

Sustainable Energy, Sustainable Future

Al Batinah Power Sustainability Report

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This responsibility requires the international community to provide the means necessary for conserving the ecological system and developing working plans to **realize sustainable** development goals at domestic, regional, and international levels.

”

His Majesty Sultan
Haitham bin Tarik



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About This Report:

Al Batinah Power Company is proud to publish its first sustainability report for the year 2024, marking a significant milestone in our commitment to transparency and sustainability. This report covers the period from January 1 to December 31, 2024, and aligns with both local and global standards, including the Global Reporting Initiative (GRI), the Muscat Stock Exchange (MSX) ESG framework, the United Nations Sustainable Development Goals (SDGs), and Oman Vision 2040. It reflects our dedication to responsible business practices and sustainable growth.



Terminology:

In this report, the terms "we," "the company," or "our" refer to Al Batinah Power Company. These terms are used interchangeably to represent the company throughout the report.

Restatement:

As this is our inaugural sustainability report, there are no restatements or revisions of data from previous years. All information presented is being reported for the first time in our 2024 sustainability report.

Assurance:

For our first sustainability report, we have opted not to seek external assurance for the overall content. The financial information included in this report has been audited by an independent party.

For the non-financial aspects, we have implemented rigorous internal assurance processes to ensure the accuracy and reliability of the data presented.

Contact us:

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<https://albatinahpower.com>

We welcome your feedback and are here to assist with any questions or comments you may have.

CEO Message

As we present Al Batinah Power Company's first Sustainability Report, we reflect on a significant milestone in our journey towards a more sustainable future. This report reflects our commitment to transparency and accountability, aligning with international and local standards such as the MSX ESG Framework, Global Reporting Initiative (GRI), the United Nations Sustainable Development Goals (SDGs), and Oman Vision 2040.

In 2024, we conducted our first materiality assessment, identifying key areas of impact, and engaged with our stakeholders to ensure that our sustainability strategy reflects the expectations and needs of those we serve. This process has laid a strong foundation

for our long-term goals of environmental stewardship, social responsibility, and corporate governance.

I would like to extend my heartfelt thanks to our dedicated team and to OSOOL Consultancy for their invaluable support in guiding us through the start of our sustainability journey. Together, we are building a future that balances growth with responsibility, ensuring that Al Batinah Power Company continues to contribute meaningfully to Oman's sustainable development.

In line with the MSX ESG Framework, we are committed to publishing this report annually as a standalone sustainability report. Together, let us remain committed to achieving a sustainable future.



Chief Executive Officer
MR. Saud Hamed Ahmed AL
Waili

About **Al Batinah Power**

Al Batinah Power is the owner of the Sohar 2 Power Plant in the Al Batinah region of the Sultanate of Oman. With a contracted power capacity of 745 MW, it currently contributes a significant proportion of Oman's total Main Interconnected System (MIS) capacity, and is expected to play a significant role in meeting the growing power demand in the longer term.

Our History

To meet the growing needs of the economic progress that Oman was registering, the government invited proposals for the simultaneous development of the Sultanate's 8th and 9th Independent Power Plants, respectively at Barka and Sohar. Following a competitive bidding process run by OPWP in 2009-2010, the Founders were awarded the contract to build both these plants, which saw the incorporation of Al Suwadi Power Company for Barka 3 and Al Batinah Power Company for Sohar 2.

The Plants have been established under a Build, Own, Operate (BOO) scheme, which enables them to be operated beyond the Power Purchase Agreement (PPA) term of 15 years, either by extending the PPA (if agreed to by Oman Power & Water Procurement Company (OPWP), or by selling the power into an electricity pool which may exist at that time.



Project Timeline

Sustainable Energy, Sustainable Future



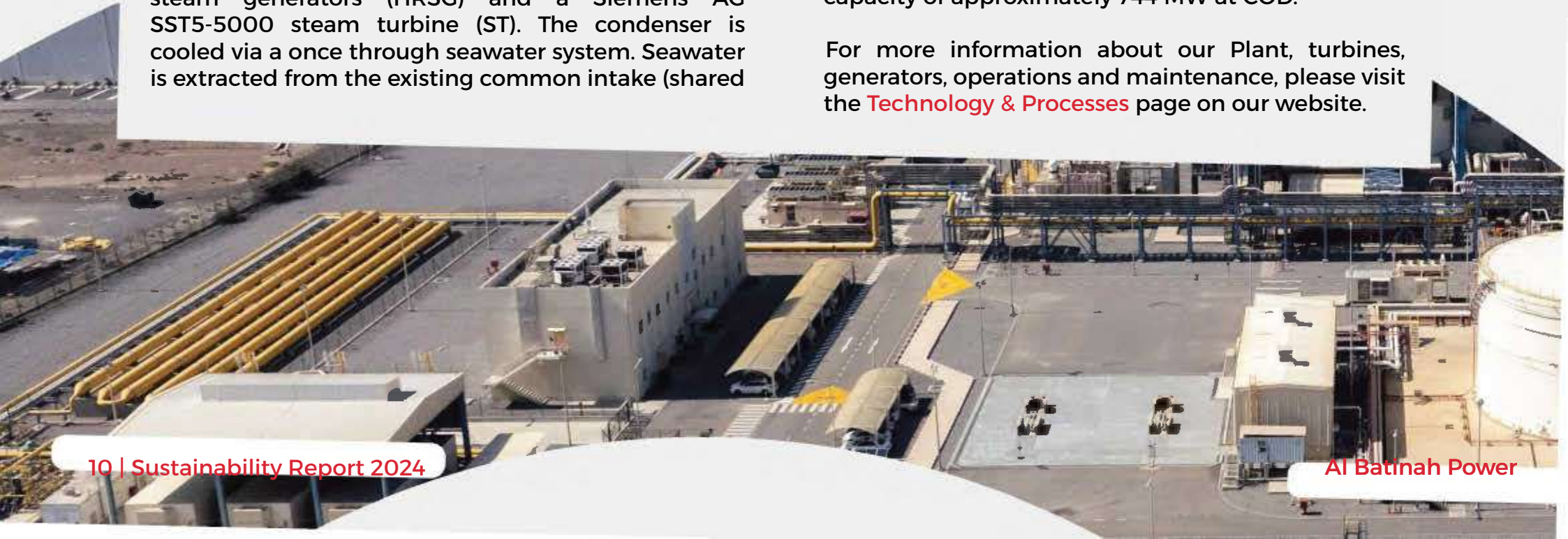
Our Plant

The Plant (Sohar-2 IPP) is located approximately 200km northwest of Muscat in Oman, within the Sohar Industrial Port area, between the plot of the existing Sohar-1 IWPP and Sohar Aluminium Power Plant. The facility entered into full commercial operation on 3 April 2013.

The Plant consists of two Siemens AG SGT5-4000F gas turbines (GT), two triple pressure heat recovery steam generators (HRSG) and a Siemens AG SST5-5000 steam turbine (ST). The condenser is cooled via a once through seawater system. Seawater is extracted from the existing common intake (shared

facility) and discharged to an existing common outfall channel in accordance with the Seawater Extraction Agreement. The gas turbines are fitted with by-pass stacks to enable the operation in open cycle. Although capable of open cycle operation, the normal operating mode of the Plant is in combined cycle (CCGT) for higher thermal efficiency. At site reference conditions of 50°C ambient temperature and 30% relative humidity, the Plant has a net power capacity of approximately 744 MW at COD.

For more information about our Plant, turbines, generators, operations and maintenance, please visit the [Technology & Processes](#) page on our website.



Our Strengths

Al Batinah Power Company is built on a foundation of key strengths that drive our success and resilience in the energy sector. We operate under a well-established contractual framework, supported by a long-term Power Purchase Agreement (PPA) that ensures stable and predictable cash flows, even amidst fluctuations in gas prices and power demand, up until 2028. Our state-of-the-art, fuel-efficient power plant demonstrates our commitment to operational excellence and sustainability.

We benefit from the expertise of experienced shareholders with a proven track record globally, across the GCC, and in Oman. Our fully operational project, managed by a leading operator with the largest Operations & Maintenance (O&M) expertise in Oman, successfully achieved Commercial Operation Date (COD) without any significant delays.

Strong and consistent demand for electricity offers continued growth opportunities, even beyond the expiration of the current off-take contract. Additionally, the long-term availability of natural gas and the leadership of our experienced management team further strengthen our position as a reliable energy provider.

Well-established contractual framework with long term power purchase agreement (PPA)

Stable and predictable cash flows, resilient to potential shocks in gas prices and power demand until 2028

State-of-the-art fuel-efficient power plant

Experienced shareholders with an established track record globally, in the GCC and in Oman

Fully operational project operated by an experienced operator with largest O&M expertise in Oman and having reached commercial operation date (COD) without material delays

Strong and consistent demand for electricity, ensuring opportunities after the expiration of the current off-take contract

Long term availability of natural gas

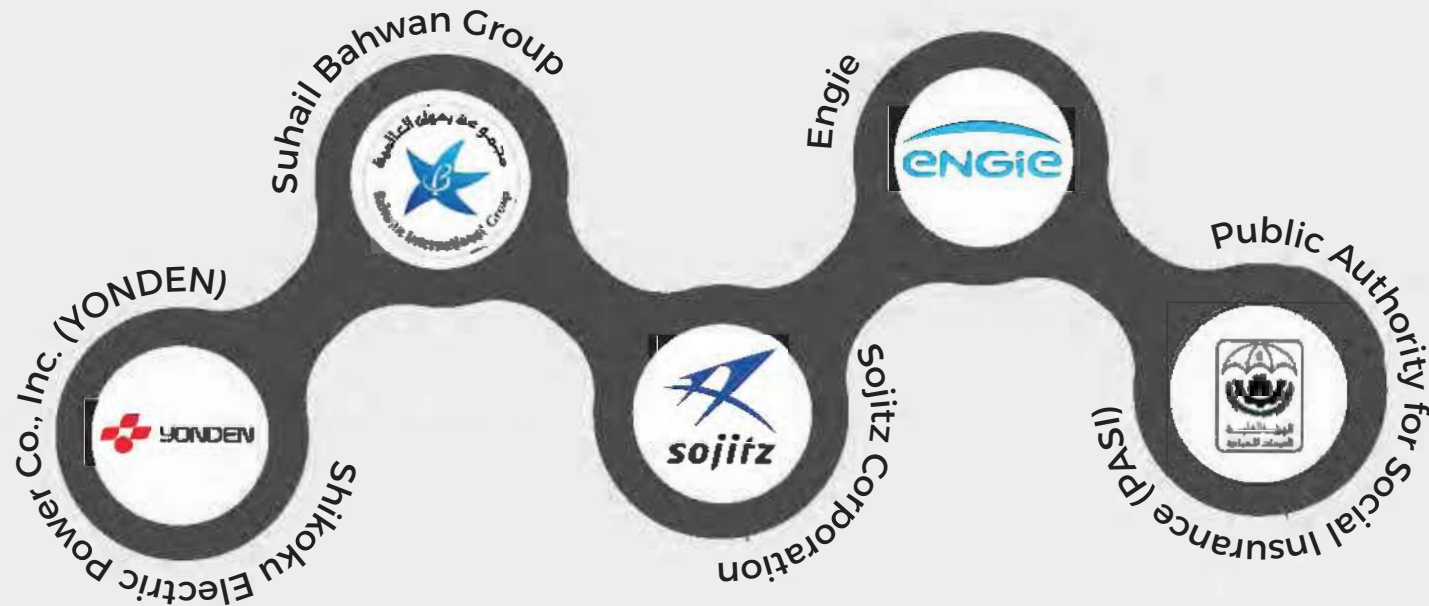
Experienced management

Financial Overview

	Revenues (RO'000)	Profit before tax (RO'000)	Net profit for the year (RO'000)	Basic and diluted earnings per share (Baizas per cents)
2022	66,774	20,939	12,169	163.13
2023	66,332	20,704	12,705	181.95
2024	78,967	21,217	14,102	191.85

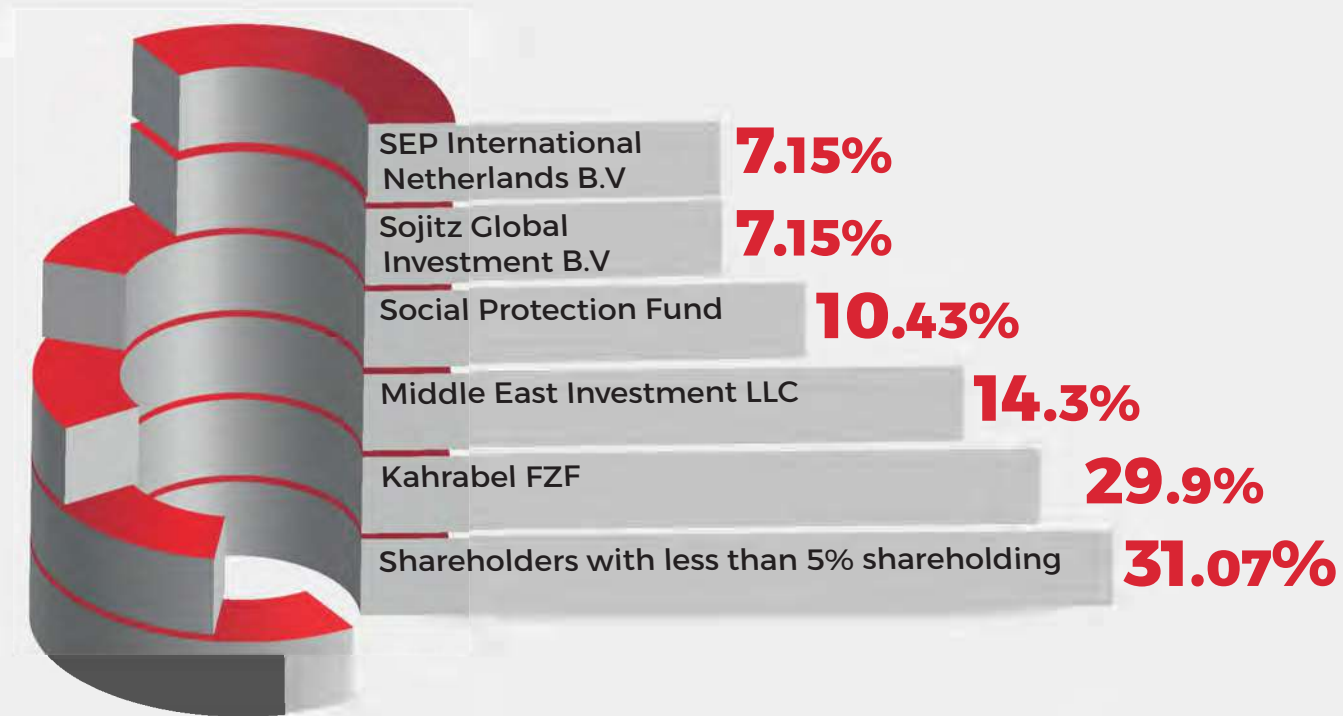
For more information about our financials, please refer to the [financial reports](#) on our website.

Founders & Shareholders



To learn more about our founders, please visit the "**Founders**" page on our website.

Founders & Shareholders



Shareholders & Owership Percentage

Membership & Awards

Al Batinah Power is proudly listed on the Muscat Stock Exchange (MSX), reflecting our commitment to operational excellence and transparency.

In September 2024, we were honored with the Best Performing MSX-Listed Company under the Small Cap Category award by Alam Al-Iktisaad, recognizing our outstanding performance and dedication to delivering value to our stakeholders.



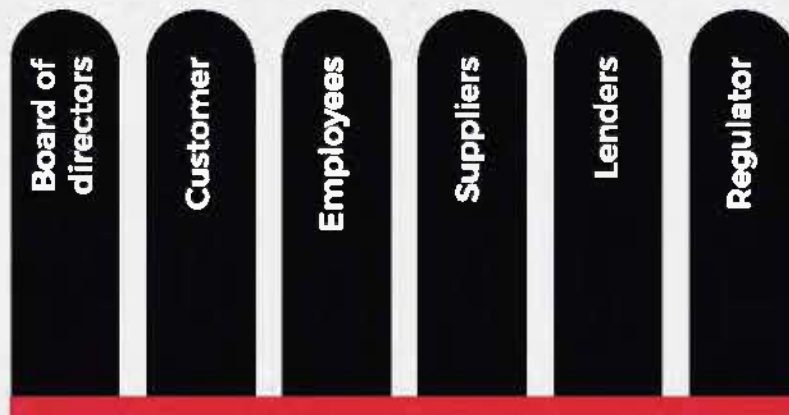
Al Batinah Power **Company Sustainability** Approach

Al Batinah Power Company is committed to integrating sustainability into every aspect of its operations. Our approach focuses on engaging with stakeholders to understand their expectations, conducting comprehensive materiality analysis to identify the most relevant environmental, social, and governance (ESG) issues, and aligning our efforts with both national frameworks, such as Oman Vision 2040, and global standards, including the Sustainable Development Goals (SDGs). By embedding these practices, we ensure that our business contributes positively to the community and the environment while achieving long-term success.

Stakeholders Engagement

As part of our inaugural sustainability report, Al Batinah Power Company has actively engaged with both internal and external stakeholders to understand their perspectives and concerns regarding sustainability. Through distributed surveys and interviews with key stakeholders, we have gathered valuable insights to shape our Environmental, Social, and Governance (ESG) priorities. This engagement has been crucial in identifying the sustainability topics that matter most.

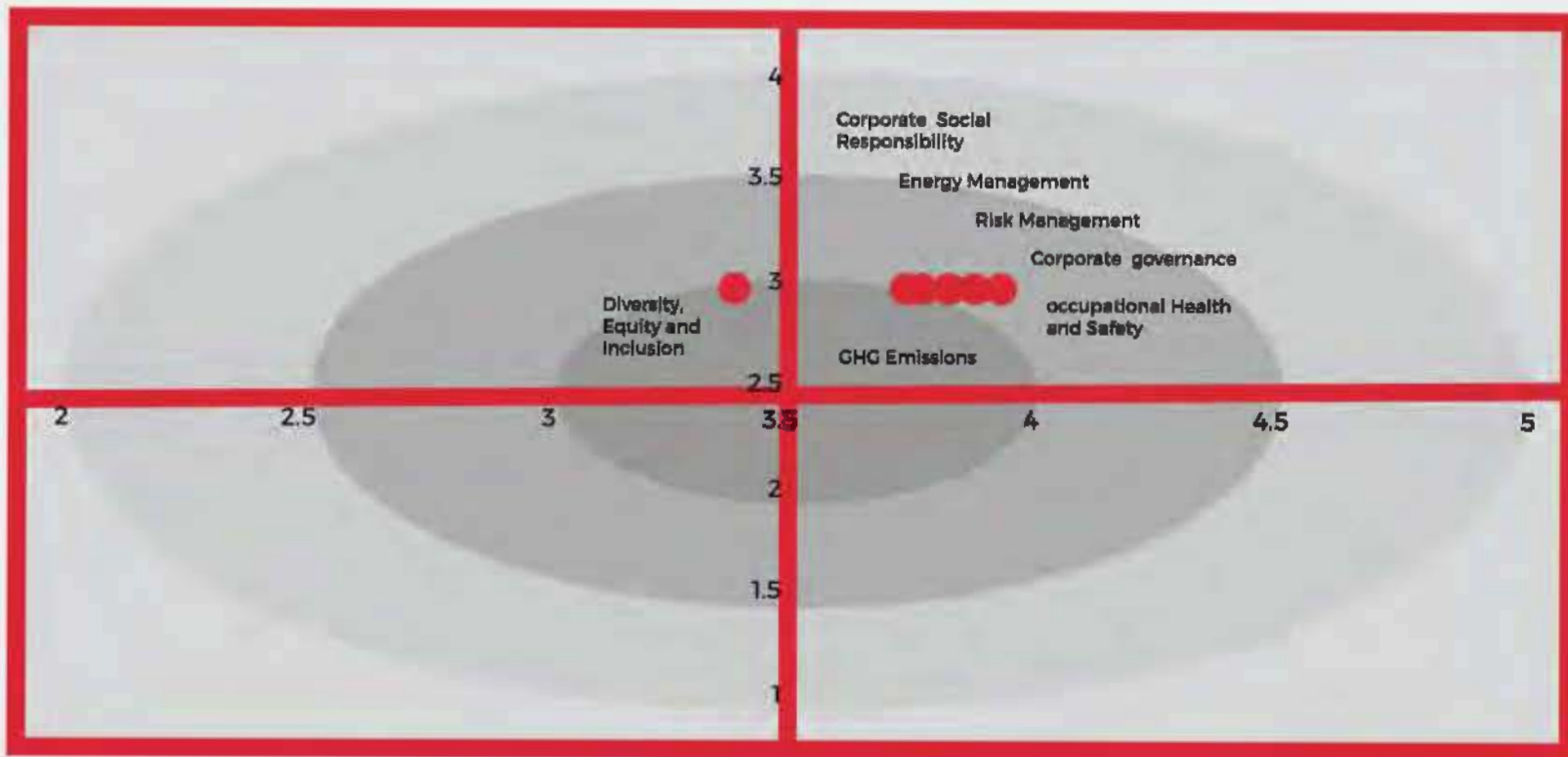
We have engaged with the following stakeholders:



Materiality analysis

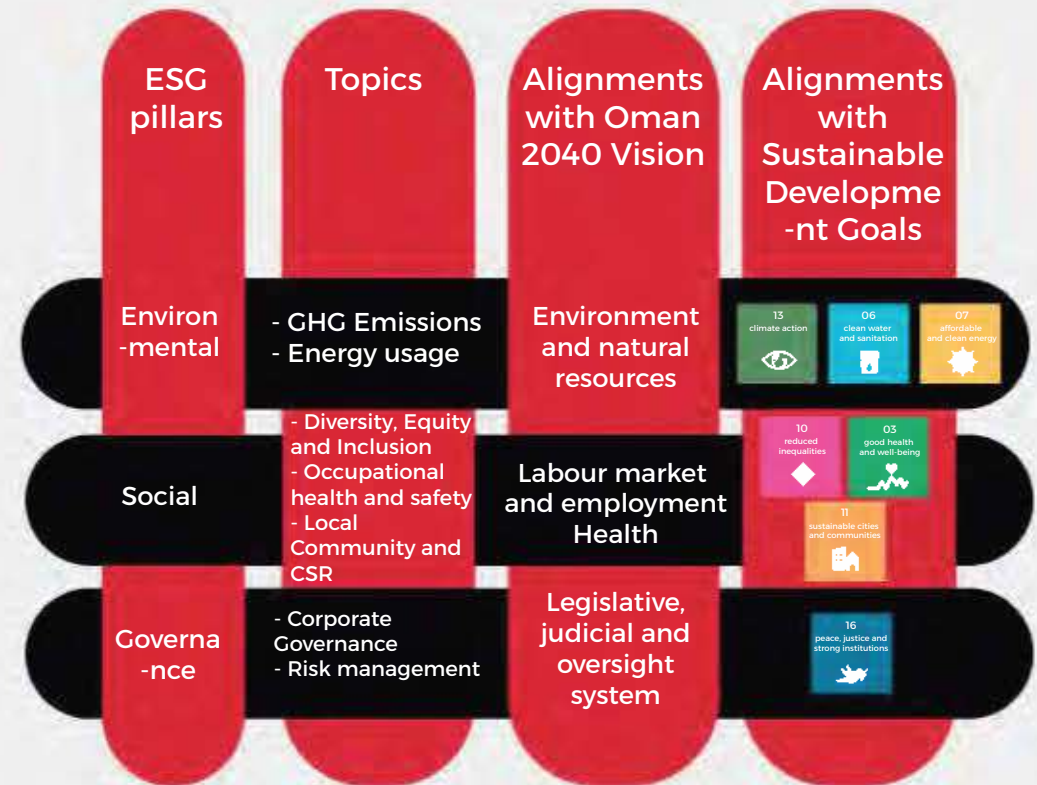
In 2024, Al Batinah Power Company conducted its first materiality analysis as part of the development of our inaugural sustainability report. This foundational analysis adhered to Global Reporting Initiative (GRI) standards and included a benchmarking review of industry best practices. To ensure relevance and comprehensiveness, we engaged with our stakeholders through surveys and interviews, gathering their insights and concerns. This approach allowed us to identify and prioritize the most significant Environmental, Social, and Governance (ESG) topics for our company. By combining these insights with established standards, we aim to address the critical issues that matter most to our stakeholders and drive meaningful sustainability efforts.

AI Batinah Power Matrix



Alignment with local and global standards

Al Batinah Power Company's sustainability report is crafted to adhere to the Global Reporting Initiative (GRI) standards and the MSX ESG framework, ensuring comprehensive and transparent reporting. Our sustainability efforts are closely aligned with Oman Vision 2040, reflecting our commitment to the national development goals and priorities. Additionally, we align our practices with the Sustainable Development Goals (SDGs), reinforcing our dedication to global sustainability targets. This dual alignment with local and global standards underscores our commitment to operating responsibly and contributing positively to both our community and the wider world.



Governance

At Al Batinah Power Company, we are committed to maintaining the highest standards of corporate governance, ensuring transparency, accountability, and ethical conduct in all aspects of our operations. Our Board of Directors provides strategic oversight, while specialized Board Committees assist in critical governance areas. We adhere to stringent Corporate Governance practices that align with local regulations and international best practices.

We prioritize Compliance by adhering to applicable laws and internal policies, fostering a culture of ethical conduct through our commitment to Business Ethics and Business Integrity. To safeguard the company's interests, we have robust Risk Management frameworks in place, ensuring proactive identification and mitigation of risks. Additionally, we uphold stringent protocols in Data Privacy to protect sensitive information and maintain trust with our stakeholders.

Board of Directors

In compliance with the Company's Articles of Association, Al Batinah Power Company's Board is composed of 11 non-executive directors. The current board members were elected by the shareholders during the Annual General Meeting (AGM) held in March 2022, for a term of three years. The board appointments were made in accordance with the rules of the Financial Services Authority (FSA). The composition of the Board fully aligns with the requirements of the Corporate Governance Code, ensuring robust oversight and governance of the Company's operations.



Mr. Muhammad Fawad
Akhtar
Chairperson
Non-independent



Mr. Khalil Ahmed Al
Harthy
Member
independent



Mr. Gopal Hariharan
Deputy Chairperson
independent



Mr. Shabib Abdullah
Mohamed Al-Busaidi
Member
Non-independent



Mr. Pradeep Asrani
Member
independent



Mr. Masamitsu Hirose
Member
Non-independent



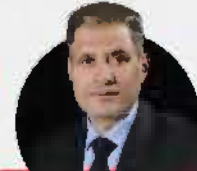
Mr. Sami Nasser Badar Al
Riyami
Member
independent



Mr. Boris Max Smondack
Member
Non-independent



Mr. Mohamed Amur
Mohamed Al-Mamari
Member
independent



Mr. Yasser Ramadan
Mahamad Kheir
Member
independent



Mr. Makoto Imabayashi
Member
Non-independent

Board of Committees

Al Batinah Power Company has established two key Board Committees to ensure effective governance and oversight. The Audit Committee and the Nomination & Remuneration Committee. The Audit Committee plays a crucial role in monitoring the integrity of the Company's financial reporting, risk management, and internal control processes. The Nomination & Remuneration Committee is responsible for overseeing the appointment of qualified individuals to the Board and ensuring that fair and competitive remuneration practices are implemented. Both committees are essential in supporting the Board's commitment to transparency, accountability, and good corporate governance.

For comprehensive information on our Board Committees, including their roles and other pertinent details, please refer to our Corporate Governance Report.

Board committees	Audit Committee	Nomination & Remuneration Committee
About the committees	The Audit Committee of Al Batinah Power Company provides independent support to the Board in fulfilling its oversight responsibilities toward shareholders, potential investors, and other stakeholders. The committee is primarily responsible for ensuring the integrity of the Company's financial statements and overseeing the accounting and financial reporting processes. Additionally, it evaluates the effectiveness of the Company's risk management and internal control systems, monitors the performance of the internal audit function, and ensures the qualifications and independence of the external auditors. The Audit Committee also plays a vital role in ensuring the Company's compliance with ethical, legal, and regulatory requirements. By promoting continuous improvement and adherence to the Company's policies, procedures, and practices, the committee fosters corporate accountability, transparency, and integrity. To fulfill its role effectively, the Audit Committee maintains open and transparent communication with external auditors, the internal audit team, and the Company's management, ensuring that all parties are fully aware of their responsibilities.	The Nomination & Remuneration Committee (NRC) of Al Batinah Power Company plays a key role in ensuring that the Board and executive management are composed of highly qualified and capable individuals. The committee assists the general meeting by nominating proficient and high-caliber directors. It is also responsible for preparing detailed job descriptions for directors, including the Chairperson of the Board, to ensure clarity in their roles and responsibilities. Additionally, the NRC develops a succession plan for the Board, focusing on the Chairperson and executive management, ensuring leadership continuity. The committee also proposes a comprehensive remuneration and incentives policy designed to attract and retain competent executive management, aligning with the Company's long-term objectives.
Name of Committee Members	1- Mr. Pradeep Asrani - Chairperson 2- Mr. Gopal Hariharan - Member 3- Mr. Makoto Imabayashi - Member	1- Mr. Yasser Mohammed Kheir - Chairperson 2- Mr. Boris Max Smondack - Member 3- Mr. Makoto Imabayashi - Member

Corporate Governance

Al Batinah Power Company is committed to the principles of good Corporate Governance and adheres to the guidelines issued by the Financial Services Authority (FSA). By maintaining high standards of transparency, accountability, and ethical conduct, the Company ensures that shareholders are supported by a well-performing management team. This commitment extends to continuous improvement of business processes, comprehensive disclosure, and strict compliance with applicable laws, regulations, and permits, all aimed at enhancing long-term shareholder value and safeguarding the interests of all stakeholders.

We at Al Batinah Power Company have established robust policies, procedures, and systems to guarantee the fair and timely dissemination of material information to stakeholders.

Both the Audit Committee and the Nomination & Remuneration Committee operate in full compliance with the Corporate Governance Code, ensuring diligent management of the Company in the best interest of our shareholders.

For additional details on our corporate governance practices, please consult our Corporate Governance Report.

Compliance

In 2023 and 2024, Al Batinah Power Company demonstrated a robust commitment to adhering to regulatory and ethical standards. Throughout these years, the Company did not receive any penalties from the Financial Services Authority, Muscat Stock Exchange (MSX), or any other statutory authority related to capital markets. This absence of penalties underscores our diligent efforts to comply with all relevant regulations and guidelines, reflecting our ongoing dedication to upholding the highest standards of corporate governance and compliance.

Business Ethics

At Al Batinah Power Company, our commitment to ethical conduct is integral to our strategic decisions, management practices, and professional behavior. We have established a comprehensive Code of Conduct that guides our daily operations and upholds our core values. Our ethics and compliance policy are founded on four fundamental principles:

- Act in Accordance with Laws & Regulations:

All employees are required to adhere to international, national, and local laws, as well as the professional codes of practice relevant to their roles. This principle ensures that our operations are always in legal and regulatory compliance.

- Establish a Culture of Integrity:

Integrity is central to our operations, ensuring that personal interests do not conflict with the Company's objectives. This principle fosters a culture of trust and serves as a safeguard against corrupt practices, reinforcing our commitment to ethical standards.

- Behave Fairly and Honestly:

Employees are expected to fulfill their duties and engagements with utmost diligence. Communications, whether internal or external, should be conducted in good faith, providing genuine, accurate, and complete information to all stakeholders.

- Respect Others:

We emphasize respect for individuals' rights, dignity, and cultural differences, as well as for tangible and intangible assets belonging to others. This principle fosters a respectful and inclusive work environment.

Through these principles, Al Batinah Power Company ensures that our business practices reflect the highest ethical standards, reinforcing our commitment to integrity and respect in all our interactions.

For more information on business ethics at Al Batinah Power Company, please visit the [Ethics](#) page on our website..

Business Integrity

At Al Batinah Power Company, integrity is a cornerstone of our business operations and professional practices. We maintain a zero-tolerance policy for any compromise on integrity, emphasizing that it must govern all day-to-day business relationships and decisions. The ethical and professional behavior of our employees is of paramount importance, both in their interactions with colleagues and third parties.

Our employees are fully aware that the Company's reputation is directly linked to their actions. Therefore, it is imperative that each employee fosters a culture of integrity at all times. Integrity requires employees to avoid any situations that might lead to a conflict between personal interests and those of the company. By upholding our fundamental values, employees contribute to creating a climate of trust and safeguarding the Company against corrupt practices—risks that threaten both our commercial viability and reputation.

Al Batinah Power company's commitment to business integrity is integral to our continued success and the maintenance of our esteemed reputation in the industry.



Whistleblowing

At Al Batinah Power Company, we are committed to maintaining the highest ethical standards through a robust whistleblowing process. The Ethics Officer is responsible for recording any reports of violations of the Company's Charter. Upon receiving a report, the Ethics Officer investigates the issue; if a breach is confirmed or appears likely, it is escalated to the CEO.

In situations where the CEO may have a conflict of interest, the report is directed to the Chairman of the Audit Committee. The Ethics Officer and the CEO collaborate to determine the appropriate corrective measures and/or decide on reporting the issue to the Audit Committee. All decisions regarding corrective actions and reporting are meticulously documented by the Ethics Officer.

Annually, the Ethics Officer provides a compliance report to the CEO, detailing the status of compliance and any corrective measures taken. The CEO then issues a "Compliance Letter" to the Chairman of the Board of Directors, either annually or upon request. The Audit Committee remains vigilant for any indications of Charter violations, promptly reporting such cases to the CEO and keeping the Ethics Officer informed.

This structured approach ensures transparency and accountability, reinforcing our commitment to ethical conduct and providing a clear process for addressing potential breaches.

For more information, please refer to our [Ethics Charter](#) available on our website.

Risk Management

At Al Batinah Power Company, we adopt a proactive approach to managing risks and addressing potential concerns that could impact our business. Our principal risk lies in the potential unavailability of the Plant due to mechanical breakdowns. To mitigate this, we closely monitor STOMO's operations and maintenance practices, ensuring they align with directives, industry best practices, and OEM-prescribed maintenance schedules.

To safeguard against accidental damage, we have comprehensive insurance policies covering property damage, business interruption, third-party liabilities, and staff medical coverage. These policies meet or exceed the thresholds stipulated by the Project and Finance Documents and the laws of the Sultanate of Oman. They are regularly reviewed to ensure ongoing protection against potential operational losses and unforeseen events, reinforcing our business continuity strategies.

Financial Stability and Regulatory Compliance the company has maintained consistent financial stability, with payments from Oman Power and Water Procurement Company (OPWP) being settled within agreed credit periods, supporting healthy cash flow and financial management. Following regulatory requirements, the

Authority for Public Services Regulation (ASPR) mandated

the Company's participation in the spot market post the issuance of a modified Generation License. The spot market commenced on January 1, 2022. Despite this, the Company's revenue stream remains unaffected during the term of the Power Purchase Agreement (PPA), ensuring resilience amid market changes.

Risk Management Framework Our Comprehensive Risk Management Policy outlines the following key aspects:

- **Identification of key risks and their probability of occurrence (risk appetite)**
- **Mechanisms for risk identification, measurement, and monitoring.**
- **Periodic examination, detection, and reporting of risks, especially new and emerging ones .**
- **Mitigation measures to address risks that cannot be avoided.**

Risk Management

The policy integrates with our business strategies, adapting to shifts in market conditions and the operational landscape. The Company has also established policies covering corporate governance, procurement, finance, ethics, HR, HSE, and business continuity, strengthening our internal control environment and ensuring compliance with applicable laws and regulations.

Operational and Financial Risk Management the Company's risk management strategy for operational and financial aspects is influenced by the requirements outlined in Project and Finance Documents and Omani legislation. Annual capital expenditure helps mitigate operational risks by investing in critical spares with long lead times and addressing potential wear and tear. Financial risks, such as interest rate and currency exposures, are managed through hedging agreements to comply with lender covenants.

Enterprise Risk Management (ERM) and Internal Controls We have a structured Enterprise Risk Management (ERM) process that identifies key risks and corresponding mitigation measures. Internal Audit performs an annual risk assessment, which informs the subsequent year's Internal Audit Plan, subject to Audit Committee approval.

Regular updates on existing and emerging risks, mitigation

strategies, and action plans are presented to the Board by management and the Audit Committee. Budgetary controls are in place, with monthly variance analyses and detailed reports provided to the Board after executive review.

Robust Internal Controls and Audit Mechanisms Our internal controls are reinforced through comprehensive policies, including the Powers and Authorities Mandate, which necessitates dual signatories for payments. This mandate, approved by the Board, ensures stringent control over financial transactions. Tools such as the Internal Control Health Check and the INCOME (Internal Control Management & Efficiency) system are employed to maintain the integrity and efficiency of our internal processes.

Through these robust risk management practices, Al Batinah Power Company continues to uphold operational resilience, financial stability, and regulatory compliance, ensuring the long-term sustainability of our business.

Data Privacy

At Al Batinah Power Company, we are deeply committed to safeguarding the privacy of all individuals who interact with our services. We ensure that no personal data is collected while using our website, reinforcing our commitment to responsible data management. Any non-personal information collected is handled with care and used solely to improve website functionality and user experience.

To further enhance data protection, we collaborate with trusted third-party service providers who assist us in analyzing website usage. These partners are bound by strict confidentiality agreements and are prohibited from using the information for any purposes beyond our service improvements. While we take appropriate steps to secure this data, we continuously review our practices to ensure the highest standards of information protection, acknowledging that no internet-based transmission can be entirely free of risk.

Additionally, our website is intended for business purposes only and is not designed for individuals under the age of 18. We take steps to ensure that no personal information is collected from children, demonstrating our ongoing commitment to privacy and data security.

For further details, please refer to our [Privacy Policy](#) available on our website.

Social

At Al Batinah Power Company, we prioritize the well-being and inclusion of our employees and the communities we serve. Our commitment to Diversity, Equity, and Inclusion (DEI) fosters a culture where every employee is valued, empowered, and encouraged to contribute to the success of the company. By embracing diverse perspectives, we ensure an inclusive workplace where fairness and equal opportunities are at the core. Additionally, our Occupational Health and Safety measures ensure a secure and healthy work environment, focusing on minimizing risks and protecting our workforce. Through stringent safety protocols and continuous training, we strive to maintain the highest standards of workplace safety.

Beyond our internal efforts, we actively engage in Corporate Social Responsibility (CSR) initiatives that extend our positive impact into the wider community. We invest in meaningful programs that address social challenges and contribute to community development, reinforcing our commitment to being a responsible corporate citizen. Together, these efforts reflect our comprehensive approach to social responsibility, aligning our operations with the broader goal of sustainable growth and social well-being.



Diversity, Equity and Inclusion

At Al Batinah Power Company, we recognize that cultivating a diverse, equitable, and inclusive workplace is key to our success. We are committed to building an environment where individuals from diverse backgrounds, perspectives, and experiences are respected and empowered. This dedication to diversity is evident in our inclusive hiring practices, which focus on local talent while embracing a workforce representing multiple nationalities and cultures.

We champion equity by providing fair treatment and equal opportunities for all employees, regardless of gender, age, or background. Through ongoing training and development programs, we aim to cultivate an environment that encourages growth and recognizes individual potential.

Our Employees	2023	2024
Total number of employees	10	10
Full-time employees	8	8
workers who are not employees	2	2
Employee Turnover	1	0

Diversity, Equity and Inclusion

At Al Batinah Power Company, we are dedicated to building a balanced and inclusive workforce. We understand the crucial role gender diversity plays in driving innovation and enhancing our organizational culture. Our recruitment and retention policies are structured to provide equal opportunities for all, ensuring that gender is never a barrier to career advancement or professional growth.

Employees by Gender	2023	2024
Total number of employees	10	10
Total number of Male employees	5	5
Total number of Female employees	5	5
Ratio of the basic salary and remuneration of women to men	0.548	0.586

Gender diversity of Executive Management

Total number of employees in the Executive Management	3	3
Number of males in the Executive Management	3	3
Number of females in the Executive Management	0	0

Gender diversity of Middle Management

Total number of employees in the Middle Management	3	3
Number of males in the Middle Management	1	1
Number of females in the Middle Management	2	2

Diversity, Equity and Inclusion

Through our ongoing efforts to promote gender equality, we aim to create a workplace where talent is valued and success is based on merit, contributing to a more equitable and inclusive environment.

At Al Batinah Power Company, we are dedicated to fostering an inclusive environment where employees of all ages can thrive, collaborate, and contribute to the company's success. We recognize the value of diverse perspectives and experiences that a multigenerational workforce offers. Our employees, representing a range of age groups, create a dynamic blend of innovation, experience, and new ideas. By promoting age diversity, we benefit from the expertise of seasoned professionals while also supporting the growth and development of younger talent.

Employees Age Group	2023	2024
18 - 35	4	3
36 - 45	5	6
Above 45	1	1
Total	10	10

Our workforce is strengthened by a rich tapestry of nationalities, underscoring our commitment to inclusivity and global perspectives. We view this diversity as a significant asset, fostering a vibrant environment where various cultural backgrounds and experiences drive our collective success. The tables below illustrate the nationality diversity within our workforce.

Employees Nationality	2023	2024
Oman	8	8
India	1	1
Pakistan	1	1
Total	10	10

Diversity, Equity and Inclusion

Nationality diversity of Executive Management

	2023	2024
Total number of employees in the Executive Management	3	3
Number of Omani employees in the Executive Management	2	2
Number of expatriates in the Executive Management	1	1

Nationality diversity of Middle Management

	2023	2024
Total number of employees in the Middle Management	3	3
Number of Omani employees in the Middle Management	2	2
Number of expatriates in the Middle Management	1	1

At Al Batinah Power Company, we believe that the well-being and satisfaction of our employees are integral to our success. To support this, we offer a comprehensive range of benefits designed to enhance their quality of life and provide security and motivation.

Medical Coverage and Insurance: We provide our employees with comprehensive medical coverage and insurance, ensuring access to quality healthcare services for them and their families.

Life Insurance: To provide peace of mind and financial security, we offer life insurance coverage, supporting employees' loved ones in case of unforeseen circumstances.

Annual Bonus: We recognize the hard work and dedication of our employees with an annual bonus, reflecting our commitment to rewarding their contributions and fostering motivation.

Company Car and Fuel Card: For designated roles, we offer the added benefit of a company car and a fuel card, facilitating work-related travel and easing commuting expenses.

Health Club Membership: We support the health and well-being of our employees by providing health club memberships, encouraging them to maintain a healthy and active lifestyle.

Diversity, Equity and Inclusion

These benefits are part of our comprehensive approach to employee care, ensuring that we provide not just a workplace, but an environment where our team feels valued, supported, and motivated.

In addition, we recognize the importance of work-life balance and its impact on our employees' well-being. We strive to create a supportive environment that helps our employees manage their roles as parents and balance the demands of work and home life. Our commitment extends to supporting employees through all stages of life, including their parenting journey. The table below provides further details on our parental leave data.

Parental leave	2023	2024
Total number of employees that were entitled to parental leave	1	1
Total number of male employees that took parental leave	1	0
Total number of female employees that took parental leave	0	1



Training, and career development

At Al Batinah Power Company, we prioritize the development of our employees through a robust training and career development framework, established in collaboration with our operator STOMO. Our training values focus on ensuring that all employees perform their tasks with maximum efficiency and safety.

A key aspect of our approach is to empower qualified Omani Nationals by enhancing their engineering and related skills, preparing them for higher responsibilities in operating and maintaining the Plant. From the outset, our strategy has been to provide continuous training and development opportunities for Omani staff, enabling them to advance and assume additional responsibilities over time.

The annual performance reviews of each employee include a thorough assessment of their career growth, allowing us

to track and support their progress. STOMO plays a pivotal role in identifying high-potential candidates, particularly young Omani graduates, and providing them with specialized training and mentorship. This targeted development helps these individuals ascend to senior management roles and ultimately reach the highest positions within the power industry.

Additionally, our company's human resource policies are designed to map out clear career pathways for young Omani Nationals, facilitating their professional growth and preparation for senior roles. Through these efforts, we are committed to nurturing talent and supporting the career advancement of our employees, ensuring they can achieve their full potential and contribute significantly to the success of Al Batinah Power Company.



Occupational health and safety

At Al Batinah Power Company, we prioritize occupational health and safety as a fundamental aspect of our operations, encompassing STOMO, contractors, and sub-contractors. Our overarching goal, set by top management, is to achieve zero harm and zero environmental incidents. This commitment is embedded in our Health, Safety, and Environment policy, which has demonstrated exceptional results. Notably, no lost-time accidents (LTA) were reported during the policy's first year of implementation, exemplifying the effectiveness of our safety measures and the dedication of our team. In 2024, our health, safety, security, and environmental performance was exemplary, with 4,926 consecutive days without an LTA, amounting to 1,524,512 safe man-hours by year-end. These achievements underscore our pledge to maintain a safe working environment for all.

Our adherence to the highest safety standards is validated through certifications such as ISO 45001:2018 for Occupational Health and Safety Management and ISO 14001:2015 for Environmental Management. This commitment is further reinforced by comprehensive training programs covering:

- **NEBOSH and IOSH Managing/Working Safely certifications.**
- **First aid, fire-fighting, defensive driving, chemical handling, confined space, PTW (Permit to Work), and working at height training.**
- **Crane operation, rescue, and H2S training**

Core Safety Practices and Initiatives

Management Reviews and Safety Walks

Regular reviews and on-site safety inspections foster continuous improvement and ensure adherence to safety standards.

Proactive Key Performance Indicators (KPI)

We monitor safety performance using KPIs, driving consistent safety enhancements.

Behavioral-Based Program "Fresh Eyes"

This initiative promotes new perspectives on safety, identifying and mitigating risks proactively.

INTELEX Safety Reporting Management System

An essential tool for comprehensive safety reporting and management, available for all employees to report unsafe conditions.

Behavioral Attitude Recommendation Standards (BARS)

Introduced by Engie, BARS forms part of our loss control and risk management approach.



Core Safety Practices and Initiatives

Empowerment Through Safety Procedures

Our procedures require all workers to wear proper Personal Protective Equipment (PPE) and obtain a Permit to Work (PTW) authorized by a designated officer who handles system isolation. Each task begins with a Point of Work Risk Assessment (POWRA) to identify hazards and determine necessary safety measures. We uphold a strong "Stop Work" culture, empowering employees to cease work if safety is compromised, with full support and no repercussions.

Comprehensive Monitoring and Reporting

We measure safety performance through leading and lagging indicators, including goals such as zero fatalities and LTAs, supported by increased safety walks and a no-blame culture. Observations and opportunities for improvement are reported in the INTELEX system. Incident investigations and root cause analyses (RCA) are conducted diligently to prevent recurrences, with insights shared internally and with board members.

Active Engagement and Audits

We conduct internal and external audits, as well as site inspections and management safety visits, led by our CEO and technical team. Specific audits focus on particular safety aspects, such as working at height or slips and trips. Additionally, bi-monthly HSE committee meetings enable employees to voice their experiences and address safety concerns.

Safety Education and Annual Initiatives

Weekly Toolbox Talks (TBT) are held to keep safety practices at the forefront, while an annual Safety Day underscores the importance of health and safety awareness. Training initiatives ensure continuous safety skills development across all roles.

Access to Healthcare

All employees are provided with medical cards for easy access to healthcare services, reinforcing their well-being and health.

Performance Highlights 2024, **we proudly report**

865,077
hours worked
without safety
incidents

Zero
fatalities,
high-consequence
injuries, and
recordable
work-related
injuries

Through these efforts, Al Batinah Power Company remains steadfast in exceeding regulatory expectations and fostering a safe, secure, and supportive working environment for everyone.

Corporate Social Responsibility

At Al Batinah Power Company, corporate citizenship is a cornerstone of our business success. We are dedicated to ensuring that our operations have a positive and meaningful impact on the community and the country as a whole. As part of this commitment, the Company allocated 50,000 OMR for Corporate Social Responsibility (CSR) initiatives in 2024. These initiatives reflect our focus on creating long-term value for society and contributing to the well-being of the people we serve.



Corporate Social Responsibility

2024 Corporate Social Responsibility initiatives

Beneficiary	Description	Amount (OMR)
Oman Charitable Organization	In alignment with the Ministry of Commerce, Industry, and Investment Promotion's decision number 205/2021, Al Batinah Power Company allocated 20% of its CSR budget to the Oman Charitable Organization. This contribution underscores our commitment to supporting national charitable initiatives and reflects our ongoing efforts to positively impact the community through structured and meaningful support.	10,000
Ministry of Education	Green Schools Project: Through the Green Schools initiative, students are equipped with essential knowledge on the circular economy and sustainability. STEM Oman Program: The STEM Oman Program is an educational system that aims to combine the four basic education subjects, Science, Technology, Engineering and Mathematics and link and mix them in an integrated manner in creative ways based on scientific experiments to transform ideas into practical applications that focus on linking education to daily life through developing creative and critical thinking skills among students. Interactive boards: Interactive boards are classroom tools that allow for an enriched, dynamic and engaging educational experience for both teachers and students. Interactive boards in the classroom significantly simplify the teaching and learning process in the classroom, making each lesson more time-efficient, effective and engaging. etc.	30,085

Corporate Social Responsibility

Beneficiary	Description	Amount (OMR)
Ministry of Education	Student's Competition: In collaboration with Al Suwadi Power Company, and Sohar University conducted a competition between universities students for finding best solutions of Power plants challenges.	3,150
Muscat Municipality	Install Solar PV project with AC at Waiting Stations for Taxi Drivers and Car Users in North of Al Batinah Governorate.	5,725
Ministry of Health	Supply of refrigerators to health centers for Vaccine storage	1,040

At Al Batinah Power Company, we remain steadfast in our commitment to making a positive difference in the communities we serve. Through our CSR initiatives, we aim to contribute meaningfully to the socio-economic development of Oman, fostering sustainability, education, innovation, and well-being. Together, we are building a brighter and more sustainable future for all.

Environment

At Al Batinah Power Company, we are dedicated to utilizing advanced technology to maximize the efficiency of Oman's natural gas resources. Our plant's high fuel efficiency not only optimizes resource use but also reduces our environmental footprint. We are proud to have achieved zero environmental incidents in our operation, underscoring our commitment to upholding the highest standards of environmental stewardship. By aligning our efforts with the Oman's vision, we contribute to a greener future for the Sultanate, ensuring that development and environmental preservation move forward together.

Our approach to environmental sustainability focuses on key areas. We continuously monitor and manage greenhouse gas emissions to reduce our carbon footprint and help mitigate climate change. Through innovative energy management practices, we enhance operational efficiency and promote responsible resource use. We also prioritize water conservation through effective management practices, ensuring sustainable water use and minimizing our impact on local ecosystems.

These initiatives showcase our strong commitment to environmental sustainability and our dedication to building a greener Oman.

Energy Management

Energy management is a key pillar of our operational strategy at Al Batinah Power Company, underscoring our commitment to both sustainability and efficiency. We recognize that enhancing energy use is essential for boosting performance and reducing our environmental impact.

With advanced technology at our disposal, we monitor and analyze real-time energy consumption, enabling us to quickly spot areas for improvement. By leveraging data analytics and performance metrics, we fine-tune our operations to minimize energy waste, increase efficiency, and improve overall productivity.

To maintain optimal performance, we follow best practices in energy management, including conducting regular

audits and ensuring timely maintenance of our equipment. Furthermore, we promote a company-wide culture of energy awareness, motivating every team member to actively contribute to our energy-saving initiatives.

Aligned with our local vision, our energy management efforts not only strengthen our position as a leader in the power sector but also enhance our operational resilience.

Through continuous improvements in efficiency, we play a pivotal role in supporting the Sultanate's vision for sustainable economic growth.

The following table presents our energy usage, offering insights into consumption patterns and highlighting our ongoing progress in driving greater efficiency.

Energy Management

	Unit	2023	2024
Fuel Gas consumption (Plant)	Tons	466,627.21	644,591.85
Petrol consumption (HQ)	Liters	16,647	17,173
Petrol consumption (Plant)	Liters	14,567	9,311
Diesel consumption (Plant)	Liters	469	Nil
Diesel consumed for Power Generation	Liters	597,161	832,142
Electricity consumption (HQ)	KwH	12,575	12,133
Electricity consumption (Plant)	KwH	155,140,065	78,555,783

We are dedicated to actively managing our energy resources and promoting sustainability. By consistently monitoring our energy usage, we can identify trends and implement targeted strategies to enhance efficiency. Each metric not only reflects our current performance but also serves as a benchmark for our future objectives.

Greenhouse Gas Emissions

At Al Batinah Power Company, we are committed to reducing our greenhouse gas (GHG) emissions as part of our comprehensive strategy to minimize environmental impact and support global efforts against climate change. By optimizing our plant's fuel efficiency and utilizing advanced emission control technologies, we continually work to lower our carbon footprint and operate in an environmentally responsible manner.

Our GHG emission management practices focus on accurately measuring, monitoring, and reporting emissions to ensure transparency and compliance with national regulations. We leverage real-time data to track key emission indicators, enabling us to make informed decisions and implement effective strategies for emission

reduction. Furthermore, we adhere to international best practices and standards, reinforcing our commitment to environmental stewardship.

We report our GHG emissions in line with the Greenhouse Gas Protocol Corporate Standard, ensuring clarity and consistency in our reporting practices. This includes calculating Scope 1 emissions, which encompass direct emissions from our operations, and Scope 2 emissions, which account for indirect emissions from purchased electricity and district heating. By following these globally recognized standards, we can accurately assess our environmental impact and effectively implement mitigation strategies.

Greenhouse Gas Emissions

	2023	2024
Total scope 1 GHG emissions (Tons of CO2)	1,309,088.53	1,811,150.24
Total scope 2 GHG emissions (Tons of CO2)	2.333	0.686
Total scope GHG emissions (Tons of CO2)	1,309,090.863	1,811,150.926
GHG intensity (per* Electrical energy delivered)	0.43	0.44

***Emissions intensity: total of Tn CO2 emission / MWh of delivered Energy**

Reducing greenhouse gas emissions is a core component of our sustainability initiatives. We strive to enhance operational efficiency and minimize our environmental impact through continuous innovation, process improvements, and the adoption of cleaner technologies. This approach aligns with the environmental objectives of Oman Vision 2040 and highlights our proactive contribution to the global transition toward a low-carbon economy.

Looking forward, we are committed to exploring new avenues for emission reduction, including potential investments in renewable energy and carbon offset initiatives. Our ongoing efforts to mitigate greenhouse gas emissions reflect our long-term vision of fostering a more sustainable future for both our company and the communities we serve.

Water Management

At Al Batinah Power Company, we recognize that water is a vital resource, and we are committed to managing it responsibly within our sustainable operations. Our focus on conserving water is integral to minimizing our environmental footprint. Our water management practices emphasize efficient usage, waste reduction, and minimizing our impact on local ecosystems.

We utilize advanced technologies and systems to monitor and manage water consumption across our operations. This includes optimizing water usage in cooling processes and implementing recycling and reuse measures whenever feasible. By continuously assessing and improving our water management practices, we strive to reduce total water usage and enhance operational efficiency.

We are dedicated to lowering water consumption and effectively managing wastewater. Our rigorous protocols ensure that treated water is discharged in accordance with local regulations, upholding the highest quality standards to protect local water bodies and support the preservation of natural ecosystems.

Our approach to water management is aligned with our sustainability goals and contributes to the broader environmental objectives set by the government. As part of our ongoing commitment, we will explore innovative water-saving technologies and best practices, ensuring that water remains a key focus of our environmental stewardship efforts.

Through these initiatives, we aim to be responsible stewards of water resources, ensuring that both current and future generations have access to this essential resource.

	Unit	2023	2024
Water Consumption (HQ)	Liters	2,835	3,307
Water Consumption (Plant)	Liters	42,568,000	43,613,333
Water Consumption (Plant)	Liters	92,997,332,400	319,301,365,00

GRI Index:

Statement of use

Al Batinah Power Company has reported in accordance with the GRI Standards for the period of January 1, 2024 - December 31, 2024

GRI 1 used

GRI 1: Foundation 2021

Applicable GRI Sector Standard(s)

No GRI Sector Standards apply to Al Batinah Power

GRI Standard	Disclosure	Location	Omission			MSX ESG Disclosure Metric
			Requirement(s)) Omitted	Reason	Explanation	
General Disclosures						
GRI 2: General Disclosures 2021	2-1 Organisational details	7-15				
	2-2 Entities included in the organisation’s sustainability reporting	4				
	2-3 Reporting period, frequency and contact point	4-5				G7 & G8
	2-4 Restatements of information	5				
	2-5 External assurance	5				G9
	2-6 Activities, value chain and other business relationships	7-15				
	2-7 Employees	32-36				S5

	2-8 Workers who are not employees	32-36				
	2-9 Governance structure and composition	21				G1 & G2
	2-10 Nomination and selection of the highest governance body	21- 22				
	2-11 Chair of the highest governance body	21				
	2-12 Role of the highest governance body in overseeing the management of impacts	22				E8 & E9
	2-13 Delegation of responsibility for managing impacts	21- 22				
	2-14 Role of the highest governance body in sustainability reporting	21 - 22				
	2-15 Conflicts of interest	25- 26				

	2-16 Communication of critical concerns	27				
	2-17 Collective knowledge of the highest governance body	20 - 26				
	2-18 Evaluation of the performance of the highest governance body	20 - 24				
	2-19 Remuneration policies	23 - 27				S5
	2-20 Process to determine remuneration	22				
	2-21 Annual total compensation ratio	22				S1
	2-22 Statement on sustainable development strategy	6				

	2-23 Policy commitments	23 - 26				
	2-24 Embedding policy commitments	23 - 26				
	2-25 Processes to remediate negative impact	27				
	2-26 Mechanisms for seeking advice and raising concerns	27				
	2-27 Compliance with laws and regulations	24				
	2-28 Membership associations	15				
	2-29 Approach to stakeholder engagement	17				
	2-30 Collective bargaining agreements	NA				

Material Topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	16 - 19				G8
	3-2 List of material topics	18				
Energy Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	46 - 47				E3, E4 & E5
GRI 302: Energy 2016	Disclosure 1-302 Energy consumption within the organization	46 - 47				
	Disclosure 2-302 Energy consumption outside the organization	46 - 47				
	Disclosure 3-302 Energy intensity	46 - 47				

GHG Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	48 - 49				E1,E2, & E7
GRI 305: Emissions 2016	Disclosure 1-305 Direct (Scope 1) GHG Emissions	48 - 49				
	Disclosure 2-305 Energy indirect (Scope 2) GHG emissions	48 - 49				
Occupational Health and Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	38 - 41				S7 & S8
GRI 403: Occupational Health and Safety 2018	Disclosure 1-403 Occupational health and safety management system	38 - 41				
	Disclosure 2-403 Hazard identification, risk assessment, and incident investigation	38 - 41				
	Disclosure 3-403 Occupational health services	38 - 41				

	Disclosure 4-403 Worker participation, consultation, and communication on occupational health and safety	38 - 41				
	Disclosure 5-403 Worker training on occupational health and safety	38 - 41				
	Disclosure 6-403 Promotion of worker health	38 - 41				
	Disclosure 7-403 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	38 - 41				
	Disclosure 8-403 Workers covered by an occupational health and safety management system	38 - 41				
	Disclosure 9-403 Work-related injuries	38 - 41				
	Disclosure 10-403 Work-related ill health	38 - 41				

Diversity, Equity and Inclusion

GRI 3: Material Topics 2021	3-3 Management of material topics	32 - 36				S2,S3, S4,S5 & S6
GRI 405: Diversity and Equal Opportunity 2016	Disclosure 1-405 Diversity of governance bodies and employees	32 - 36				
	Optional: Disclosure 2-405 Ratio of basic salary and remuneration of women to men	32 - 36				

Corporate Social Responsibility

GRI 3: Material Topics 2021	3-3 Management of material topics	42- 44				S11
GRI 413: Local Communities 2016	Disclosure 1-413 Operations with local community engagement, impact assessments, and development programs	42- 44				
	Disclosure 2-413 Operations with significant actual and potential negative impacts on local	42- 44				

Risk Management						
GRI 413: Local Communities 2016	3-3 Management of material topics	28 - 29				
Corporate Governance						
GRI 3: Material Topics 2021	3-3 Management of material topics	23 - 27				