



**National Aluminium Products  
Company SAOG**

# **First Sustainability (ESG) Report - 2024**

**“Engage with us to Save the Globe”**

**Extruding Omani Creativity**







**His Majesty**  
**Qaboos bin Said (Late)**

**“The Conservation of the environment is the responsibility of all of us, a responsibility that knows no political boundaries.”**

**Qaboos bin Said (1992)**



**His Majesty**  
**Sultan Haitham bin Tariq**

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

**Haitham bin Tariq (2021)**





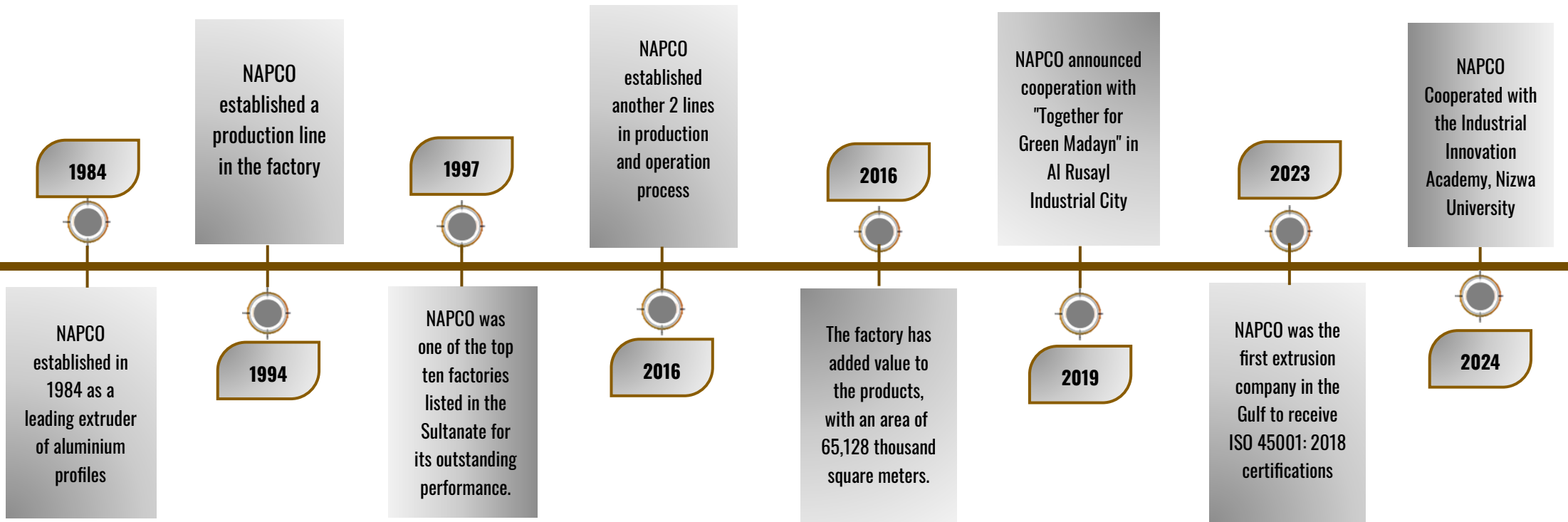
“

When sustainability is viewed as being a matter of survival for our company, we believe we can create a massive change.

”



## National Aluminium Products Company Journey







# 40 YEARS OF GROWTH AND ACHIEVEMENTS



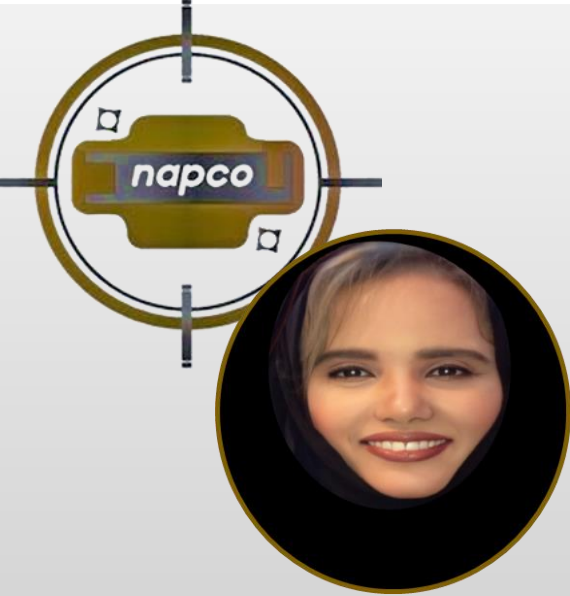
2024



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## Message from the Chairperson

**Dr. Zakia Hassan Al Nasseb**

**"ESG is not just about ticking boxes; it's about fundamentally changing the way we operate, manage risks, and create long-term value for all stakeholders."**

**2024**

I am pleased to share with you our first report on Napco's sustainability practices. Although we continue to face global challenges in our industry, sustainability remains a cornerstone of our company strategy and corporate ethics.

This first report highlights our solid commitment to environmental responsibility. Through demanding initiatives aimed at reducing our carbon footprint, optimizing energy consumption, and reducing waste across our operations, we have made significant steps toward achieving our sustainability goals. However, these efforts not only comply with regulatory requirements, but also reflect our proactive approach to mitigating environmental impact and preserving natural resources for future generations.

It is also important to strive for the same in the area of social responsibility. We are committed to creating a workplace that promotes diversity, equality, and inclusion, where every individual feels valued, respected, and empowered to succeed. Our investments in employee well-being, safety protocols, and professional development initiatives underscore our commitment to fostering a positive work culture, providing a suitable environment, and nurturing the talents of our employees within our company.

On the governance side, we adhere to the highest standards of transparency, accountability and ethical behaviour. Our robust governance framework ensures that we operate with integrity, protect the interests of our stakeholders and foster trust in our corporate governance practices.

I commend each and every one of you for your contributions to our sustainability journey. Your innovative ideas, dedication to operational excellence and commitment to our sustainability goals have been instrumental in driving progress and delivering sustainable value to our stakeholders. As we look to the future, sustainability will remain a focal point of our strategic priorities. By continuing to integrate sustainability into our company practices and supply chain operations, we will not only mitigate risks but also capitalize on opportunities for growth and innovation in a rapidly changing era.

I invite you all to read our Sustainability Report to learn more about our achievements, challenges and ongoing initiatives. Last but not least, together, let us reaffirm our commitment to sustainability and work towards building a more sustainable future for NAPCO and the communities we serve.

Signature

A handwritten signature in blue ink, appearing to be 'Zakia', written over a horizontal line.

**16 March 2025**





## Message from the Chief Executive Officer

**Eng. Ali Rashid Al Shamsi**

“Integrating environmental, social, governance and sustainability considerations into NAPCO’s strategy is essential to foster innovation, enhance competitive advantage, and ensure credibility and transparency in the changing phase of NAPCO’s sustainability strategy implementation.”

2024

At Napco, we recognize that our success is not only measured by financial performance but also by our impact on the environment, our communities, our governance practices and our adherence to the necessary principles to achieve sustainability.

Environmental sustainability is at the forefront of our environmental, social and governance commitment, as we seek to reduce our environmental footprint across all aspects of our manufacturing operations by adopting renewable energy sources, improving our manufacturing processes to reduce waste and enhance resource efficiency. Our company is constantly exploring innovative solutions to reduce our environmental impact while driving operational efficiency and cost effectiveness.

Social responsibility is another basis of our approach. We believe in fostering a workplace culture that include diversity, promotes inclusion and prioritizes the health and safety of our employees, by investing in professional development opportunities, promoting a healthy work-life balance, and supporting local communities through volunteering, charitable and volunteer initiatives. We aim to create a positive impact that extends beyond the boundaries of our organization.

Excellence in governance is a fundamental element of our corporate integrity. We maintain strong governance practices that emphasize transparency, accountability and ethical behaviour in all our operations. By adhering to these principles, we ensure that our decisions are guided by the highest standards of integrity and fairness, fostering trust among our stakeholders and protecting the long-term interests of our shareholders.

Looking ahead, our commitment to ESG principles will remain steadfast. It is not just about compliance; it is about driving positive change and creating shared value for all stakeholders. Napco has the opportunity to lead by example in our industry, demonstrating that sustainable company practices and operations can drive sustainable growth and innovation

We are proud of the progress we have made to date and will continue as Napco to make a meaningful difference in the world by following ESG principles.

Signature

18 March 2025







## About this Report

The first ESG Sustainability Report in 2025 for National Aluminium Products Company SAOG (NAPCO) calendar year 2024. This report highlights 2024 performance of Environmental, Social and Governance (ESG) practices and represent company data. The main goal from this report is to view our contribution to international sustainability and align with Oman 2040 vision for sustainable development goals and meet Net Zero emission by 2050.

This report reflects our continuous efforts to integrate sustainability into every facet of our operations, from reducing carbon emissions and enhancing resource efficiency to promoting workplace diversity and supporting community initiatives. By adhering to stringent governance standards and transparent reporting, we aim to not only meet regulatory requirements but also exceed stakeholder expectations. This report serves as a testament to our dedication to sustainable growth and our proactive approach to addressing global challenges, ensuring that we create long-term value for our stakeholders while safeguarding the planet for future generations.

### Scope

All content in this report is according to the Global Reporting Initiatives (GRI) Standers and Muscat Securities Market (MSX) guidelines and follows the United Nations Sustainable Development Goals (UN SDGs). The report serves as proof of NAPCO unwavering commitment to sustainability and it is efforts to create a better future for all. For next years, we are seeking to include SASB, and CDP for sustainability standards accountancy.

### External Assurance

NAPCO implemented an internal assurance process that includes the review and approval by stakeholders who guarantees the report's relevance and accuracy. In addition, aligning with commitment to transparency and accountability in sustainability reporting. However, NAPCO further plans to seek external assurance for the following years.



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



**Napco Company Website:**  
[www.napcooman.com](http://www.napcooman.com)



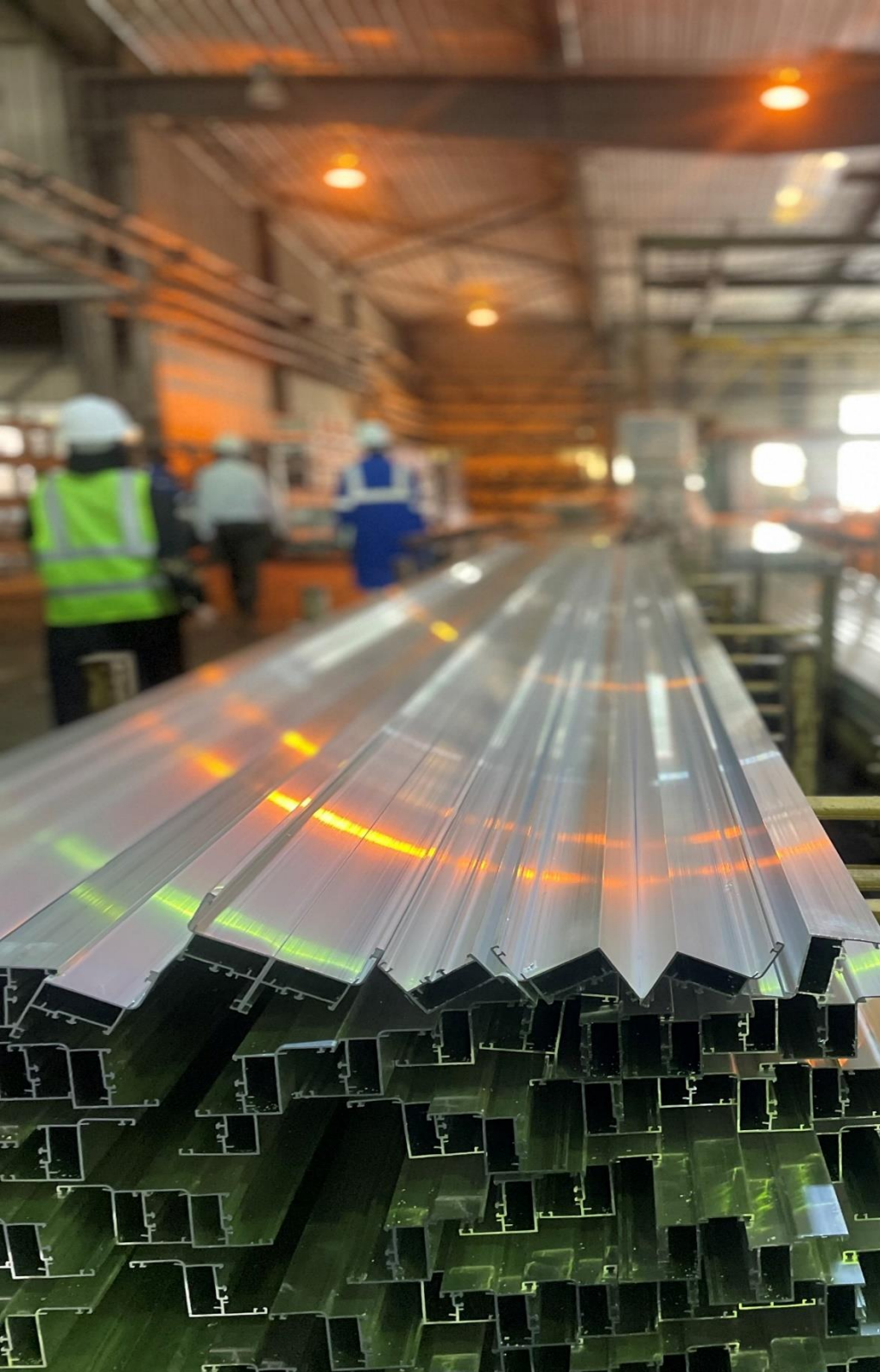
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## Sustainability Highlights:

There are key achievements and initiatives that NAPCO undertakes to promote environmental, social, and economic sustainability. Here are some sustainability highlights that can drive a progress in the company practices for a long term to achieve sustainability.

**CO2 ↓**

**Reduce Carbon footprint**

**Paper**

**Reduce Paper use**

**ISO**

**ISO Certifications**

**CSR**

**Invest in CSR**

**OMN**

**Omanization**





# Operations Highlights:



## Production efficiency and output:

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



## Product and Service Quality:

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



## Sustainability Initiatives:

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



## Safety and Compliance:

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



## Financial Performance:

In 2024 NAPCO company managed to have a substantial improvement by 61% in the net losses. The cost reduction in losses highlights the growth effective cost management and operation efficiency.



## Market Expansion and Customer Engagement:

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



# NAPCO NETWORKS



- ✓ Middle East
- ✓ Oman
- ✓ Qatar
- ✓ UAE
- ✓ KSA
- ✓ United Kingdom
- ✓ Canada
- ✓ North Africa
- ✓ Australia
- ✓ USA
- ✓ India





# Awards & Recognitions



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



Awarded for the significant contributions  
to the export sector and global reach



Awarded and honoured for maintain high  
standards of quality in products and operations



Awarded and acknowledged for strong  
leadership, and effective management



Valuable Award support presented to  
NAPCO from Ministry of Education



Award for the Export credit guarantee  
agency present in business association



Awarded for efforts in reducing environmental  
impact and promoting sustainability



NAPCO signed 4 agreement (2024) to  
supply the local area with templates.



Recognized as an effective safety measure  
and maintain a safe working environment.



Key clients & partners for exceptional product  
quality, reliability, and customer service.



Recognized as an outstanding performance  
in manufacturing processes and products.





“

Where creativity meets quality

”

# National Aluminium Products Company SAOG



# Sustainability Strategy

## Mission

Drive positive change by embedding sustainability, social responsibility, and ethical governance into every facet of our company operations. We are committed to reducing our environmental footprint and ensuring transparency and accountability in our leadership.

## Vision

To be a leader in sustainable innovation, where environmental stewardship, social equity, and ethical governance drive our decisions. We will minimize our environmental impact, foster an inclusive and diverse workplace, and uphold the highest standards of corporate responsibility, creating long-term value for our stakeholders, company and society.



## Values

Sustainability

Transparency

Compliance

Commitment

Accountability



## About NAPCO

National Aluminium Products Company SAOG (NAPCO) was established in 1984. NAPCO is one of the leading extruders of aluminium profiles in the GCC market. It is in the Sultanate of Oman; the manufacturing plant is spread over 65,000 sq. meters in the Rusayl Industrial estate. NAPCO specializes in the production of high-quality aluminium extrusions for various applications including construction, automotive, and industrial sectors. The company is known for its state-of-the-art facilities, advanced technology, and commitment to sustainability and quality.

The company offers a wide range of Aluminium profile extrusions in an array of finishes that suit functional modern design specifications. NAPCO adheres to high standards of environmental and social responsibility CSR and abided by the GRI Sustainability Reporting Standards and best practices.

NAPCO has left its stamp and mark on the architectural landscape of the Middle East, with its renowned quality products being used in several prominent structures. NAPCO is one of the largest five Aluminium extruders in the GCC region and the Middle East as a whole. NAPCO employees are over 250 they are Omani citizens and from other nationalities.







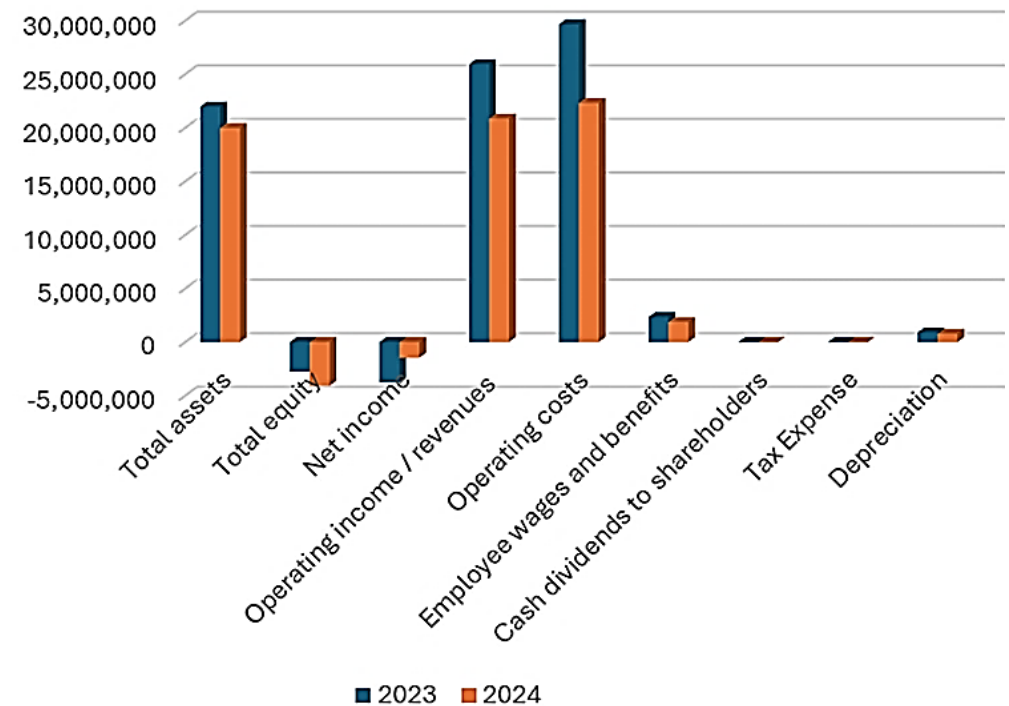


# Financial Performance

NAPCO adheres to the International Financial Reporting Standards (IFRS) to prepare the financial statements and in accordance with the Financial Services Authority (FSA) guidelines. It implemented internal checks and controls to ensure the accuracy of the financial information. The financial and company performance undergoes quarterly analyses by external auditors and then get the final approval from the Audit Committee and the Board of Directors.

Implementing ESG strategies can help NAPCO improve its financial performance in 2024, ensuring sustained growth and profitability of the company and improving financial performance in 2025 and the following years.

Financial Performance and Economic Value Generated and Distributed (R0,000's)	2023	2024
Total assets	21,962,413	19,967,870
Total equity	(2,747,757)	(4,063,544)
Net income	(3,714,863)	(1,463,868)
Operating income / revenues	25,933,172	20,851,057
Operating costs	29,648,035	22,314,925
Employee wages and benefits	2,333,241	1,870,570
Cash dividends to shareholders	Nil	Nil
Tax Expense	Nil	Nil
Depreciation	898,480	779,246





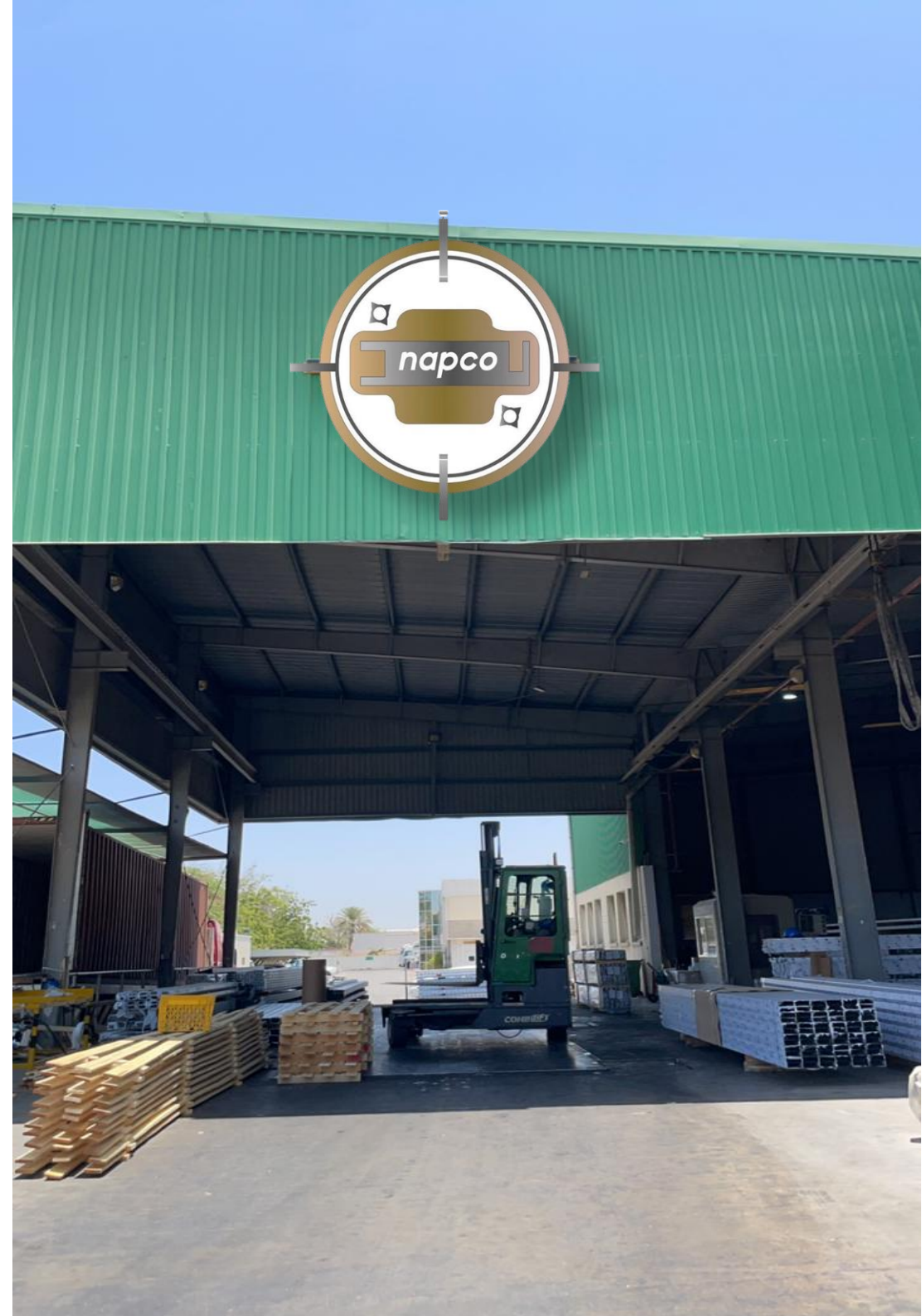
## Stakeholder's Engagement

Stakeholder engagement plays an important role in mapping the company strategy towards sustainability. The National Aluminium Products Company helps ensure alignment with the company's strategic goals, enhances transparency, and build trust and this includes the alignment of United Nation Sustainable Development Goals.



The stakeholders prioritize most of the key interests and concern of them such as shareholders, government and regulations, community and environment, employees, customers and productivity, innovation and growth. This will help NAPCO to prioritize engagement effort effectively through addressing this key points consideration from each stakeholder.

Effective stakeholder engagement at NAPCO is likely a continuous process that involves clear communication, transparency, and a commitment to addressing stakeholder needs and concerns.





The following table explore more about the priorities of stakeholders, explaining the sustainability measurement and engagement methods of the key points:

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



# ESG Materiality Assessment

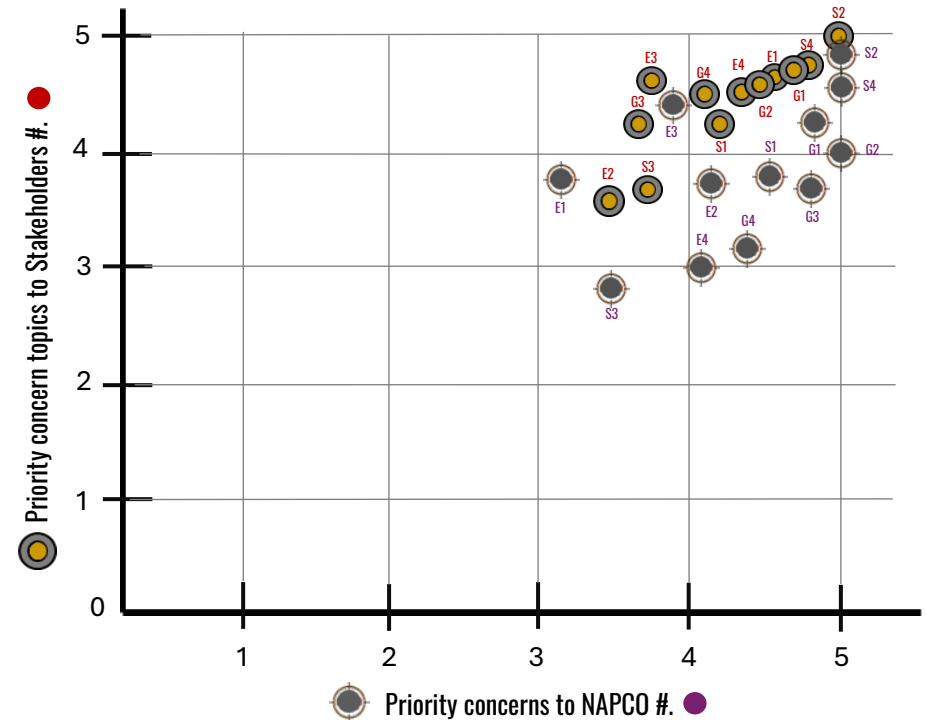
An ESG (Environmental, Social, and Governance) materiality assessment is a crucial strategic tool for several reasons:

1. Identifying the key issues that identify most significant issues in the company.
2. The company understand the material issues of ESG and seek for risk management which help NAPCO to manage operations, reputation, and financial performance. These risks could include regulatory changes, environmental impacts, or social issues.
3. The company plan is to enhance transparency to build trust with stakeholders, investors and customers via driving strategic decisions align with sustainability goals leading to long-term value creation.
4. Meeting stakeholder expectations to improve shareholders relations and reach competitor's level.

In 2024, NAPCO conducted a stakeholder engagement survey for materiality analysis to identify the main areas the company will focus on for the coming years. The company follows the GRI Standards' Materiality Principle, which means we consider topics that directly or indirectly impact our ability to create environmental protection, social value, and ethical governance.

After we conduct the ESG materiality assessment through the Survey a list of main areas stated to manage it is risks. The result of the assessment is presented as graph ad shown in this page.

Materiality Matrix



- Explanation for the categories of the topics:

Top & Bottom Right: High Concern

Top & Bottom Left: Low Concern

E1. Reduce CO2 Emissions

E2. Reduce Energy & Water Usage

E3. Follow specific recycling policy

E4. Invest in Climate related Infrastructure

S1. Gender diversity & equality policy

S2. Follow Human right policy

S3. Invest in social community

S4. Follow Health and Safety policy

G1. NAPCO committed to Board diversity

G2. NAPCO follows Code of Conduct

G3. NAPCO follows Ethics & Anticorruption policy

G4. NAPCO follows Data privacy policy





# Sustainability at NAPCO

NAPCO covers practices that ensure resources used efficiently and responsibly to meet the needs without compromising the ability of future generations. Sustainability is often broken down into three main pillars, Environmental, Economic and Social Sustainability which considers the following aspects:



# Sustainability Alignments

1. Napco Strategic Goals
2. UN SDGs 2030
3. Oman Vision 2040
4. Net Zero Emissions 2050

## 1. Organisation Strategy & Goals



Going Green for the environment

Social support and responsibility

Stakeholders' engagement

## 3. Oman Vision 2040



**Pillar 4:**  
Sustainable Environment

**Pillar 1:**  
People and Society

**Pillar 3:**  
Governance and Institutional Preference

## 2. SDGs Alignment 2030



Consider practices to save the environment

Education and well being

Transparency, legislation, and effective resolution

## 4. Net Zero Emissions 2050



**NET ZERO EMISSION 2050**

Meet the 1.5°C global warming target

Reduce amount of CO2

Save the Earth from Climate Actions





## Alignment with Oman Vision 2040

Oman Vision 2040 implementation was established through Royal Decree 100/2020 on August 18, 2020. This unit reports to the Council of Ministers and monitors the activities of public and semi-government entities, observing the roles of various sectors involved in the vision's programs according to their capacities and mandates. It also offers necessary support and suggests suitable solutions to current challenges, ensuring that all stakeholders' efforts integrated to achieve Oman Vision 2040. Oman Vision is a bold and ambitious plan that seeks to transform the Sultanate into a modern, diversified, and sustainable economy.

By focusing on economic diversification, social development, governance reform, and environmental sustainability, Oman aims to create a prosperous and inclusive future for all its citizens. Moreover, is a comprehensive national development plan aimed at transforming Oman's economy, society, and governance structures by the year 2040. This vision designed to address the key challenges facing the nation and leverage its strengths to achieve sustainable growth and development. The main pillars and objectives of Oman Vision 2040 will be stated next page.



# Oman Vision 2040 Pillars

01

**People and  
Society**

Offer high quality education, to be proud of their identity, and global competitive. Excellent healthcare system and social protection.

02

**Economy and  
Development**

Renewed capabilities such as productivity and innovation to provide equal opportunities. Achieve economic development.

03

**Governance and  
Institutional  
Performance**

Transparency, legislation, and effective alternative dispute resolution methods that render Oman a global centre in this area.

04

**Sustainable  
Environment**

Ensure balance between environmental, social, and sustainable practices through renewable sources.





ESG

# ESG

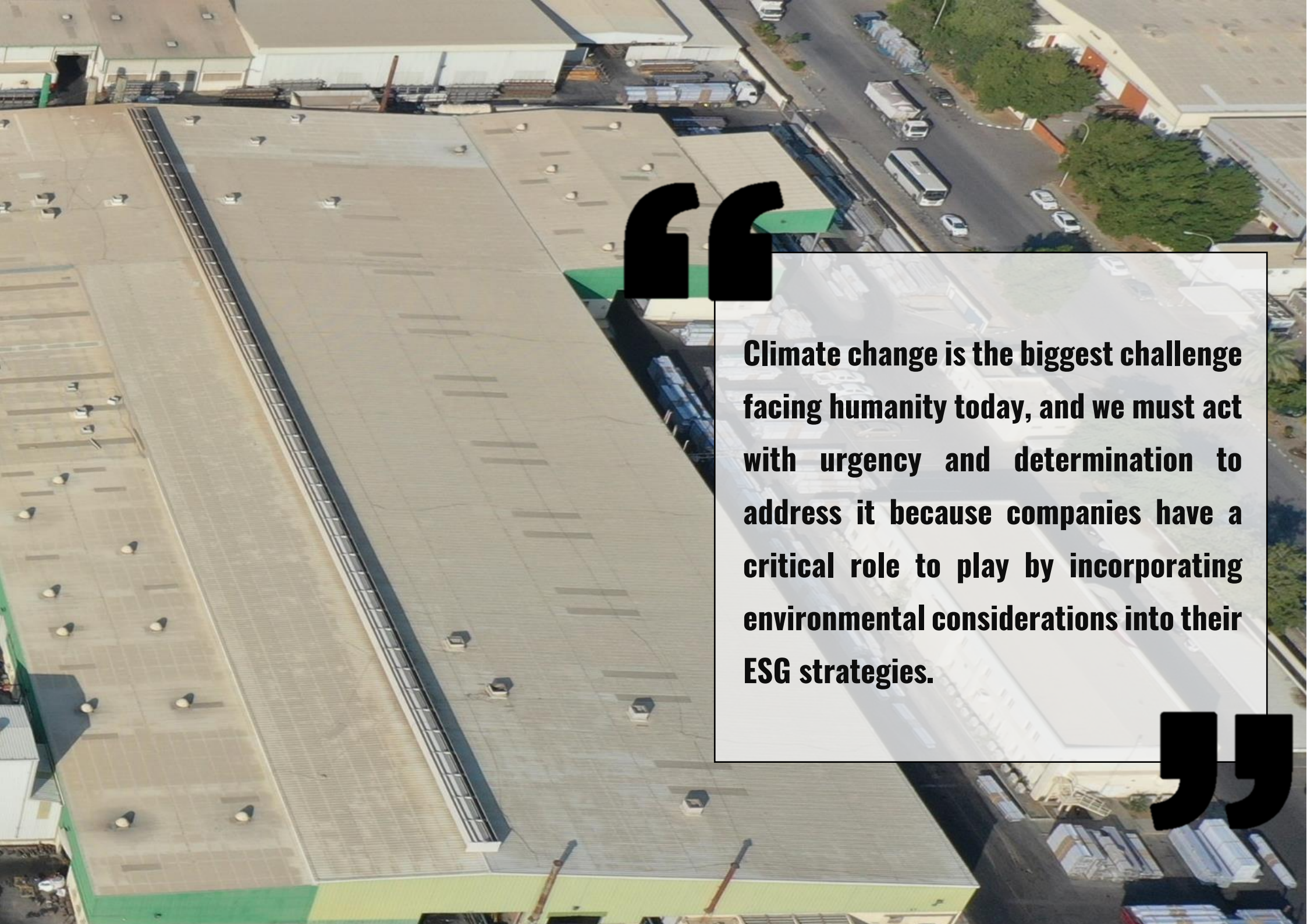
1. **Environmental**
2. **Social**
3. **Governance**

NAPCO adopts ESG practice because it helps stakeholders understand how an organization is managing risks and opportunities related to environmental, social, and governance criteria. ESG takes the holistic view that sustainability extends beyond just environmental issues such as addressing climate change, protecting biodiversity, and maintaining a healthy environment that are crucial for the survival and well-being of all species, including humans.

Adopting ESG principles means corporate strategy focuses on environment, social, and governance by measuring the sustainable practices to lower pollution from CO2 output and reduce waste. It also includes a diverse and inclusive workforce, at the entry level and non-executive board of directors. Therefore, NAPCO considers each framework and try to apply some in the company and these practices will be viewed in the report.







**“Climate change is the biggest challenge facing humanity today, and we must act with urgency and determination to address it because companies have a critical role to play by incorporating environmental considerations into their ESG strategies.”**

# Environment



## Climate change and Biodiversity:

NAPCO is aware of the environmental impact on earth and environment policy is crucial for protecting our land. Therefore, we are willing to focus on the followings:

**1. Protection of Ecosystems and Biodiversity:** We need to protect forests, oceans, rivers, and other ecosystems from destruction. This preservation is vital for maintaining biodiversity.

**2. Human Health:** We have to take care of pollution control focusing on regulations on air and water quality, waste management, and chemical use that help to reduce pollution and prevent respiratory diseases, cancer, and other health problems. In addition considering safe drinking water to ensure that water sources are protected from contamination.

**3. Sustainable Development:** It includes resource management to promote the sustainable use of natural resources, ensuring that they are available for future generations. Economic growth also promotes green technologies and renewable energy, environmental policies can lead to new industries and job creation.

**4. Legal and Ethical Responsibility:** It ensures compliance and accountability for businesses and individuals, holding them accountable for their environmental impact. These policies reflect society's commitment to protect the environment, emphasizing

the moral responsibility to preserve the planet for future generations.

**5. Social Equity:** It addresses the disproportionate impact of environmental degradation on relegated communities, promoting fairness and equity. Also, community engagement by ensuring that communities have a voice in decisions affecting their environment.

**6. Global Cooperation:** NAPCO efforts in controlling pollution to help manage issues like transboundary air and water pollution.

**7. Economic Efficiency:** Preventing environmental damage associated with health care, disaster recovery, and resource depletion. Thus, market incentives creation as well is good for the company to innovate and become more efficient, benefiting the economy.

**8. Climate Change Mitigation:** Aims for the reduction of Greenhouse Gases by implementing policies like carbon pricing, and renewable energy mandates help reduce GHG combating global warming. Similarly, the adaptation strategies guide the development of infrastructure and practices for the change of climate conditions.

These all points show company vision to consider climate change and environmental resilience. Correspondingly, the company shows her influence on the environment and improve the operation resilience to prepare herself for the climate change.





# Carbon Footprint

## Green House Gas (GHG) Emissions in the Aluminium Industry:

The aluminium industry is a significant source of GHG emissions due to the energy-intensive nature of aluminium production, **which includes Electricity Consumption:** The electrolysis process, used to extract aluminium from alumina, requires substantial amounts of electricity. If this electricity is generated from fossil fuels, the carbon footprint is higher. **Direct Emissions:** Processes like smelting release direct GHGs, including carbon dioxide (CO<sub>2</sub>) and perfluorocarbons (PFCs), which have a much higher global warming potential than CO<sub>2</sub>. **Indirect Emissions:** These include emissions from the production and transport of raw materials and other energy inputs.



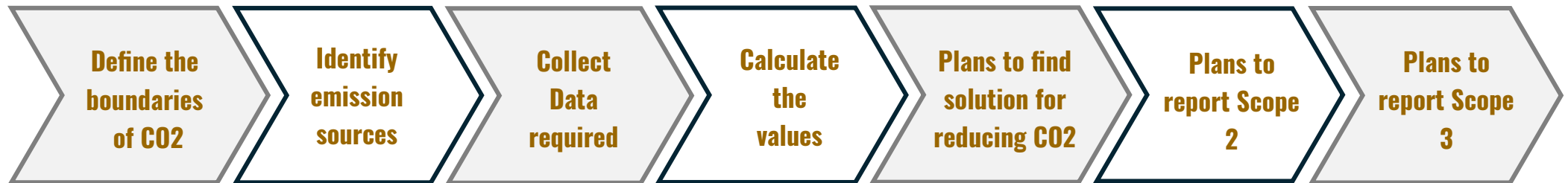
## GHG Calculations:

The company shows commitment to sustainability by highlighting the combat climate change and advancing a more ecologically friendly company strategy. NAPCO has considered emissions within company value chain into three scopes, focusing particularly on Scope 1 only while scope 2 & 3 not available at this stage because the given guidelines request specific detailed information for calculation and the validation of CO2 measurements factors.

The comprehensive measurement of Greenhouse Gas (GHG) emissions is crucial for the company operations to provide an insight towards environmental impact from company production as the process of estimating and analysing important factors associated with these emissions, the company will be able to comprehend its carbon footprint in next 5 years plans.

To reduce GHG emission by next 5 years the company willing to apply the following process:

E1. GHG Emissions	
Metrics	CO2 Emission Factor (tCO2e)
E1. (1) Total amount in CO2 equivalent for Scope 1	480,520.24
Metrics	CO2 Emission Factor (tCO2e)
E1. (2) Total amount in CO2 equivalent for Scope 2	-
E2. Emissions Intensity	
Metrics	Total GHG Emissions (tCO2e)
E2. (1) Total GHG emissions per unit of Generated Energy	3.35
E2. (2) Total non-GHG emissions per unit of Generated Energy	-







## Energy Usage:

Energy usage and consumption at NAPCO is a critical aspect of its operations and energy-intensive nature of aluminium production. The energy is typically used and consumed at the company through different types of energy consumption such as electricity and fuel consumption. Also considering energy efficiency measures for upgrading, optimising, use of controlling system with renewable sources of energy and this is achieved via monitoring and reporting on energy usage in the report.

The company energy usage decreased from 2023 to this year 2024 which is a good indicator that the company reduced its consumptions. For energy intensity the direct usage per output scaling factor is 25.29 MWH/Unit and the total energy mix consumption is 98.62 percent.

The company did manage to reduce its consumption compared to last year by considering the following procedures and further plans:

E3. Energy Usage			
Metrics	Consumption (MWH) 2023	Consumption (MWH) 2024	Consumption (MWH)
E3. (1) Amount of energy directly consumed	1,304,261	910,357	- 30.20 %
E3. (2) Amount of energy indirectly consumed	-	-	-
E4. Energy Intensity			
Metrics	Total Energy Consumption (MWH)		
E4. (1) Direct energy usage per output scaling factor	25.29 MWH/Unit		
E5. Energy Mix			
Metrics	Total Energy Consumption		
E5. (1) Energy usage by generation type	98.62 %		





## Water Usage:

Water usage is critically important for several reasons, particularly in industrial settings like NAPCO and across various sectors. Effective water management and responsible usage are crucial not only for operational efficiency but also for environmental sustainability, regulatory compliance, and community relations.

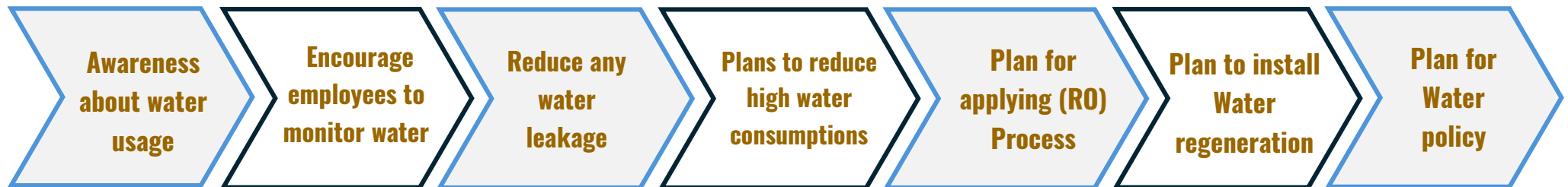
Water management is a critical aspect especially in regions where water resources may be limited or where water-intensive processes are involved. The company took measures to educate the employees for using water. Applying effective water management practices help conserve water, reduce costs, and minimize the environmental impact of industrial operation

NAPCO making plans for installing water regeneration, reduce water usage, and reduce any leakages caused by broken pipes.

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

As shown in the table the total amount of water consumed in the company for the year 2024 is (77,732m<sup>3</sup>). However, water reclaimed is not available in the company.

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







## Environmental Operations:

### Waste, Recycling, Water, and Energy Management:

Those operations are essential for minimizing environmental harm, complying with regulations, and achieving sustainability goals. NAPCO has expressed a commitment to sustainability and reducing its environmental impact through emission control, energy efficiency, waste management and recycling.

E7. Environmental Operations	
Metrics	Answer
E7. (1) Formal Environmental Policy	Yes
E7. (2) Follow specific waste, water, energy, or recycling policies	Yes
E7. (3) Recognized energy management system	No

- *E7. (1) Environmental consideration is covered in HSE policy. NAPCO willing for implementing environmental policy next years.*

### Waste and Recycling Management:

Strategies in NAPCO for waste management are essential for meeting the environmental standards related to plant operations. The main goals of such management are to:

- 1. Reduce Waste Generation:** Decreasing the amount of waste produced by promoting efficient use of resources, reducing packaging, and encouraging responsible consumption.
- 2. Promote Reuse and Recycling:** Reuse materials by encouraging reuse to reduce the need of new materials and minimizes waste. Enhance the recycling of materials such as paper, plastics, and aluminium to conserve natural resources and reduce landfill usage.

**3. Safe Waste Disposal:** Ensure that waste is disposed of safely and responsibly, minimizing the risk of environmental contamination and harm to human health. In addition, manage landfills in a way that minimizes leachate, methane emissions, and other potential hazards.

**4. Minimize Environmental Impact:** Reduce pollution to prevent waste from contaminating air, water, and soil to protect ecosystems and biodiversity and manage dispose of hazardous materials to prevent toxic substances from entering the environment.



**Water Management:**

Water management at NAPCO is an important aspect for sustainability and for long-term operational success and corporate responsibility. The company willing for reducing the usage of water by developing plans for installing RO process for water reutilization as well as ETP plant rejection of water and further plans to implement water policy for recycling water.

**Energy Management:**

Effective energy management is important for operational efficiency and sustainability and the company are developing innovative plans and projects. NAPCO applying Kaizen aligns with lean manufacture technology and from 2023 and continued in 2024, NAPCO install LED lights. For further plans NAPCO install 14 solar lights in 2024 with energy management system as a part of source of energy and will continue for 2025.

**Solid Waste Management:**

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



E8 & E9 Environmental Oversight - Metrics	2024
E8. (1) Does your management system oversee or manage sustainability issues?	Yes
E9. (1) Does your Board oversee and manage other sustainability issues?	Yes





## Climate Risk Mitigation:

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

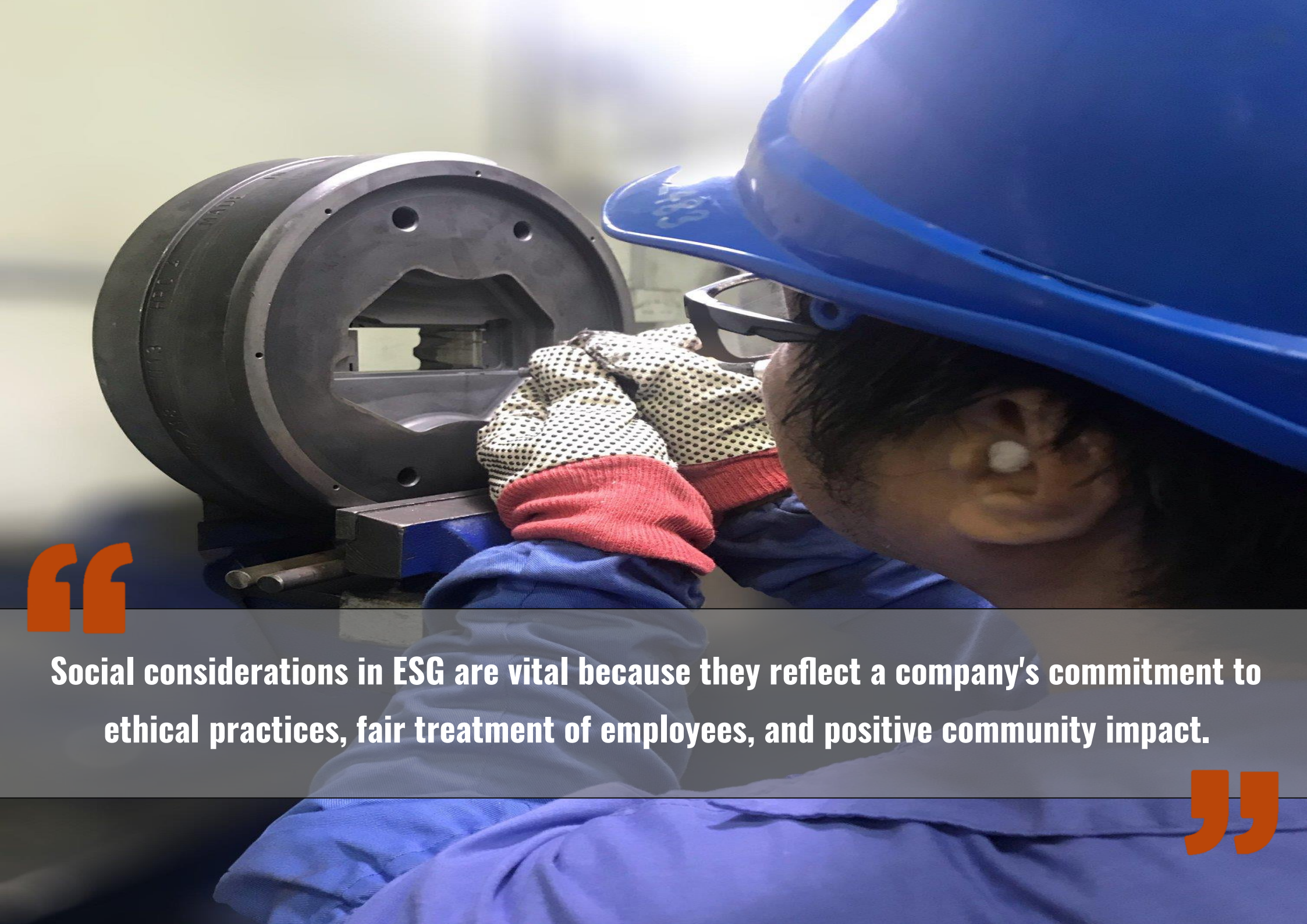
Climate risk mitigation is a multi-faceted approach, requiring cooperation between governments, industries, communities, and individuals to reduce climate change's overall impact and build a more sustainable future.

E10. Climate Risk Mitigation - Metrics	2024
E10. (1) The total amount invested annually in the climate rated infrastructure, resilience and product development	245 OMR

The amount stated above (245 OMR) is invested installing 14 Solar lights around the company as it plays a crucial role in supporting climate-rated infrastructure by contributing to environmental sustainability and aligning with green building principles. For the next years NAPCO is willing to increase the number of solar lights and planning to cover more practices about climate risk mitigation.







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**Social considerations in ESG are vital because they reflect a company's commitment to ethical practices, fair treatment of employees, and positive community impact.**

”



# Social



Social metrics in ESG (Environmental, **Social**, and Governance) frameworks typically evaluate how a company manages its relationships with employees, suppliers, customers, and the communities where it operates.

NAPCO is willing to follow all programs and policies. Thus, social metrics might include various factors such as promote diversity and inclusion, human rights, training and programs, health and safety, Non-discrimination, employee contracts and compensation, and gender pay ratio. In addition to data privacy and security, customer relations like products quality and satisfaction.

All stated social metrics are the framework of sustainable practices companies implement for achieving the United Nations Sustainable Development Goals (SDGs). NAPCO aligns with the UN SDGs typically focus on integrating specific sustainable practices across their operations. The SDGs provide a universal framework for addressing global challenges, including poverty, inequality, climate change, environmental degradation, peace, and justice.

Achieving these goals would likely involve a combination of internal policies, community engagement, partnerships, and sustainable practices across their operations. Most of the goals are already implemented and there will be further evaluation for closing the gaps.





## Human Capital:

Human capital in NAPCO refers to the value that employees bring through their skills, knowledge, experience, and abilities. Effectively managing human capital is crucial for the company's growth, innovation, and long-term sustainability. In the context of labour, human capital refers to the knowledge, skills, experience, and abilities possessed by the individuals working within NAPCO. The company relies on its teams for success, as they directly influence productivity, innovation, and overall performance.

## Gender Pay Ratio:

At NAPCO gender pay represents the difference in average hourly earnings between men and women across the company, focusing on the representation and distribution of women in various roles and levels. So equal pay ensures that men and women performing the same work, at the same level, within NAPCO and all receive equal compensation.



S2. Gender Pay Ratio - Metrics	2024
S2. (1) Median male to median female compensation	0.57



**Workforce:**

At NAPCO employee contract type is less likely change year over year for both full time and part time contracts including the consultants and the ratio of temporary worker. However, the company ensures gender diversity through balancing between men and women in level, experience, educations and positions.

**Employees Turnover:**

The table below emphasizes NAPCO commitment to recognizing the significant contributions of its employees and ensuring their satisfaction and retention. It also acknowledges the negative impact of high turnover rates on both employee morale and the overall success of the company.

S3. Employees Turnover (Contract Type) - Metrics	Percentage
S3. (1) Year-over-year change for full-time employees	17.6 %
S3. (2) Year-over-year change for part-time employees	0
S3. (3) Year-over-year change for contractors and/or consultants	0

While acknowledging that some turnover is inevitable, the organization has implemented initiatives to reduce it and enhance employee satisfaction and retention. The company is dedicated to creating a work environment that encourages engagement, growth, and development and appreciating the dedication and efforts of it is employees.



**Employees Gender diversity:**

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

S4. Employees Gender diversity (Position level) - Metrics	Percentage
S4. (1) Total enterprise headcount held by men and women	Men: 96.02 % Women: 3.98 %
S4. (2) Entry- and mid-level positions held by men and women	Men: 95.06 % Women: 4.94 %
S4. (3) Senior- and executive-level positions held by men and women	Men: 87.5 % Women: 12.5 %

## Employees Temporary Work Ratio:

S5. Employees Temporary Worker (Ratio) - Metrics	Percentage
S5. (1) Total enterprise headcount held by part-time employees	0
S5. (2) Total enterprise headcount held by contractors or consultants	8 %

From the table above the percentage of headcount held by part time employees in 2024 is 0%. While the headcount held by contractors and consultants in 2024 is 8%. This demonstrate that part time in the company is less likely to be there, instead is a full-time enterprise.

## Non-Discrimination:

Promoting diversity, equity, and inclusion and eliminating discrimination is the main key objectives in the company. In NAPCO there is an internal code of ethics with direct instructions for the employees how to behave in the company with different nationalities, colour, religion or gender. This will help communicate values and expected behaviours at work and encourage all employees to respect each other's differences. Train all the managers and workers on how to respond to discrimination in the workplace.



S6. Non- Discrimination - Metrics	Answer
S6. (1) Does You company follow non-discrimination policy	No

- ***S6. (1). NAPCO follows Non-Discrimination rules and plans to implement non-discrimination policy in the company the following years.***



## **Employees Benefits:**

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

### **Transportation:**

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

### **Types of leaves:**

#### **Parental Leave:**

The company understands the significance of addressing the needs of its employees and their families to build a strong and engaged workforce. To support this, the organization offers a parental leave policy in accordance with the official Ministerial Declaration and as outlined by Omani Labor Law.

#### **Maternity leave:**

The new scheme provides Omani and non-Omani mothers who are in full-time employment with longer, fully paid maternity leave, equal to 14 weeks as consistent with the requirements of ILO Maternity Protection Convention, 2000 (No. 183). The company follows this scheme to keep the balance of employees benefits and equalization at the workplace.



### **Medical insurance:**

In NAPCO, health insurance benefits for employees are typically designed to enhance well-being and provide financial security in case of medical needs. Health insurance benefits include providing a Health cards for all employees and for 2 kids and specific details required for family status. These benefits provide employees with essential healthcare services while reducing their financial burden.

## Workshops:

Training at the workplace is essential for developing employees' skills, improving job performance, ensuring overall organizational effectiveness, educate and train employees to meet the company objectives.

## Technical Training

The content: Software updates, new tools, systems, and best practices for technical tasks.

The Purpose: To keep employees updated on new technologies and tools.

## Quality Training

The content: ISO Compliance, Quality, Documents and records.

The Purpose: To empower the teams with skills needed for ISO excellence.

## Education:

By fostering a culture of continuous learning and development, NAPCO ensures that its employees are well-equipped with the knowledge and skills necessary to excel in their roles and contribute to the company's success.

Certification might benefit the company. It will act like an interest for NAPCO. Therefore, the company gives the opportunity for employees if they are seeking to complete their studies by supporting them in scheduling their working hours with the timetable.

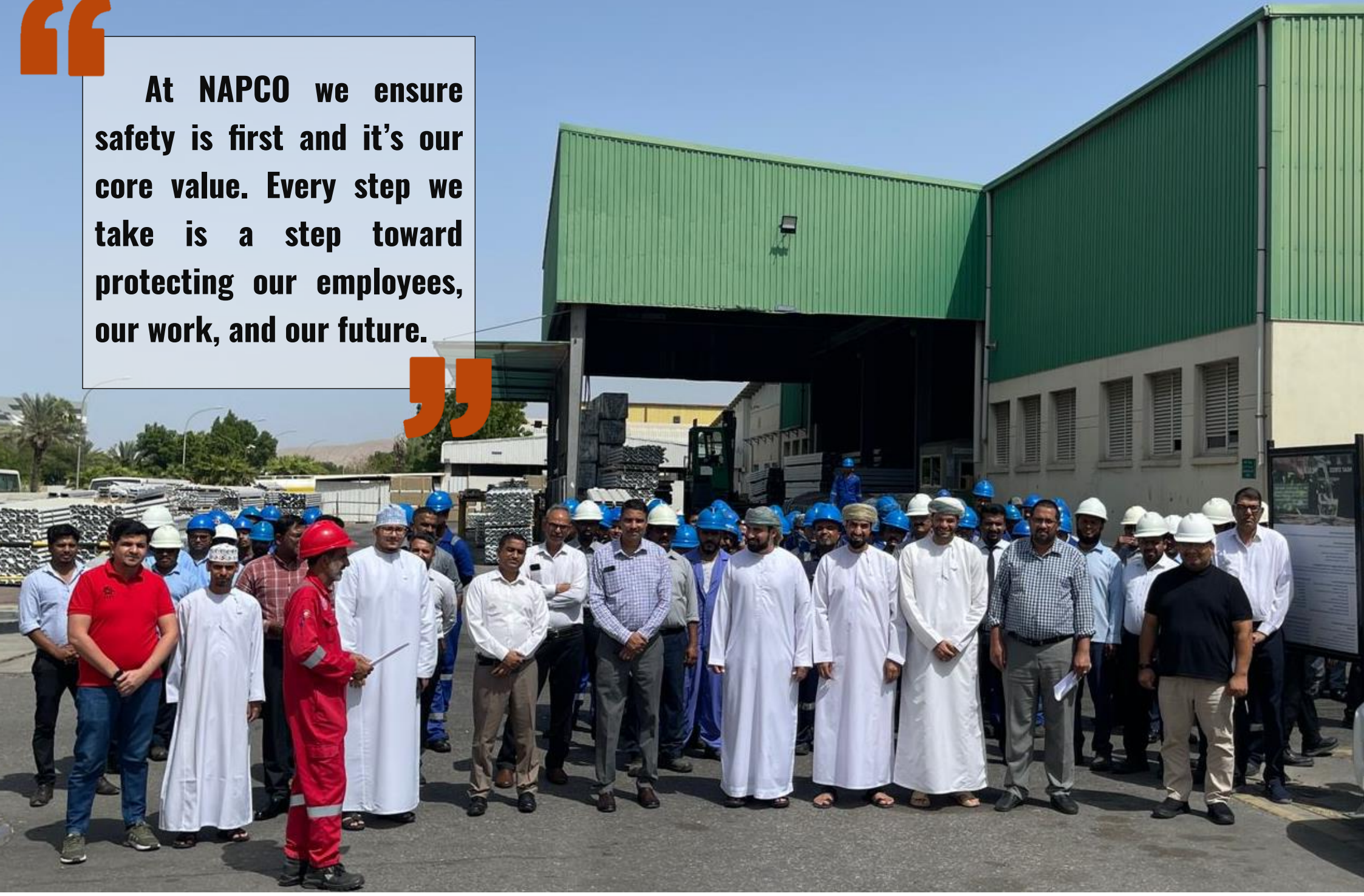




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**At NAPCO we ensure safety is first and it's our core value. Every step we take is a step toward protecting our employees, our work, and our future.**

”







## Health and Safety:

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

### **Compliance with Regulations:**

Ensuring adherence to Oman's national safety standards and global regulations such as ISO 45001, which is designed to prevent work-related injuries and improve occupational health and safety.

### **Risk Assessments:**

Regular identification and assessment of potential hazards in the workplace, ensuring that risks are minimized or eliminated.

### **Training and Awareness Programs:**

Continuous education and training of employees on safe working practices, use of safety equipment, and emergency response protocols. This includes mock fire drills, first aid training, and the use of personal protective equipment (PPE).

### **Safety Equipment and PPE:**

Provision of appropriate personal protective equipment, such as helmets, gloves, goggles, and safety shoes, to ensure that workers are adequately protected.

### **Accident Reporting and Investigation:**

Establishing a system for reporting and investigating accidents or near-misses to prevent recurrence and implement corrective measures.

### **Emergency Preparedness:**

Preparation of emergency response plans for situations like fires, chemical spills, or other potential incidents. Emergency response teams are likely trained and deployed to handle such events.

### **Health Monitoring:**

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

### **Safety Audits:**

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





## Injury Rate at NAPCO:

S7 & S8 Injury & Global Health & Safety - Metrics	Percentage
S7. (1) Frequency of injury events relative to total workforce time	0.13 %
S8. (1) Company follows an occupational health & global & safety	Yes

As shown in the table the injury rate in 2024 for NAPCO is (0.13 %). This is a good indicator that the company follows the global health and safety instructions, and the percentage of injuries is less than 5%.

## Practices for Global Health & Safety:

1. The company has an HSE policy which covers all workers in NAPCO except for suppliers and vendors.
2. NAPCO management team every week go for safety walk. In this safety walk they will discuss and note any issues for safety precaution that the company might need to solve any needs and requirements by checking all departments.
3. For summer hit the company provide the employees with Oral RS to get more powers. Provide employees with coolers, and fans for closed areas.
4. Once a week the company give the employees fruits to give them vitamins and minerals. This will increase energy levels and lessen levels of stress and depression.
5. Safety training programs for the employees. As in World Work Accident Day Napco reported (0) accidents which is a good sign and show that accident and injury rate of daily routine in NAPCO is less.







## Human Rights:

### Child & Forced Labour:

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

S9. Child & Forced Labour - Metrics	Answer
S9. (1) Does your company follow a child and / or forced labour policy?	No
S9. (2) Does your child and / or forced labour policy also cover suppliers & vendors?	No

- *S9. (2) NAPCO follows a child and Forced Labour rule in the company and willing to apply this policy the following years.*

### Human rights

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

S.10 Human rights - Metrics	Answer
S10. (1) Does your company follow a human right policy?	Yes







## Community Investment:

Community investment is a vital aspect of a company's corporate social responsibility (CSR) strategy, reflecting its commitment to making a positive impact on society. For NAPCO the community investment initiatives would typically focus on supporting local communities, enhancing social well-being, and contributing to sustainable development.

S11. Community Investment - Metrics	Answer
S11. (1) Amount invested in the community, including philanthropic donations as a percentage of the company's pretax profits	600 OMR

### Blood Donation



20 employees from NAPCO donated Blood to support the patients in hospitals.

### Food Donation



NAPCO donated and invested in Food meals for number of children in the Association of Early Intervention at Ghala.

### Gifts Distribution



NAPCO distributed gifts for pre-vocation and vocation children in the Association of Early Intervention at Ghala.

# BOARD OF DIRECTORS



We believe that strong ESG practices not only drive sustainable growth but also create value for all stakeholders, employees, customers, shareholders, and the communities we serve. Our commitment to these principles will guide our strategy, decisions, and actions as we navigate the challenges and opportunities of the future.





# Governance

## Corporate Governance

Corporate governance refers to the framework of rules, practices, and processes by which a company is directed and controlled. At NAPCO the corporate governance structure is designed to ensure transparency, accountability, and responsible management. NAPCO's adheres to sustainable comprehensive corporate governance framework which is modelled on international best practice such as ensure transparency of policies and practices, minimize ambiguity in administering the statutory and legal aspects of the company by minimize risk and uncertainty in company operations.

**The corporate governance framework also relies on the sustainable development goals and seek to achieve the followings goals in NAPCO:**



## Board Diversity

Board diversity refers to the representation of a range of different demographic groups, perspectives, and experiences on a company's board of directors. Diverse boards are more effective, innovative, and better at overseeing and guiding the organization.

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

## Board Independence

Board independence refers to the degree to which a company's board of directors is composed of members who are not influenced or controlled by the company's management, major shareholders, and other conferred interests. Independent directors are individuals who do not have a material or financial relationship with the company, other than their board role, and can provide unbiased oversight of the company's operations.

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



## Board of Directors:

The Board is responsible for approving overall compliance of the company with the applicable rules and regulations. The board continuously protects and enhances shareholders' value by looking after the company's overall corporate governance. The board members inform the company of any changes in their status which may affect their category or status.

Directors are nominated to the board of the company in accordance with CCL the (Commercial Companies Law) of Oman. However, NAPCO prohibits CEO from serving as a board chair. Below, NAPCO 7 board members with stating their names, positions and total board seats occupied by independent.



**Dr. Zakia Hassan Al Naseeb**

*Chairperson of the Board & Chairperson of NREC  
Non-Executive - (Independent)*



**Mr. Saed Saif Al Sadi**

*Vice Chairman of Board & AC Member  
Non-Executive - (Independent)*



**Mr. Yousuf Mohammed Al Abri**

*Board & NREC Member  
Non-Executive - (Independent)*



**Mr. Sami Salim Al Sahib**

*Board & NREC Member  
Non-Executive - (Independent)*



**Mr. Raffy Kozadjian**

*Board Member & Chairman of AC  
Non-Executive - (Independent)*



**Mr. Abdullahi Al-Ataiqi**

*Board, NREC & AC Member  
Non-Executive - (Independent)*



**Mr. Majid Akbar Qamarudeen**

*Board & AC Member  
Non-Executive - (Independent)*

*Note: Mr. Hussam Hisham Bostami was replaced by Mr. Majid Qamarudeen during the year*





## Brief Profile of Board of Directors

### ***Dr Zakia Hassan Ihsan Al Naseeb - Chairperson of the Board & Chairperson of NREC***

Dr Zakia holds a PhD in Human Resources from The American University and Master's Degree in Business Administration from Huron University in Canada. Dr Zakia has worked for more than 30 years in MOD Human Resources Department.

### ***Mr. Saed Saif Nasser Al Sadi – Vice Chairman of the Board & AC Member***

Mr Saed holds a Master's Degree in Finance Management from the Hull University in the UK. He holds membership of several companies and has over 21 years of experience in financial matters.

### ***Mr. Yousuf Mohammed Al Abri - Board & NREC Member***

Mr. Yousuf holds a Bachelor's Degree in Accounting. He is a Board Member in Obar Hotels & Spa and has vast experience in Pension Trust. He has attended different courses in Leadership Management, development of work process and simplifications of procedures and total quality.

### ***Mr. Sami Salim Al Sahib – Board & NREC Member***

Mr. Sami holds a Master's in Business Administration from the University of Bedfordshire in the UK. He is currently working as DG of Industry in the Ministry of Commerce and Industry and Investment Promotion. He has 23 years of experience including Board membership, strategy formulation/execution, and most notably, Manufacturing Strategy 2040, National Cross-sector In-Country Value (ICV) Strategy, Industrial Estates (Madayn) Strategy for the Sultanate of Oman.

### ***Mr. Raffy Manoug Kozadjian – Board Member & Chairman Audit Committee***

Mr. Raffy holds MBA (Cranfield University School of Management, England) a Bachelor's Degree in Architecture (American University of Beirut, Lebanon), and is the acting CEO of Oman & Emirates Investment Holding Co. SAOG (O&E). He is a project development professional with 48 years' (including the last 28 years in Oman) broad-based international experience having advised principals and managed allocation of long-term capital investments to meet their corporate business objectives.

### ***Mr. Abdullah Al-Ataiqi – Board, NREC & AC Member***

Mr. Abdullah holds a Master's Degree in Financial Management from Cardiff Metropolitan University in the UK. He is currently working at the Ministry of Defence, Engineering Services. He is the vice Chairman of Iskan Oman Investment Company since March 2022.

### ***Mr. Majid Akbar Qamarudeen - Board & AC Member***

Mr. Majid holds a Master's Degree in international Corporate Law. In addition, he holds a Bachelor's Degree in Physics. He has 33 years of experience in several fields, including corporate finance, strategic planning, investment banking, and many others.



## Nomination and Remuneration Executive Committee (NREC):

The Board of Directors has created various sub-committees for specific purposes with clearly defined terms of reference and responsibilities. The committees' mandate is to ensure focused and specialized attention to specific issues related to the Company's governance.

The Board of Directors has established the Nomination and Remuneration Executive Committee (NREC) to assist the Board of Directors in its oversight role on all matters related to the nomination, training, remuneration, selection, performance evaluation, and remuneration of Board members. The (NREC) consists of four members of the Board of Directors. A quorum for the committee meeting is at least three members. Only one member of the Board of Directors is elected as the committee chairman.

Nomination and Remuneration Executive Committee (NREC):	
Name of Members	Position
Dr. Zakia Hassan Al Naseeb	Chairperson of NREC
Mr. Hussam Hisham Al-Bostami	Former member
Mr. Yousef Mohammed Al- Abri	Member
Mr. Sami Salim Al Sahib	Member
Mr. Abdallah Salim Abdallah Al Ataiqi	Member

*Note: Mr. Hussam Hisham Bostami was replaced by Mr. Majid Qamarudeen during the year*



## Audit Committees:

The Audit Committee (AC) is a key component of corporate governance, playing a crucial role in overseeing financial reporting, internal controls, and compliance.

The Audit Committee comprises of 4 members of the Board. A minimum of three members constitutes a quorum for the AC meeting. A director member only is elected as Chairperson of the AC In compliance with the requirements of Code of Corporate Governance issued by the Financial Services Authority, one of the members of the AC has finance and accounting experience.

Audit Committee (AC):	
Name of Members	Position
Mr. Raffy Manoug Kozadjian	Chairman
Mr. Saed Saif Alsadi	Member
Mr. Hussam Hisham Al-Bostami	Former member
Mr. Abdallah Salim Abdallah Al Ataiqi	Member
Mr. Majid QamaruDeen	Member

*Note: Mr. Hussam Hisham Bostami was replaced by Mr. Majid Qamarudeen during the year*





## Management Team:

The Company's senior management team is responsible for the day-to-day supervision and control of the Company's business. All significant policies are reviewed and approved by the Board.

***Mr. Ali Rashid Abdullah Al Shamsi - Chief Executive Officer***

Eng. Ali Al Shamsi has over 22 years of experience in the Aluminium Manufacturing and Oilfield Sector. He has MBA from Bedfordshire, UK and has finished National CEO program.

***Mr. Raees Ahmed - Chief Financial Officer***

Mr Raees is a qualified ACMA form Institute of Cost & Management Accountant of Pakistan. He has 16 years of experience in multinational companies and has 5 years of experience in NAPCO.

***Mr. Sutanay Parida - Acting COO***

Mr Sutanay has completed Bachelor of Technology in Mechanical Engineering and has 7 years of experience in NAPCO and more than 15 years of experience in the Aluminium Extrusion Industry.

***Mr. Kodanda Pani Parasaram - Information Technology Manager***

Mr Pani has Bachelor of Software Management and has 21 years of experience in NAPCO and 9 years of experience in other multi companies.

***Ms. Jalila Al-Harhi - Supply chain Manager***

Ms. Jalila has completed a Bachelor of Business Administration. She has 15 years of experience in NAPCO and 5 years of experience in Amiantit Oman.

G3. Incentivized Pay - Metrics	Answer
G3. (1) Are executives formally incentivized to perform on sustainability?	No





# Supplier Code of Conduct:

## Code of Ethics:

A Code of Ethics is a crucial document for any organization, including NAPCO. It outlines the principles and standards that guide the behaviour and decision-making of employees, management, and the board. A well-crafted Code of Ethics helps ensure that everyone in the organization adheres to consistent ethical standards and fosters a culture of integrity and accountability. NAPCO has internal code of ethics for all workers in the company and signed by them.

## Ethics and Anticorruption:

Guidelines on avoiding and disclosing conflicts of interest. Here are some outlines of what a Code of Ethics would include in the company:

## Bribery and Corruption:

Policies prohibiting bribery and corruption in any form, including accepting or offering bribes or softeners.

## Gifts and Hospitality:

Rules on giving and receiving gifts and hospitality, emphasizing that they should not influence company decisions or create the appearance of impropriety.

## Equal Employment Opportunity:

Commitment to providing equal opportunities in hiring, promotion, and employment practices.

## Anti-Harassment:

Policies against harassment, bullying, and discrimination in the workplace.

## Supplier Code of Conduct:

This is essential for NAPCO to ensure that their suppliers adhere to ethical standards and practices aligned with the company's values and legal requirements. This document outlines the expectations and requirements for suppliers in areas such as labour practices, environmental impact, and business integrity.



G4 & G5. Supplier Code of Conduct & Ethics and Anticorruption - Metrics	Answer
G4. (1) Are your vendors or suppliers required to follow a Code of Conduct?	No
G4. (2) Percentage of your suppliers have formally certified their compliance with the code.	100%
G5. (1) Does your company follow an Ethics and / or Anti-Corruption Policy?	Yes
G5. (2) Percentage of your workforce has formally certified its compliance with the policy.	100%

- *G5. (1) NAPCO follows an Internal Ethics and Anti-Corruption guidelines in the company and willing to apply this policy at NAPCO.*





## Data Security:

Data security is a critical aspect within company operations, especially for companies like NAPCO that handle sensitive information. A strong data privacy framework ensures that personal and organizational data is protected from unauthorized access and use.

**For NAPCO it is important to follow a data security for the following considerations:**

- 1. Security Measures:** Outline the measures in place to protect data, including physical, technical, and administrative safeguards for example encryption, access controls, and secure storage.
- 2. Data Access:** In NAPCO access to the data are under certain conditions, ensuring that access is restricted to authorized personnel only.
- 3. Regular Audits and assessments** are likely carried out to identify vulnerabilities and ensure that systems comply with data protection standards.

In future plans NAPCO is willing to comply with the Oman Personal Data Protection Law (PDPL), which mandates strict rules regarding personal data security. Key requirements under the PDPL include:

- 1. Data Protection Officer (DPO):** The law requires the appointment of a DPO responsible for ensuring compliance with the law and overseeing data protection policies.

- 2. Incident Management:** In the event of a data breach, companies are expected to inform the authorities and affected individuals within a specified period, generally within 72 hours.
- 3. Data Encryption and Access Control:** Organizations must employ technical safeguards, including encryption and robust access control mechanisms, to protect personal data.

Since NAPCO is ISO-certified, they are also likely to implement a comprehensive approach to data security, ensuring confidentiality, integrity, and availability of data.

G6. Data Privacy - Metrics	Answer
G6. (1) Does your company follow a Data Privacy policy	Yes
G6. (2) Has your company taken steps to comply with GDPR rules	No
G6. (3) Has your company taken steps to comply with Oman Personal Data Protection Law rules?	No





## Sustainability Reporting:

G7 & G8. Sustainability Reporting & Disclosure Practices - Metrics	Answer
G7. (1) Does your company publish a sustainability report	Yes
G7. (2) Is sustainability data included in your regulatory filings?	Yes
G8. (1) Does your company provide reporting frameworks?	Yes
G8. (2) Does your company focus on specific UN SDGs?	Yes
G8. (3) Does your company set targets and report progress on the UN SDGs?	No

G9. External Assurance - Metrics	Answer
G9. (1) Are your sustainability disclosures assured or validated by a third party?	No

NAPCO implemented an internal assurance process that includes the review and approval by stakeholders who guarantees the report's relevance and accuracy. In addition, aligning with commitment to transparency and accountability in sustainability reporting. However, NAPCO further plans to seek external assurance for the following years.





The background of the image is a perspective view of a long, dark tunnel. The tunnel is formed by a series of parallel metal bars or pipes that recede into the distance. At the far end of the tunnel, a bright light source creates a strong lens flare, illuminating the interior. The overall color palette is dark, with the light at the end providing a focal point.

**ESG**

**REPORTING**

**APPENDIX**



# Muscat Stock Exchange (MSX) Guidelines:

30 ESG METRICS TO DISCLOSE						
Category	Metric	Calculation	Corresponding GRI Standards	Corresponding SDGs	Notes	Mandatory or Optional
ENVIRONMENTAL	E1. GHG Emissions	E1.1) Total amount, in CO2 equivalents, for Scope 1	GRI 305: Emissions 2016	13 CLIMATE ACTION	Actual or estimated atmospheric emissions produced as a direct (or indirect) result of the company's consumption of energy.  Please refer to the WRI/ WBCSD GHG protocol. Corresponding SDGs	E1.1 Mandatory
		E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)				E1.2 Mandatory
		E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)				E1.3 Optional
	E2. Emissions Intensity	E2.1) Total GHG emissions per output scaling factor	GRI 305: Emissions 2016	13 CLIMATE ACTION	Dividing annual emissions (numerator) by relevant measures of economic output (denominator).  Scaling factors set by the reporting company. Examples include: Revenues, sales, production units, employee headcount, physical floor space.	E2.1 Mandatory
		E2.2) Total non-GHG emissions per output scaling factor				E2.2 Mandatory
	E3. Energy Usage	E3.1) Total amount of energy directly consumed	GRI 302: Energy 2016	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Typically measured in megawatt-hours (MWh) or gigajoules (GJ).  Direct energy is produced and consumed on company-owned or operated property.  Indirect energy is produced elsewhere (i.e., utilities).	E3.1 Mandatory
		E3.2) Total amount of energy indirectly consumed				E3.2 Mandatory
	E4. Energy Intensity	Total direct energy usage per output scaling factor	GRI 302: Energy 2016	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Dividing annual consumption (numerator) by relevant measures of physical scale (denominator).  Examples include: Revenues, sales, production units, employee headcount, physical floor space.	E4. Mandatory

ENVIRONMENTAL	E5. Energy Mix	Percentage: Energy usage by generation type	GRI 302: Energy 2016	07 AFFORDABLE AND CLEAN ENERGY	Quantifying the specific energy sources most directly used by the company.  "Generation type" set by the reporting company; examples include renewables, hydro, coal, oil, or natural gas.	E5. Mandatory
	E6. Water Usage	E6.1) Total amount of water consumed	GRI 303: Water and Effluents 2018	06 CLEAN WATER AND SANITATION	Water consumed, recycled, and reclaimed annually, in cubic meters (m3).	E6.1 Mandatory
		E6.2) Total amount of water reclaimed				E6.2 Mandatory
	E7. Environmental Operations	E7.1) Does your company follow a formal Environmental Policy? Yes/No	GRI 301-306 and GRI 3	13 CLIMATE ACTION	Publish a commitment, position statement, or a policy document that covers this subject.  Examples of management systems: • ISO 14001: Environmental management system. • ISO 50001: Energy management system.	E7.1 Mandatory
		E7.2) Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No				E7.2 Mandatory
		E7.3) Does your company use a recognized energy management system? Yes/No				E7.3 Mandatory
	E8. Environmental Oversight	Does your Management Team oversee and/or manages sustainability issues? Yes/No	GRI 2 General Disclosures 2021 (also see 303, 305, 306, 308) 2016		Does your company cover sustainability issues in senior management (as part of the official agenda) or has a management committee dedicated to sustainability-related issues?	E8. Mandatory



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

SOCIAL	S5. Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees	GRI 2 General Disclosures 2021		Percentage of Full-Time (or FTE-equivalent) positions held by non-traditional workers in the value chain.	S5.1	Mandatory
		S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	GRI 405: Diversity and Equal Opportunity 2016			S5.2	Mandatory
	S6. Non-Discrimination	Does your company follow nondiscrimination policy? Yes/No	GRI 3 2021 and GRI 406: Non-Discrimination 2016	10 REDUCED INEQUALITY	Publish a commitment, position statement, or a policy document that covers this subject.	S6.	Mandatory
	S7. Injury Rate	Percentage: Frequency of injury events relative to total work-force time	GRI 403: Occupational Health and Safety 2018	03 GOOD HEALTH AND WELL-BEING	Total number of injuries and fatalities, relative to the total workforce.	S7.	Mandatory
	S8. Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy? Yes/No	GRI 3 2021 and GRI 403: Occupational Health and Safety 2019	03 GOOD HEALTH AND WELL-BEING	Publish a commitment, position statement, or a policy document that covers this subject.	S8.	Mandatory
	S9. Child & Forced Labor	S9.1) Does your company follow a child and/or forced labor policy? Yes/No	GRI 3 2021 And GRI 414 Supplier Social Assessment 2016	08 DECENT WORK AND ECONOMIC GROWTH	Publish a commitment, position statement, or a policy document that covers this subject.	S9.1	Mandatory
		S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No				S9.2	Mandatory
	S10. Human Rights	S10.1) Does your company follow a human rights policy? Yes/No	GRI 3: Material Topics 2021 and GRI 2: General Disclosures 2021	10 REDUCED INEQUALITY	Publish a commitment, position statement, or a policy document that covers this subject.	S10.1	Mandatory
		S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No				S10.2	Optional
	S11. Community Investment	Amount invested in the community, including philanthropic donations, as a percentage of the company's pretax profits	GRI 3: Material Topics 2021	08 DECENT WORK AND ECONOMIC GROWTH	The percentage of the amount invested as a part of pretax profits	S11.	Mandatory

GOVERNANCE	G1. Board Diversity	G1.1) Percentage: Total board seats occupied by men and women	GRI 405: Diversity and Equal Opportunity 2016	10 BOARD DIVERSITY	The percentage of women at the board.	G1.1	Mandatory
		G1.2) Percentage: Committee chairs occupied by men and women			The percentage of committee chairs held by women.	G1.2	Mandatory
	G2. Board Independence	G2.1) Does the company prohibit the CEO from serving as board chair? Yes/No	GRI 405: Diversity and Equal Opportunity 2016		Highlight the separation of the role of chairman and CEO. Disclose the percentage of independent board members	G2.1	Mandatory
		G2.2) Percentage: Total board seats occupied by independents				G2.2	Mandatory
	G3. Incentivized Pay	Are executives formally incentivized to perform on sustainability? Yes/No	GRI 2: General Disclosures 2021		Describe links between executive performance and sustainability performance, if any.	G3	Mandatory
	G4. Supplier Code of Conduct	G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No	GRI 204 (See also: GRI 308: Supplier Environmental Assessment 2016 & GRI 414: Supplier Social Assessment 2016)	12 SUPPLIER COMPLIANCE AND ACCOUNTABILITY	Publish a commitment, position statement, or a policy document that covers this subject.	G4.1	Mandatory
		G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?				G4.2	Mandatory
	G5. Ethics & Anti-Corruption	G5.1) Does your company follow an Ethics and/or anti-corruption policy? Yes/No	GRI 205: Anti-Corruption 2016)	16 ANTI-CORRUPTION (PROBATIONARY)	Publish a commitment, position statement, or a policy document that covers this subject.	G5.1	Mandatory
		G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?				G5.2	Mandatory
	G6. Data Privacy	G6.1) Does your company follow a Data Privacy policy? Yes/No	GRI: 418 Customer Privacy 2016		Publish a commitment, position statement, or a policy document that covers this subject.	G6.1	Mandatory
		G6.2) Has your company taken steps to comply with GDPR rules? Yes/No				G6.2	Mandatory
		G6.3) Has your company taken steps to comply with Oman Personal Data Protection Law rules? Yes/No				G6.3	Mandatory
	G7. Sustainability Reporting	G7.1) Does your company publish a sustainability report? Yes/No	GRI 1: Foundation 2021 & GRI 2: General Disclosures 2021			G7.1	Mandatory
		G7.2) Is sustainability data included in your regulatory filings? Yes/ No				G7.2	Mandatory

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





## United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) are a collection of 17 global goals designed to be a "blueprint to achieve a better and more sustainable future for all." They were set in 2015 by the United Nations General Assembly and are intended to be achieved by the year 2030. Here's an overview of each goal.

### Key Features of the SDGs:

**Universal Application:** Designed to be relevant for all countries, regardless of their economic status.

**Integrated and Indivisible:** The goals are interconnected; progress in one area often depends on progress in others.

**Inclusive Process:** The SDGs involved input from governments, civil society, the private sector, and other stakeholders around the world.

**Focus on Sustainability:** The need for a balanced approach to economic growth, social inclusion & environmental protection.

**Measurable Targets:** Each goal has specific targets and indicators to monitor progress and ensure accountability.

The SDGs serve as a comprehensive framework for addressing the world's most pressing challenges, from poverty and inequality to climate change and environmental degradation. They encourage governments, businesses, and civil society to work collaboratively towards a sustainable future.





## GRI Standards Content

The Global Reporting Initiative (GRI) Standards are a widely used framework for sustainability reporting. They provide organizations with a standardized approach to disclose their economic, environmental, and social impacts. Here are some key points about GRI Standards:

The **Purpose** is to be transparent and accountable to enhance the quality and comparability of sustainability information. The **Structure** of GRI is modular, consisting of a set of interrelated standards organized into three series. The standards include **Reporting Principles** to guide the quality of the information such as accuracy, balance, reliability, and timeliness. GRI emphasizes the concept of **Materiality** that organizations should report on issues that are significant to their stakeholders and have substantial impacts on their business and society. **Stakeholder Inclusiveness** is also essential to identify and respond to the expectations and interests of their stakeholders.

Similarly, **Global Applicability** is designed for all sizes and sectors around the world. **Sustainability Context** is important to place their performance in the broader context of ESG trends and challenges. There are **Reporting Levels** that organizations can choose to prepare reports in accordance with GRI Standards. **Updates and Revisions** is done in GRI standards to reflect the evolving landscape of sustainability issues and reporting practices. **Certification and Assurance**: While GRI does not certify reports, it encourages external assurance to enhance the credibility and reliability of the reported information.

Organizations using GRI Standards benefit from improved stakeholder engagement, enhanced reputation, better risk management, and insights into opportunities for improving sustainability performance and Napco follows this GRI Standers in the Sustainability Report.



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



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

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



# NAPCO

“Extruding Omani Creativity”

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