



Muscat City Desalination Company S.A.O.G.

Sustainability Report for the financial year ended 31 December 2024

ABOUT THIS SUSTAINABILITY REPORT

Muscat City Desalination Company S.A.O.G. (**MCDC** or the **Company**) acknowledge the publication of the ESG disclosure guideline (the **ESG Guideline**) by the Muscat Stock Exchange (**MSX**) requesting all companies publicly listed on MSX to report their performance against the sustainability Environmental, Social and Governance (**ESG**) metrics set out in the ESG Guideline.

MCDC acknowledges that the sustainability reporting to MSX is mandatory and welcomes this Sustainability Report as an opportunity to review its activities and to re-state its values and commitments.

Understanding the positive impact that sustainability disclosures against ESG metrics have not only on its commercial activities, but also in enhancing relationships with its shareholders, investors, the community and other third parties, MCDC takes this opportunity to disclose the Company's performance, as applicable, against the 30 metrics set out in the ESG Guideline for the Financial Year ended 31 December 2024(**FY 2024**).

Our Vision and Values

At MCDC we are conscious that water is crucial to sustaining life, supporting economic prosperity and growth and contributing to a better quality of life. Thus, our mission is to ensure that citizens have access to life's most basic need – clean drinking water – and this is achieved by upholding the environmental standards set by Oman laws and regulations and ensuring the sustainability and integrity of our operations safeguard both the marine ecosystem and public health.

Ensuring the health and safety of our employees is paramount and MCDC achieves this through adherence to the relevant health and safety laws, regulations, policies and standards. MCDC are committed to have a positive impact in the Omani community and this is demonstrated by its Corporate Social Responsibility (**CSR**) initiatives and efforts to build a skilled and empowered Omani workforce.

MCDC is a purpose-driven organisation. The Company has a strong business foundation due to its core values. MCDC acknowledges that corporate governance is a framework of principles, criteria and procedures, which a company adopts to achieve organisational discipline, ensure accountability, transparency and fairness. Thus, MCDC affirms its commitment towards ensuring and maintaining a sound internal control system which encompasses good governance, risk management and internal control processes.

ENVIRONMENTAL

Our Mission

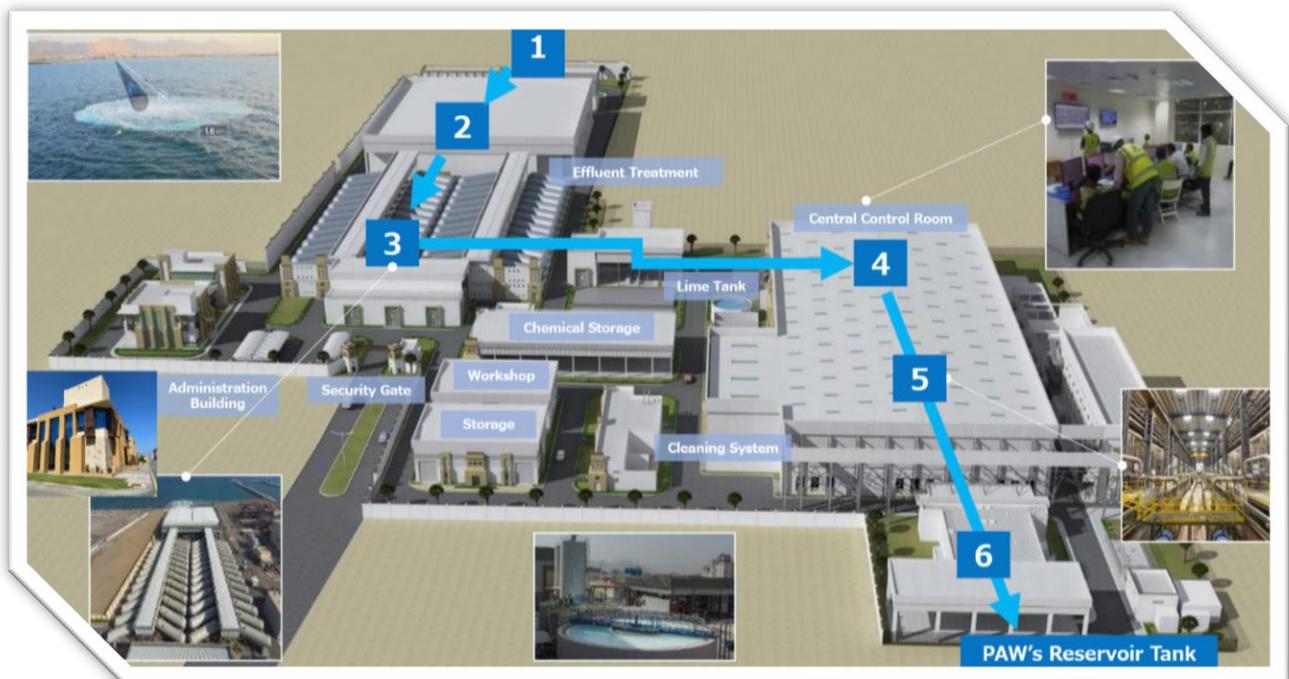
On the back of its population growth and economic development, Oman's daily water demand has been growing by 2%-3% per year. Demand has been notably increasing in the metropolitan area centred around Muscat and our Plant is essential for ensuring the citizens in this area have access to clean, potable water. At the same time, MCDC maintains a minimal impact on the marine and terrestrial ecosystems through careful planning and advanced mitigation strategies.

Our Plant

The Plant is based on Sea Water Reverse Osmosis (**SWRO**) technology and is one of the largest operational desalination plants in Muscat, Sultanate of Oman. The SWRO technology employed at the Plant is a proven technology that has been implemented globally on numerous projects.

Through the SWRO process, water is extracted from the incoming seawater by pushing it under pressure through semipermeable RO membranes to produce pure and high-quality water. This is a low temperature process where no heating is required, and does not require any other input other than electricity to drive pumps. The Plant also contains a Dissolved Air Flotation unit (**DAF**) as a pre-treatment system designed to remove solids from seawater, which enables the Plant to operate at full capacity during unforeseen red tide algal blooms and other adverse events such as oil contamination.

The SWRO system is designed with Energy Recovery Devices (**ERDs**), the most effective option currently available which can reduce the energy consumption by recovering the excess energy of brine before discharging to the sea. This leads to lower greenhouse gas emissions, making the desalination process more sustainable.



The Plant has a capacity of 42 MIGD (191,000 m³/d) and comprises off-shore passive screens, submerged seawater intake and outfall pipelines, a DAF system, dual media filters for pre-treatment, a SWRO system, post-treatment with carbon dioxide and a lime dosing remineralisation system plus chlorination and fluoridation, and all other auxiliary systems.

Electricity, which is the Plant's main energy source, is procured from Nama Electricity Supply Company (“NESC”) (formerly known as Muscat Electricity Distribution Company or MEDC) pursuant to the Electricity Supply Agreement. MCDC monitors electricity consumption within the Plant and actively works to optimize energy usage through the implementation of more efficient equipment and technologies.

Our Commitment

MCDC is committed to upholding the environmental standards set by applicable Oman laws and regulations, in particular those relating to the quality of the water produced and delivered and the water rejected back into sea. We prioritise adherence to these regulations to ensure the sustainability and integrity of our operations while safeguarding both the marine ecosystem and public health. We are proud to report that no fines or penalties related to environmental compliance have been issued to MCDC during FY 2024. This reflects our unwavering commitment to adhere to all relevant environmental laws, regulations and standards.

1. E1 GHG Emissions

The main output factor for MCDC's Scope 1 Emissions is the gasoline used by the Company's cars, used internally for employee transportation. During FY 2024, the total amount of CO2 emissions generated by MCDC's activity was equal to 10,717.79 kg or 10.72 tons of CO2 compared with 11,211.65 kg or 11.21 ton during the same period in 2023.

The main source of energy used by MCDC for the operation of the Plant is electricity from the grid (where the natural gas is used as a main source for electricity generation). For the Scope 2 Emissions, MCDC reports the following levels of CO2, CH4 and N2O emissions generated by such electricity during FY 2024 and FY 2023. This year, our electricity consumption has decreased compared to the previous year, primarily due to cleaning and replacement of RO (Reverse Osmosis) membranes. This maintenance activities have significantly improved the efficiency of our plant operation, and reducing the energy required for operation. By prioritizing such initiatives, we are not only optimizing our resources usage but also contributing to our broader sustainability goals. This reflects our ongoing commitment towards sustainability.

		FY 2024	FY 2023
GHG emissions ¹	CO2	165,738.34 tons	174,812.20 tons
Non-GHG emissions	CH4	36.62 tons	38.62 tons
	N2O	1,117.77 tons	1,178.97 tons

¹ The GHG and Non-GHG emissions for scope 2 (Electricity) are calculated based on US Average emission factor.

2. Emissions Intensity

MCDC uses the water output, measured in cubic metres (m³), to demonstrate the intensity of emissions generated by certain activities. To this effect, we have calculated the intensity of Scope 1 and Scope 2 Emissions by reference to the relevant type of source of such emissions. The lower emission intensity in FY 2024 (compared to FY 2023) is due to the lower electricity consumption recorded in FY 2024.

		FY 2024	FY 2023
GHG emissions	Scope 1 (CO ₂)	0.000000168 tCO₂/m³	0.000000168 tCO ₂ /m ³
	Scope 2 (CO ₂)	0.00117 tCO₂/m³	0.00263 tCO ₂ /m ³
Non-GHG emissions	Scope 2 (CH ₄)	0.000000097 tCH₄/m³	0.000000580 tCH ₄ /m ³
	Scope 2 (N ₂ O)	0.0000000137 tN₂O/m³	0.0000177tN ₂ O/m ³

3. Energy Usage and Intensity

MCDC is only powered by electricity from the grid which is supplied by NESC pursuant to an Electricity Supply Agreement. At the moment, the Company is unable to disclose the total energy directly consumed due to the commercially-sensitive nature of such information. Consequently, the direct energy intensity of the Company's activities remains confidential as well. The Company does not currently calculate the total energy indirectly consumed by its activities.

4. Water Usage

MCDC uses insignificant amounts of water that are generated by the Plant for auxiliary purposes such as fire-water tanks, gardening and cleaning. MCDC does not reclaim any amounts of water.

5. Environmental Operations

MCDC does not have a specific environmental policy in place. However, the Operation and Maintenance operator of the Plant (the **Operator**) obtained the certifications for ISO 14001:2004 Environmental Management System and ISO 45001:2018 Occupational Health and Safety Management System in April 2017. In September 2018, the Operator successfully transferred its ISO 14001:2004 certification to ISO 14001:2015. Both ISO certifications were recertified in July 2023.

Moreover, the Operator diligently manages the site with a comprehensive waste management system.

MCDC is committed to compliance with all requirements under the relevant environmental laws and regulations in order to ensure the sustainability of its operations.

6. Environmental Oversight by the Board and the Management

The environmental aspects of the Plant's daily operations are being monitored online. The Management provides updates on all matters pertaining to the Plant's environmental compliance to the Board of Directors on monthly basis. The Plant's environmental issues are also presented and discussed during the meetings of the Board of Directors.

7. Climate Risk Mitigation

An Environmental Impact Assessment was conducted prior to the construction of the Plant and approved by the Ministry of Environmental and Climate Affairs. Therefore, the Plant was constructed in accordance with the environmental and safety standards required at the time and has been maintained accordingly throughout its operational life. MCDC also undertakes constant reviews of the Plant's relevant equipment to ensure compliance with the environmental and safety laws and regulations in force at any point in time.

SOCIAL

Health and Safety (H&S)

The operation and maintenance of the Plant is contracted to the Operator through an operations and maintenance contract.

The Operator is primarily responsible for the Plant's availability and efficiency, meeting dispatch instructions, operational cost control and, most importantly, the Health, Safety & Environment (**HSE**) compliance. The health and safety of our employees and contractors are of paramount importance. We have implemented robust health and safety policies that adhere to international standards, ensuring that every aspect of our operations prioritises the well-being of our workforce. Regular training programs, risk assessments and strict HSE rules are applied within the compound for both employees and visitors to maintain a zero-incident workplace and to cultivate a culture of safety across all levels of the organisation.

Trainings and mock drills are conducted frequently, with strong emphasis on HSE, operational improvements and personal development. The employees are encouraged to attend continuous education programmes and seminars from time to time to keep themselves abreast with the latest developments and to further enhance their competency and professionalism in discharging their duties.

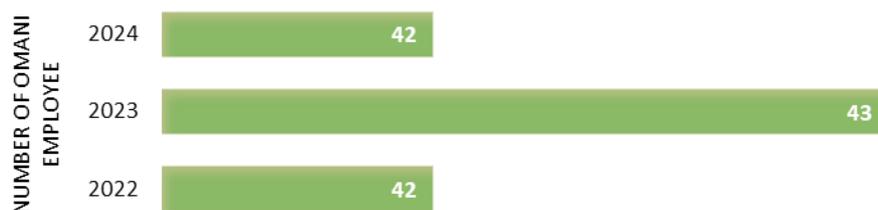
Corporate Social Responsibility (CSR)

Contributing to the prosperity of the Omani community has been at the forefront of MCDC's business and this has been reflected in the Company's day-to-day operations.

Our CSR activities during FY 2024 have sought to construct and fortify our outreach to key regions of the nearby community, focusing on education, human development, human well-being, water awareness programmes for school students and helping the unfortunate groups in the community. The CSR activities undertaken by the Company are further outlined in the Annual Corporate Social Responsibility Report.

Omanization

MCDC and its Operator take Omanization as a responsibility to assist in the building of Omani expertise in the water desalination sector. Together, the Company and its Operator employ a total of 51 employees, of which 42 employees are Omani citizens. By the end of FY 2024, the Omanization level in both the Company and its Operator reached 82%. The Company and the Operator have long-term plans to further improve the level of Omanization within the organisation.



Our Commitment

At MCDC, we are dedicated to ensuring the health and safety of our employees by adhering to the relevant health and safety laws, regulations, policies and standards. Moreover, we actively engage in CSR initiatives that support local education, community development and wellbeing. We are also committed to Omanization, prioritising the recruitment, training and development of Omani nationals to build a skilled, empowered local workforce and thus contribute to the socio-economic growth of Oman.

The Company continues its efforts to provide a reliable supply of water which meets the required quality of potable water. At the same time, MCDC ensures full compliance with health, safety and environmental standards, as well as with our human rights and child and/or forced labour policies, such compliance being a priority for both MCDC and the Operator.

1. Pay Ratio

For FY 2024, the ratio of the Chief Executive Officer's (CEO) total compensation against the median full-time employee total compensation was 6.29:1, slightly lower than the ratio of 6.77:1 recorded for FY 2023.

In terms of gender pay ratio, MCDC recorded a ratio of 3.83:1 for the total compensation of male employees against female employees during FY 2024. The ratio is lower as compared to FY 2023 ratio of 3.97:1. The total compensation includes bonus payments, benefits and incentives.

2. Employee Turnover

	FY 2024	FY 2023
Year-over-year turnover Full-time employees	0.10%	0.10%
Year-over-year turnover Part-time employees	0%	0%
Year-over-year Change in Contractors and/or Consultants	0%	0%

At MCDC, we pride ourselves with a low turnover which we attribute to a high level of job satisfaction among employees. This, in turn, is due to MCDC maintaining a conducive working environment, providing opportunities for professional growth and actively engaging employees in decision-making processes. MCDC ensures employees are provided with regular feedback and has implemented recognition programs.

3. Gender Diversity

	FY 2024		FY 2023	
	Men	Women	Men	Women
Total enterprise headcount	56%	43%	50%	50%
Entry and mid-level positions	43%	57%	38%	62%
Senior and executive-level positions	100%	0%	100%	0%

MCDC promotes gender diversity and provides equal support and opportunities for career development to all employees. All decisions in relation to hiring, promotion and compensation are based solely on merit and performance.

4. Temporary Worker Ratio

During FY 2024 and FY 2023, MCDC did not employ any temporary workers.

5. Non-Discrimination

MCDC does not have a formal non-discrimination policy in place. This principle is at the core of MCDC's ethos and MCDC follows the requirements of all relevant laws in Oman. Moreover, MCDC is committed to fostering an inclusive, respectful, and equitable environment where all individuals are treated equally. We strictly prohibit any form of discrimination within our organization, ensuring equal opportunities for everyone regardless of their background or personal characteristics.

6. Injury Rate

During FY 2024, MCDC reported no injuries events affecting the workforce. As at 31 December 2024, the Company and the Operator had achieved 3,229 days without Lost Time Injury (LTI) since the Plant's commercial operations commenced on 19 February 2016.

This is due to the fact that MCDC promotes a culture of safety, where all employees are committed to maintaining a safe working environment. MCDC ensures employees are well informed about internal safety procedures through regular training programs. Additionally, all employees are provided with appropriate Personal Protective Equipment (PPE) which they consistently use while undertaking their tasks and attending the Plant.

7. Global Health & Safety

MCDC complies with its legal obligations under the relevant laws and regulations, as well as under the relevant Water Purchase Agreement and thus has, follows and enforces a formal Health and Safety policy. The policy covers all the employees, vendors and business partners. MCDC ensures the health and safety of its employees assumed under the policy in various ways, in collaboration with the Operator of the Plant. MCDC provides, through the Operator, HSE training and supervision for safe performance of the work. MCDC and the Operator also establish, maintain and review with the concerned groups all emergency response plans required to prevent injuries and environmental accidents that could impact employees and property of nearby community.

MCDC also complies with relevant obligations, such as communicating the HSE policy to all interested parties, undertaking the necessary measures to prevent illness and injury of all working personnel and minimising pollution and environmental impacts or ensuring that employees and the relevant contractors are provided with adequate PPE, training and supervision for the safe performance of work.

8. Child & Forced Labour and Human Rights

The protection and safeguarding of human rights is part of MCDC's internal Human Resource policy as the Company is prohibited from employing children and practising forced labour. This is stipulated in its Human Resource policy approved by the Board of Directors. Additionally, we require our suppliers and business partners to uphold the same standards.

9. Community Investment

Since the beginning of its operations, MCDC has consistently aimed at contributing to the wellbeing of the community in the vicinity of its business. During FY 2024, MCDC invested OMR8,000 in CSR activities, mainly participating in a variety of actions with a focus on water conservation awareness program, education and creating positive impact on the community, particularly for children and persons with disabilities.

GOVERNANCE

Board and Management

The Board oversees the executive management's functions and safeguards the long-term interests of the Company and thus is fully committed to apply the highest possible standards of corporate governance. Constantly striving towards better governance, the Company's Board has undertaken the necessary measures to implement the Financial Services Authority's (FSA) Code of Corporate Governance and applicable rules. In accordance with such Code, all members of the Board are non-executive.

External Audit

The Annual Corporate Governance Report was audited by the Company's external auditors, and it is published on the Company's website and presented to the Company's shareholders.

Internal Audit

The Board of Directors and Management of the Company acknowledge the importance of sound internal control systems which requires effective frequent interactions among the members of the Board, its committees and its auditors. MCDC has a comprehensive system of internal controls in place, comprising a well-defined governance structure, clearly outlined delegated levels of authority, annual budgets and plans to deliver the Company's strategy, supported by regular reporting of these plans and budgets to the Board of Directors. The Management has periodically carried out comprehensive reviews of its key internal policies and procedures in order to ensure its compliance.

The Company has established an in-house Internal Audit Unit which has been active since January 2022. The Internal Audit Unit has developed an internal audit plan for 2024 which was approved by the Audit Committee and fully implemented during the year. While there were no significant findings highlighted to the Audit Committee in 2024. The Management remains fully committed to implement any recommendations arising from future findings of the Internal Audit Unit.

Risk Management

The Company confirms that a proper risk management assurance process has been put in place to identify, evaluate and manage significant risks impacting the Company's achievement of its objectives. The Company also acknowledges the presence of a sound system of internal control in safeguarding shareholders' investments, the Company's assets and other stakeholders' interests as well as ensuring compliance with applicable laws and regulations.

MCDC's objectives in relation to the management of risks for the Company are as follows:

- Create the right awareness and understanding of risk at all levels of the Company.
- Instil a culture of risk management and risk ownership as everyone's responsibility.
- Identify risks and manage them well within the risk profile of the organisation.

- Embed risk management in the way the business is run.
- Develop a common risk language.
- Comply with the appropriate risk management practises in terms of corporate governance guidelines.

Data Privacy

To demonstrate its adherence to applicable laws and regulations intended to ensure the protection of personal and sensitive data, MCDC has implemented certain procedures in relation to data privacy, as follows:

- Controlling access by limiting access to personal data to only those employees who require it for their job responsibilities;
- Securing the data in a physical or digital secure storage location;
- Ensuring compliance with data protection law and regulation; and
- Engaging third-party consultant to develop procedures for the protection of personal data.

Our Commitment

The Board of Directors and overall Management of the Company, as well as the Operator, are committed to ensuring that the highest standards of corporate governance are being practiced. This is a fundamental part of their respective responsibilities in managing the business, protecting and enhancing the values of stakeholders, as well as the financial performance of the organisation, while promoting the highest standards of integrity, transparency and accountability.

This is further demonstrated by the Company's commitment to ensure compliance with all Data Privacy and Data Protection laws and regulations.

1. Board Diversity

MCDC's current Board composition is in compliance with the applicable laws in Oman. All members of the Board are elected at the Company's annual general meeting pursuant to the Commercial Company Law. During FY 2024, all members of the Board and its Committees were male, same as during FY 2023.

2. Board Independence

Pursuant to the FSA's Code of Corporate Governance, all members of the Board must be non-executive directors. Therefore, the Company's CEO was not a member of the Board of Directors during FY 2024.

During FY 2024, 43% of the total seats in the Board were occupied by independents directors, similar to FY 2023.

For further details, please refer to the Company's Corporate Governance Report.

3. Incentivised Pay

The pay and performance bonus of the key members of the Company's Management are linked to their annual performance reviews which are approved by the Board of Directors at the end of each financial year. The annual performance reviews are measured based on specific key performance indicators (**KPIs**) which are set and approved by the Board of Directors at the beginning of each financial year.

Certain KPIs are related to ESG metrics, with some referring to CSR activities, energy consumption, corporate governance and HSE, in addition to financial performance.

4. Supplier Code of Conduct

All suppliers and vendors are required to adhere to the code of conduct of the Plant, which includes the safety induction before visiting the Plant and following all the rules during their visit.

5. Ethics & Anti-Corruption

MCDC follows a robust ethics and/or anti-corruption policy which is in line with applicable laws, including Oman Royal Decree No. 7/2018 promulgating the Penal Code, as amended from time to time, Oman Royal Decree No. 120/2004 promulgating the Civil Service Law, as amended from time to time, and Oman Royal Decree No. 112/2011 promulgating the Law for the Protection of Public Funds and Avoidance of Conflicts of Interest, as amended from time to time, and international standards. The Company's Code of Ethics and Business Conduct Policy was approved by the Board of Directors in 2018 and has been updated from time to time. All members of the Board of Directors and employees are required to sign the Code of Ethics Declaration form annually, pursuant to such policy.

6. Data Privacy

MCDC has developed a few data privacy related policies and has undertaken to comply with those policies, the Oman Personal Data Protection Law and any related rules and regulations issued by the Government of the Sultanate of Oman.

7. Sustainability Reporting

Sustainability reporting is a useful tool for fostering transparency and accountability, enabling organization to communicate their Environmental, Social, and Governance (ESG) performance to stakeholders. In alignment with MSX guidelines, the Company is fully committed to publishing annual sustainability reports that encompass Social, Governance, and Environmental.

8. Disclosure Practices

MCDC submitted its Operational Environmental Monitoring and Auditing Reports to the Environment Authority on a quarterly basis during FY 2024. An Annual Environmental Statement was also submitted to the Authority of Public Service Regulation during FY 2024. In addition, the following permits and licences were successfully renewed during FY 2024 and FY 2023:

- Final Environment Permit;
- Permit for Discharge of Liquid Wastes;
- Hazardous Waste Management Licence;
- Environmental Permit of Hazardous Chemical Substance;
- Licence of Climate Affairs; and
- Desalination Licence.

This reporting framework does not focus on specific United Nations Sustainable Development Goals (**UN SDGs**), but it is based on the GRI Standards in accordance with the MSX ESG Guideline. That said, the Company is committed to continuous improvements and is considering the future alignment with these Global reporting standards, particularly SDG 6 (Clean Water and Sanitation) which directly relates to the Company's main mission – to ensure that citizens in the Muscat area receive clean drinking water – all while ensuring the sustainability and integrity of our operations safeguard both the marine ecosystem and public health. The Company has undertaken to achieve this by upholding the environmental standards set by Oman laws and regulations.

9. External Assurance

Only the Company's Corporate Governance Report was audited by the Company's auditor during FY 2024. That said, the Company undertakes to comply with any future ESG reporting and external assurance requirements issued by the Government of the Sultanate of Oman.

Appendix
MSX Reporting Matrix

Category	Metric	Disclosure	MCDC Response
Environment	E1.1	Total amount in CO2 equivalents for Scope 1	10.72tons
	E1.2	Total amount in CO2 equivalents for Scope 2	166,892.73 tons
	E1.3	Total amount in CO2 equivalents for Scope 3	Not applicable
	E2.1	Total amount GHG emissions per output scaling factor %	Scope 1: 0.000000168 tCO2/m3 Scope 2: 0.00116 tCO2/m3
	E2.2	Total amount non-GHG emissions per output scaling factor %	Scope 2: 0.000000097 tCH4/m3 0.000000014 tN2O/m3
	E3.1	Total amount of energy directly consumed	Confidential
	E3.2	Total amount of energy indirectly consumed	Not currently being calculated
	E4	Total direct energy usage per output scaling factor	Confidential
	E5	Percentage: energy usage by generation type	100% (Grid electricity, Natural gas)
	E6.1	Total amount of water consumed	0
	E6.1	Total amount of water reclaimed	0
	E7.1	Does your company follow a formal Environmental Policy?	No
	E7.2	Does your company follow specific waste, water, energy and/or recycling policies?	No
E7.3	Does your company use a recognised energy management system?	No	

Category	Metric	Disclosure	MCDC Response
	E8	<i>Does your Management Team oversee and/or manage sustainability issues?</i>	Yes
	E9	<i>Does your Board oversee and/or manage sustainability issues?</i>	Yes
	E10	<i>Total amount invested, annually, in climate-related infrastructure, resilience, and product development</i>	0
Social	S1.1	<i>Ratio: total compensation to median Full Time Equivalent (FTE) total compensation</i>	6.29:1
	S1.2	<i>Does your company report this metric in regulatory filings?</i>	No
	S2	<i>Ratio: median male compensation to median female compensation</i>	3.83:1
	S3.1	<i>Percentage: year-over-year change for full-time employees</i>	10%
	S3.2	<i>Percentage: year-over-year change for part-time employees</i>	0%
	S3.3	<i>Percentage: year-over-year change for contractors/consultants</i>	0%
	S4.1	<i>Percentage: total enterprise headcount held by men and women</i>	56% (men), 44% (women)
	S4.2	<i>Percentage: entry and mid-level positions held by men and women</i>	43% (men), 57% (women)
	S4.3	<i>Percentage: senior and executive-level positions held by men and women</i>	100% (men), 0% (women)
	S5.1	<i>Percentage: total enterprise headcount held by part-time employees</i>	0%
S5.2	<i>Percentage: total enterprise headcount held by contractors and/or consultants</i>	0%	

Category	Metric	Disclosure	MCDC Response
	S6	<i>Does your company follow a non-discrimination policy?</i>	No
	S7	<i>Percentage: frequency of injury events relative to total workforce time</i>	0%
	S8	<i>Does your company follow an occupational health and/or global health & safety policy?</i>	Yes
	S9.1	<i>Does your company follow a child and/or forced labour policy?</i>	Yes
	S9.2	<i>If yes, does your child and/or forced labour policy also cover suppliers and vendors?</i>	No
	S10.1	<i>Does your company follow a human rights policy?</i>	No
	S10.2	<i>If yes, does your human rights policy also cover suppliers and vendors?</i>	No
	S11.1	<i>Does your company invest in the community (including philanthropic donations)?</i>	Yes
Governance	G1.1	<i>Percentage: total board seats occupied by men and women</i>	100% (men), 0% (women)
	G1.2	<i>Percentage: committee chairs occupied by men and women</i>	100% (men), 0% (women)
	G2.1	<i>Does your company prohibit CEO from serving as board chair?</i>	Yes
	G2.2	<i>Percentage: total board seats occupied by independent board members</i>	43%
	G3	<i>Are executives formally incentivised to perform on sustainability?</i>	No
	G4.1	<i>Are your vendors or suppliers required to follow a Code of Conduct?</i>	No
	G4.2	<i>If yes, what percentage of your suppliers have formally certified their compliance with the code?</i>	100%

Category	Metric	Disclosure	MCDC Response
	G5.1	<i>Does your company follow an Ethics and/or Prevention of Corruption policy?</i>	Yes
	G5.2	<i>If yes, what percentage of your workforce has formally certified its compliance with the policy?</i>	100%
	G6.1	<i>Does your company follow a Data Privacy policy?</i>	Yes
	G6.2	<i>Has your company taken the steps to comply with GDPR rules?</i>	Yes
	G6.3	<i>Has your company taken steps to comply with Oman Personal Data Protection Law rules?</i>	Yes
	G7	<i>Does your company publish a sustainability report?</i>	Yes
	G8.1	<i>Does your company provide sustainability data to sustainability reporting frameworks?</i>	Yes
	G8.2	<i>Does your company focus on specific UN Sustainable Development Goals (SDGs)?</i>	No
	G8.3	<i>Does your company set targets and report progress on the UN SDGs?</i>	No
	G9	<i>Are your sustainability disclosures assured or verified by a third-party audit firm?</i>	No