

Sustainability Policy

OHI Group Corporate Policy

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1. Purpose

At OHI Group, we believe that sustainable business is fundamental to creating long-term value for our stakeholders, strengthening organisational resilience, and contributing positively to the communities and environments in which we operate.

Sustainability is embedded into the way we conduct business, make decisions, deliver products and services, manage relationships, and plan for the future.

As a diversified business group operating across engineering, construction, industrial services, manufacturing, technology, marine, mobility, and related sectors, OHI Group recognises that our activities create both opportunities and responsibilities.

The purpose of this Sustainability Policy ("Policy") is to formalise OHI Group's commitment to responsible and sustainable business practices and establish the principles that guide our environmental, social, and governance (ESG) approach.

This Policy provides the foundation for OHI Group's sustainability strategy and supports the integration of sustainability considerations into our governance, operations, business activities, supply chains, and stakeholder relationships.

2. Scope

This Policy applies to OHI Group and all subsidiaries, controlled entities, and business units operating across the Gulf Cooperation Council (GCC).

Where OHI Group participates in joint ventures, partnerships, or other business arrangements where it does not have operational control, the Group will seek to encourage sustainability principles consistent with this Policy.

This Policy applies to:

- Members of the Board of Directors;
- Executive management and officers;
- Permanent and temporary employees;
- Agency workers and secondees;
- Contractors and consultants;
- Suppliers, service providers, and business partners;
- Any third party acting on behalf of OHI Group.

All individuals and organisations covered by this Policy are expected to support OHI Group's commitment to sustainable and responsible business practices.

This Policy should be read alongside OHI Group's:

- Code of Ethics and Business Conduct;
- Human Rights Policy;
- Health, Safety and Environmental policies;
- Supplier Code of Conduct;
- Speak Up Policy;
- Other applicable corporate policies and standards.

3. Our Sustainability Commitment

At OHI Group, sustainability means creating lasting value by balancing environmental responsibility, social progress, and strong governance.

Our ambition is to:

Protect the Environment

We are committed to reducing our environmental impact, improving resource efficiency, and supporting responsible management of natural resources.

Create Positive Social Impact

We are committed to respecting human rights, supporting communities, and creating opportunities that contribute positively to society.

Develop Our People and Communities

We are committed to creating safe, inclusive, and engaging workplaces where our people can develop, thrive, and achieve their potential.

Operate with Integrity and Responsible Governance

We are committed to maintaining the highest standards of ethics, transparency, accountability, and responsible business conduct.

Through these commitments, OHI Group aims to contribute to sustainable development while supporting the long-term success of our businesses, stakeholders, and communities.

4. Sustainability Principles**4.1 Environmental Responsibility**

OHI Group recognises our responsibility to minimise environmental impacts associated with our operations and activities.

We are committed to:

- Managing environmental risks through effective controls and responsible decision-making;
- Improving environmental performance across our operations;
- Reducing negative environmental impacts wherever practicable;
- Promoting sustainable practices throughout our value chains;
- Encouraging environmental awareness among employees and business partners.

4.2 Climate Change and Carbon Management

OHI Group recognises climate change as a global challenge requiring responsible action.

We are committed to:

- Understanding and managing our greenhouse gas emissions;
- Improving energy efficiency across our operations;
- Supporting initiatives that reduce carbon intensity;
- Exploring opportunities to adopt cleaner technologies and sustainable solutions;
- Building resilience against climate-related risks.

4.3 Resource Efficiency and Circular Economy

OHI Group promotes responsible use of natural resources and seeks opportunities to reduce consumption and improve efficiency.

We are committed to:

- Using materials, energy, and resources responsibly;
- Promoting reuse, recovery, and recycling where practicable;
- Supporting sustainable procurement decisions;
- Reducing unnecessary resource consumption.

4.4 Waste Management

OHI Group seeks to minimise waste generation and improve waste management practices.

We are committed to:

- Applying waste reduction principles;
- Increasing recycling and recovery opportunities;
- Managing hazardous and non-hazardous waste responsibly;
- Complying with applicable environmental regulations.

4.5 Water Stewardship

OHI Group recognises water as a valuable and limited resource.

We are committed to:

- Managing water consumption responsibly;
- Identifying opportunities for efficiency and conservation;
- Preventing unnecessary pollution of water resources;
- Supporting responsible water management practices.

4.6 Biodiversity and Ecosystem Protection

OHI Group recognises the importance of protecting biodiversity and ecosystems.

We are committed to:

- Understanding potential biodiversity impacts associated with our activities;
- Avoiding or minimising environmental harm where practicable;
- Supporting responsible land and resource management;
- Considering biodiversity impacts in relevant business decisions.

4.7 People, Culture and Wellbeing

Our people are central to OHI Group's success.

We are committed to:

- Providing safe, healthy, and inclusive workplaces;
- Supporting employee wellbeing;
- Encouraging learning, development, and career growth;
- Promoting diversity, inclusion, and equal opportunity;
- Creating an environment where employees can contribute and succeed.

4.8 Human Rights and Social Responsibility

OHI Group respects internationally recognised human rights and is committed to responsible business practices.

We are committed to:

- Respecting the dignity and rights of every individual;
- Preventing forced labour, modern slavery, and child labour;
- Promoting fair employment practices;
- Protecting workers, communities, and stakeholders affected by our activities;
- Working with business partners who share our values.

4.9 Communities and Social Impact

OHI Group seeks to create positive social and economic value in the communities where we operate.

We are committed to:

- Engaging respectfully with communities;
- Supporting local employment and skills development;
- Encouraging initiatives that contribute to education, wellbeing, and social development;
- Building positive relationships with stakeholders.

4.10 Responsible Supply Chains

OHI Group recognises that sustainability extends throughout our value chain.

We are committed to:

- Working with suppliers and business partners who share our sustainability values;
- Integrating sustainability considerations into procurement processes;
- Encouraging responsible environmental, social, and ethical practices;
- Assessing and managing sustainability risks within our supply chain.

4.11 Ethical Business and Governance

Strong governance is fundamental to sustainable business.

We are committed to:

- Maintaining high standards of ethics and integrity;
- Operating in compliance with applicable laws and regulations;
- Promoting transparency and accountability;
- Managing sustainability risks through effective governance frameworks;
- Encouraging employees and stakeholders to raise concerns through appropriate channels.

5. Sustainability Governance

5.1 Board of Directors

The Board provides oversight of OHI Group's sustainability commitments and ensures appropriate governance arrangements are established.

Responsibilities include:

- Approving this Policy;
- Providing strategic oversight of sustainability matters;
- Reviewing significant sustainability risks and opportunities.

5.2 Executive Leadership Team

The Executive Leadership Team is responsible for embedding sustainability throughout OHI Group.

Responsibilities include:

- Supporting sustainability objectives;
- Ensuring appropriate resources are available;
- Integrating sustainability into business decisions.

5.3 Group Sustainability & ESG

Group Sustainability & ESG is responsible for coordinating the implementation of this Policy.

Responsibilities include:

- Supporting sustainability strategy development;
- Monitoring ESG developments;
- Supporting sustainability initiatives;

- Coordinating reporting and disclosures;
- Promoting awareness and continuous improvement.

5.4 Business Units

Business Units are responsible for implementing sustainability commitments within their operations.

Responsibilities include:

- Managing sustainability risks;
- Implementing relevant initiatives;
- Monitoring performance;
- Supporting sustainability improvements.

5.5 Employees

Employees are responsible for supporting OHI Group's sustainability commitments.

Employees should:

Act responsibly;

- Follow sustainability-related policies and procedures;
- Identify opportunities for improvement;
- Raise concerns where appropriate.

5.6 Suppliers and Business Partners

OHI Group expects suppliers and business partners to support responsible and sustainable business practices.

They are expected to:

- Respect environmental and social responsibilities;
- Comply with applicable laws;
- Support responsible supply chain practices;
- Cooperate with sustainability assessments where required.

6. Sustainability Implementation

OHI Group will embed sustainability considerations into:

- Strategic planning;
- Risk management;
- Operational processes;
- Procurement;
- Project delivery;
- Business decisions;
- Employee engagement;
- Stakeholder relationships.

Appropriate training, communication, and awareness initiatives will support implementation across the Group.

7. Sustainability Performance and Reporting

OHI Group will monitor sustainability performance through appropriate measures, including:

- Environmental performance indicators;
- Energy and emissions data;

- Waste and resource efficiency metrics;
- Health, safety, and wellbeing indicators;
- People and community initiatives;
- Supply chain sustainability activities.

Where appropriate, sustainability performance will be reported through ESG reporting, sustainability reports, annual reports, and other corporate communications.

8. Continuous Improvement

OHI Group recognises sustainability as an ongoing journey.

We are committed to continuously improving our sustainability practices through:

- Performance monitoring;
- Stakeholder engagement;
- Lessons learned;
- Innovation;
- Collaboration;
- Adoption of recognised good practice.

9. Policy Review

This Policy will be reviewed at least every two years or earlier where required due to:

- Changes in legislation;
- Organisational changes;
- Emerging sustainability risks;
- Stakeholder expectations;
- Developments in international standards.

Appendix A

Definitions

Sustainability

A responsible approach to business that considers environmental, social, and governance impacts while creating long-term value.

ESG

Environmental, Social and Governance factors used to assess responsible business performance.

Stakeholders

Individuals or groups affected by, or interested in, OHI Group's activities.

Value Chain

The full range of activities, relationships, and organisations involved in creating and delivering products and services.

Appendix B

International Standards and Frameworks

This Policy is guided by internationally recognised principles and frameworks, including:

- United Nations Sustainable Development Goals (UN SDGs);
- United Nations Global Compact;
- United Nations Guiding Principles on Business and Human Rights;
- Universal Declaration of Human Rights;
- International Labour Organization Core Conventions;
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct;
- IFC Performance Standards where applicable;
- Applicable national environmental, social, and governance legislation.