOARD OF DIRECTORS

The Board comprises 7 directors, of which (6) are independent non-executive directors and (1) is dependent non-executive director. Female representation is (14.29%), while Males representation is (85.71%).



**Dr. Zakia Hassan Al Naseeb**  
*Chairperson of the Board & Chairperson of NREC*  
*Non-Executive - (Independent)*



**Mr. Saed Saif Al Sadi**  
*Vice Chairman of Board & AC Member*  
*Non-Executive - (Independent)*



**Mr. Raffy Kozadjian**  
*Board Member & Chairman of AC*  
*Non-Executive - (Independent)*



**Mr. Abdallah Al-Ataiqi**  
*Board, NREC & AC Member*  
*Non-Executive - (Independent)*



**Mr. Majid Akbar Qamarudeen**  
*Board & AC Member*  
*Non-Executive - (Independent)*



**Mr. Firas Al Harthi**  
*Board, NREC & AC Member*  
*Non-Executive - (Non-Independent)*



**Mr. Hassan Abdawani**  
*Board & NREC Member*  
*Non-Executive - (Independent)*

**Note: Mr. Sami and Mr. Yousef are former members and were replaced with Mr. Firas and Mr. Hassam during the year 2025.**



## Overview of Board of Directors:

The Board Skills Matrix covers Human Resources, Finance Management, Accounting, Business Administration & Management, Corporate and International Finance and Law.

### Dr. Zakia Hassan Al Naseeb

<b>Nationality</b>	Omani
<b>Experience</b>	Over 30 years' experience in Ministry of Defence
<b>Qualifications</b>	PHD. Human Resources from American University – the US MA. Business Administration from Huron University - Canada
<b>Gender</b>	Female

### Mr. Saed Saif Al Sadi

<b>Nationality</b>	Omani
<b>Experience</b>	Over 21 years' experience in Finance
<b>Qualifications</b>	MA. Finance Management from Hull University – the UK Holds membership of several companies
<b>Gender</b>	Male

### Mr. Raffy Kozadjian

<b>Nationality</b>	British
<b>Experience</b>	Over 40 years of experience in multiple fields
<b>Qualifications</b>	MA. Business Administration & Management, General from Cranfield University - England BA. Architecture from American University - Beirut
<b>Gender</b>	Male

### Mr. Abdallah Al-Ataiqi

<b>Nationality</b>	Omani
<b>Experience</b>	Over 25 years of experience in several fields
<b>Qualifications</b>	MA. Financial Management from Cardiff Metropolitan Uni – the UK BA in Accounting BA in Military Science
<b>Gender</b>	Male

### Mr. Majid Akbar Qamarudeen

<b>Nationality</b>	Omani
<b>Experience</b>	Over 33 years of experience in several fields
<b>Qualifications</b>	MA. Law from University of Reading – the UK MBA. Corporate & International Finance from Kent Uni - the UK BA. Physics from University of Leicester – the UK
<b>Gender</b>	Male

### Mr. Firas Al Harthi

<b>Nationality</b>	Omani
<b>Experience</b>	7 years of experience in multiple companies
<b>Qualifications</b>	BA. International Business Management from Brunel Uni – the UK American Diploma – Qatar Leadership Academy (QLA)
<b>Gender</b>	Male

### Mr. Hassan Abdawani

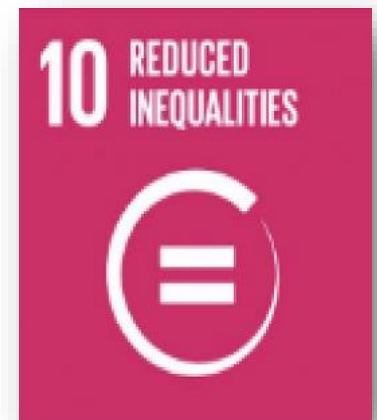
<b>Nationality</b>	Omani
<b>Experience</b>	Over 30 years of experience
<b>Qualifications</b>	BA. Education from Sultan Qaboos University – Oman Business Investment Strategy
<b>Gender</b>	Male



Corporate governance refers to the system of rules, practices, and processes through which a company is directed and controlled. At NAPCO, the corporate governance framework is designed to promote transparency, accountability, and responsible management.

NAPCO adheres to a comprehensive and sustainable corporate governance model aligned with international best practices. This framework aims to ensure clarity and openness in policies and procedures, reduce ambiguity in statutory and legal compliance, and minimize risks and uncertainties in the company's operations.

Board diversity at NAPCO is important because it strengthens governance, improves decision-making, and enhances long-term performance. As the table below shows the data for 2024 and 2025 for board diversity of men's and women's.



G1. Board Diversity	2024	2025
G1. (1) Percentage: Total board seats occupied by men and women	Men: 85.71% Women: 14.29%	Men: 85.71% Women: 14.29%
G1. (2) Percentage: Committee chairs occupied by men and women.	Men: 80% Women: 20%	Men: 50% Women: 50%

**G1. (1)** In 2024, the percentage of board chairs occupied by men was (85.71%), and women 14.29%). Comparing to 2025 the percentage is the same no changes has been recorded.

**G1. (2)** In 2024, the percentage of committee chairs occupied by men was (80%), and women (20%). Comparing to 2025 the percentage reduced to (50%) for both men and women.

## Board Independence

G2. Board Independence	2024	2025
G2. (1) Does the company prohibit the CEO from serving as board chair?	Yes	Yes
G2. (2) Percentage: Total board seats occupied by independents	100%	85.71%

**G2. (1)** NAPCO maintains a clear separation between the CEO and Board Chair roles in 2024 and 2025. Ensuring effective oversight of management and strong corporate governance in line with ESG best practices.

**G2. (2)** The percentage of independent board chairs in 2024 was (100%). Comparing to 2025 the independent board chairs decreased to (85.71%) due to one member of the board of directors is (Dependent).



# NAPCO Committees

## Nomination and Remuneration Executive Committee (NREC):

The Nomination and Remuneration Executive Committee (NREC) consists of four members of the Board of Directors. A quorum for the committee meeting is at least 3 members. Only one member of the Board of Directors is elected as the committee chairperson.

### **Note:**

Mr. Sami and Mr. Yousef are former members and were replaced with Mr. Firas and Mr. Hassam during the year 2025.

## Audit Committee (AC):

The Audit Committee comprises of 4 members of the Board. A minimum of three members constitutes a quorum for the AC meeting. A director member only is elected as Chairperson of the AC in compliance with the requirements of Code of Corporate Governance issued by the Financial Services Authority FSA.

### **Note:**

Mr. Hussam is a former member and was replaced with Mr. Firas during the year 2025.

## ESG Oversight at NAPCO:

In 2024 and 2025 the Audit Committee oversee ESG disclosures through scheduled meetings to follow up the progress of integration into the company. The Audit committee is responsible for overseeing the ESG practice. The AC receive report from the CEO, and the CEO received reports from the assigned ESG Officer. NAPCO plans for the following years to disclose the names of ESG Committee Chair, Names of ESG Committee, ESG Executive Remuneration and integration of ESG risks into enterprise risk management (ERM).

### Nomination and Remuneration Executive Committee (NREC)

Name of Members	Position
Dr. Zakia Hassan Al Naseeb	<i>Chairperson of NREC</i>
Mr. Abdallah Salim Abdallah Al Ataiqi	<i>Member</i>
Mr. Firas Nasser Al Harthi	<i>Member</i>
Mr. Hassan Saddiq Abduwani	<i>Member</i>
* Mr. Sami Salim Al Sahib	<i>Former member</i>
* Mr. Yousef Mohammed Al- Abri	<i>Former member</i>

### Audit Committee (AC)

Name of Members	Position
Mr. Raffy Manoug Kozadjian	<i>Chairman</i>
Mr. Saed Saif Alsadi	<i>Member</i>
Mr. Majid QamaruDeen	<i>Member</i>
Mr. Firas Nasser Al Harthi	<i>Member</i>
* Mr. Hussam Hisham Al-Bostami	<i>Former member</i>





## NAPCO Executive Leadership Team

NAPCO Executive leadership - senior management team comprises of 6 leaders with multiple nationalities and backgrounds. The female representation is 33.33%, while males' representation is 66.67%. This team run NAPCO operation across finance, people, IT, operation, supply chain and commercial functions.



**Robert Holtkamp**  
*Chief Executive Officer*

**Note: Mr. Ali Al Shamsi was replaced with Mr. Robert Holtkamp during the year 2025.**



**Sutanay Parida**  
*Chief Operation Officer*



**Raees Ahmed**  
*Chief Financial Officer*



**Asiya Al Zadjali**  
*Human Resources Manager*



**Jalila Al Harthy**  
*Supply Chain Manager*



**Kodanda Pani**  
*Head of Information Technology*



## Overview of Executive Leadership – Senior management Team:

The Executive leadership and senior management team skills matrix covers Business Administration & Management, Accounting, General studies, Science information system management and Software management.

### CEO - Robert Holtkamp

<b>Nationality</b>	Dutch (Kingdom of the Netherlands)
<b>Experience</b>	Over 40 years of experience
<b>Qualifications</b>	MBA. From Huston Texas – the US
<b>Gender</b>	Male

### COO - Sutanay Parida

<b>Nationality</b>	India
<b>Experience</b>	Over 17 years of experience in Aluminium Extrusion Industry
<b>Qualifications</b>	MA. Business Administration BA. Bachelor of Technology in Mechanical Engineering
<b>Gender</b>	Male

### CFO - Raees Ahmed

<b>Nationality</b>	Pakistani
<b>Experience</b>	Over 17 years of experience in multinational companies
<b>Qualifications</b>	BA. Commerce from University of Karachi - Pakistan Qualified ACMA form Institute of Cost & Management Accountant of Pakistan
<b>Gender</b>	Male

### HRM - Asiya Al Zadjali

<b>Nationality</b>	Omani
<b>Experience</b>	Over 20 years of experience
<b>Qualifications</b>	MA. Science Information's Systems Management from University of Liverpool – the UK BA. General Studies (Arts and Science) from Athabasca Uni – Canada
<b>Gender</b>	Female

### SCM - Jalila Al Harthy

<b>Nationality</b>	Omani
<b>Experience</b>	Over 20 years of experience in multinational companies
<b>Qualifications</b>	BA. Business Administration from Waljat College of Applied Science – Fanja, Oman
<b>Gender</b>	Female

### IT Head - Kodanda Pani

<b>Nationality</b>	India
<b>Experience</b>	Over 20 years of experience in NAPCO
<b>Qualifications</b>	BA. Software Technology and Systems Management from NIIT
<b>Gender</b>	Male

### G3. Incentivized Pay

	2024	2025
G3. (1) Are executives formally incentivized to perform on sustainability?	No	No

**G3. (1)** From 2024 to this current period of 2025, sustainability is not incentivized, as the company recognizes it is importance and continues to strengthen it is integration into performance management processes and is contributed to ESG targets.

Executive performance at NAPCO is partially influenced by sustainability-related factors, particularly in areas such as health and safety performance, regulatory compliance, and operational efficiency. These factors form part of management performance evaluations and may impact variable compensation outcomes.

Sustainability oversight at NAPCO is led by the Executive Management Team under the direction of the CEO. Sustainability responsibilities are integrated across operations, HSE, HR, finance, IT and commercial functions. Management monitors environmental, health and safety, and social performance through defined KPIs, compliance reviews, and regular internal reporting. Sustainability risks are incorporated into the company's risk management framework, and senior management reviews performance to drive continuous improvement and regulatory compliance.



## Supplier Code of Conduct:

### Supplier Code of conduct:

NAPCO has a Supplier Code of Conduct to ensure it is suppliers adhere to ethical standards and practices that align with NAPCO’s values and legal requirements. This includes expectations around labour practices, environmental impact and business integrity.

However, in 2024 reporting period, NAPCO indicated that suppliers are not yet required to follow a Code of Conduct, but 100% of suppliers have nevertheless formally certified compliance with expected standards.

This demonstrates that NAPCO is in transition, it has defined standards and achieved full supplier acknowledgment, even if the Code is not yet mandatory in contracts.



G4. Supplier Code of Conduct	2024	2025
G4. (1) Are your vendors or suppliers required to follow a Code of Conduct?	No	No
G4. (2) Percentage of your suppliers have formally certified their compliance with the code.	100%	100%

**G4. (1&2)** The supplier code of conduct does exist in 2024 and 2025 but is not yet mandatory in supplier contracts. However, all suppliers acknowledged adherence to required standards 100%.

Suppliers are expected to follow NAPCO’s Code of Conduct by upholding ethical and fair business practices that Align with NAPCO’s values and legal requirements. Complying with labour and human rights standards, this means that all should comply with labour rights and fair employment expectations as outlined in Code documents.

In addition, respecting environmental laws and minimizing environmental impact, and adhering to strict anti-corruption and integrity requirements, including avoiding bribery and conflicts of interest. This shows NAPCO has monitoring and certification mechanisms even as it refines formal governance tools.

### Bribery and Corruption:

At NAPCO bribery and corruption controls are part of a broader ethical governance regime. They are handled through supplier ethical standards that include anti-corruption expectations that are acknowledged by suppliers even if not yet contractually mandated. This structure helps NAPCO manage corruption risk internally and across it is supply chain while it continues building more formal supplier enforcement mechanisms.

The Supplier Code of Conduct requires third-party partners to comply with anti-bribery and anti-corruption laws and prohibits facilitation payments and unethical business practices. NAPCO expects suppliers to adhere to ethical standards that include anti-bribery and anti-corruption principles aligned with it is values the next following years.



NAPCO is committed to the highest standards of ethics and integrity and has established a comprehensive Code of Ethics and Code of Conduct to guide responsible behaviour across all departments.

The Code outlines expectations related to anti-bribery and anti-corruption practices, the avoidance and proper management of conflicts of interest, appropriate handling of gifts and hospitality, and full compliance with all applicable laws and regulations. It serves as a foundation for ethical decision-making and promotes transparency, accountability, and trust.

NAPCO maintains an Ethics & Anti-Corruption Policy applicable to all employees, the management team and the directors. The internal workforce is fully aware 100% on ethics and anti-corruption matters, ensuring compliance with the Company’s standards. During 2025, there were no confirmed cases of ethics or corruption within NAPCO operations. Any allegations are promptly investigated by the HR department and reported to the CEO.

G5. Ethics & Anti-Corruption	2024	2025
G5. (1) Does your company follow an Ethics and / or Anti-Corruption Policy?	Yes	Yes
G5. (2) Percentage of your workforce has formally certified it is compliance with the policy.	100%	100%

**G5. (1)** NAPCO has a comprehensive Ethics and Anti-Corruption Policy that applies to all employees, contractors, and key suppliers for the year 2024 and 2025. The policy aligns with our corporate values and legal requirements, prohibiting bribery, conflicts of interest, and unethical practices.

**G5. (2)** The percentage of employees formally certified with Ethics and Anti-Corruption Policy is 100% in 2024 and 2025.

### Whistle blowing Policy:

NAPCO Oman has an established Whistleblowing Policy designed to provide a secure, confidential mechanism for employees and stakeholders to report suspected wrongdoing, unethical behaviour, or breaches of law or company policy. This policy supports the company’s commitment to ethical conduct, transparency, and accountability.

In addition, whistleblowing policy helps foster ethical behaviour and transparency, detect risks early such as fraud, compliance issues, misconduct. Also protect the company’s reputation and stakeholder trust and align with international governance and ESG disclosure expectations.



## Data Privacy at NAPCO:

Data security is a fundamental component of organizational operations, particularly for companies such as NAPCO that manage sensitive information. Implementing a data privacy framework safeguard both personal and corporate data against unauthorized access and misuse. The company maintains comprehensive governance structures, legal compliance measures, and control mechanisms to ensure the protection of personal data.

For NAPCO, data security is essential and is maintained through comprehensive measures, including physical, technical, and administrative safeguards such as encryption, access controls, and secure storage.

Data access is strictly limited to authorized personnel under defined conditions, and regular audits and assessments are conducted to identify vulnerabilities and ensure compliance with data protection standards.

<b>G6. Data Privacy</b>	<b>2024</b>	<b>2025</b>
G6. (1) Does your company follow a Data Privacy policy	Yes	Yes
G6. (2) Has your company taken steps to comply with General Data Protection Regulation GDPR rules	No	No
G6. (3) Has your company taken steps to comply with Oman Personal Data Protection Law rules?	No	No

### Data Privacy Policy:

**G6. (1)** For 2024 and 2025 NAPCO is following an Internal Data Privacy which shows governance and accountability to the regulation.

### General Data Protection Regulation:

**G6. (2)** The company did not assess GDPR applicability in 2024. Comparing to 2025 NAPCO intent to include such requirement to implemented internal policy and follow these global regulations the next following years.

### Oman Personal Data Protection Law rules:

**G6. (3)** NAPCO was aware of the local legal requirement Oman Personal Data Protection Law (PDPL) in 2024 and 2025. For the following years NAPCO intent to confirm her compliance to this local requirement in Oman.



# Sustainability Reporting – Disclosure practices

NAPCO published its first sustainability (ESG) report for the 2024 calendar year. The report covers NAPCO’s environmental, social, and governance performance. Included details how the company integrates sustainability into its operations. In addition, demonstrates alignment with the 17 Sustainable development goals, with Oman Vision 2040 and global sustainability agendas such as Net Zero by 2050.

<b>G7. Sustainability Reporting</b>	<b>2024</b>	<b>2025</b>
G7. (1) Does your company publish a sustainability report	Yes	Yes
G7. (2) Is sustainability data included in your regulatory filings?	Yes	Yes

**G7. (1)** NAPCO publishes 30 metrics disclosure of Environmental, Social and Governance data available in Muscat Stock Exchange (MSX) and the sustainability report of year 2024 and this year (2025) on MSX and the company website.

**G7. (2)** Sustainability data is included in regulatory filing and disclosed.

<b>G8. Disclosure Practices</b>	<b>2024</b>	<b>2025</b>
G8. (1) Does your company provide reporting frameworks?	Yes	Yes
G8. (2) Does your company focus on specific UN SDGs?	Yes	Yes
G8. (3) Does your company set targets and report progress on the UN SDGs?	No	Yes

**G8. (1)** NAPCO follows a reporting framework such as the Global Reporting Initiative (GRI), International Financial Reporting Standards (IFRS) and Financial Services Authority (FSA) for 2024 and 2025.

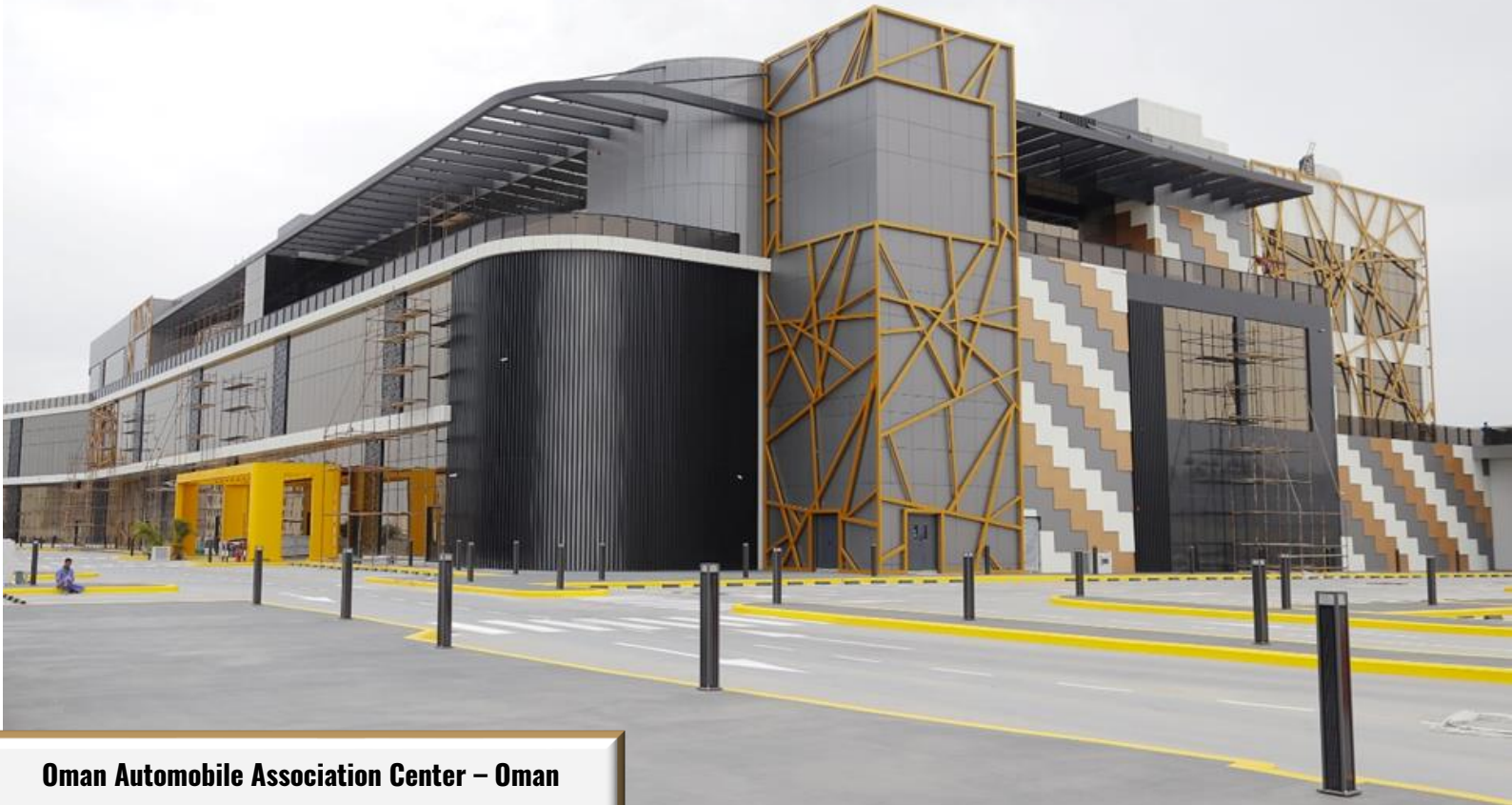
**G8. (2)** In 2024 the company did highlight the SDGs but did not focus on any of them. Comparing to 2025 NAPCO covered some of SDGs and willing to focus on specific SDGs the next year.

**G8. (3)** NAPCO set a target to report on the progress on the 17 Sustainable Development Goals that are related to the company field from next year.

<b>G9. External Assurance</b>	<b>2024</b>	<b>2025</b>
G9. (1) Are your sustainability disclosures assured or validated by a third party?	No	No

**G9. (1)** In 2024 and 2025 Napco did not get the External Assurance from a third party. NAPCO intent to get internal validations and willing for external validation from a third party the following years.

# NAPCO FEATURED PROJECTS



**Oman Automobile Association Center – Oman**



**Al Gurg Tower 2 – UAE**



# Muscat Stock Exchange (MSX) Guidelines:

30 ESG METRICS TO DISCLOSE						
Category	Metric	Calculations	Corresponding GRI Standards	Corresponding SDGs	Note	Mandatory or Optional
ENVIRONMENTAL	E1. GHG Emissions	E1.1) Total amount, in CO2 equivalents, for Scope 1	GRI 305: Emissions 2016	15 CLIMATE ACTION	Actual or estimated atmospheric emissions produced as a direct (or indirect) result of the company's consumption of energy.	E1.1) Mandatory
		E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)			E1.2) Mandatory	
		E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)			E1.3) Optional	
	E2. Emissions Intensity	E2.1) Total GHG emissions per output scaling factor	GRI 305: Emissions 2016	Dividing annual emissions (numerator) by relevant measures of economic output (denominator).	E2.1) Mandatory	
		E2.2) Total non-GHG emissions per output scaling factor		E2.2) Mandatory		
	E3. Energy Usage	E3.1) Total amount of energy directly consumed	GRI 302: Energy 2016	Typically measured in megawatt-hours (MWh) or gigajoules (GJ). Direct energy is produced and consumed on company-owned or operated property.	E3.1) Mandatory	
E3.2) Total amount of energy indirectly consumed		E3.2) Mandatory				
E4. Energy Intensity	Total direct energy usage per output scaling factor	GRI 302: Energy 2016	Dividing annual consumption (numerator) by relevant measures of physical scale (denominator). Examples include: Revenues, sales, production units, employee headcount, physical floor space.	E4. Mandatory		

ENVIRONMENTAL	E5. Energy Mix	Percentage: Energy usage by generation type	GRI 302: Energy 2016	07 AFFORDABLE AND CLEAN ENERGY	Quantifying the specific energy sources most directly used by the company.  "Generation type" set by the reporting company, examples include renewables, hydro, coal, oil, or natural gas.	E5. Mandatory
	E6. Water Usage	E6.1) Total amount of water consumed and effluents	GRI 303: Water and Effluents 2018	06 CLEAN WATER AND SANITATION	Water consumed, recycled, and reclaimed annually, in cubic meters (m3).	E6.1) Mandatory
		E6.2) Total amount of water reclaimed				E6.2) Mandatory
	E7. Environmental Operations	E7.1) Does your company follow a formal Environmental Policy? Yes/No	GRI 303-306 and GRI 3	13 CLIMATE ACTION	Publish a commitment, position statement, or a policy document that covers this subject.  Examples of management systems: • ISO 14001: Environmental management system. • ISO 50001: Energy management system.	E7.1) Mandatory
E7.2) Does your company follow specific waste, water, energy and/or recycling policies? Yes/No		E7.2) Mandatory				
E7.3) Does your company use a recognized energy management system? Yes/No		E7.3) Mandatory				
E8. Environmental Oversight	Does your Management Team oversee and/or manages sustainability issues? Yes/No	GRI 2 General Disclosures 2021 (also see 303, 305, 306, 308) 2016		Does your company cover sustainability issues in senior management (as part of the official agenda) or has a management committee dedicated to sustainability-related issues?	E8. Mandatory	

ENVIRONMENTAL	E9. Environmental Oversight	Does your Board oversee and/or manage other sustainability issues? Yes/No	GRI 2 General Disclosures 2021 (also see 303, 305, 306, 308) 2016		Does your company cover sustainability issues in the board meetings (as part of the official agenda) or has a board committee dedicated to sustainability-related issues?	E9. Mandatory
	E10. Climate Risk Mitigation	Total amount, annually, in climate-related infrastructure, resilience, and product development	GRI 201: Economic Performance 2016	13 CLIMATE ACTION	Companies measure the total GNR amount invested in climate-related issues, including R&D spend, if any.	E10. Mandatory
SOCIAL	S1. CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median FTE total compensation S1.2) Does your company report this metric in regulatory filings? Yes/No	GRI 2 General Disclosures 2021	10 AFFORDABLE AND CLEAN ENERGY	As a ratio: the CEO Salary & Bonus (X) to Median FTE - Full Time Equivalent Salary, usually expressed as "X:1". Use total compensation, including all bonus payments and incentives.	S1.1) Optional
	S2. Gender Pay Ratio	Ratio: Median male compensation to median female compensation				GRI 405: Diversity and Equal Opportunity 2016
	S3. Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees	GRI 401: Employment 2016	Percentage of total annual turnover, broken down by various employment types. Turnover includes all job changes, whether due to dismissal, retirement, job transition, or death.	S3.1) Mandatory	
		S3.2) Percentage: Year-over-year change for part-time employees			S3.2) Mandatory	
S3.3) Percentage: Year-over-year change for contractors and/or consultants		S3.3) Mandatory				
S4. Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women	GRI 2 General Disclosures 2021 GRI 405: Diversity and Equal Opportunity 2016	05 GENDER EQUALITY	Percentage of male-to-female metrics, broken down by various organizational levels.	S4.1) Mandatory	
	S4.2) Percentage: Entry- and mid-level positions held by men and women				S4.2) Mandatory	
	S4.3) Percentage: Senior- and executive-level positions held by men and women				S4.3) Mandatory	

SOCIAL	S5. Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees	GRI 2 General Disclosures 2021 GRI 405: Diversity and Equal Opportunity 2016	Percentage of Full-Time (or FTE-equivalent) positions held by non-traditional workers in the value chain.	S5.1) Mandatory	
		S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants			S5.2) Mandatory	
	S6. Non-Discrimination	Does your company follow non-discrimination policy? Yes/No	GRI 3 2021 and GRI 405: Non-Discrimination 2016	10 AFFORDABLE AND CLEAN ENERGY	Publish a commitment, position statement, or a policy document that covers this subject.	S6. Mandatory
	S7. Injury Rate	Percentage: Frequency of injury events relative to total workforce time	GRI 403: Occupational Health and Safety 2018	03 GOOD HEALTH AND WELL-BEING	Total number of injuries and fatalities, relative to the total workforce.	S7. Mandatory
	S8. Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy? Yes/No	GRI 3 2021 and GRI 403: Occupational Health and Safety 2019	03 GOOD HEALTH AND WELL-BEING	Publish a commitment, position statement, or a policy document that covers this subject.	S8. Mandatory
	S9. Child & Forced Labor	S9.1) Does your company follow a child and/or forced labor policy? Yes/No	GRI 3 2021 and GRI 414 Supplier Social Assessment 2016	01 ERADICATE POVERTY	Publish a commitment, position statement, or a policy document that covers this subject.	S9.1) Mandatory
S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No		S9.2) Mandatory				
S10. Human Rights	S10.1) Does your company follow a human rights policy? Yes/No	GRI 3: Material Topics 2021 and GRI 2: General Disclosures 2021	10 AFFORDABLE AND CLEAN ENERGY	Publish a commitment, position statement, or a policy document that covers this subject.	S10.1) Mandatory	
	S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No				S10.2) Optional	
S11. Community Investment	Amount invested in the community, including philanthropic donations, as a percentage of the company's pretax profits	GRI 3: Material Topics 2021	08 DECENT WORK AND ECONOMIC GROWTH	The percentage of the amount invested as a part of pretax profits	S11. Mandatory	

GOVERNANCE	G1. Board Diversity	G1.1) Percentage: Total board seats occupied by men and women	GRI 405: Diversity and Equal Opportunity 2016	10 AFFORDABLE AND CLEAN ENERGY	The percentage of women at the board.  The percentage of committee chairs held by women.	G1.1) Mandatory
		G1.2) Percentage: Committee chairs occupied by men and women				G1.2) Mandatory
	G2. Board Independence	G2.1) Does the company prohibit the CEO from serving as board chair? Yes/No	GRI 405: Diversity and Equal Opportunity 2016	Highlight the separation of the role of chairman and CEO. Disclose the percentage of independent board members.	G2.1) Mandatory	
		G2.2) Percentage: Total board seats occupied by independents			G2.2) Mandatory	
	G3. Incentive Pay	Are executives formally incentivized to perform on sustainability? Yes/No	GRI 2: General Disclosures 2021	Describe links between executive performance and sustainability performance, if any.	G3. Mandatory	
	G4. Supplier Code of Conduct	G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/No	GRI 206 (see also GRI 205: Supplier Environmental Assessment 2016 and GRI 414 Supplier Social Assessment 2016)	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Publish a commitment, position statement, or a policy document that covers this subject.	G4.1) Mandatory
		G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?				G4.2) Mandatory
G5. Ethics & Anti-Corruption	G5.1) Does your company follow an Ethics and/or anti-corruption policy? Yes/No	GRI 203: Anti-Corruption 2016	16 FAIR AND JUST SOCIETY	Publish a commitment, position statement, or a policy document that covers this subject.	G5.1) Mandatory	
	G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?				G5.2) Mandatory	
G6. Data Privacy	G6.1) Does your company follow a Data Privacy policy? Yes/No	GRI 418 Customer Privacy 2016	Publish a commitment, position statement, or a policy document that covers this subject.	G6.1) Mandatory		
	G6.2) Has your company taken steps to comply with GDPR rules? Yes/No			G6.2) Mandatory		
G7. Sustainability Reporting	G7.1) Does your company publish a sustainability report? Yes/No	GRI 1: Foundation 2021 & GRI 2: General Disclosures 2021	G7.1) Mandatory	G7.2) Is sustainability data included in your regulatory filings? Yes/No	G7.2) Mandatory	

GOVERNANCE	G8. Disclosure Practices	G8.1) Does your company provide reporting frameworks? Yes/No	GRI 1: Foundation 2021 & GRI 2: General Disclosures 2021	In addition to GRI does your company publish a CDP, SASB, IIRC, or UNODC based report?	G8.1) Mandatory
		G8.2) Does your company focus on specific UN SDGs? Yes/No			G8.2) Mandatory
		G8.3) Does your company set targets and report progress on the UN SDGs? Yes/No			G8.3) Mandatory
G9. External Assurance	Are your sustainability disclosures assured or validated by a third party? Yes/No	GRI 2: General Disclosures 2021	Please specify whether your sustainability data has been verified by a third party. Please highlight the Key Performance Indicators (KPIs) that have been verified, if any.	G9. Mandatory	





# GRI Standards Content

The Global Reporting Initiative (GRI) Standards provide a global framework for sustainability reporting, guiding organizations in disclosing their economic, environmental, and social impacts. By following GRI Standards, as Napco does in its Sustainability Report, organizations enhance transparency, stakeholder trust, and sustainability performance.

Metrics	Environment	SDGs
<b>GHG Emissions</b>	E1. (1) Total amount, in CO2 equivalents, for Scope 1	Climate Action
	E1. (2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)	Climate Action
	E1. (3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)	Climate Action
<b>Emissions Intensity</b>	E2. (1) Total GHG emissions per output scaling factor	Climate Action
	E2. (2) Total non-GHG emissions per output scaling factor	Climate Action
<b>Energy Usage</b>	E3. (1) Total amount of energy directly consumed.	Responsible Consumption
	E3. (2) Total amount of energy indirectly consumed.	Responsible Consumption
<b>Energy Intensity</b>	E4. (1) Total direct energy usage per output scaling factor?	Responsible Consumption
<b>Energy Mix</b>	E5. (1) Percentage: Energy usage by generation type?	Affordable & clean energy
<b>Water Usage</b>	E6. (1) Total amount of water consumed	Clean Water & sanitation
	E6. (2) Total amount of water reclaimed	Clean Water & sanitation
<b>Environmental Operations</b>	E7. (1) Does your company follow a formal Environmental Policy? Yes/No	Climate Action
	E7. (2) Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No	Climate Action
	E7. (3) Does your company use a recognized energy management system? Yes/No	Climate Action
<b>Environmental Oversight</b>	E8. (1) Does your Management Team oversee and/or manages sustainability issues? Yes/No	
<b>Environmental Oversight</b>	E9. (1) Does your Board oversee and/or manage other sustainability issues? Yes/No	
<b>Climate Risk Mitigation</b>	E10. (1) Total amount invested, annually, in climate-related infrastructure, resilience, and product development	Climate Action

Metrics	Social	SDGs
<b>CEO Pay Ratio</b>	S1. (1) Ratio: CEO total compensation to median FTE total compensation	Reduced Inequalities
	S1. (2) Does your company report this metric in regulatory filings? Yes/No	Reduced Inequalities
<b>Gender Pay Ratio</b>	S2. (1) Ratio: Median male compensation to median female compensation	Gender Equality
<b>Employee Turnover</b>	S3. (1) Percentage: Year-over-year change for full-time employees	
	S3. (2) Percentage: Year-over-year change for part-time employees	
	S3. (3) Percentage: Year-over-year change for contractors and/or consultants	
<b>Gender Diversity</b>	S4. (1) Percentage: Total enterprise headcount held by men and women.	Gender Equality
	S4. (2) Percentage: Entry- and mid-level positions held by men and women.	Gender Equality
	S4. (3) Percentage: Senior- and executive-level positions held by men and women.	Gender Equality
<b>Temporary Worker Ratio</b>	S5. (1) Percentage: Total enterprise headcount held by part-time employees.	
	S5. (2) Percentage: Total enterprise headcount held by contractors and/or consultants.	
<b>Non-Discrimination</b>	S6. (1) Does your company follow non-discrimination policy? Yes/No	Reduced Inequalities
<b>Injury Rate</b>	S7. (1) Percentage: Frequency of injury events relative to total workforce time	Good Health & Wellbeing
<b>Global Health &amp; Safety</b>	S8. (1) Does your company follow an occupational health and global health & safety policy? Yes/No	Good Health & Wellbeing
<b>Child &amp; Forced Labor</b>	S9. (1) Does your company follow a child and/or forced labour policy? Yes/No	Economic Growth
	S9. (2) If yes, does your child and/or forced labour policy also cover suppliers and vendors? Yes/No	Economic Growth
<b>Human Rights</b>	S10. (1) Does your company follow a human rights policy? Yes/No	Reduced Inequalities
	S10. (2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	Reduced Inequalities
<b>Community Investment</b>	S11. (1) Amount invested in the community, including philanthropic donations, as a percentage	Economic Growth

Metrics	Governance	SDGs
<b>Board Diversity</b>	G1. (1) Percentage: Total board seats occupied by men and women.	Reduced Inequalities
	G1. (2) Percentage: Committee chairs occupied by men and women.	Reduced Inequalities
<b>Board Independence</b>	G2. (1) Does the company prohibit the CEO from serving as board chair? Yes/No	
	G2. (2) Percentage: Total board seats occupied by independents	
<b>Incentivized Pay</b>	G3. (1) Are executives formally incentivized to perform on sustainability? Yes/No	
<b>Supplier Code of Conduct</b>	G4. (1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No	Responsible Consumption
	G4. (2) If yes, what percentage of your suppliers have formally certified their compliance with the code?	Responsible Consumption
<b>Ethics &amp; Anticorruption</b>	G5. (1) Does your company follow an Ethics and/or anti-corruption policy? Yes/No	Peace & Justice
	G5. (2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	Peace & Justice
<b>Data Privacy</b>	G6. (1) Does your company follow a Data Privacy policy? Yes/No	
	G6. (2) Has your company taken steps to comply with GDPR rules? Yes/No	
	G6. (3) Has your company taken steps to comply with Oman Per-sonal Data Protection Law rules? Yes/No	
<b>Sustainability Reporting</b>	G7. (1) Does your company publish a sustainability report? Yes/No	
	G7. (2) Is sustainability data included in your regulatory filings? Yes/ No	
<b>Disclosure Practices</b>	G8. (1) Does your company provide reporting frameworks? Yes/No	
	G8. (2) Does your company focus on specific UN SDGs? Yes/No	
	G8. (3) Does your company set targets and report progress on the UN SDGs? Yes/No	
<b>External Assurance</b>	G9. (1) Are your sustainability disclosures assured or validated by a third party? Yes/No	



## United Nations Sustainable Development Goals:

The United Nations Sustainable Development Goals (SDGs) are a collection of 17 global goals designed to be a "blueprint to achieve a better and more sustainable future for all." They were set in 2015 by the United Nations General Assembly and are intended to be achieved by the year 2030. The SDGs serve as a comprehensive framework for addressing the world's most pressing challenges, from poverty and inequality to climate change and environmental degradation. They encourage governments, businesses, and civil society to work collaboratively towards a sustainable future.

The United Nations Sustainable Development Goals (UN SDGs) play a crucial role in guiding our company's Environmental, Social, and Governance (ESG) strategy. By aligning National Aluminium Products company (NAPCO) initiatives with the SDGs, we ensure that our operations contribute to global priorities such as climate action (SDG 13), responsible consumption and production (SDG 12), decent work and economic growth (SDG 8), and reduced inequalities (SDG 10). This alignment strengthens our commitment to sustainable development, enhances transparency in our reporting, and demonstrates our responsibility toward creating long-term value for stakeholders and society.





**National Aluminium Products  
Company SAOG (NAPCO)**

# NAPCO

**“Extruding Omani Creativity”**



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