

Sustaining Oman's Tourism Sector
OMRAN GROUP ESG FRAMEWORK







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1

Meaningful Tourism Impact



Chairman's Message

It is with great pleasure I present this OMRAN Group ESG (Environment, Social & Governance) Framework and share the first steps on our journey towards embedding sustainability at the core of our operations, activities and culture.

As the concerns of stakeholders shift, our industry is at a crossroads. Today, travellers look for destinations and services that resonate with their values while institutional investors report sustainability as being central to their approach, driven largely by client demand.*

Here at home, the trust placed in OMRAN Group to make a substantial contribution to the goals of Oman Vision 2040 sharpens our focus to be a leading entity in sustainable investment and development in the Sultanate of Oman and across the GCC region. With this goal in mind, we have also aligned our efforts with the UN Sustainable Development Goals and our national Net Zero 2050 targets to make a meaningful impact on Oman's growing tourism sector and economy.

This inaugural ESG Framework highlights the dedication with which OMRAN Group is embracing not only the dynamic changes in the industry and economic landscape but also its commitment to fostering sustainable and inclusive growth. Our initiatives are centered on positively influencing local communities, preserving nature and safeguarding cultural heritage - essential pillars bolstering our sector.

As an organization, we are united in our commitment to sustainable business practices and share a collective aspiration to contribute to their successful implementation. Embracing ESG will undoubtedly catalyse transformative change to support our journey in travel and tourism, enhancing Oman's competitive edge, attracting increased investment, generating significant In-Country Value and fostering both industry growth and social development.

It remains for me to offer my heartfelt gratitude to my colleagues on the OMRAN Group Board of Directors and Executive Management team. I would also like to extend my thanks to our employees, shareholders partners and communities for their invaluable contributions and unwavering support in helping us forge a legacy that will be cherished by generations to come.

H.E. Azzan bin Qassim Al Busaidi
Chairman
OMRAN Group

*Sources:
2023 Sustainable Travel Report, Booking.com
ESG Global Study 2022, Harvard Law School Forum on Corporate Governance, 2022

Our initiatives are centered on positively influencing local communities, preserving nature, and safeguarding cultural heritage - essential pillars bolstering our sector.





CEO Message

Sustainability is more than just a trendy phrase - it's the bedrock upon which our organization's future stands. In an era of rapid change and evolving challenges, the importance of sustainability cannot be overstated.



It is not merely a goal; it's a fundamental principle that guides our decisions, shapes our strategies and defines our commitment to creating a better world for future generations.

Aligned with this belief, OMRAN Group stands as an organization steadfastly devoted to the principles of responsibility and sustainability, nurturing a path of constant positive change in the tourism sector. As we unveil our inaugural ESG Framework, we reaffirm the group's determination to raising sustainability standards on all fronts. Through the concerted efforts of OMRAN Group entities, we are resolute in our mission to create sustainable destinations and champion responsible tourism experiences that position our country at the forefront of global sustainability in the tourism industry.

By seamlessly integrating ESG principles into our projects and operations, we not only uphold environmental stewardship but also ignite social and economic prosperity in harmony with Oman Vision 2040. Sustainable tourism initiatives unite vital components, nurturing enduring legacies within our local communities. They encourage us to embrace innovation, creativity and collaboration, prompting us to rethink the way we live, work, and interact with the world around us. In turn, this captivates us to build destinations that attract travellers seeking authenticity. Consequently, this amplifies revenue, attracts investments and cultivates greater job opportunities.



As part of Oman's commitment to achieve Net Zero Carbon by 2050, OMRAN Group proudly spearheaded transformative projects and initiatives to support this national agenda, like The Sustainable City – Yiti, which is poised to become one of the world's largest operational sustainable community. Also, our pioneering efforts in meeting the highest standards of Leadership in Energy and Environmental Design (LEED) across various developments in our portfolio, reflect our dedication to setting new benchmarks in the region. Furthermore, solidifying our strides towards a sustainable future and contributing to global efforts for a greener planet is our recent collaboration with TotalEnergies to develop a rooftop solar photovoltaic project at Oman Convention & Exhibition Centre (OCEC). In the same vein, we are seeking 'WELL Building Certification' at our upcoming Business Park as part of our efforts to advance health and well-being in buildings and communities, putting greater emphasis on the welfare our user community and staff.

Lastly, I would like to express my profound appreciation for the dedication and hard work of our teams, shareholders, partners and local communities. Your support, collaboration and trust have been, and continue to be, invaluable to us. It is through our collective efforts that we can make a significant impact and work towards shaping a more sustainable Oman.

Dr. Hashil Al Mahrouqi
Chief Executive Officer
OMRAN Group



By seamlessly integrating ESG principles into our projects and operations, we not only uphold environmental stewardship but also ignite social and economic prosperity in harmony with Oman Vision 2040.

2

Get to Know Us

Guided by Vision, Driven by Passion

Established in 2005, OMRAN holds a pivotal role in Oman as the master developer for sustainable tourism development. Beyond developing responsible tourism destinations and innovative urban communities, we are entrusted with the broader well-being of our communities, the local environment and Oman's socio-economic expansion.

Our Values

We have three core values, all rooted in respect for nature, culture and communities whilst remaining true to our underlying commitment of maximising socio-economic benefit for Oman.



Know-how

We understand our people, communities, government, heritage and environment like no other.



Respect

We respect not just our own people but also the communities in which we work.



Beyond

With a passion to strive for a better future for Oman, we push the boundaries of what is expected and can be achieved.

Portfolio

The portfolio information presented below is current as of August 2024

9

Master
Developments



9

Nature & Heritage
Attractions



28

Hotels & Resorts



5

Subsidiaries



10

Strategic
Partnerships



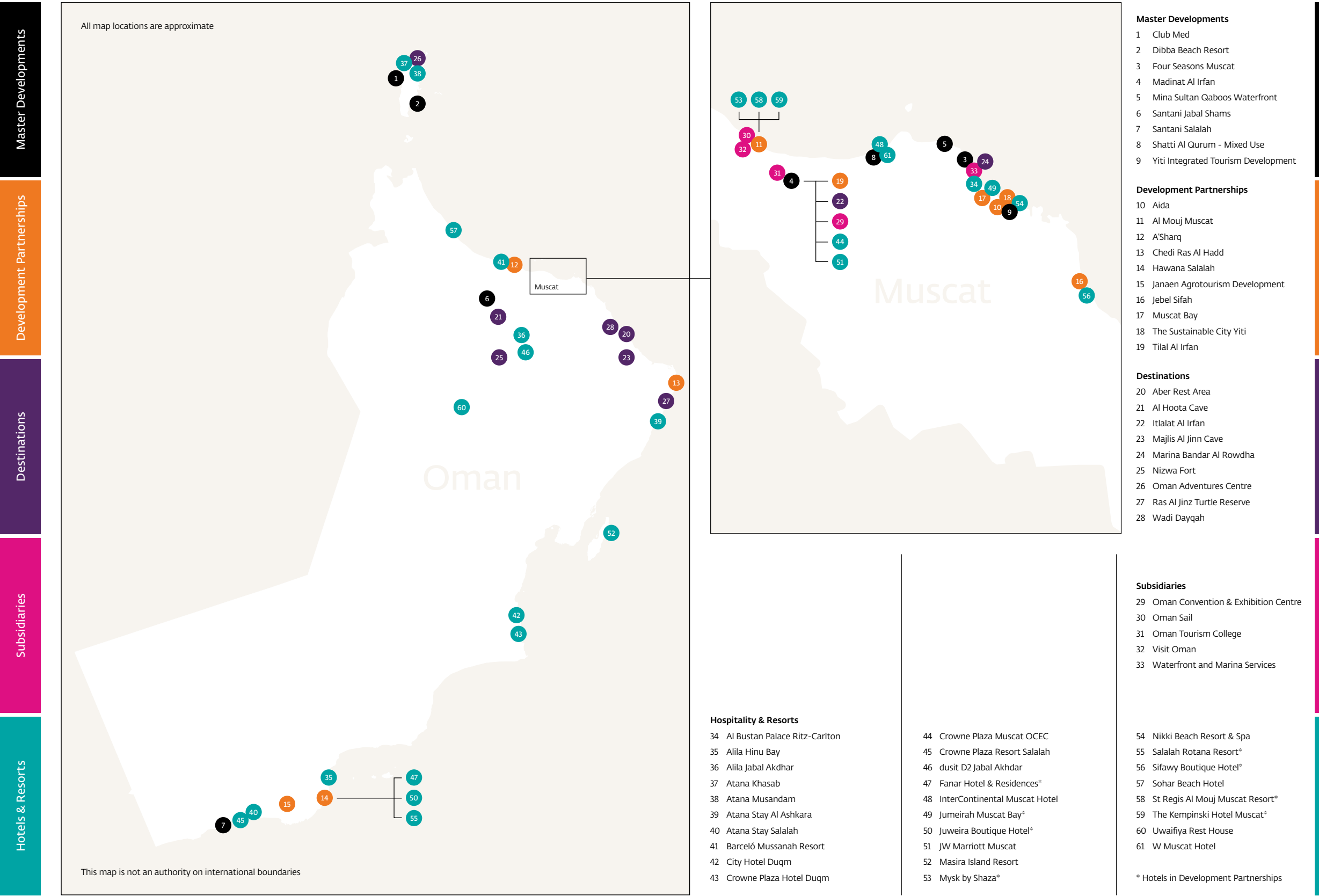
+4.3k

Employees



Where We Operate

The portfolio information presented below is current as of August 2024

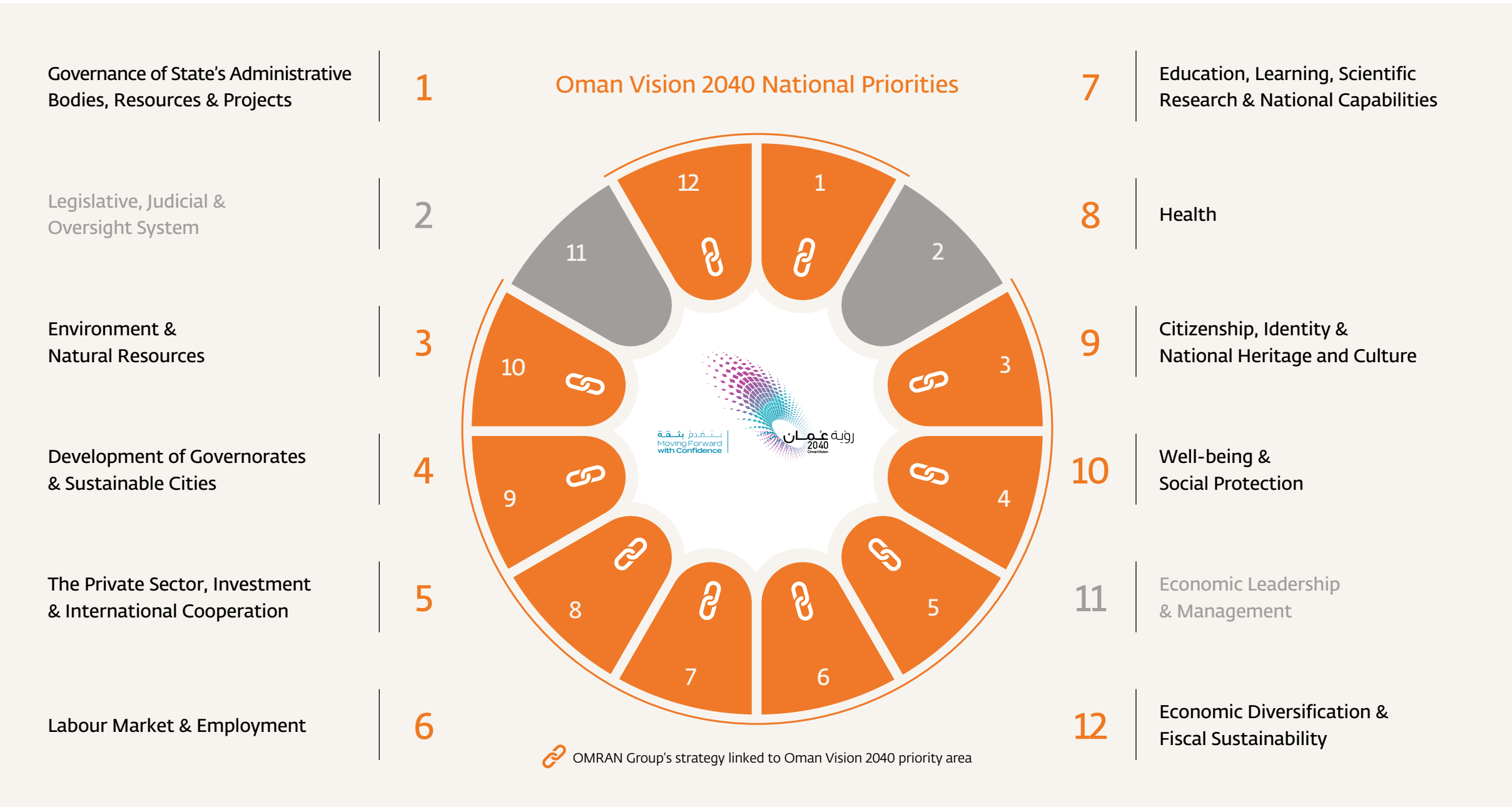


Our North Star

Inspired in all our operations, activities and in all elements of our tourism development journey by Oman Vision 2040 - our national blueprint for on-going growth and development - OMRAN Group is determined to be a key contributor to the achievement of its goals and ambitions.

As we do so, we make sure to be mindful of our responsibilities as a group and as individuals to supporting sustainability in Oman and fulfilling our role in the achievement of Oman's 2050 Net Zero Target.

OMRAN Group's strategy is linked to 10 of the 12 Oman Vision 2040 priorities and 51 strategic goals out of 75 through clear performance indicators as well as more than 20 projects and 20 initiatives in the Group's current five-year rolling plan (2024 - 2028).



3

Going Beyond

More than Investment & Development

“As we embrace the world of ESG and embark on a new chapter in our evolving journey, our approach to all aspects of business, operation and activities is transforming.”

We continue on our path of prioritising our responsibilities to society and the environment just as much as to our shareholders. Attracting impact investment and ensuring our business policies are aligned with some of the best ESG practices globally, we always make sure we get things right from the start and keep everyone pulling in the same direction. Therefore, we have created a holistic framework that integrates environmental, social and governance factors – an ESG Framework.

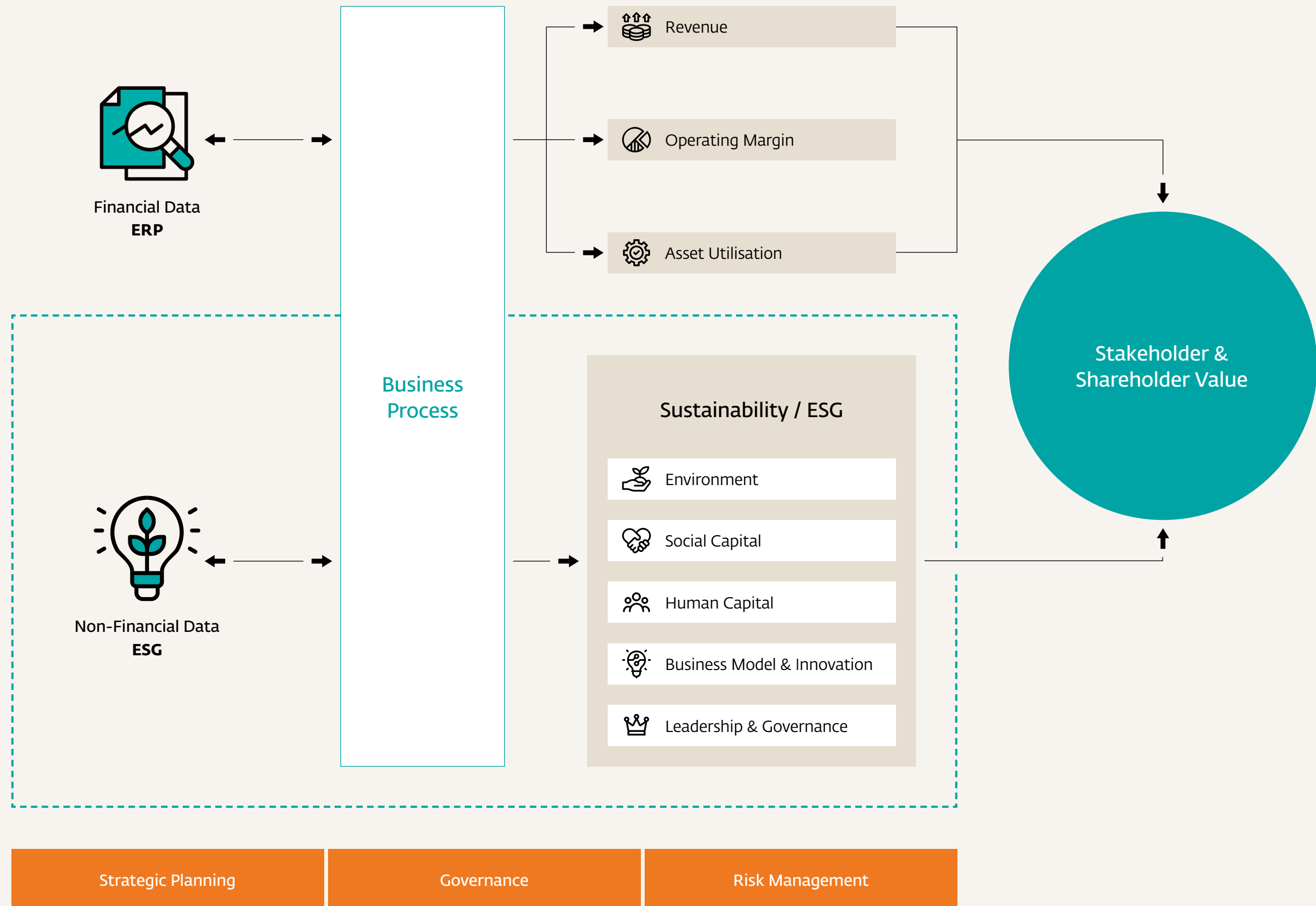
Sustainability 360°

Our new ESG Framework will strengthen our position as a pioneer in sustainable development and as we further embrace our environmental and social responsibilities, enhance our efforts to meet the growing global demand for sustainable tourism. On the investment side, this highly transparent and measurable approach will unlock financing opportunities reserved for ESG-complaint companies and the regulatory rigour it demands will help with risk mitigation, making us an employer, partner and developer of choice.

Importance of ESG



ESG Allows Monitoring of Non-financial Information & Risk



How Different Stakeholders are Prioritising ESG



90%
of Fortune 500 CEOs

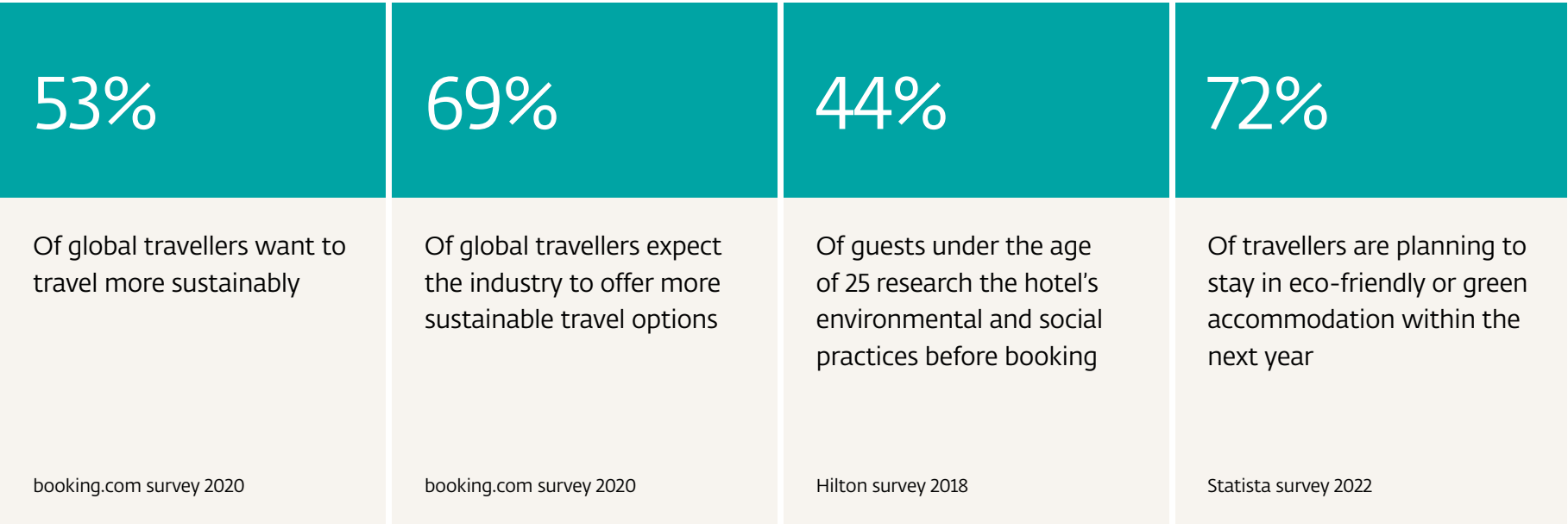
74%
of MENA CFO's

Agree that long-term value creation across stakeholders will be rewarded by the market and are involved in driving ESG

← Sources: GSIA , Climate Action Tacker, Deloitte, Business wire

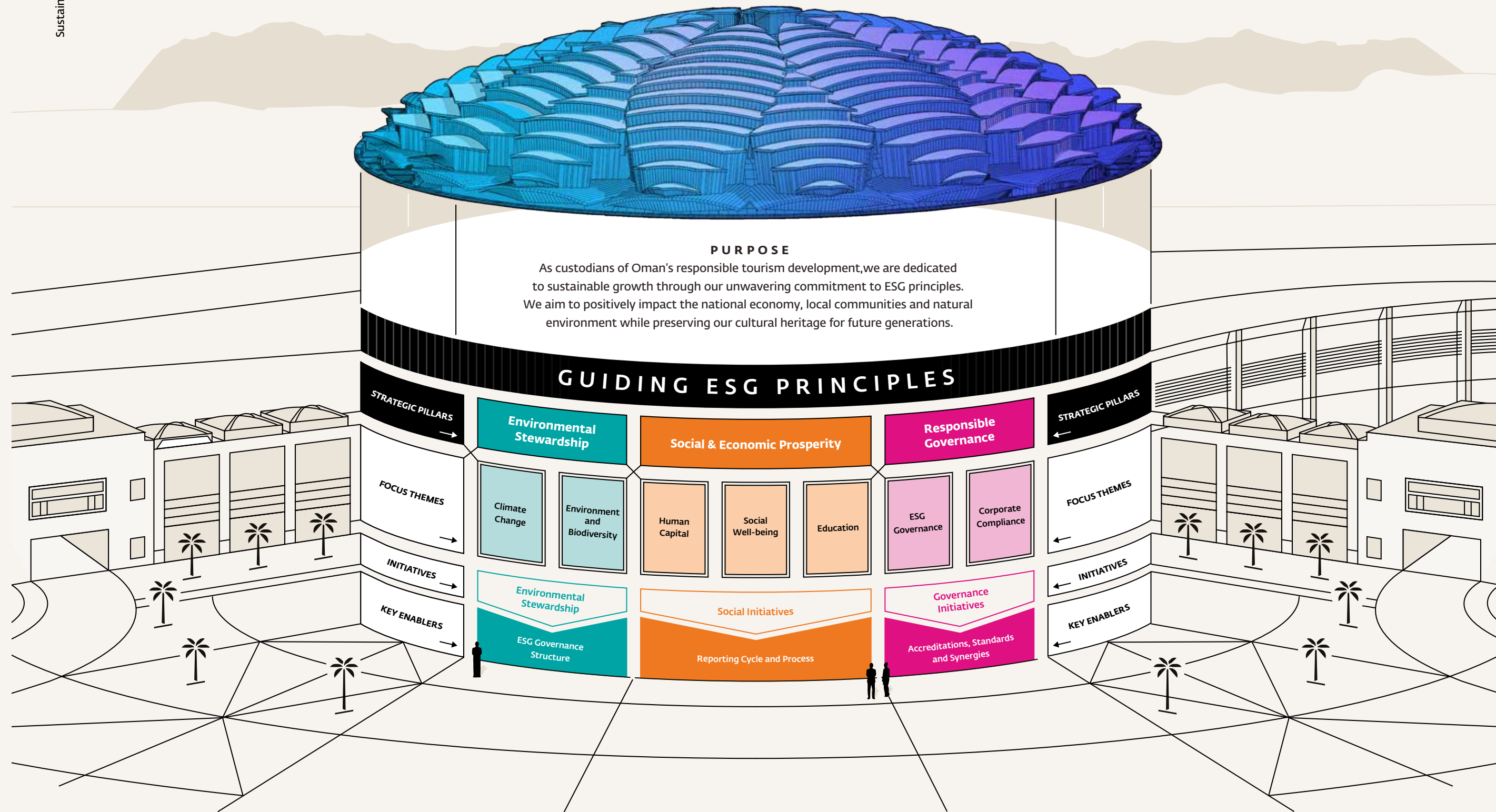
ESG Impact on Tourism Sector

Travellers are becoming even more eco-conscious and are seeking more sustainable ways of travelling and more eco-friendly destinations.



Consequently, the hospitality industry needs to adapt to these changes and numerous hotel companies acknowledge strides by implementing ESG practices in their properties and operations with an aim to become more sustainable, socially impactful and ethical.

Five Layer Strategy



Our ESG Framework

We are proud to introduce the OMRAN Group ESG Framework. With a focus on the Tourism Sector and adhering to internationally accepted ESG reporting standards, it is based on global sustainability engagements including the United Nations Sustainable Development Goals (UNSDGs) and harmonises with the goals and ambitions of Oman Vision 2040 as well as our national 2050 Net Zero Target.

More than a statement of intent, OMRAN Group ESG Strategy is a complete philosophy integrated through every aspect of our business, in every element of our activities and operations and throughout our engagement with communities.

The framework will serve as a tool to ensure ESG compliance and performance and guide decision-making and targeted actions within OMRAN Group. It will be the foundation for all initiatives related to our ESG performance and our go-to reference document for the next 5 years as we address the evolving challenges and complexities of the global and regional investment, development and tourism landscape.

OMRAN Group ESG Principles*

1	Climate Resilience Commitment: Embrace proactive measures to confront climate change risks and champion the integration of clean technologies across all facets of OMRAN Group's operations.
2	Environmental Guardianship and Circular Management: Dedicate efforts to minimise ecological impact by responsibly overseeing natural resources, biodiversity and embracing circular practices that ensure sustainability in every aspect.
3	Human-Centric Operations Advocacy: Champion human rights in every facet of OMRAN Group's operations, nurturing a secure and thriving work environment that prioritizes the well-being of employees.
4	Embracing Cultural and Social Significance: Recognise and enhance the positive societal impact of OMRAN Group's products and services on local communities, individuals, cultural diversity and heritage.
5	Ethical Governance and Sustainable Growth Commitment: Uphold ethical business standards, transparent communication and responsible governance, emphasising the crucial role of shaping sustainable, long-term strategies to drive economic growth beneficial to both the company and society.

Driving Global Sustainability Agenda 2030

OMRAN Group acknowledges the pivotal role of businesses in advancing sustainability across all 17 UNSDGs.

Our commitment lies in integrating the UNSDG framework into our core operations and utilising our expertise, resources and capabilities to drive the necessary sustainability transitions towards Agenda 2030. Through our own group-level strategic sustainability goals, we actively contribute to the UNSDGs and promote global sustainability.



Champions Leading the Way

Our key asset in spreading the ESG word and helping people at all levels across the Group understand what we are aiming for is our highly skilled team of ESG Champions.



These 50 motivated and committed champions for our ambitions have been real catalysts for change and continue to be an essential part of our journey to sustainability.

They have been pivotal in transferring knowledge and insights on ESG principles into their respective entities, facilitating exchanges on implementation while gaining exposure to global best practices in ESG through various awareness sessions that have been conducted across the group.

OMRAN HQ	ESG Champions
OMRAN Standalone	Lujain Al Lamki, Ranad Al Sarhani, Muzna Al Alawi
Subsidiaries	ESG Champions
Oman Convention & Exhibition Centre	Akram Al Mawali, Safiya Al Abri
Oman Tourism Collage	Jinad Mansoor Al Balushi, Anisa Al Zadjali
Oman Sail	Debbie Richardson
Waterfront & Marina Services SAOC	Saud Al Subhi, Salha Al Farsi
Visit Oman	Sariya Al Ismaili
Hotels & Resorts	ESG Champions
Alila Jabal Al Akhdar	Naseer Al Balushi, Nand Kumar
Dusit D2	Rufaida Al Hadhrami, Ana Crystina
Atana Khasab	Mahmood Aljarwani
Atana Musandam	Rawan Alshezawi
Crown Plaza Duqm	Eng. Babu Santhanam, Eng. Nelson Stanis
Crowne Plaza OCEC	Vasem Shaikh, Riham Al Afari
Crowne Plaza Salalah	Sadiyan Tuan, Pathan Shamiullakhan
Intercontinental Muscat	Mohammed Al Wahaibi, Viji Kunjachan
Al Bustan Palace	Elzieta Ella, Sherifa Abdullah
W Muscat	Sumaiya Al Zadjali, Areej Al Rawahi
Barcelo Mussanah	Aisha Al Mujaini, Jaifar Al Qartoobi
Masirah Resort	Gopakumar
Ras Al Jinz Turtle Reserve	Shahid Iqbal, Nasser Al Gilani
Atana Stay Alashakara	Abdulaziz Al Jafari, Said Al Araiimi
City Hotel Duqm	Mr. Praveen Kumar, Mohammed Habib
Atana Stay Salalah	Zulfakar
Alila Hinu Bay	Heindra Pradana, Eng. Moorthy
Hoota Cave	Yaqdan Al Hattali, Suleyem Al Shaqsi
JW Marriott	Evrina Tan, Ahad Al Raisi
Development Partnerships	ESG Champions
Al Mouj Muscat	Shurooq Al Farsi
Sustainable City Yiti	Rawan Al Naabi, Mohammed Al Kalbani
Muscat Bay	Saleh Al Sharji, Ibtesam Hinai

Playing as a Team

Our Champions are not the only ones who have had ESG training. It is incredibly important to us that all our team members have a full and proper understanding of the important part they have to play in the journey we are undertaking together.

We organised an intensive online program to provide comprehensive ESG knowledge to all employees at senior, middle and entry levels. The internationally certified course consisted of five modules, including:



Our ESG & Social Investment Committee



Our ESG & Social Investment (SI) Committee, composed of representatives from across the OMRAN Group, is tasked with ingraining sustainability into the heart of our operations.

This involves overseeing the implementation of our ESG Framework and guiding the Group's ESG transition, including monitoring ESG data collection and annual reporting. Additionally, they review and propose all ESG-related policies to the Board for approval and oversee their implementation.

Furthermore, following the issuance of the SI Policy by Oman Investment Authority, we have ensured that all ESG and SI efforts are integrated and streamlined through our ESG & SI Committee for further efficiency, synergy and impact across the Group.

The SI Policy is designed to align SI initiatives with Oman Vision 2040, UNSDGs, company values and the needs of the local community. It outlines guidelines for OIA companies on project governance, stakeholder roles, and budget allocation, ensuring that investments are distributed sustainably and geographically diversified to benefit a wide segment of society.

Committee Members



Dr. Hashil Al Mahrouqi
OMRAN Group CEO



**Director of Sustainability
& Local Content**
Badriya Al Siyabi



**Group General
Counsel**
Sara Al Sharji



**Group Head of HC
Business Partners**
Dr. Salim Al Flaiti



**Treasury
Analyst**
Marwa Al Hadidi



**Senior Manager
Destinations Development**
Hamed Al Rashidi



**Portfolio Analysis &
Planning Manager**
Halima Al Kindi

4

The Greener Road Ahead



Based on the ESG Framework, we have started our journey to sustainability with a clear itinerary for the road ahead. Like any journey, we expect there to be a few revisions and enhancements as we travel.

Whatever refinements we make, our focus on our destination will remain constant – to lead the region in responsible development, protect our precious environment, contribute to the dynamism of Oman's economy, support the goals of Oman Vision 2040 and our national 2050 Net Zero Target, create opportunities for our people and a legacy for the future.

The next phase will involve the incorporation of various targets to address the following objectives:

<p>1</p> <p>Systematically develop the business towards sustainable tourism</p>	<p>2</p> <p>Set granular targets to provide sustainable tourism services through all OMRAN Group subsidiaries</p>	<p>3</p> <p>Enhance scalability of green assets and services design and deployment</p>	<p>4</p> <p>Position OMRAN Group as a leader in sustainable tourism in the region</p>	<p>5</p> <p>Improve sustainable supply chain management and scale up supplier and value chain transition dialogues and processes by building training, advisory processes, guidelines and conditions</p>	<p>6</p> <p>Publicly advocate sustainable transformation and engage with all stakeholder groups</p>
<p>7</p> <p>Drive target-setting by involving local, national and international stakeholders, peers and expertise</p>	<p>8</p> <p>Set and achieve ambitious gender equality, diversity and inclusion targets</p>	<p>9</p> <p>Implement a scalable, data-driven sustainability business model</p>	<p>10</p> <p>Develop robust governance and risk management for environmental and social issues</p>	<p>11</p> <p>Strengthen sustainability governance, monitoring and accountability capabilities and empower employees to establish sustainability within the core of OMRAN Group's culture</p>	<p>12</p> <p>Lead by example with holistic reporting on the progress of our transformation</p>

5

Our Performance 2022

Sustainable Investments



Sustainable Investments, an Omani ESG investing and consulting firm, empowers businesses to embrace sustainable practices.

As OMRAN Group's ESG Consultant, Sustainable Investments has led a multidisciplinary team to conduct a comprehensive assessment of environmental, social and governance (ESG) practices. It evaluated OMRAN Group's impact on stakeholders and the environment, recommending improvements in areas like energy use and social responsibility. This resulted in a customized ESG Framework to enhance OMRAN Group's sustainability performance and guidance on transparent reporting, ensuring stakeholders are informed of their commitment to ESG principles.

www.sustainableinvestments.om



Sustainable Investments was appointed by OMRAN Group as part of our commitment to enhancing local content in the market through collaboration with ambitious local SMEs.



The report follows the Global Reporting Initiative (GRI) Standards 2021, ensuring transparency and comparability of reported performance for readers, stakeholders and investors.

Additionally, the report highlights the alignment of OMRAN Group's material topics with the UNSDGs their targets, using the Verimpace methodology to track performance and identify areas for improvement.

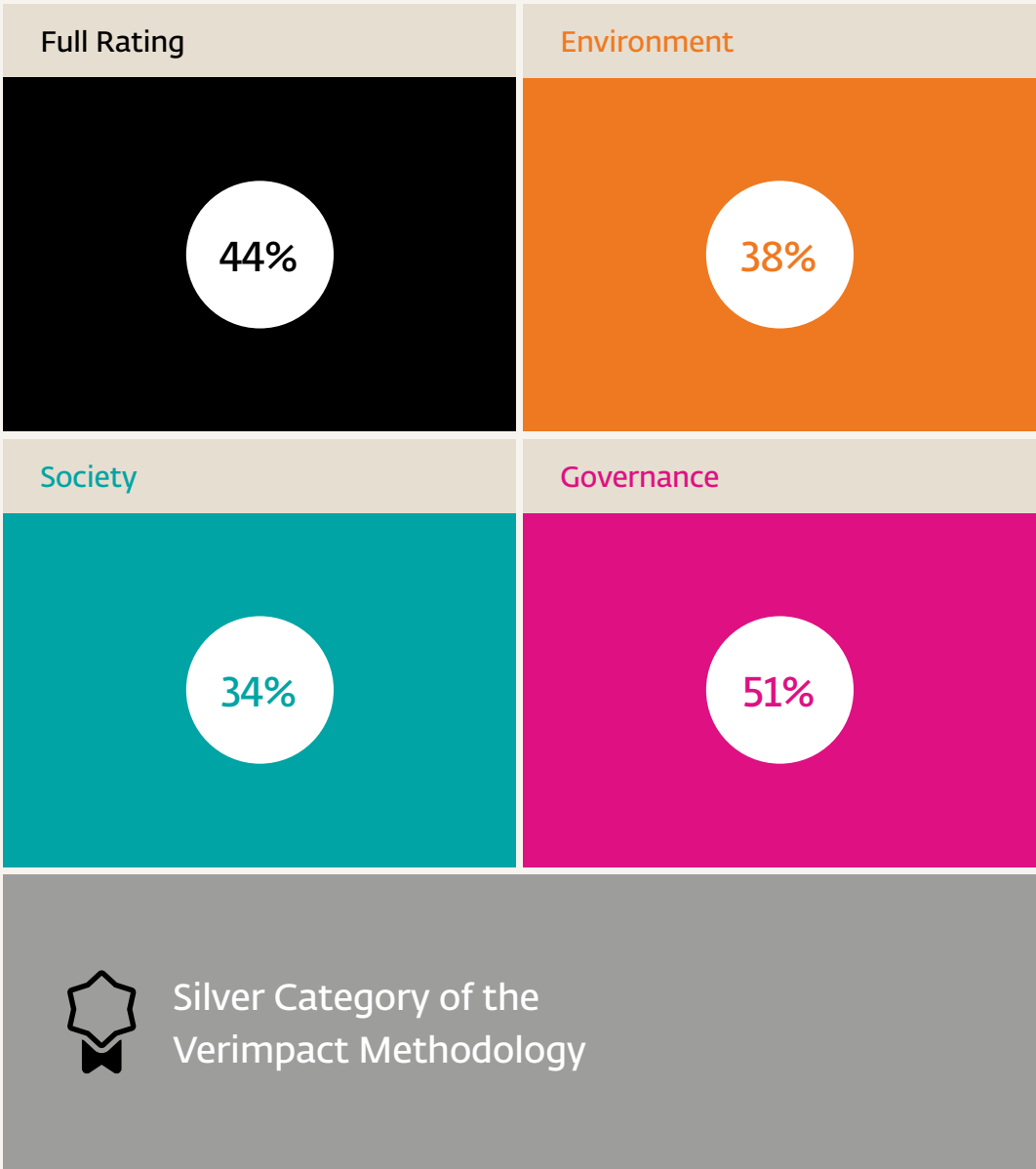


Verimpace is one of the leading ESG assessment methodologies globally; starting the review of a company or group from the UNSDG and on the basis of reporting using ESG referenced standards, it provides a full insight of the sustainability performance, complete Global Reporting Initiative (GRI)-referenced ESG analytics and a Dashboard that gives a full performance review of the entity reported.

Given that this is the first ESG report for OMRAN Group, there are limitations in the available data as the data collection and disclosure process only began after the completion of Fiscal Year (FY) 2022. However, the organisation has made efforts to address these gaps through inference and extrapolation. Reporting practices have been initiated to ensure comprehensive and accurate data collection for FY 2023, resulting in a more precise report for future reporting cycles.

Our Baseline at a Glance

While the rating showcases the progress taken place across the group, a key aspect of this measure is highlighting the key areas of reinforcement and development in the coming years to better align, monitor and improve our progress.



After processing the available data reported by all our entities - OMRAN standalone, subsidiaries, resorts and hotels- the Verimpace dashboard presented a clear analysis of the ESG performance of the OMRAN Group.


























A Promising Start

Our overall performance rating was calculated at 44%, a satisfactory result by industry standards for a first time reporting in ESG assessment process.

OMRAN Group is classified under the Silver10 category of the Verimarket Methodology. This is the first time we have been measured as a group, not just as standalone entity. This encouraging start demonstrates that we have set the right foundation since our inception, helps establish a focused and aligned direction and highlights the distance we need to cover in the coming years to excel in our performance.



This ESG analysis was conducted with the unwavering commitment and active engagement of 25 entities within the OMRAN Group.

	Subsidiaries		Development Partnerships	Hospitality & Resorts					
									
									
									

Our Baseline: 2022 Results



Environment

9.45% Overall reduction in energy requirements by the OMRAN Group

19.0% Introduction of renewable energy use

36.0% Water reuse

46.6% Average recycling in operation processes



Society

41.7% Of women account for over 40% of OMRAN Group Standalone employees

>75% More than 75% of the Group's workforce have participated in at least one training seminar on health protection

>1 in 5 Group employees are aged 18-30

23% Of our supply chain spend benefited SMEs in Oman*

*Figures represent the spend at OMRAN Standalone and Subsidiaries



Governance

71.0% Of Board Members are independent

0 Zero complaints received by employees on allegations of improper behaviour

100% Employee participation in ethical business code of conduct training

The figures above reflect OMRAN Group's baseline and ESG performance for 2022. Since then, the group has been dedicated to improving its performance across various ESG aspects annually.

Environment

76%

Action for Climate Mitigation & Adaptation
Heading in a good direction

30%

Circularity & Waste Reduction
Needs strong and rapid reinforcement by using
resources and materials more efficiently

53%

Water Efficiency & Protection
Heading in a good direction

33%

Land Environment
Focus on prioritizing improvements in land
management and the natural environment

43%

Energy Efficiency
To be reinforced with a more decisive move to
reduce energy demand and a shift to renewables

36%

Marine Environment
Action to protect the natural environment and
ecosystems needs to be reinforced

The figures above reflect OMRAN Group's baseline and ESG performance for 2022. Since then, the group has been dedicated to improving its performance across various ESG aspects annually.

Highlights

Energy

9.45%

We achieved an overall reduction in energy requirements (measured in koe/\$p19) per unit of value added produced by OMRAN Group equal to 9.45% on a year-over-year basis.

19.0%

An introduction of renewable energy use equal to 19% for the entire OMRAN Group, with our resorts reaching an average of 13.5% and our city hotels an average of 18.7%.

Water Use

36.0%

We achieved an average of 36% water reused, 28.4% in our resorts and 35.1% in our city hotels.

0.98
lt/USD

Our water intensity stood at an average of 0.98lt/USD, measured against each unit of economic value produced by OMRAN Group, with an average of 0.98lt/USD for our resorts and an average of 0.67lt/USD for our city hotels. A good result compared to the mean value of 2lt/USD globally.



Waste Management & Recycling

46.6%

Our operating processes achieved an average recycling rate of 46.6%, an average of 40.2% in our resorts and an average of 52.5% in our city hotels.

36.2%

The average percentage of non-hazardous waste recycled throughout our group reached 36.2%; average 27.8% for chemicals and other materials needing special treatment.

Nature & Natural Ecosystems

- ◆ We are working on a "Do No Harm" approach, aiming to assess and minimise the adverse effects of our activities on terrestrial and marine ecosystems.
- ◆ We are collaborating with local stakeholders to enhance endemic species and natural ecosystems as much as possible.





Mohammed Al Eissa
Chief Corporate Planning and
Communications Officer
OMRAN Group

“Our dedication to sustainable practices is not just a strategic priority but a core value. We strive to lead by example, ensuring that every project and initiative we undertake positively impacts our planet and our communities. Through innovative solutions and unwavering integrity, OMRAN Group is not only building a better today but securing a sustainable future for generations to come.”

Success Story

Sustainable City – Yiti

Lead the change today for a better tomorrow

An OMRAN Group project in partnership with Diamond Developers, Sustainable City – Yiti, the first phase of Yiti Integrated Tourism Development is set to be Oman’s First Net Zero Energy City by 2025. Incorporating both passive and active design features, this standard-setting development makes no compromises on the needs of future generations while improving the quality of living through the use of clean energy, water and waste recycling, food self-sufficiency and clean mobility. Beyond environmental advantages for residents, the energy efficiencies of this future-focused city will result in savings of up to 100% on electricity and up to 50% on water bills.

Covering over 86 hectares and set to be home to 10,000 people, Sustainable City – Yiti aspires to be the largest operational sustainable community in the world.





Society

73%

Economic Results Distribution
& Social Welfare

45%

Employment & Economic
Growth

74%

Health & Well-Being of our
Workforce, Communities and
Guests

18%

Innovation
Stronger efforts needed

59%

Gender Equality
The Group's workforce
composition exceeds the
national average for women
in various positions

26%

Food Management & Focus
on Zero Food Waste
Need for quick improvement

45%

Training & Education
Ongoing training programs for
the Group's workforce ensure
continuous skill development

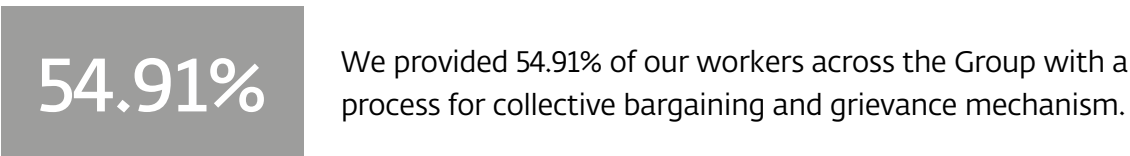
17%

Reducing Inequalities
Need improvement by reinforcing
diversity, equity and inclusion

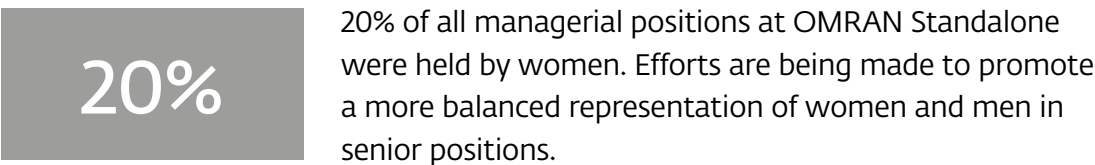
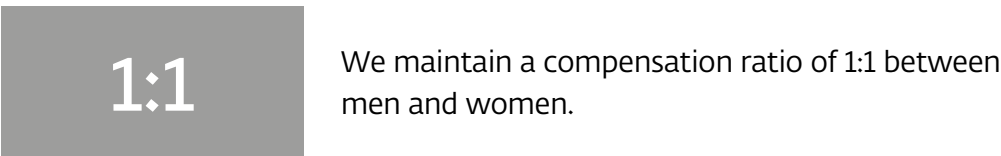
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Highlights

Workforce



Gender Equity



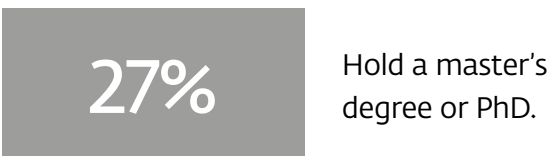
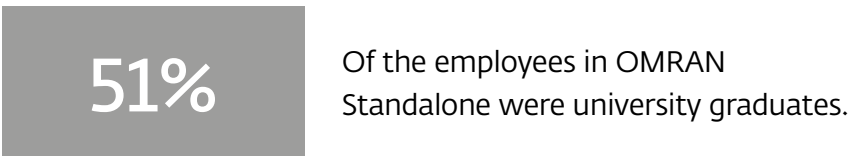
Of 4,251 Group employees:

- ◆ 39.02% in unskilled work positions were women
- ◆ 30.07% in skilled work positions were women
- ◆ 18.16% in management positions were women
- ◆ Of the 163 employees at OMRAN Group Standalone, 41.7% were women

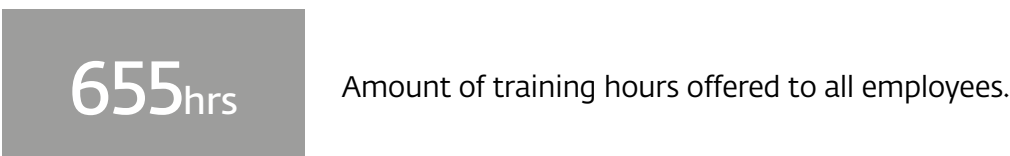
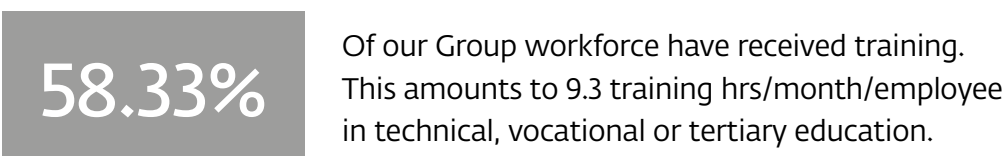
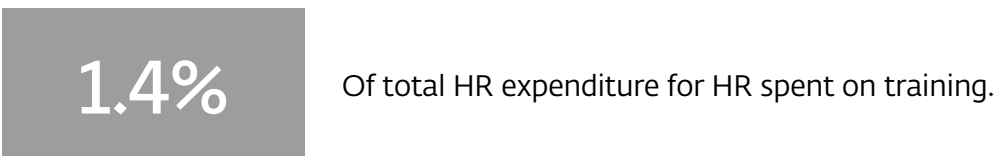
Note: These figures are significantly higher than the national average of 16% for all sectors across the Sultanate of Oman

Source: World Bank 2022

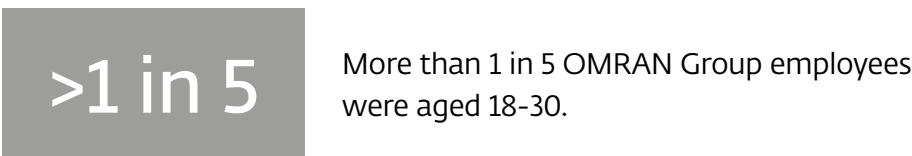
Education & Talent Management



Training



Youth



Health & Safety

0.61%

Rate of injuries and lost-time incidents across our Group workforce.

384hrs

Health & Safety training hours to employee groups at OMRAN Group Standalone.

75.56%

Of the Group workforce participated in at least one training seminar on health protection.

Human Rights

0

Reported incidents of rights violations.

Local Communities

200

Approximately 200 jobs are created from the average hotel build cost of 30 million Rials.

60+

Campaigns were implemented in supporting social and environmental sustainability.

4,500+

Beneficiaries were affected positively.

2.25%

Of our global revenue invested in initiatives with private, public-private and civil society stakeholders for CSR projects and programmes. This translates to more than OMR 1 million in 2022 for high-impact CSR projects and programme.



Success Story

#IAmTourism A Comprehensive Strategy for Human Capital Development

Oman's tourism sector is experiencing rapid growth with visitor numbers rising year-on-year. In response, our diverse tourism value chain - including accommodation providers, travel services, and various hospitality-related businesses - is expanding its operations and increasing its workforce. The #IAmTourism platform, built on the pillars of Educate, Attract and Retain, has been developed to ensure that Oman's ambitious youth acquire the knowledge and skills needed to capitalize on the diverse and rewarding career opportunities emerging within the sector. This initiative, in partnership with the Ministry of Heritage & Tourism, also seeks to enhance the capabilities of existing professionals across the tourism spectrum, ensuring they are well-prepared to meet the evolving needs and expectations of guests and tourists.

So far under the #IAmTourism umbrella, nine new programs - delivered in partnership with national and international experts - have been launched across the country, providing over 100,000 hours of training for high-schools, colleges, vocational training institutes, hotels and more.



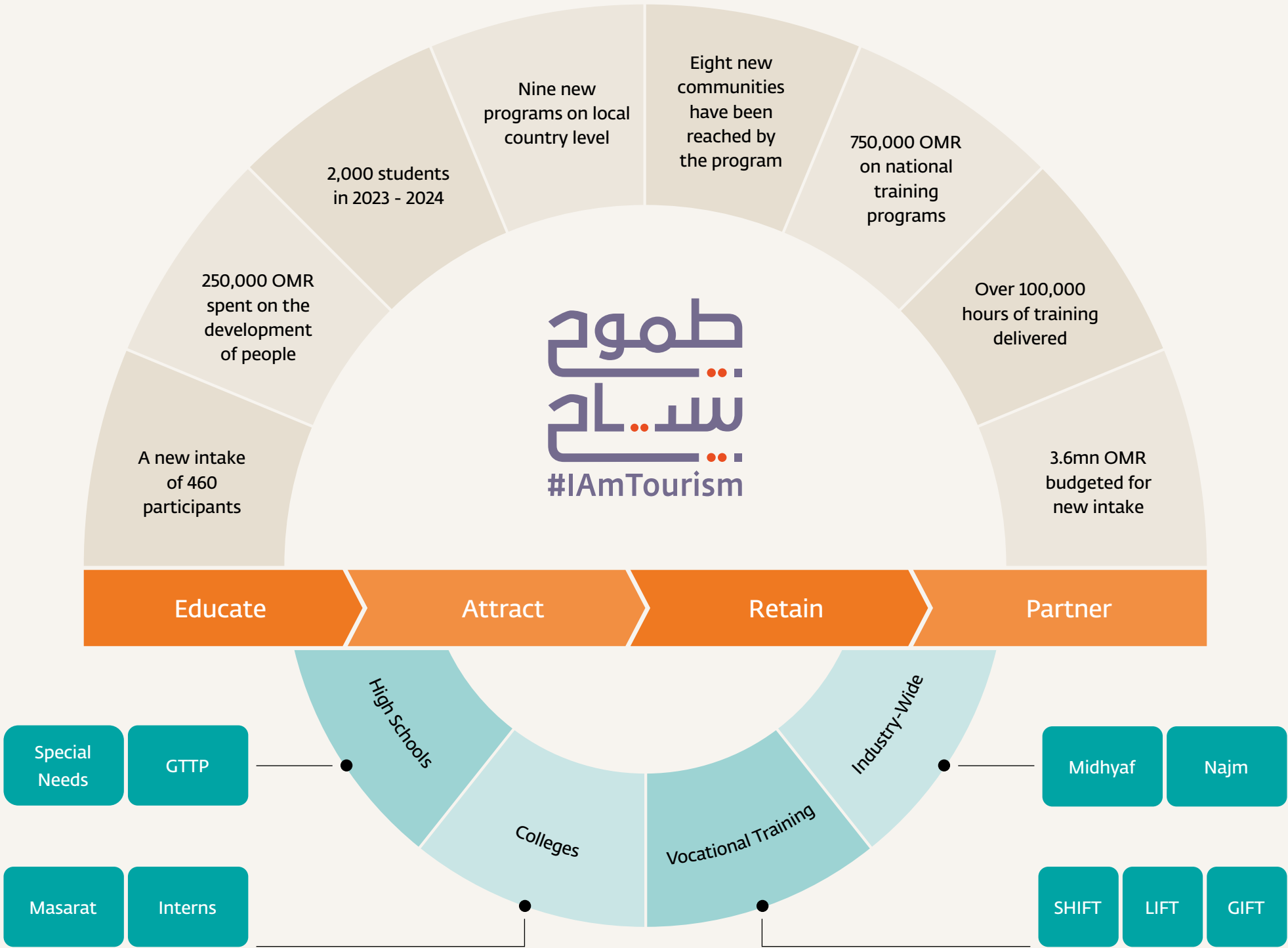
Hilal Al Jadidi
Chief People & Change
OMRAN Group

“#IAmTourism by OMRAN Group represents our dedication to educate, attract and develop talent in the tourism sector. In collaboration with the Ministry of Heritage and Tourism and the Ministry of Labour, we support the national vision for 2024 and beyond.”



IAmTourism Framework

A comprehensive strategy to develop competencies in the tourism industry.



High Schools

Gifted Special Needs Program

GIFTed stands as the premier initiative focused on supporting individuals with disabilities in the tourism industry, fostering their abilities and creating pathways to acquire practical skills and explore diverse employment opportunities within the sector.

GTTP

OMRAN Group has partnered with the Global Travel and Tourism Partnership (GTTP) to offer an extensive curriculum of educational content in the field of travel and tourism through its e-learning platform, spanning a three-year period. The pilot phase is set to benefit over 2000 students from select schools across the Sultanate of Oman.

Colleges

Masarat

This program works on empowering national competencies in line with Oman Vision 2040 by employing and equipping 24 recent graduates with the necessary skills and competencies preparing them to be the future leaders in the tourism sector.

Tadreeb Internship Program

Internship program across all divisions in OMRAN. OMRAN took more than 70 interns in 2023 alone.

Vocational Training (OMRAN Leadership Academy)

SHIFT

The SHIFT program will provide training courses in different management and leadership roles within the sector. Its first phase includes 40 participants from management levels at OMRAN Group and its subsidiaries

LIFT

The LIFT program involves 20 candidates from hospitality assets. The project aims to address the need for local trained talent in leadership positions within OMRAN hospitality assets and to facilitate a smooth transition for asset succession planning while supporting the Omanisation initiative.

GIFT

This program is a women's leadership program aiming to equip females in OMRAN with leadership skills through training courses and sessions in order to empower female leaders within the sector.



Qais Al Kharusi

South Batinah,
Sheikh Abu Qahtan
Al Hajri School

“I had an incredible experience at the GTTP program, gaining knowledge and learning about different cultures worldwide while sharing my own. The program is packed with valuable tourism insights, adding to my enthusiasm and interest in the tourism sector. I’m deeply grateful for this opportunity.”

Industry wide

Midhyaf

A highly specialized training for employment program established by OMRAN Group in partnership with the Ministry of Labour where a total of 124 participants graduated and started to work in different fields across OMRAN Group's assets and subsidiaries.

Najm

Aims to provide a platform for developing highly skilled Omani nationals in the tourism and hospitality sector. It will train 250 job seekers for employment at a newly established start-up company which will develop and manage tourism-related activities across Oman to stimulate the growth and popularity of the sector.

Governance

52%

Overall Governance & Stakeholder Engagement

48%

Engagement with Cities & Communities

33%

Interaction with Institutions

OMRAN Group is committed to ethical business conduct and effective corporate governance for sustainable growth. The Group's corporate governance is founded on principles of integrity, transparency, accountability, compliance, and adherence to global best practices.

The figures above reflect OMRAN Group's baseline and ESG performance for 2022. Since then, the group has been dedicated to improving its performance across various ESG aspects annually.

Highlights

Board

71%	Of Board's 5 directors are independent as well as the Chairman.
44-55	Average age of Board Members.
9	Board meetings held.
3	Specialised committees support the Board
7	Audit & Risk Committee meetings.
13	Major Tender Committee meetings.
5	Executive Committee meetings.

Compliance

100%	Employee participation in ethical business code of conduct training.
78%	Participation in security & data, anti-corruption training.

Risk Management

0
Zero complaints received by employees concerning allegations of improper behaviour.

Security & Data Protection

0
Zero data breach incidents.

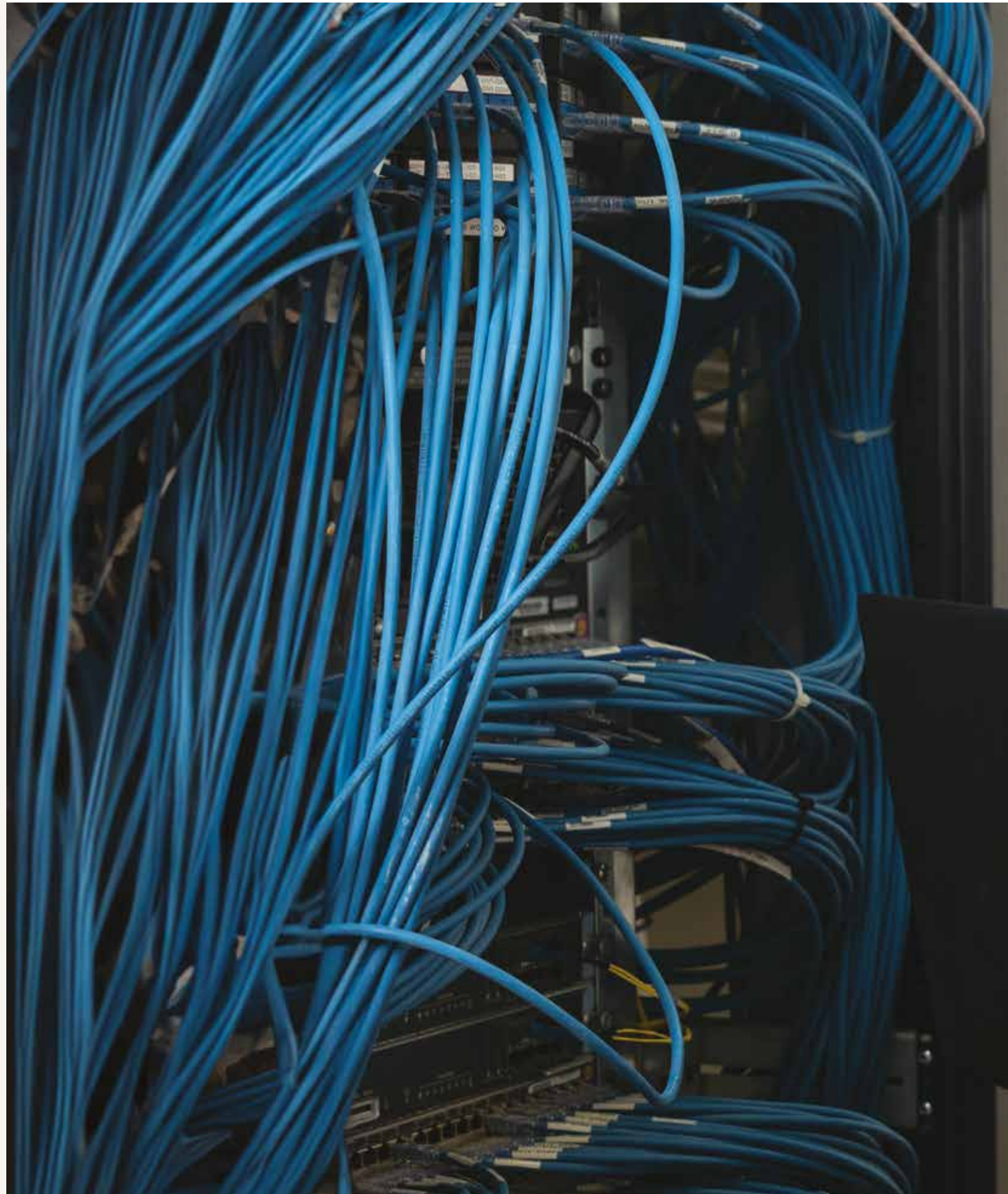
Audits

25 Internal Audits	2 Group Wide Audits
◆ Oman Sail Finance	◆ OMRAN Group
◆ Waterfront & Marina Services Finance	◆ OCEC HR
◆ OMRAN Group Finance	
◆ 19 Hotel Audits	



Sara Al Sharji
Group General Counsel
OMRAN Group

“At OMRAN Group, governance is the cornerstone of our success and sustainability. We are committed to upholding the highest standards of transparency, accountability and ethical conduct in all our operations. Our governance framework ensures that we not only comply with regulatory requirements but also drive positive change within our industry. By embedding robust governance practices, we are able to deliver long-term value to our stakeholders and contribute meaningfully to a sustainable future. Our approach is guided by a vision where integrity and excellence are at the heart of everything we do.”





Success Story

GRI 3-3 | GRI 418

Secure Digital Environment Security & Data Protection

Highly digitised, the travel and tourism industry holds valuable and sensitive data on every traveller, guest and corporate partner. If this information is not well protected, there are significant risks for customers and service providers.

Recognising the incredible importance of combating and mitigating potential risks to data integrity and maintaining a secure digital environment, OMRAN Group has taken a pro-active stance and tackled the issue head on - implementing cutting-edge cybersecurity measures across all its business operations. In the front line of defence are Data Loss Prevention as well as Security Information & Event Management Systems along with Email Protection, Anti-Malware with XDR and Next-Generation Firewalls. Controlling access to domain-joined computers is Privilege Access Management while Security Awareness solutions provide group-level security. The result is robust and reliable protection for every link in the OMRAN Group value chain and peace of mind for everyone in, and every element of, its ecosystem.

Economy

Wider Economic Impact

GRI 201-1 | GRI 203-1

The tourism and hospitality industry is increasingly recognized as a crucial driver of future prosperity for the Sultanate of Oman. According to the World Travel & Tourism Council (WTTC), the total contribution of travel and tourism to the country's gross national product is estimated to be twice as large as its direct contribution. Oman's tourism sector is expected to reach unprecedented heights this year.

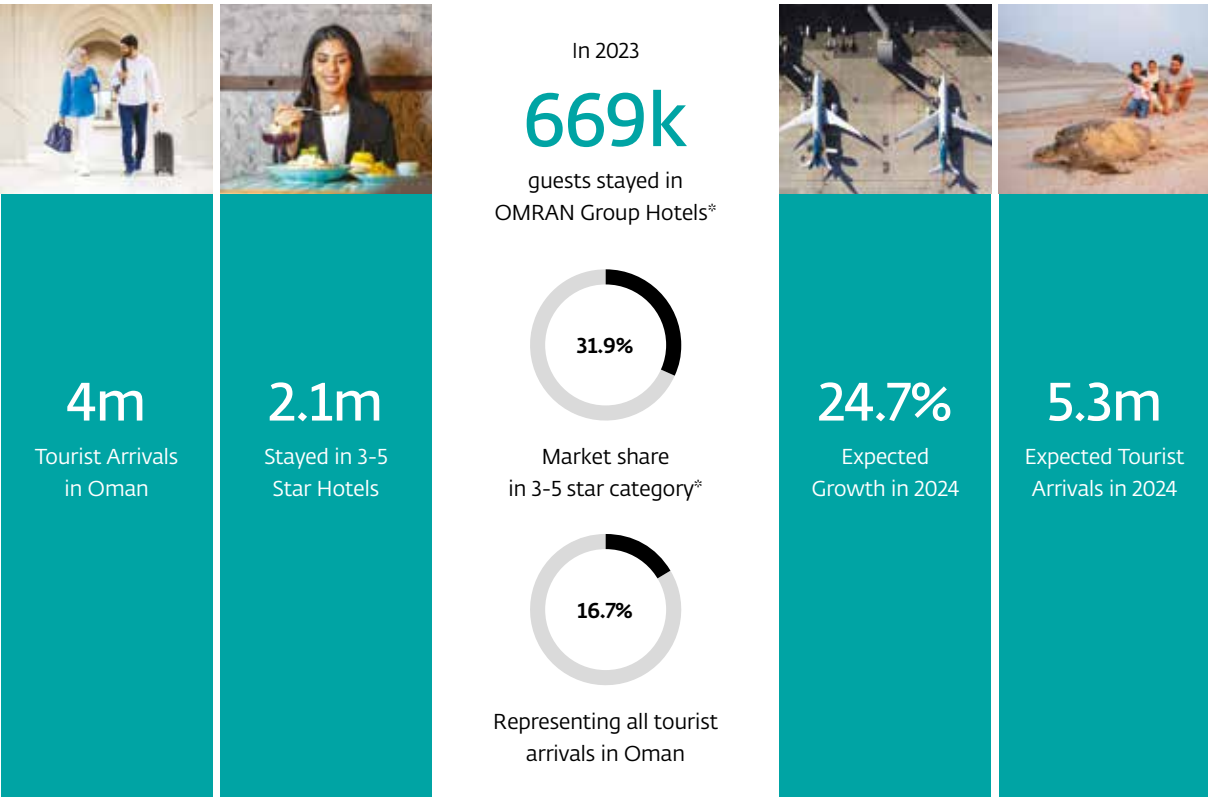
In 2023, the Travel & Tourism sector's GDP contribution surged by almost 35%, totalling OMR 2.8 billion, and is on track to surpass previous records. The sector also witnessed robust job growth of 15%, now employing 191,500 individuals nationwide.³

International visitors injected OMR 1.1 billion into the economy in 2023 a remarkable 69% increase from 2022, while spending by domestic travellers rebounded to OMR 1.4 billion. At OMRAN Group, as we carry out our mandate to develop the tourism destinations and urban communities, we implement a comprehensive approach that goes beyond immediate company returns and considers the broader economic value generated by potential investments. Our business development strategy encompasses exploring new geographical areas with untapped potential, creating complexes that stimulate opportunities for the sector and undertaking development in niches that have yet to be explored by the private sector.

The figures above reflect OMRAN Group's baseline and ESG performance for 2022. Since then, the group has been dedicated to improving its performance across various ESG aspects annually.

Did You Know?

In 2023, Oman saw a rise in the number of inbound tourists.



*Excluding JVs

A report by BMI, a Fitch Solutions Company, has forecast tourist arrivals in Oman to grow by 24.7% year-on-year in 2024 to a total of 5.3 million. Projections indicate a steady rise to 10.8 million by 2028. These developments indicate Oman may surpass its tourism goals of 11.7 million ahead of schedule 2040.⁴

³ wttc.org/news-article/omans-travel-and-tourism-sector-set-for-historic-growth-predicts-wttc

⁴ NCSI & Fitch Solutions

⁵ www.muscatdaily.com/2024/01/16/mht-unveils-major-plans-to-promote-tourism-in-2024/

Job Creation

Job creation is one of the most tangible impacts of tourism development:

- ◆ It will offer the best employment growth rates in the coming decade
- ◆ WTTC anticipates 265,600+ people will be working in Oman's Tourism sector over the next decade
- ◆ This equates to one in 13 residents

OMRAN Group contributes to this by creating direct employment for its staff across a diverse range of entities, including urban developments, hotels, joint ventures. Additionally, OMRAN Group generates indirect employment through the contractors involved in its projects while playing a significant role across the tourism value chain, focusing on areas such as leisure and tourism experiences, as well as destination marketing efforts.

GDP Contribution

Currently, tourism accounts for 2.4% of GDP with the aim to increase this to 5% by 2030 and by a further 10% by 2040, as outlined in Oman Tourism Strategy 2040.⁵

With these targets firmly in mind, OMRAN Group has invested in numerous projects and infrastructure, leading to the growth of hospitality and tourism assets and increased employment opportunities.

In-Country Value

GRI 201-1 | GRI 202-1 | GRI 203-1

In-Country Value (ICV) is a strategic nationwide program that fosters collaborative efforts to achieve long-lasting socio-economic development. The program promotes local sourcing, Omanisation, knowledge transfer, research and business development along with innovation across sectors.

Aiming to maximise ICV in our operating model and establish a common and transparent approach across management, staff and stakeholders, OMRAN Group ICV objectives are to:

- ◆ Align with Oman Vision 2040 and achieve synergy with national objectives and strategy
- ◆ Develop a productive and diverse economy to achieve holistic and sustainable development
- ◆ Contribute to Omanisation efforts and reach maximum potential
- ◆ Contribute to training and investment in Omani talents
- ◆ Encourage localisation and development of manufacturing
- ◆ Develop local suppliers and build up small and medium-size enterprises (SMEs)

Key elements of our ICV approach



Capital investment
in our fixed assets



Localisation of
our workforce



Local sourcing
of goods



Local sourcing
of services

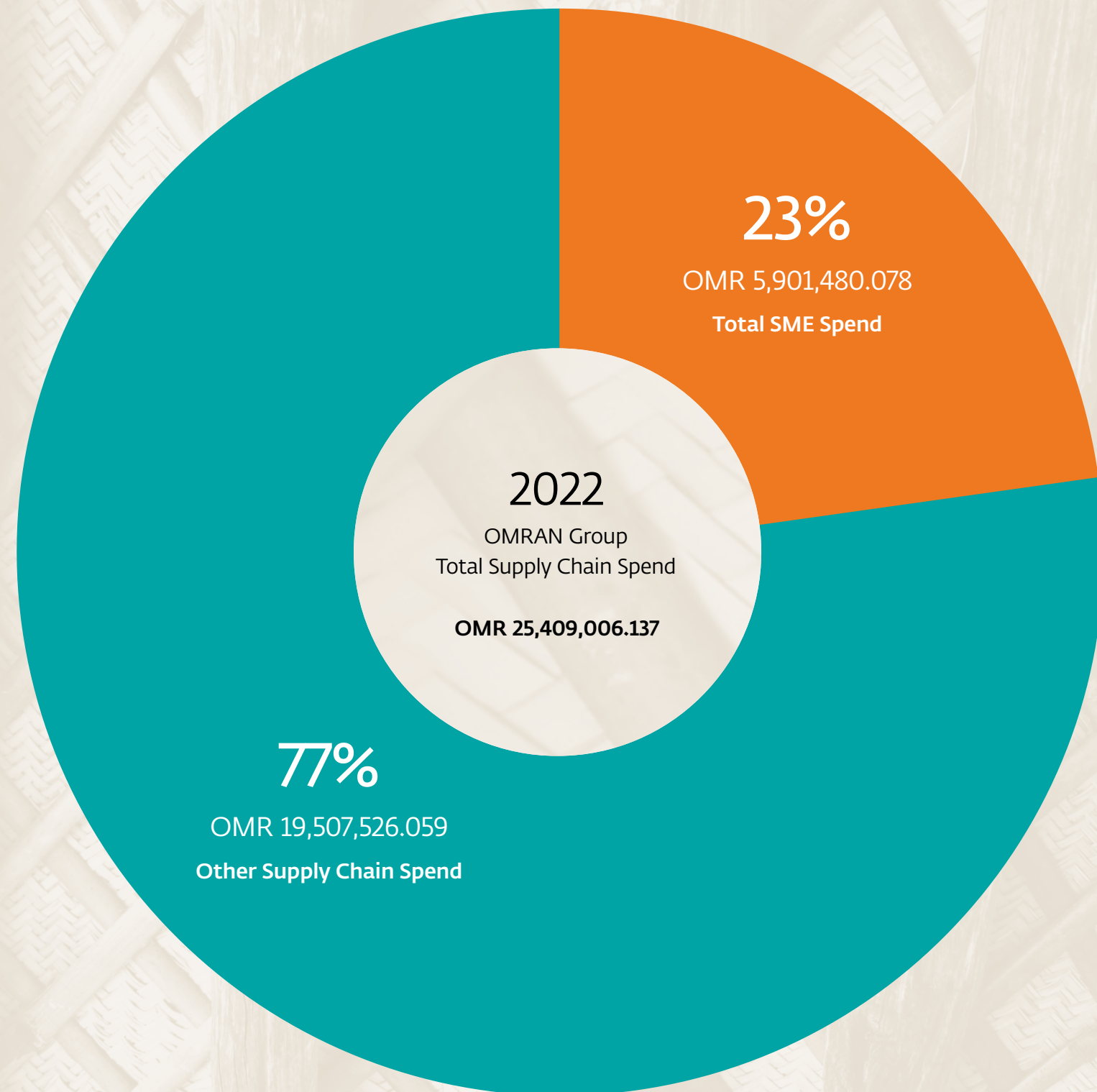
To stimulate productivity in Oman's economy and contribute to human capability development, we prioritise local contractors, suppliers and services and the increasing of Omanisation in contracts.



Generating Value for SMEs

The orange segment is the amount we spent to support SMEs throughout OMRAN Group - OMRAN Group Standalone & subsidiaries including Oman Sail, OCEC, Oman Tourism College and Marina Bandar Al Rowdha. The total SME Spend was 23% – that is approximately OMR 5.90 million.

The teal segment is what we spent on larger local and international suppliers which equated to 77% of the total - about OMR 19.51 million.





Mohammed Al Ghufaili
Chief Operations Officer
OMRAN Group

“Collaboration with Omani companies and SMEs exemplifies OMRAN Group’s commitment to cultivating a competitive Omani supply chain while also creating inspiring success stories and highlighting our role in empowering ambitious local entrepreneurs. By supporting their enthusiasm and dedication, we contribute to shaping the tourism and hospitality sector.”

Success Story

As tourism in Oman expands and new opportunities arise, OMRAN Group is leveraging these prospects by engaging local entrepreneurs through its Vendor Development Program (VDP). This initiative is part of OMRAN’s commitment to In-Country Value, in alignment with the goals of the Oman Investment Authority.

The VDP aims to support, mentor and supervise local vendors and manufacturers, fostering their development of capabilities and competencies. The ultimate objective is to cultivate a competitive and sustainable network of local vendors capable of delivering professional services and supplying high-quality products in the local market.





Galo

Modern Rituals Inspired by Tradition

Through OMRAN Group's Vendor Development Program (VDP), a notable success story has emerged with the collaboration of Al Madina Al Fadhila LLC (SME Riyada), showcasing OMRAN's commitment to empowering local businesses. This partnership has seen Al Madina Al Fadhila LLC introduce an authentic Omani experience to the spas at OMRAN's hotels, branded as 'Galo', which means a traditional pre-wedding ritual for brides.

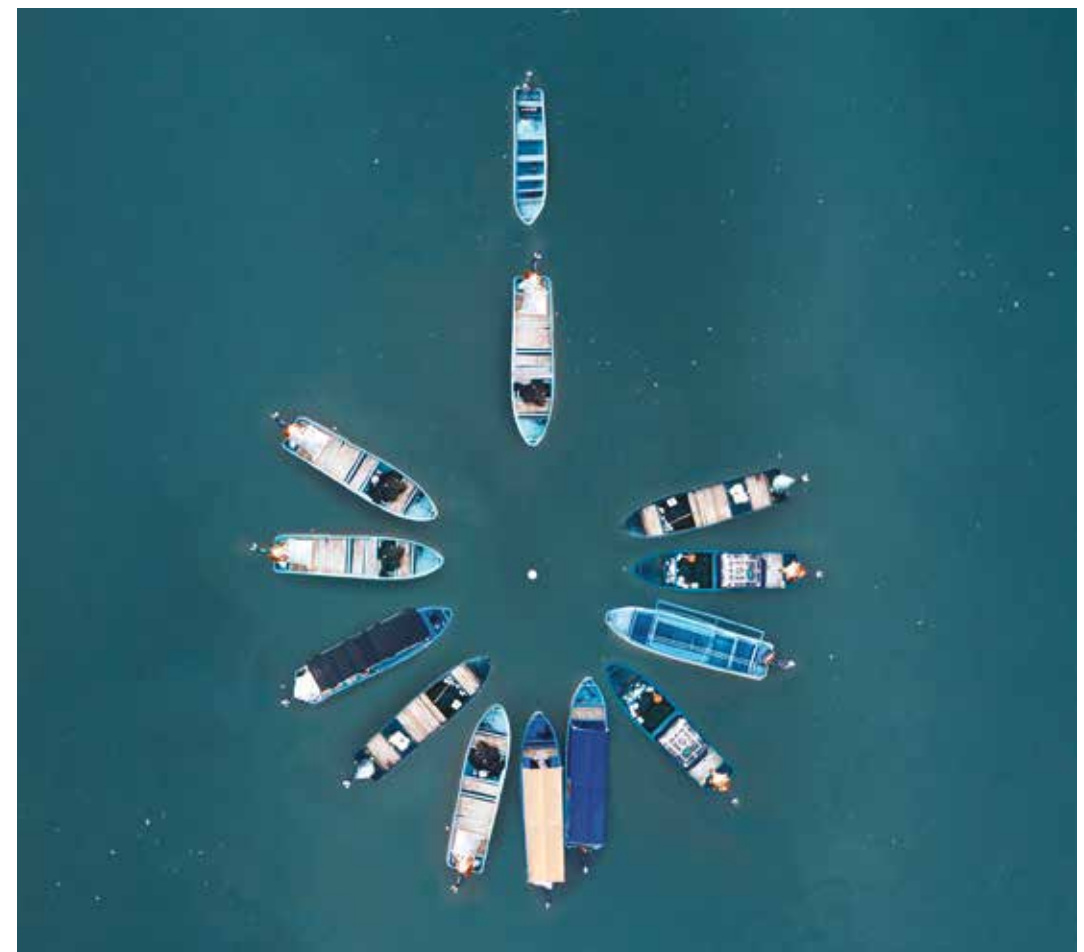
The journey began with a strategic investment agreement of OMR 75,000 over two years to develop the spa facilities at Atana Stay Salalah. This support enabled Al Madina Al Fadhila LLC not only to launch the Galo spa but also to enhance their expertise in spa operations, administrative skills, cost management and contracting capabilities.

At the heart of this entrepreneurial success is Manal Al Maskari, founder of 369 Spa, who initially managed Athila Spa at Atana Musandam Resort. Manal's dedication shines through in her creation of spa products using organic, vegan ingredients based on traditional Omani recipes passed down through generations. Each treatment at Athila and Galo reflects a deep appreciation for Omani culture and tradition.

OMRAN Group's collaborative approach with Al Madina Al Fadhila LLC and passionate entrepreneurs like Manal Al Maskari underscores a commitment to fostering local talent and celebrating Omani heritage, creating opportunities that enrich both the hospitality sector and the community at large.

Book an authentic trip to Atana Stay Salalah
www.atanastay.com/stays/salalah

6

ESG Research
Data

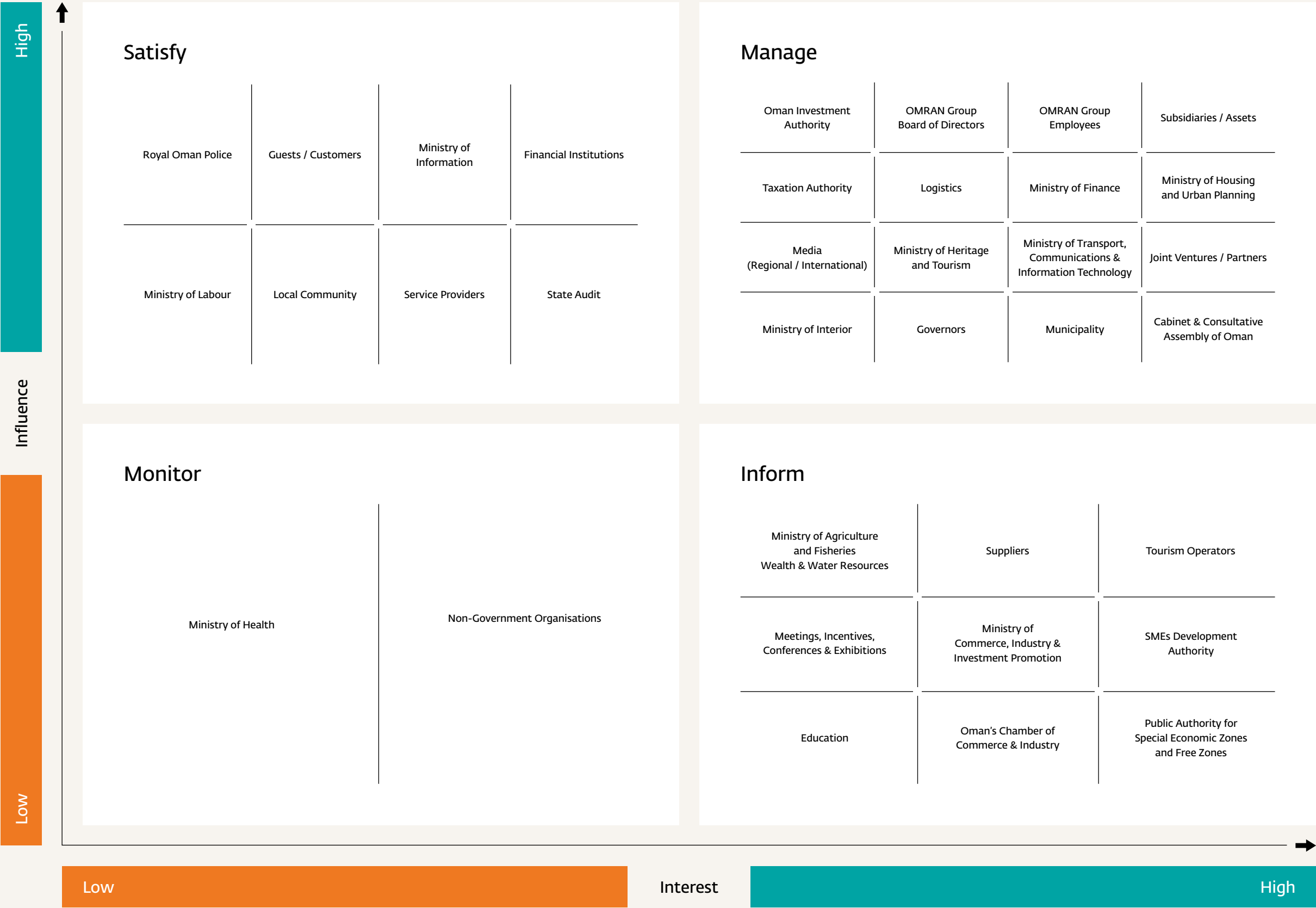
Stakeholder Mapping

GRI 2-29

Collaborating with all subsidiaries of the OMRAN Group, we initiated discussions on the relevance of our initiatives to their operations.

We solicited their input and assessed the significance of each stakeholder or stakeholder group, considering their level of engagement with our activities and the potential impact. This process also entailed capturing their interests, expectations, and preferred communication channels.

Below, you will find our stakeholder mapping, illustrating the extent of our engagement in terms of influence and interest.



ESG Materiality Analysis

GRI 2-29 | GRI3-2

Central to the formulation of our ESG Framework was identifying and prioritising the most critical non-financial topics that significantly impact our businesses and stakeholders.

These topics were identified through a comprehensive analysis of industry priorities and challenges of key peers along with their relevance to OMRAN Group's business sector based on international sustainability standards.

22 ESG topics have been identified and prioritised by all subsidiaries of OMRAN Group based on:



1

Direct influence on OMRAN Group performance



2

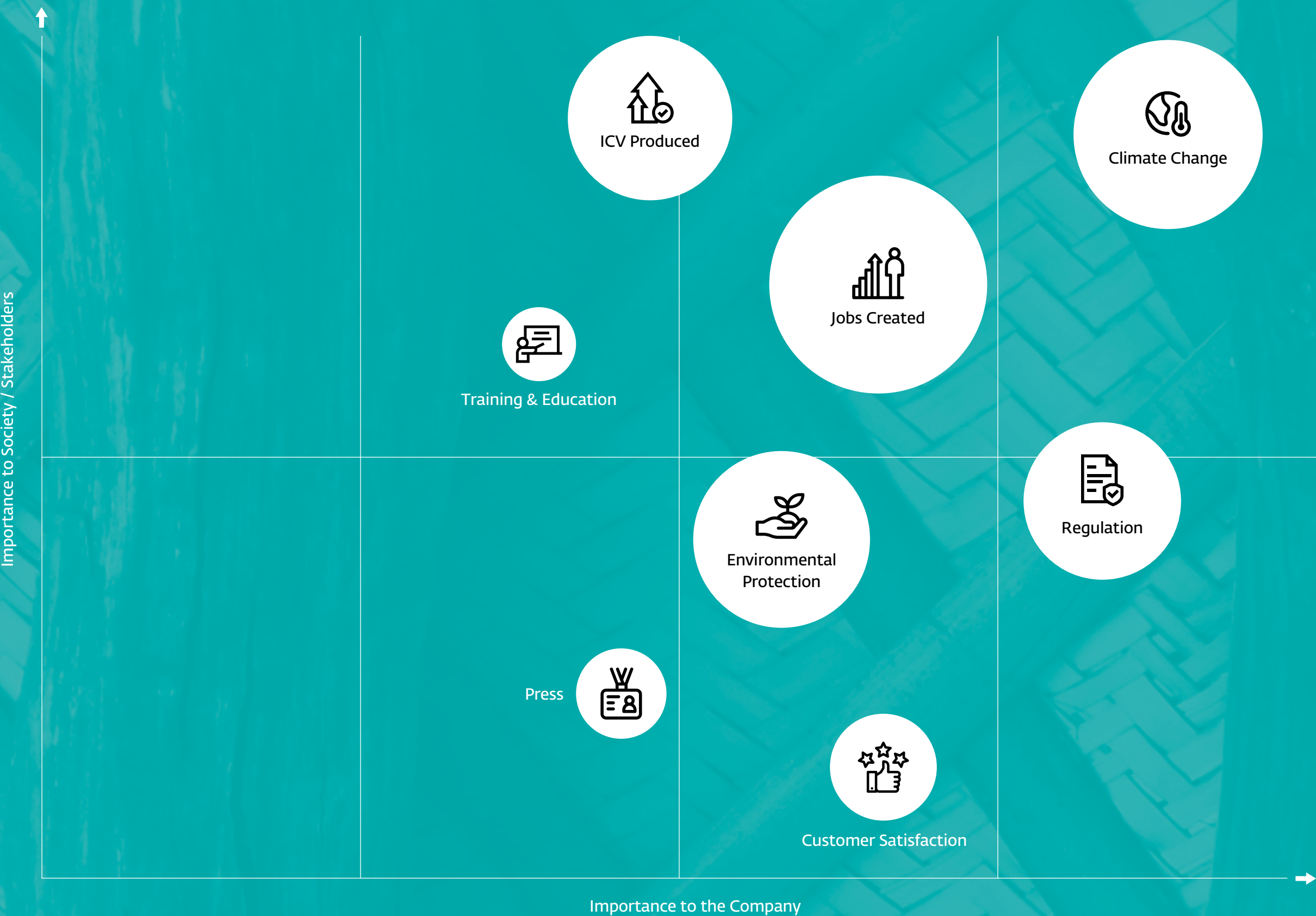
Broader economic, environmental and social implications



3

Significance according to OMRAN Group stakeholders

Materiality Matrix: OMRAN Standalone



Understanding the Materiality Assessment

GRI 2-29 | GRI 3-2

We analysed the Materiality Assessments for the two groups that carry particular importance for OMRAN Group's Hotel Portfolio, Resorts & Recreation Hotels and City Hotels and drew up a list of our most important findings.




Key Insight

The Assessment shows a higher concentration of importance compared to the overall aggregate results. Hotels rate all ESG topics above 8.5 (very important - extremely important). This indicates their recognition of these 18 ESG topics as integral components of a comprehensive and impactful sustainability agenda.



General Insights

- ◆ Customer Experience & Satisfaction remain our unwavering focus
- ◆ Employee-related matters emerge as highly significant and are prioritised across the entire Group
- ◆ Social & Governance aspects are among the top priorities for our Group
- ◆ Environmental concerns have greater importance and are prioritised among our hotel subsidiaries
- ◆ Addressing major contemporary challenges like climate change, energy and greenhouse gas emissions and biodiversity have significant importance

A large, gnarled tree with a thick trunk and sprawling branches is silhouetted against a deep blue night sky. The sky is filled with numerous stars, and the Milky Way galaxy is visible as a bright, hazy band of light stretching across the upper left portion of the frame. The tree's foliage appears dark and dense, contrasting with the bright stars. The overall mood is serene and majestic, evoking a sense of timelessness and the vastness of the universe.

*Addressing major contemporary challenges
like climate change, energy and greenhouse
gas emissions and biodiversity have
significant importance*

Material Topics for OMRAN Group - Hospitality

18 ESG topics for OMRAN Group Hospitality portfolio are divided into 3 tiers (T1-3), helping us prioritise and effectively manage critical ESG risks and opportunities in the years ahead.

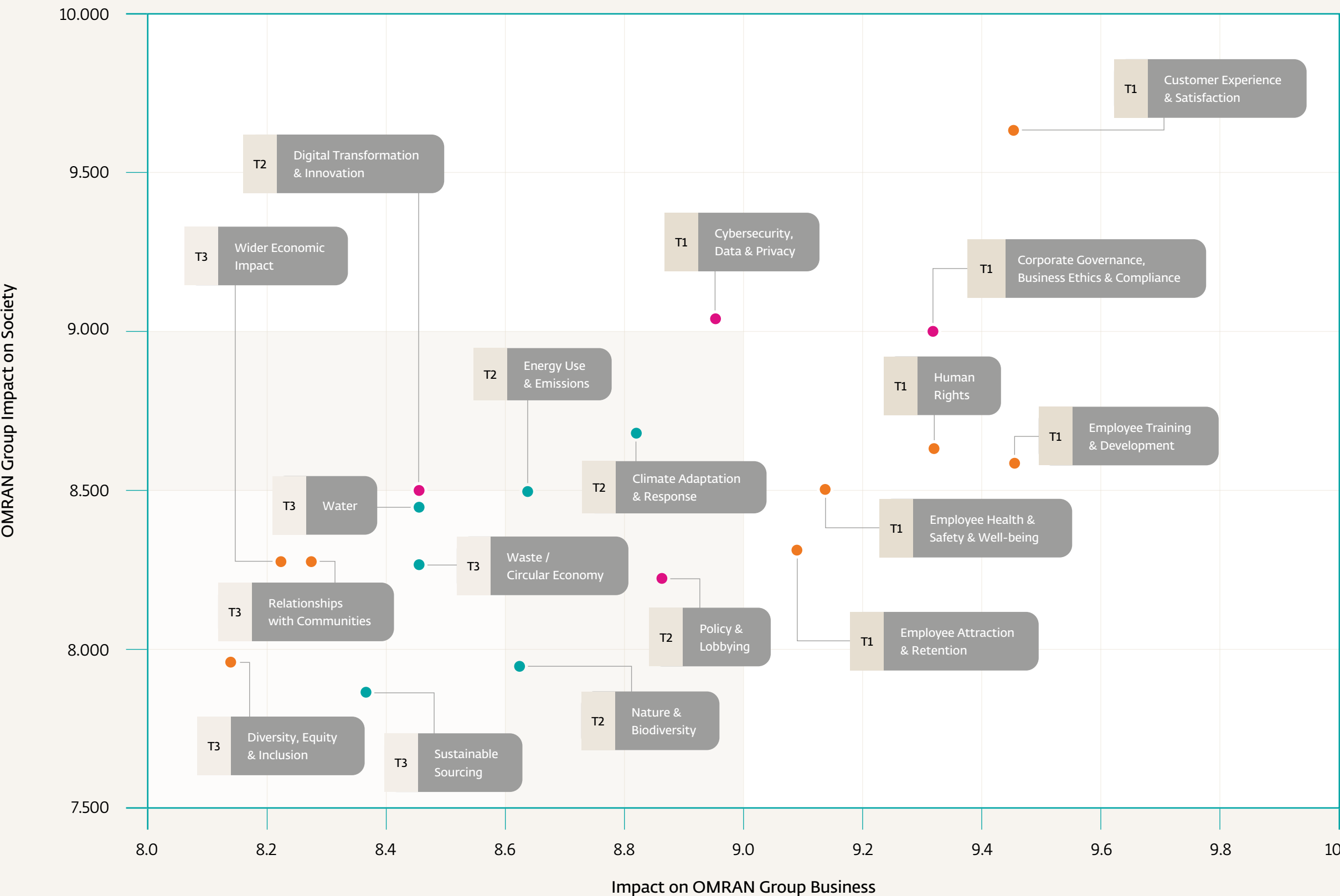
All 18 material ESG topics shown in the matrix have been assessed with a factor of materiality (importance) above 7.5/10 (1 = not important, 10 = extremely important) and thus are considered important and relevant to OMRAN Group.

- Environment
- Social
- Governance

T1	Above 9/10						
	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Priority	Customer Experience & Satisfaction	Employee Training & Development	Corporate Governance, Business Ethics & Compliance	Human Rights	Employee Health, Safety & Well-being	Employee Attraction & Retention	Cybersecurity, Data & Privacy
T2	Above 8.5/10						
	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>		
Significant	Climate Change Adaptation/ Disaster Preparedness & Response	Energy Consumption & Emissions	Digitalisation/ Digital Transformation & Innovation	Nature & Biodiversity	Policy Advocacy & Responsible Lobbying		
T3	Above 7.5/10						
	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
Important	Sustainable & Responsible Sourcing	Waste & Materials Management/ Circular Economy	Wider Economic Impact (Value Creation)	Water	Diversity, Equity & Inclusion (DEI)	Relationships with Communities/ Community Engagement & Empowerment	

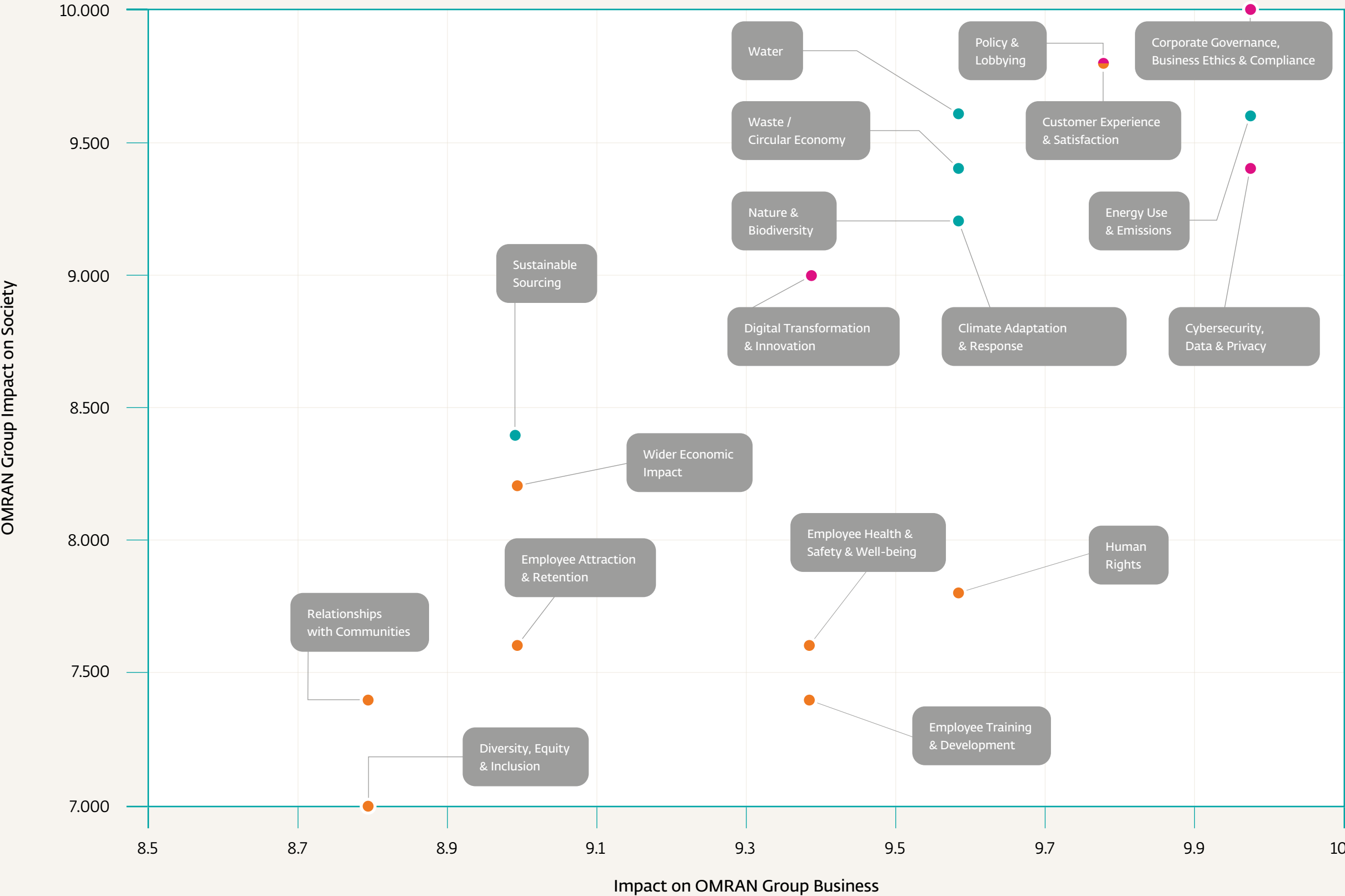
Materiality Matrix: Hospitality (General)

T1 Priority
 T2 Significant
 T3 Important
 ● Environment
 ● Social
 ● Governance



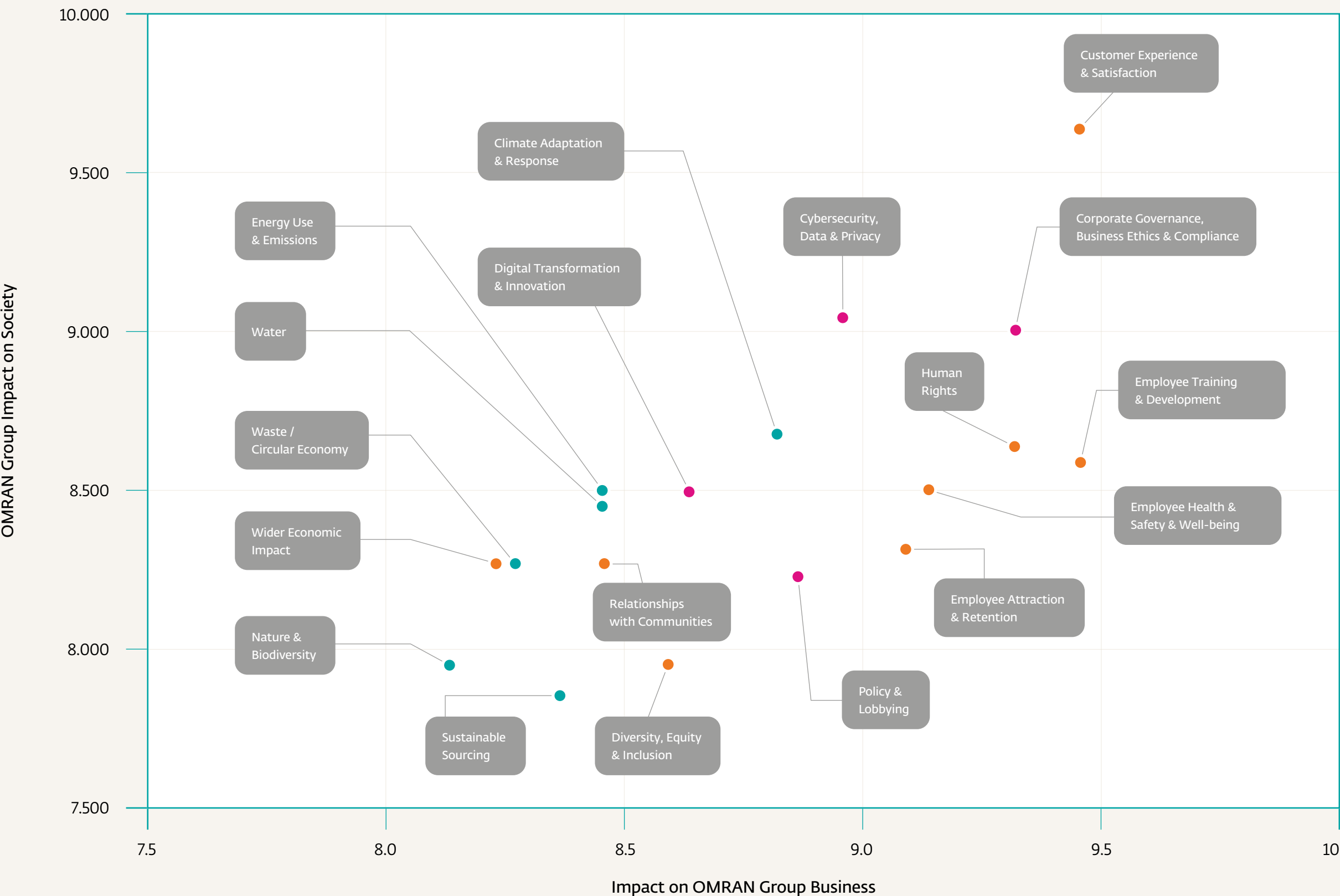
Materiality Matrix: City Hotels

● Environment ● Social ● Governance






















Materiality Matrix: Resorts & Recreation Hotels

Important Environment Social Governance












Material ESG Topics & Impact Boundaries: Impact I - Our Stakeholders

GRI 2-29 | GRI 3-2 | GRI 3-2







ESG Pillars	ESG Material Topic	SDG Impact				Impact Boundaries
S	Customer Experience & Satisfaction					◆ Customers, Guests and Visitors
S	Employee Training & Development					◆ Employees ◆ Society/Local Communities
G	Corporate Governance, Business Ethics & Compliance					◆ Employees ◆ Customers, Guests and Visitors ◆ Suppliers/Business Partners ◆ Ministerial Authorities/Other Regulatory Authorities ◆ International Institutions
S	Human Rights					◆ Employees ◆ Suppliers/ Business Partners ◆ Ministerial Authorities/Other Regulatory Authorities ◆ International Institutions ◆ Society/Local Communities
S	Employee Health, Safety & Well-Being					◆ Employees ◆ Society/Local Communities ◆ Ministerial Authorities/Other Regulatory Authorities
S	Employee Attraction & Retention					◆ Employees ◆ Society/Local Communities
G	Cybersecurity, Data & Privacy					◆ Ministerial Authorities/Other Regulatory Authorities
G	Policy Advocacy & Responsible Lobbying					◆ International Institutions

Refer to page 20 for the UNSDG framework









ESG Pillars	ESG Material Topic	SDG Impact	Impact Boundaries
E	Climate Change Adaptation/Disaster Preparedness & Response	 	<ul style="list-style-type: none"> ◆ Society/Local Communities ◆ Ministerial Authorities/Other Regulatory Authorities ◆ Customers, Guests and Visitors ◆ Suppliers/Business Partners
G	Digitalisation/Digital Transformation & Innovation	 	<ul style="list-style-type: none"> ◆ Customers, Guests and Visitors ◆ Suppliers/Business Partners
S	Diversity, Equity & Inclusion	   	<ul style="list-style-type: none"> ◆ Employees ◆ Society/Local Communities
E	Energy Consumption & Emissions	 	<ul style="list-style-type: none"> ◆ Society/Local Communities ◆ Ministerial Authorities/Other Regulatory Authorities ◆ Suppliers/Business Partners
E	Water		<ul style="list-style-type: none"> ◆ Society/Local Communities ◆ Ministerial Authorities/Other Regulatory Authorities ◆ Suppliers/Business Partners
S	Relationships with Communities/Community Engagement & Empowerment	 	<ul style="list-style-type: none"> ◆ Society/Local Communities
E	Sustainable & Responsible Sourcing	   	<ul style="list-style-type: none"> ◆ Suppliers/Business Partners
S	Wider Economic Impact/ Value	 	<ul style="list-style-type: none"> ◆ Society/Local Communities
E	Waste & Materials Management/ Circular Economy	 	<ul style="list-style-type: none"> ◆ Suppliers/Business Partners ◆ Customers, Guests and Visitors
E	Nature & Biodiversity	 	<ul style="list-style-type: none"> ◆ Society/Local Communities ◆ Suppliers/Business Partners ◆ Ministerial Authorities/Other Regulatory Authorities

Material ESG Topics & Impact Boundaries: Impact II - What We Pledge

GRI 2-29 | GRI 3-2 | GRI 3-2





ESG Pillars	Contribution to the 2030 United Nations Sustainable Development Agenda				
E					<ul style="list-style-type: none">◆ We commit to the country's Net Zero target by 2050◆ We aim to reduce Scope 1 and 2 emissions and to manage Scope 3 emissions effectively◆ We are switching to renewable energy procurement as much as possible and investing in upgrading existing systems to run on low or no-carbon energy sources rather than fossil fuels◆ We commit to significantly reducing waste streams, taking action on waste management issues (avoid, reduce, reuse, repair, recycle, recover, dispose) and aiming to eliminate single-use plastics◆ We commit to significantly reducing food waste◆ We integrate consideration of suppliers' environmental sustainability into the Group's purchasing decisions, including giving priority to resource-efficient products and services, local produce and sustainable food◆ We are committed to reducing water consumption, mapping global water risks as well as identifying and implementing innovative solutions in high water-risk locations◆ We strive to promote nature-based solutions and ensure a nature-positive impact, aiming to protect and enhance natural ecosystems and biodiversity◆ We commit to enhancing our environmental initiatives in the forthcoming years and systematically measuring our positive impacts, further contributing to the respective SDGs
					

Refer to page 20 for the UNSDG framework

ESG Pillars	Contribution to the 2030 United Nations Sustainable Development Agenda			
S				
				
				<ul style="list-style-type: none">◆ We ensure our team works in a safe, healthy and stable environment◆ We champion a workplace and community free of discrimination, valuing inclusivity and diversity◆ We focus on fair employment, prioritizing hiring and advancing local talents◆ We provide equal chances for our employees to learn, grow and advance◆ We encourage our employees to contribute ideas and expertise to help OMRAN Group and Oman thrive◆ We honour and uphold Oman's cultural heritage and traditions◆ We focus on improving social infrastructure for the benefit of Oman's communities◆ Our efforts aim to meet social needs, enhance living conditions and support the sustainable growth of local communities◆ Our team is our biggest strength, driven by diversity and a commitment to Oman's sustainable development as a leading tourist destination

Material ESG Topics & Impact Boundaries: Impact II - What We Pledge

GRI 2-29 | GRI 3-2 | GRI 3-2

ESG Pillars	Contribution to the 2030 United Nations Sustainable Development Agenda			
E				 <ul style="list-style-type: none">◆ OMRAN Group's governance mechanisms uphold regulatory compliance, aligning with UN SDG 16 for transformative governance, trust, peace and justice◆ We foster community engagement through strategic partnerships in projects and initiatives, ensuring ongoing support and collaboration◆ Our business operations serve as a catalyst for societal transformation, positively impacting local communities in environmental, socio-economic and cultural aspects◆ Contributing to SDG 17 (Target 8), we strengthen partnership implementation through innovative products and services, enhancing governance frameworks

3rd Party Assessments & Certification



ESG REPORT AUDITOR’S CERTIFICATE

Information on the Assurance Statement
The Institute for Sustainable Development (ISD/EPLO) has been tasked with supplying external certification regarding the disclosures featured in OMRAN Group's 2022 Sustainability Report (referred to as 'the Company' and 'the Report' respectively). The Company bears sole responsibility for the data and information contained in the Report. The assurance process, performed by the Provider, entailed sample-based audits of data and information, along with audits of data collection systems and procedures.

The ISD has not offered any consulting services to the Company.

Economic and financial data were not verified. Instead, they were assessed with respect to the information contained in the 2022 Annual Report which has been verified by other third parties.

The intended users of this Statement are all the stakeholders of the Company.

Scope of Assurance
The Provider undertook and implemented the following verification activities during April of 2024:

1. Review of the Report against the requirements of: GRI Standards 2021 (in accordance with) the GRI Standards 2021 including GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, and GRI 3: Material Topics 2021.
2. Verification of the data included in all the chapters of the Report.
3. Use of remote consultation techniques, including online meetings with the Company's external advisors in Greece and Oman in order to evaluate:
 - the reliability and accuracy of performance indicators of the Sustainability Report;
 - the processes for collecting, and processing information included in the Report;
 - the adherence to the principles of inclusivity, materiality, and responsiveness to stakeholders.

Limitations
The amount of data and information gathered above warrants the designation of "moderate assurance." This is because the objective evidence discovered originated from internal sources of the Company rather than from reaching out to external stakeholders.

Conclusions
During the assurance engagement, it was confirmed that the data and information of all the chapters of the Report are accurate and reliable.

The accuracy of the disclosed statements and assertions was found to be within acceptable limits. The Company provided a comprehensive and proper presentation of performance based on reasonably documented information as well as that there is an effective data gathering, management and reporting system in place for issues which pertain to sustainable development.

The Provider concurs that the report is in accordance with the GRI Standards 2021, including **GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, and GRI 3: Material Topics 2021.**

Opportunities for Improvement
Drawing from the observations and final remarks made during the assurance engagement, the Provider presents the following recommendations for enhancing the Company's upcoming Sustainability Reports:


- Align the procedures and data collection systems of all subsidiaries as outlined in the Report.
- Engage a variety of external stakeholders in evaluating the Group's ESG performance.
- Conduct on-site visits or remote audits at additional facilities of the OMRAN Group specified in the Report.

Statement of Independence, Impartiality and Competence
ISD/EPLO is an independent Institute, part of the European Public Law Organization that exists and operates as an International Organization, holding a permanent Observer Status to the UN General Assembly.

It specializes in providing guidance and support on all matters pertaining to sustainable development and the implementation of the UN SDGs, to both public and private entities, globally, as per the EPLO Official Gazette.

ISD/EPLO ensures that all its experts and team members, whether working directly for it or on its behalf, uphold elevated standards in their daily business endeavors. They are especially vigilant in preventing conflicts of interest.



Name of the entity examined by the ESG Report	OMRAN Group
Country or Countries of establishment of the entity	Sultanate of Oman
Region	The Arab states of the Persian Gulf
Name of the ESG focal point within the entity	Mr. Mohammed Al Eissa
Name of person who commissioned this report	Ms. Badriya Al Siyabi
Audit period applicable to this certificate	Financial Year 2022
Q1. Does the ESG report cover the key building blocks of a complete report as below: Stakeholder Mapping <ul style="list-style-type: none">• Materiality Analysis• ESG Strategy• Key Performance Indicators and Commitments• Assessment in terms of all E, S, and G dimensions• Recommendations for improvement	Yes
Q2. Does the report present quantitative information based on internationally accepted ESG Standards. Please clarify the type(s) of standards used for reporting	Yes
Q3. Has the entity reviewed and accepted the pertinence of the report? If no, state the reasons why you express this opinion.	Yes
Q4. Is this the first ESG report for the entity? If not, has the ESG assessment reviewed progress made in terms of previous ESG reports?	Yes, it is the first report
ESG assessment performed: <ul style="list-style-type: none">• Internally• By external consultant (Please specify)	By external Consultant: Joint venture between Verimpart and Sustainable Investments (Oman)
Institution	Institute for Sustainable Development, European Public Law Organization
Signature of auditor	 Spyros Kouvelis Institute Director
Date of audit	April 2024



Take a Deeper Dive

If you want to know more about our ESG framework and sustainability practices, just get in touch with us on esg@omran.om



Oman Tourism Development Company SAOC
KNOW HOW • RESPECT • BEYOND / omran.om