

الخدمات المالية
FINANCIAL SERVICES



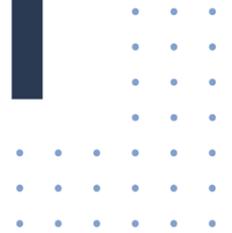
2 0
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**Financial Services
Sustainability Report**





TABLE OF CONTENT



About This Report

Governance

Chairman Message

Social

General Manager

Environmental

Financial Services Company

GRI Index

Chairman Message

Following the publication of our inaugural Sustainability Report, I am pleased to present Financial Services Company SAOG's second ESG Report for the year 2025. This report reflects the Board of Directors' continued commitment to embedding environmental, social, and governance (ESG) principles into the Company's strategic direction, oversight, and long-term value creation.

From the outset, the Board has recognized sustainability as an essential component of responsible corporate governance. During the reporting year, we strengthened our alignment with internationally recognized sustainability frameworks while ensuring consistency with Oman Vision 2040 and the MSX ESG disclosure requirements. The Board continues to provide active oversight of ESG-related risks and opportunities, reinforcing transparency, accountability, and ethical conduct across the organization.

Effective governance remains central to the Company's resilience and sustainability. Our governance framework supports sound decision-making, robust risk management, and the protection of stakeholder interests. Through the ongoing review and enhancement of policies and internal controls, the Board ensures that sustainability considerations are appropriately integrated into strategic and operational oversight.

The Board also recognizes that our people are a key driver of sustainable performance. We remain committed to fostering an inclusive, diverse, and professional workplace that supports talent development, employee well-being, and equal opportunity. These principles are fundamental to maintaining a strong organizational culture and delivering consistent value to stakeholders.

In addition, the Board acknowledges its responsibility to oversee the management of environmental impacts associated with the Company's operations. Environmental considerations are addressed in a manner proportionate to the Company's office-based activities, with a focus on responsible resource use and long-term sustainability.

This second ESG Report reflects the progress achieved during the year and reaffirms the Board's commitment to continuous improvement in sustainability performance and disclosure. While sustainability is a long-term journey, the Board remains confident that, with the continued dedication of management, employees, and stakeholders, the Company will continue to contribute positively to the economy, society, and the environment.

Omar Ahmed Abdullah Al-Shaikh

Chairman

GM Message

I am pleased to present Financial Services Company SAOG's second Sustainability (ESG) Report for the year 2025, reflecting continued progress in strengthening our environmental, social, and governance practices. Building on the foundations established in our inaugural report, this disclosure demonstrates our commitment to integrating sustainability into the Company's strategy, operations, and decision-making processes.

During the reporting year, we continued to align our ESG practices with internationally recognized frameworks, including the Global Reporting Initiative (GRI), the United Nations Sustainable Development Goals (UN SDGs), Oman Vision 2040, and the MSX ESG Guidelines. These frameworks guide our approach to transparency, accountability, and long-term value creation for our stakeholders.

Strong governance remains a cornerstone of our sustainability approach. Our governance framework supports ethical conduct, effective oversight, and sound risk management, enabling the Company to respond responsibly to evolving challenges and opportunities. Sustainability considerations are embedded into business planning through strengthened policies, internal controls, and accountability mechanisms.

Our people are central to the Company's success. In line with the Financial Services Authority (FSA) Code, we remain committed to fostering a workplace that promotes diversity, equity, and inclusion, while supporting employee well-being, learning, and professional development.

We also recognize our responsibility to manage the environmental impacts associated with our operations. During 2025, the Company continued to monitor energy efficiency and fuel consumption within its office-based activities, supporting responsible resource use in proportion to the scale of its operations.

As we move forward, sustainability remains a journey of continuous improvement. This report reflects our progress during the year and our commitment to enhancing ESG performance over time. I would like to thank our employees and stakeholders for their continued trust and engagement.

This Sustainability Report reflects the Company's current operational scale and is based on internally available information, without independent external assurance.

Salim Aqeel Ahmed Al Hadi

General Manger

Financial Services Company

Financial Services Company SAOG is pleased to present its Sustainability Report for the year 2025, which highlights the Company's continued commitment to transparency, sound governance, and responsible business practices. This report provides an overview of the Company's sustainability approach, key policies, and performance across environmental, social, and governance (ESG) topics during the reporting period from 1 January 2025 to 31 December 2025. It reflects the Company's ongoing efforts to integrate sustainability considerations into its operations and decision-making processes, in line with regulatory expectations and stakeholder interests. The scope of this Sustainability Report is limited to Financial Services Company SAOG, as the Company does not have any subsidiaries, joint ventures, or controlled entities within its current operational structure. Accordingly, the disclosures presented herein relate solely to the Company's activities and operations during the reporting period. This report has been prepared in accordance with the MSX ESG Guidelines and makes reference to the GRI Standards as a guiding framework for sustainability reporting. In addition, the Company has considered national and international sustainability priorities, including Oman Vision 2040 and the United Nations Sustainable Development Goals (UN SDGs), to ensure alignment with broader economic, social, and environmental development objectives in the Sultanate of Oman.

Restatement of Information

The information disclosed in this report is based on internally available data, management records, and qualitative assessments compiled during the reporting period. As part of the Company's ongoing data enhancement and internal validation process, certain environmental performance indicators relating to the year 2024 were refined to reflect improved data accuracy and completeness. Accordingly, electricity consumption, fuel consumption, and the associated Scope 1 and Scope 2 greenhouse gas (GHG) emissions and intensity metrics for 2024 have been restated in this report. This refinement reflects the Company's commitment to strengthening ESG data quality and transparency and does not impact the Company's audited financial statements.

External Assurance

The Company has not obtained independent external assurance for this Sustainability Report, and all disclosures are presented on a management-reported basis. Financial Services Company SAOG recognizes that sustainability reporting is an evolving process and views this report as part of its ongoing journey toward enhancing ESG practices, data quality, and transparency. The Company remains committed to reviewing and strengthening its sustainability disclosures over time as its reporting capabilities and internal processes continue to mature. For further information or inquiries regarding this Sustainability Report, please contact the Company at: info@fscoman.net

ABOUT FINANCIAL SERVICES



Financial Services Company SAOG is a licensed financial services institution operating in the Sultanate of Oman under the supervision of the Financial Services Authority. The Company provides securities brokerage services to individual and institutional clients, supported by experienced professionals and robust operational systems

The Company focuses on maintaining strong client trust through transparent practices, sound governance, regulatory compliance, and continuous improvement in service quality. Sustainability considerations are integrated into the Company's governance framework and operational decision-making, in line with the nature and scale of its activities.

VISION

The vision of the Financial Services Company is to be the first destination in the Sultanate of Oman for investment and advisory services in the financial markets, represented by the highest standards of integrity. As a home for distinguished competencies and to always be respected by our clients, individuals, institutions and society.

OUR GOALS

We are committed to help our investors in achieving their financial ambitions with the provision of Integrated Investment Solutions of High value and Quality. We strive to maintain our prestigious position by developing our employees' skills thereby leading to enhanced service to our valued customers. In our constant endeavor to help you achieve the desired success, we also constantly look for ways to build long-term relationships by working closely with trusted and committed partners

SERVICES



BORKERAGE

The company provides brokerage services in listed securities, enabling clients to execute buy and sell orders efficiently and reliably through advanced trading systems, while ensuring fast execution and full compliance with applicable regulatory requirements. The company also offers continuous client support through multiple channels, including electronic trading platforms and customer service, enhancing the overall investor experience and enabling informed and effective investment decisions.

ISSUE MANAGEMENT

The company provides issue management services for companies seeking to offer securities in the market. These services include structuring the offering, coordinating with regulatory authorities, and managing the subscription process. The service aims to support companies in accessing funding efficiently while ensuring full compliance with all applicable legal and regulatory requirements.

PORTFOLIO MANAGEMENT

The Company manages investment portfolios on behalf of clients based on well-defined strategies aligned with their investment objectives and risk tolerance. The service includes market analysis, asset selection, and ongoing portfolio management, with the objective of achieving sustainable returns while maintaining an appropriate balance between risk and return.

INVESTMENT ADVICE & REASEARCH

The Company provides research and financial analysis services related to listed securities, along with investment advisory services based on robust analytical and methodological foundations. This service aims to enable clients to make well-informed investment decisions through periodic reports and recommendations derived from in-depth market and sector analysis.

MARGIN FINANCING

The Company offers margin financing services that enable clients to enhance their investment capacity by financing a portion of their trades, in accordance with defined terms and criteria. This service operates within a regulated framework and is supported by control procedures designed to manage associated risks, safeguard the interests of both the Company and its clients, and promote efficient capital utilization.

OWNERSHIP STRUCTURE

Financial Services Company SAOG is a publicly listed company on the Muscat Stock Exchange (MSX). The Company's shareholding structure reflects a diversified ownership base, with significant holdings by institutional and corporate investors.

As of 31 December 2025, the major shareholders (holding more than 5%) are as follows:

Shareholder Name	Percentage of Ownership	Number of Shares
Dhofar International Development & Investment Co (SAOG)	48.15%	9,630,769
Moshin bin Ahmed bin Alawi Al Haddad	34.34%	6,868,642

The remaining shares are held by a diverse group of individual and institutional investors, each owning less than 5% of the Company's issued share capital.

Financial Performance

Financial Statement	2025	2024	2023
Total Income/(loss)	688,548	453,464	321,388
Total Expenses	(590,658)	(552,877)	(631,489)
Operating (loss)/ profit	97,890	(99,807)	(310,101)

Please refer to the Company's audited annual financial statements for further details.

Awards and Achievements

The Company is committed to advancing responsible and sustainable business practices and aligning its operations with recognized sustainability principles. While no sustainability-related awards were received during the reporting period, Financial Services Company continues to strengthen its governance, social, and environmental practices as part of its long-term ESG development journey.

Sustainability at Financial Services

Building on the foundations established in its inaugural Sustainability Report, Financial Services Company continues to enhance its commitment to sustainability in alignment with Oman Vision 2040 and national development priorities. The 2025 reporting year represents a progressive phase in the Company's ESG journey, reflecting the integration of sustainability considerations into both strategic planning and operational decision-making. This report illustrates how sustainability principles are embedded across the organization, covering key areas such as responsible investment practices, governance oversight, employee development, and risk-aware ESG management. It further outlines the Company's approach to strengthening environmental stewardship, social responsibility, and sound corporate governance in a manner proportionate to the nature and scale of its operations.

The preparation of this report has been overseen by the Company's highest governance bodies, demonstrating strong leadership commitment to ESG accountability. Executive management, under the guidance of the General Manager, has actively supported the development of this report to ensure alignment with the Company's strategic direction, governance framework, and internationally recognized sustainability standards. This oversight reinforces the Company's dedication to transparency, accountability, and long-term value creation.

As Financial Services Company advances its sustainability journey, this report serves both as a record of progress achieved and as a foundation for continuous improvement. Through ongoing enhancement of ESG practices and disclosures, the Company aims to contribute positively to a resilient, inclusive, and sustainable future for the Sultanate of Oman.

Stakeholder Engagement

Stakeholder engagement activities were conducted in 2024 and formed the basis of the Company's materiality assessment. The results of this assessment remain valid for a two-year cycle and therefore continue to apply to the 2025 reporting period.

The engagement process included peer benchmarking, internal workshops, and consultations with selected internal and external stakeholders. The objective was to identify and prioritize ESG topics that are most relevant to the Company's operations, regulatory environment, and long-term strategic objectives.

Stakeholders Group

Customers

Managers

Employees

Shareholders

Regulators

Material Topics and Strategic Alignment

Based on the engagement process, the following ESG topics were identified as material to the Company. These topics are aligned with Oman Vision 2040 priorities and the United Nations Sustainable Development Goals (UN SDGs).

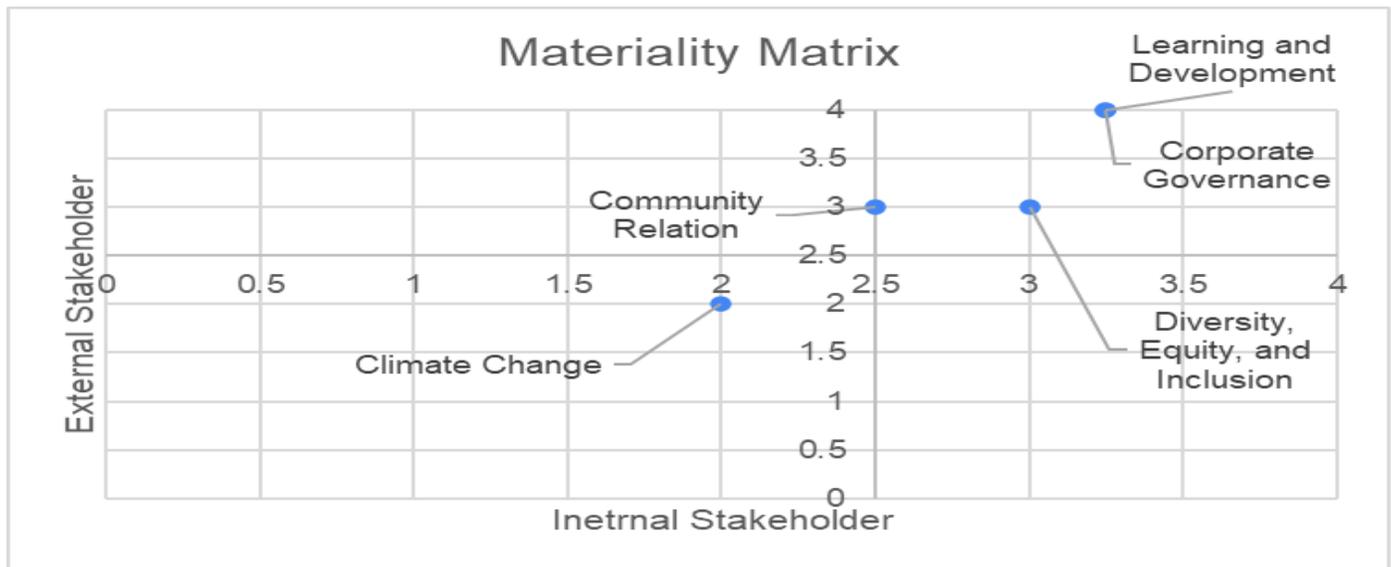
Pillars	Material Topics	Alignment with Oman Vision 2040	Alignment with UN SDGs
Environmental	Carbon Emissions	Environment and Natural Resources	SDG 13, SDG 7
Social	Diversity, Equity and Inclusion	Labour Market and Employment	SDG 3, SDG 4, SDG 5
	Learning and Development		
	Community Relations		
Governance	Corporate Governance	The Private Sector, Investment, and International Cooperation	SDG 16

The Company periodically reviews its material topics to ensure continued relevance in light of regulatory developments, market conditions, and stakeholder expectations. Any significant changes in the Company's operational scale or risk profile will trigger a reassessment of material ESG priorities.

Materiality Matrix

The materiality matrix illustrates the relative importance of identified ESG topics based on stakeholder feedback and internal assessment. Topics are positioned according to their significance to both internal and external stakeholders, as well as their impact on the Company's strategic objectives, operational performance, and long-term value creation. The vertical axis represents the level of importance to stakeholders, derived from engagement outcomes conducted in 2024. The horizontal axis reflects the level of impact on the Company's business strategy, governance framework, and risk management considerations.

Topics classified as high priority are those that demonstrate both strong stakeholder interest and significant strategic impact. These topics form the core focus areas of the Company's ESG reporting and management approach for the 2025 reporting cycle.



The materiality matrix is reviewed periodically to ensure continued alignment with regulatory expectations, stakeholder priorities, and evolving market conditions.



Governance

Corporate Governance

Financial Services Company SAOG has established a comprehensive corporate governance framework that defines the roles, responsibilities, and authorities of the Board of Directors, Board committees, and executive management. The framework is aligned with the Commercial Companies Law, the Public Shareholding Companies Regulations (Ministerial Resolution No. 27/2021), and the Code of Corporate Governance for Public Shareholding Companies.

The Company maintains a Governance Manual and Code of Conduct that address key governance matters, including:

- Board oversight and responsibilities
- Committee structures and mandates
- Related party transactions
- Conflict of interest management
- Disclosure and transparency
- Ethical conduct and professional standards

The Board of Directors is responsible for setting the Company's strategic direction, approving policies, overseeing performance, reviewing financial statements, and safeguarding the Company's reputation and assets. The governance framework supports effective decision-making, risk management, regulatory compliance, and long-term value creation.

Board of Directors

The Board of Directors consists of seven non-executive members elected by the General Assembly. The current Board was elected on 21 March 2023, and its term will end in 2026.

All Board members are male. Independent members constitute a majority of the Board, supporting objective oversight and balanced governance practices.

Board Members

MR.OMAR BIN AHMED BIN ABDULLAH MAHFOODH AL-SHEIKH
Non-Independent

ENG.ABDUL QADIR BIN AHMED BIN ALAWI AL-HADDAD
Independent

SHEIKH.ABDULLAH AHMED BAKHEET AL SHANFARI
Independent

SHEIKH.MUSTAFA ABDUL QADIR SALIM AL GHASSANI
Independent

SHEIKH.MAJEED BIN MOHAMMED BIN FARAJ AL-RAWAS
Independent

SHEIKH.ALI BIN NAJI BIN MOSHIN AL-YAFIE
Independent

MR. HUSSAIN BIN ALI BIN AHMED AL-HADDAD
Independent

Independent directors represent 86% of the total Board composition.

Board Meetings and Oversight

During 2025, the Board held five meetings. Board members actively participated in discussions related to strategic planning, financial performance, risk oversight, regulatory compliance, and governance matters.

The Board receives periodic updates from executive management and internal control functions to ensure effective oversight and accountability

Board Committees

The Board of Directors has established committees to support its oversight responsibilities and enhance the effectiveness of governance practices

Board Committee	Members
Audit Committee	<ul style="list-style-type: none">● Sheikh. Mustafa Abdul Qadir Salim Al-Ghassani● Sheikh. Abdullah Ahmed Bakheet Al-Shanfari● Sheikh. Ali bin Naji bin Mohsin Al- Yafie● Mr. Hussain bin Ali bin Ahmed Al- Haddad
The Audit Committee oversees:	<ul style="list-style-type: none">● Integrity of financial reporting● Internal control systems● Risk management processes● Compliance with laws and regulations● Coordination with external auditors● Oversight of internal audit activities

The internal audit function operates independently and reports directly to the Board through the Audit Committee.

Nomination and Remuneration Committee

Members:

- Sheikh Majeed bin Mohammed bin Faraj Al-Rawas
- Eng. Abdul Qadir bin Ahmed bin Alawi Al-Haddad
- Mr. Omar bin Ahmed bin Abdullah Mahfoodh Al-Sheikh

The Committee oversees Board nomination procedures, succession planning, and remuneration structures in accordance with regulatory requirements.

Nomination and Remuneration

Board nomination and election procedures are conducted in accordance with the Commercial Companies Law and relevant regulatory frameworks.

Executive management prepares employee remuneration proposals in line with approved policies and regulatory standards. These proposals are reviewed by the Nomination and Remuneration Committee before submission to the Board for approval.

Internal Control and Compliance

The Company maintains an internal control framework designed to ensure operational efficiency, reliability of financial reporting, and compliance with regulatory obligations. The compliance function monitors adherence to applicable Financial Services Authority (FSA) regulations and internal policies. Any regulatory updates are reviewed and implemented as necessary to maintain compliance.

Related Party Transactions

The Company has established formal procedures governing related party transactions to ensure transparency, fairness, and arm's-length execution.

All related party transactions are reviewed in accordance with approved policies and regulatory requirements. During the reporting period, no material related party transactions were conducted outside the normal course of business.

Conflict of Interest

Financial Services Company SAOG applies strict conflict of interest controls in accordance with its Governance Manual, Code of Conduct, and applicable regulatory requirements. The Company's framework is designed to safeguard objectivity in decision-making, ensure transparency in transactions, and protect the interests of shareholders and stakeholders.

Key principles governing conflicts of interest include:

1. Duty of Loyalty

Board members and executive management must act in the best interests of the Company at all times. They are prohibited from prioritizing personal interests, or the interests of related parties, over those of the Company and its shareholders.

2. Mandatory Disclosure and Abstention

In the event of an actual or potential material conflict of interest, the concerned Board member or employee is required to promptly disclose the conflict. The individual must abstain from participating in discussions or voting related to the matter, in accordance with applicable laws and governance regulations.

3. Related Party Transaction Controls

All related party transactions are subject to defined internal controls and are conducted on an arm's-length basis. Such transactions are reviewed in line with regulatory requirements to ensure fairness, transparency, and equal treatment of shareholders.

4. Prohibition of Financial Benefits

The Company does not provide financial facilities to Board members, nor does it guarantee loans or financial obligations entered into by Board members with third parties.

5. Confidentiality and Insider Information

Board members and employees are prohibited from using confidential or price-sensitive information obtained through their position for personal benefit or for the benefit of third parties.

6. Oversight and Monitoring

Compliance with conflict of interest policies is monitored through internal control mechanisms and governance oversight, including review by the Board and relevant committees where applicable.

During the reporting period, no material conflict of interest cases was reported.

Ethics, Grievance and Compliance Framework

Grievance Mechanism

Financial Services Company SAOG maintains a formal internal grievance mechanism that enables employees to raise concerns related to administrative decisions, workplace practices, or ethical matters. The process is designed to ensure confidentiality, impartiality, and timely resolution.

The grievance process follows structured steps:

1. Submission of a written grievance
2. Identification of the competent authority
3. Review and assessment of the grievance
4. Issuance of a decision
5. Escalation to higher authority, if required

These procedures are implemented to safeguard employee rights and promote a transparent and fair working environment.

During the reporting period, no material grievances were recorded.

Disclosure and Transparency

The company is committed to maintaining high standards of transparency through timely and accurate disclosure of information. Communication channels include:

- Annual financial report
- Official announcements
- Company website
- Disclosures through Muscat Stock Exchange (MSX)

The Company also communicates with shareholders through periodic financial and operational disclosures, management discussion and analysis (MD&A), investor engagement activities, and participation in relevant events.

These practices ensure equal access to information and support informed decision-making by shareholders and stakeholders.

Professional Ethics and Quality Management

The Company adheres to ethical and independence requirements in line with the International Code of Ethics for Professional Accountants (IESBA Code), including applicable independence standards.

In addition, the Company applies principles consistent with the International Standard on Quality Management (ISQM 1) to ensure that its internal systems support compliance with professional standards, regulatory obligations, and internal governance policies.

Compliance with Laws and Regulations

Financial Services Company SAOG is committed to full compliance with all applicable laws and regulatory requirements in the Sultanate of Oman.

Compliance is supported by:

- Internal control systems
- Approved governance and compliance policies
- Oversight by executive management
- Board-level supervision

For the reporting period ended 31 December 2025:

- No material instances of non-compliance were recorded.

No fines, penalties, or non-monetary sanctions were imposed by the Financial Services Authority (FSA), Muscat Stock Exchange (MSX), or any other regulatory authority

Membership and Industry Participation

Where applicable, the Company participates in professional and industry associations relevant to its regulatory and operational environment. Such participation supports knowledge sharing, market alignment, and professional development.

SOCIAL



Diversity, Equity, and Inclusion

Financial Services Company SAOG is committed to fostering an inclusive and equitable workplace that values diversity, equal opportunity, and fair treatment. The Company seeks to maintain a professional work environment where employees are respected and provided with equal opportunities for development and participation.

Diversity considerations are integrated into recruitment, workforce planning, and employment practices in accordance with applicable labor laws and internal policies.

Workforce Profile

Employees	2024	2025
Total number of employees	19	19
Total number of male employees	15	16
Total number of female employees	4	3
Total number of non-Omani employees	3	2
Total number of Omani employees	16	17
Total number of new male employee hires	3	1
Total number of new female employee hires	0	0
Total number of workers who are not employee	0	0

During 2025, the Company maintained a stable workforce structure. The workforce remains predominantly Omani, reflecting continued alignment with national workforce development priorities. Recruitment activity during the year remained selective and aligned with operational requirements.

Executive Management Diversity

Diversity of Executive Management	2024	2025
Total number of employees in the Executive Management	5	5
Number of males in the Executive Management	3	3
Number of females in the Executive Management	2	2
Number of Omani employees in the Executive Management	4	4
Number of non-Omani employees in the Executive Management	1	1

Middle Management Diversity

Diversity of Middle Management	2024	2025
Total number of employees in the Middle Management	6	6
Number of males in the Middle Management	4	4
Number of females in the Middle Management	1	1
Number of Omani employees in the Middle Management	6	6
Number of non-Omani employees in the Middle Management	0	0

Employees by Age Group

Employees per Age Group	2024	2025
18-25	3	3
26-35	1	2
36-45	8	8
46-50	2	2
Above 50	5	4

Employees by Nationality

Employees Nationality	2024	2025
Oman	16	17
Jordanian	1	-
Indian	2	2

Employee Turnover

Employees	2024	2025
Total number of employees turnover	1	0
Total number of male employees turnover	0	0
Total number of female employees turnover	0	0

The Company recorded no employee turnover during 2025, reflecting workforce stability and employee retention.

Parental Leave

Parental leave	2024	2025
Total number of employees that were entitled to parental leave	4	4
Total number of male employees that took parental leave	-	2
Total number of female employees that took parental leave	-	-
Total number of male employees that returned to work in the reporting period after parental leave ended	-	2
Total number of female employees that returned to work in the reporting period after parental leave ended	-	-

Employee Well-being and Healthcare

Financial Services Company is committed to supporting employee well-being by providing healthcare benefits designed to meet diverse needs. The Company offers medical coverage that supports employees in addressing healthcare requirements and maintaining overall well-being. These initiatives aim to foster a supportive and sustainable working environment.

Omanization

During 2025, the Company continued its commitment to supporting Omanisation in line with Oman Vision 2040 by prioritizing the development and retention of Omani talent across its workforce.

Omanization	2024	2025
Omanization Rate	84%	89.5%

The Company increased its Omanisation rate in 2025, reflecting continued commitment to national workforce development.

Learning & Development

During 2025, Financial Services Company continued to support employee development through structured on-the-job learning, internal knowledge sharing, and role-based training aligned with operational and regulatory requirements.

Training activities focused on strengthening professional competencies relevant to the Company's financial services activities and compliance obligations. Employee development is integrated within performance management processes and workforce planning to ensure alignment with business needs.

While the Company does not currently maintain a centralized quantitative tracking system for training hours or training expenditure, professional development remains an ongoing priority supported by management oversight.

Occupational Health & Safety

Given the office-based nature of the Company's operations, occupational health and safety risks are inherently limited.

During 2025:

- No work-related fatalities were reported.
- No high-consequence injuries occurred.
- No recordable work-related injuries were reported.

The Company maintains workplace safety measures and internal reporting mechanisms designed to promote a safe and healthy working environment for all employees.

Human Rights & Non-Discrimination

Financial Services Company is committed to upholding fundamental human rights principles and maintaining a workplace free from discrimination, harassment, or unfair treatment.

Equal opportunity principles are applied across recruitment, employment practices, training, and career development in accordance with applicable labor laws and internal policies. These standards also guide the Company's professional interactions within the scope of its operations.

ENVIROMENTAL



Environmental Policy Statement

The Company manages environmental matters through compliance with applicable regulations and through responsible operational practices rather than a standalone environmental policy. As a financial services provider with office-based activities, environmental risks remain limited. The Company focuses on monitoring resource use, promoting efficiency where possible, and ensuring that operations align with responsible environmental expectations.

Climate Change & Environmental Impact

Narrative due to the nature of the Company's services, environmental impacts are relatively low and mainly connected to electricity consumption within office facilities and fuel usage related to transportation. During 2025, the Company continued tracking these areas to better understand its environmental footprint and support sustainable operational practices. No significant environmental incidents or penalties were recorded during the reporting period.

Energy Consumption

Electricity usage represents the main source of energy consumption within the Company's office-based operations. Monitoring energy performance supports internal awareness of resource efficiency and provides a basis for evaluating environmental performance trends over time.

During 2024, total electricity consumption amounted to 205 MWh, while in 2025 electricity usage decreased to 157.92 MWh, representing a reduction of approximately 23%. This decrease reflects improved monitoring of energy usage and more efficient utilization of office facilities.

Energy intensity also improved during the reporting period. In 2024, energy intensity stood at 10.79 MWh per employee, while in 2025 it decreased to 8.31 MWh per employee, demonstrating enhanced operational efficiency relative to workforce size.

Energy	Unit	2024	2025
Energy Usage	MWh	205	157.92
Energy Intensity	MWh / Employee	10.79	8.31

Fuel Consumption

Fuel consumption is primarily associated with company vehicles supporting daily business and client-related activities.

In 2024, total fuel consumption reached 1,803 liters, increasing to 2,354 liters in 2025. This increase reflects higher mobility requirements and operational activities during the year.

While fuel usage increased, it remains proportionate to the Company's scale of operations and is monitored regularly as part of its environmental responsibility approach.

Fuel	Unit	2024	2025
Fuel Consumption	Liters	1,803	2,354

Greenhouse Gas (GHG) Emissions

The Company monitors greenhouse gas (GHG) emissions to assess the environmental impact of its operational activities. Scope 1 emissions, which are primarily linked to fuel consumption from company vehicles, increased from 4.18 tCO₂ in 2024 to 5.46 tCO₂ in 2025, reflecting higher operational mobility during the year. In contrast, Scope 2 emissions, related to purchased electricity for office operations, decreased from 0.109 tCO₂ in 2024 to 0.08 tCO₂ in 2025, in line with reduced electricity consumption.

Overall, total GHG emissions increased from 4.29 tCO₂ in 2024 to 5.54 tCO₂ in 2025. Consequently, GHG intensity rose from 0.226 tCO₂ per employee to 0.292 tCO₂ per employee. Despite this increase, the Company's emissions remain relatively limited due to its office-based nature, and management continues to monitor energy and fuel usage to enhance environmental performance over time.

GHG Emissions	Unit	2024	2025
Scope 1 GHG Emission	tCO ₂	4.18	5.46
Scope 2 GHG Emission	tCO ₂	0.109	0.083
Total GHG Emission	tCO ₂	4.29	5.54
GHG Intensity	tCO ₂ / Employees	0.226	0.292

GRI Index

Statement of use	Financial Services Company SAOG has reported in accordance with the GRI Standards for the period 1-1-2025 till 31-12 2025.
GRI 1 used	GRI 1: Foundation 2021.
Applicable GRI Sector Standard(s)	No GRI Sector Standards apply to Financial Services Company SAOG.

GRI Standard	Disclosure	Location	Omission			MSX ESG Disclosure Metric
			Requirement(s) Omitted	Reason	Explanation	
General Disclosures						
GRI 2: General Disclosures 2021	Disclosure 2-1 Organisational details					
	Disclosure 2-2 Entities included in the organisation's sustainability reporting					
	Disclosure 2-3 Reporting period, frequency and contact point					G7 & G8
	Disclosure 2-4 Restatements of information					

Disclosure 2-4 Restatements of information					
Disclosure 2-5 External assurance					G9
Disclosure 2-6 Activities, value chain and other business relationships					
Disclosure 2-7 Employees					S5
Disclosure 2-8 Workers who are not employees					
Disclosure 2-9 Governance structure and composition					G1 & G2
Disclosure 2-10 Nomination and selection of the highest governance body					
Disclosure 2-11 Chair of the highest governance body					
Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts					E8 & E9
Disclosure 2-13 Delegation of responsibility for managing impacts					
Disclosure 2-14 Role of the highest governance body in sustainability reporting					
Disclosure 2-15 Conflicts of interest					
Disclosure 2-16 Communication of critical concerns					
Disclosure 2-17 Collective knowledge of the highest governance body					

Disclosure 2-18 Evaluation of the performance of the highest governance body					
Disclosure 2-19 Remuneration policies					S2
Disclosure 2-20 Process to determine remuneration					
Disclosure 2-21 Annual total compensation ratio					S1
Disclosure 2-22 Statement on sustainable development strategy					
Disclosure 2-23 Policy commitments					
Disclosure 2-24 Embedding policy commitments					
Disclosure 2-25 Processes to remediate negative impacts					
Disclosure 2-26 Mechanisms for seeking advice and raising concerns					
Disclosure 2-27 Compliance with laws and regulations					
Disclosure 2-28 Membership associations					
Disclosure 2-29 Approach to stakeholder engagement					
Disclosure 2-30 Collective bargaining agreements					

Diversity, Equity, and Inclusion						
GRI 3: Material Topics 2021	3-3 Management of material topics					S3, S4, S5, &S7
GRI 405: Diversity and Equal Opportuni ty 2016	Disclosure 405-1 Diversity of governance bodies and employees					
	Disclosure 405-2 Ratio of basic salary and remuneration of women to men					
Community Relation						
GRI 3: Material Topics 2021	3-3 Management of material topics					S11
GRI 413: Local Communit ies 2016	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs					
Corporate Governance						
GRI 3: Material Topics 2021	3-3 Management of material topics					