Date	30/06/2026	التاريخ
Reference	OFMC/CG/1051/2026	المرجع

M/s Boursa Kuwait Company — **السادة/ شركة بورصة الكويت المحترمين**

Dear Sir,

تحية طيبة وبعد،

<u>Subject: Sustainability Report for the Year 2025</u>

<u>الموضوع: تقرير الاستدامة لعام 2025</u>

With reference to the above, and pursuant to the provisions of the CMA Executive Bylaws Chapter 1, Module 12 "Listing Rules" of the Law No. 7 of 2010 regarding the establishment of the Capital Market Authority and regulating Securities Activities and its amendments, we hereby attach the Sustainability Report for the Year 2025 of Oula Local Fuel Marketing Company (K.S.C.P).

بالإشارة إلى الموضوع أعلاه، وعملاً بأحكام الفصل الأول من الكتاب الثاني عشر "قواعد الإدراج" من اللائحة التنفيذية للقانون رقم 7 لسنة 2010 بشأن إنشاء هيئة أسواق المال وتنظيم نشاط الأوراق المالية وتعديلاتهما، تجدون مرفق تقرير الاستدامة لعام 2025 الخاص للشركة الأولى للتسويق المحلي للوقود (ش.م.ك.ع).

Yours sincerely,

وتفضلوا بقبول فائق الاحترام،،،

Eng. Adel M. Al-Awadi
Vice Chairman & Chief Executive Officer

م. عادل محمد العوضي
نائب رئيس مجلس الإدارة والرئيس التنفيذي

oula أولى
الشركة الأولى لتسويق الوقود ش.م.ك
Oula Fuel Marketing Co.

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C.R. No. 105540 - Paid up Capital : KD 44,502,492.800 : س.ت : 105540 – رأس المال المدفوع
www.oula1.com OulaFuel

Sustainability Report 2025

Oula Local Fuel Marketing Company K.S.C.P

His Highness Sheikh
Sabah Al-Khaled Al-Hamad Al-Sabah
Crown Prince Of The State Of Kuwait

His Highness Sheikh
Mishal Al-Ahmad Al-Jaber Al-Sabah
The Amir of the State of Kuwait

Contents

01 Introduction

1.1 About This Report
1.2 Chairman›s Message
1.3 Reporting Scope

02 Who We Are

2.1 Our Strategy
2.2 Our Vision and Mission
2.3 Organizational Structure
2.4 Activities

03 Our Employees Partners in Success

3.1 Employee Headcount
3.2 Non-Employee Workers
3.3 Employee Recognition Policy

04 Building a Sustainable Future

4.1 Sustainable Development Strategy Statement
4.2 Sustainability Objectives
4.3 Stakeholder Engagement

05 Strengthening Governance to Achieve Sustainability

5.1 Governance Structure
5.2 Building a Balanced Board Structure
5.3 Qualifications and Experience of Board Members
5.4 Board Committees During 2025
5.5 Performance Evaluation of Board Members and Executive Management
5.6 Remuneration and Compensation of Board Members and Executive Management
5.7 Role of the Board of Directors and Executive Management in Overseeing Sustainable Development Impact Management

06 Corporate Values as a Foundation for Growth

6.1 Professionalism and Responsible Business Conduct
6.2 Complaints and Communication of Critical Concerns
6.3 Conflict of Interest Policy

07 Social Responsibility and Sustainable Development

7.1 Empowering People
7.2 Women›s Empowerment and Promoting Equality in the Workplace
7.3 Training and Capacity Building
7.4 Kuwaitization
7.5 Community Investment

08 Environmental Performance Indicators

8.1 Environment, Health and Safety (EHS) Indicators Matrix
8.2 Carbon Footprint
8.3 Waste Management
8.4 Performance Improvement and Compliance with Environment, Health and Safety Systems
8.5 Training in Environment, Health and Safety

01 Introduction

1.1 About This Report

Oula Fuel Marketing Company (K.S.C.P) is one of the leading companies in the fuel marketing sector in the State of Kuwait. Since its establishment, the Company has been committed to delivering a business model characterized by efficiency and effectiveness. Recognizing its strategic role in providing and supporting fuel and related services to the public and ensuring the continuous availability of energy supplies, the Company places sustainability considerations at the core of its operations. It operates with a firm commitment to governance frameworks, integrates environmental considerations into its operational activities, and plays a prominent role in social responsibility initiatives that serve the Kuwaiti community.

The Company issues its Sustainability Report as a reflection of its vision to implement the highest standards of governance, environmental stewardship, and social responsibility across its operations. As a constituent of the Premier Market of Boursa Kuwait, the Company is committed to issuing a Sustainability Report in accordance with Circular No. 4 of 2025, addressed to all companies listed on the Premier Market regarding sustainability reporting disclosures.

While this Report is issued in response to a regulatory requirement, it is equally aligned with the Company's strategic objectives aimed at achieving sustainable growth and enhancing value creation for stakeholders. This is pursued through the promotion of sound governance practices, the enhancement of operational efficiency, the reduction of environmental impacts associated with operational activities, and the strengthening of the Company's contribution to the economic and social development of the State of Kuwait.

This Report highlights the key environmental, social, and governance (ESG) initiatives and practices undertaken by Oula during the reporting period. It also reflects the Company's commitment to transparency and the disclosure of its non-financial performance in accordance with recognized best practices and standards, thereby strengthening the confidence of investors, customers, employees, and all stakeholders.

1.2 Chairman's Message

On my own behalf and on behalf of the Board of Directors and Executive Management, I am pleased to present our Company›s Sustainability Report for 2025. This Report reflects our long-standing commitment to sustainability and environmental stewardship, values that have been embedded in our corporate culture since the Company›s establishment. Sustainability remains a fundamental pillar supporting the future of our business and the achievement of our strategic objectives.

Oula has integrated sustainability principles across its operational activities and business functions through the adoption of leading environmental and technological practices that enhance operational efficiency and promote the responsible use of resources. This commitment has been reflected in the development of the Company›s fuel station network in accordance with modern and innovative designs that take environmental and operational considerations into account, alongside the deployment of advanced fueling technologies. These efforts contribute to reducing emissions, improving air quality, and supporting initiatives aimed at mitigating the impacts associated with climate change.

Oula also continues to invest in the development of its services and products to meet evolving customer expectations and needs, based on its belief that sustainability is closely linked to delivering lasting value to both customers and society. The Company seeks to enhance the customer experience across its stations by providing integrated services and innovative solutions that support digital transformation while improving efficiency and convenience.

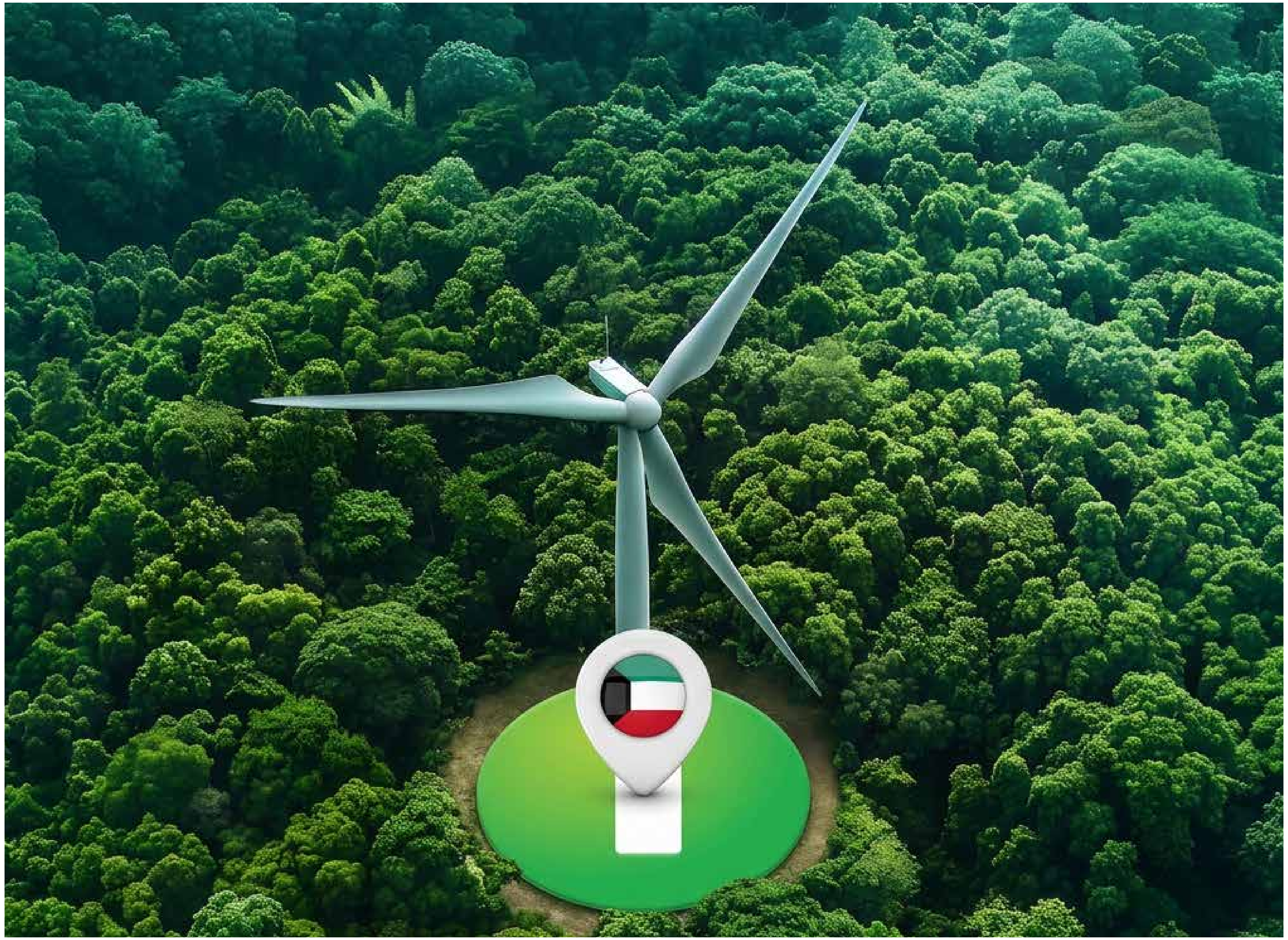
As part of its social responsibility, Oula remains committed to making a meaningful contribution to the Kuwaiti community through the implementation of initiatives and programs that generate positive social and economic impact. These efforts support sustainable development, reinforce a culture of corporate responsibility, and align with the Company›s vision of creating long-term value for all stakeholders.

This Report represents an important step toward embedding sustainability practices and culture across all Company facilities and operations, while serving as a foundation for a broader and more comprehensive phase of integrating sustainability principles into the Company›s strategy and operational activities.

Mr. Abdulaziz Mohammed Al-Attal

Chairman

1.3 Reporting Scope



This Report covers the sustainability performance of Oula for the period from 1 January 2025 to 31 December 2025 and encompasses the activities and operational processes managed by the Company within the State of Kuwait.

The Report presents the Company's key environmental, social, and governance (ESG) initiatives and policies, together with the relevant indicators and available data for the reporting period.

This Report has been prepared based on the information and data available to the Company during the reporting period and in accordance with the disclosure requirements set forth in Boursa Kuwait Circular No. (4) of 2025 concerning sustainability reporting for companies listed on the Premier Market, taking into consideration the nature of the Company's business and the maturity level of its sustainability practices.

As this is the first Sustainability Report issued by the Company, certain indicators and data may serve as a baseline for future reporting. The Company remains committed to continuously enhancing its data collection mechanisms, performance measurement processes, and disclosures relating to material topics relevant to its business and stakeholders.

This Report is based on the Global Reporting Initiative (GRI) Standards and is further guided by the Environmental, Social and Governance Reporting Guide issued by Boursa Kuwait in 2026.

02

Who We Are

02 Who We Are

Oula Fuel Marketing Company K.S.C.P. is one of the leading companies in the fuel marketing sector in the State of Kuwait. The Company was incorporated on 17 May 2004, commenced operations on 1 June 2005, and was listed on Boursa Kuwait on 18 December 2006.

The Company specializes in the operation and management of fuel stations and the provision of related services. It manages an extensive network of stations across various regions of Kuwait, making it one of the prominent operators within this vital sector.

The Company's principal activity is the sale and marketing of fuel for vehicles, in addition to providing a range of supporting services, including fuel cards for individuals and corporate customers, electronic payment services, retail outlets within fuel stations, car wash services, and quick vehicle services.

The Company seeks to diversify its revenue streams by increasing income generated from activities that are not directly related to fuel sales, in line with evolving trends within the service station sector.

Oula adopts a strategy centered on operational excellence and the delivery of high-quality services, with a strong focus on health, safety, environment, and quality (HSEQ) standards. The Company continuously develops its stations and enhances the customer experience through investment in technology and digital services. Oula also places significant emphasis on sustainability and social responsibility, participating in a range of environmental, awareness, and community initiatives aimed at supporting the Kuwaiti community and promoting awareness of safety and environmental issues.

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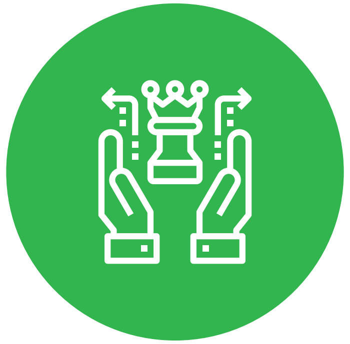
Tel: (965) 1800111- Fax: (965) 22321111
Email: **info@oula1.com**
Website: **http://www.oula1.com**

2.1 Our Strategy

We are confident that Oula is well positioned to achieve success across its areas of operation, supported by a clear strategy that balances ambition with the ability to address challenges, while placing customers at its core. We also seek to capitalize on the competitive advantages available within the market to deliver enhanced services to our customers and create sustainable value for our shareholders.



2.2 Our Vision and Mission

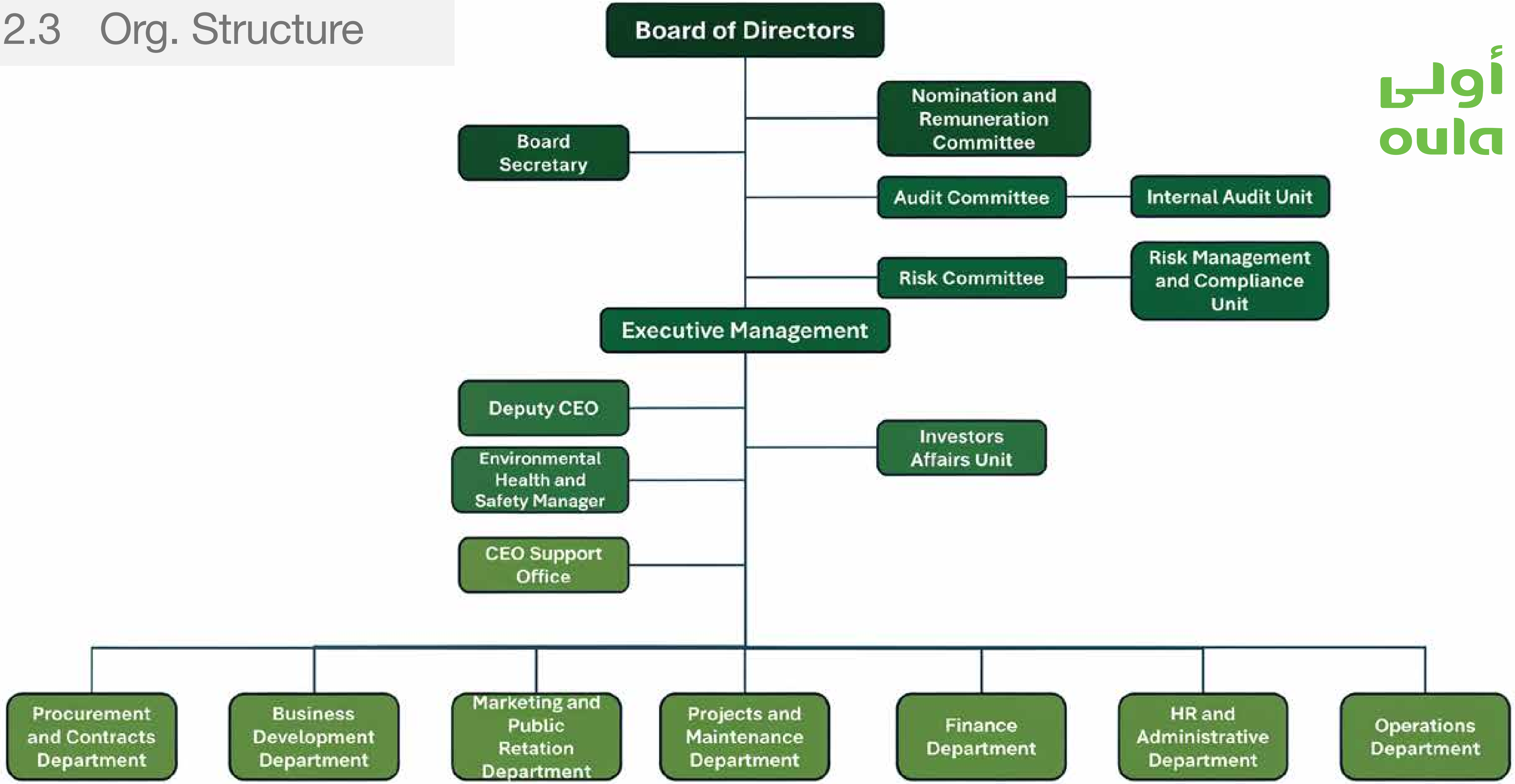
Vision

To be at the forefront of local companies specializing in fuel marketing and related services. Our operations are conducted in accordance with the highest standards of health, safety, and environmental performance, while maintaining a strong focus on enhancing shareholder value.

Mission

We strive to make Oula service stations an integral part of everyday life. To achieve this, we provide best-in-class products and services in accordance with the highest standards through an advanced and modern network of service stations. To maintain our leadership position and remain at the forefront of the industry, we dedicate our efforts to the continuous innovation of the products and services we offer to our customers within an environment that promotes safety, health, and excellence. We are equally committed to our employees while continuously focusing on creating value for our shareholders.

2.3 Org. Structure



2.4 Activities

The principal activities of the Company are as follows:

- Owning, acquiring, establishing, leasing, operating, and maintaining fuel stations and customer service centers at such stations. Through these centers, the Company provides a comprehensive range of services for vehicles and equipment, including oil changes, car wash services, maintenance and repair workshop services, and vehicle technical inspection services.

- Carrying out filling, storage, transportation, and trading activities related to petroleum products through wholesale and retail purchase and sale operations.

- Acquiring, leasing, owning, and selling land and real estate properties.

- Utilizing surplus funds available to the parent company through investments in financial portfolios and income-generating real estate assets managed by specialized companies and entities.

- Conducting the business of selling fuel cards (prepaid and postpaid) and the associated modern electronic systems.

- Purchasing or selling the Company's shares, provided that such transactions do not exceed 10% of its shares, in accordance with the provisions of the Executive Bylaws of Law No. 7 of 2010 concerning the establishment of the Capital Markets Authority and the regulation of securities activities.

The Company owns, acquires, develops, leases, operates, and maintains fuel stations. It also establishes, develops, operates, and maintains customer service centers located within these stations, through which it provides a comprehensive range of services for vehicles and equipment, including oil change services, car wash services, maintenance and repair workshop services, and vehicle technical inspection services.

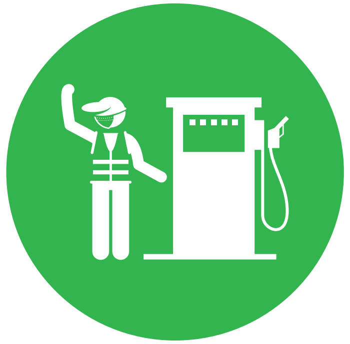
The Company provides transportation and trading services for petroleum products through wholesale and retail purchase and sale operations. It also acquires, leases, owns, and sells real estate properties across various locations in support of its business objectives.

Fuel Stations:	43	**stations**
Service Centers:	17	**centers**
Car Wash Centers:	25	**centers**
Underground Storage Tanks:	247	**tanks**

03 Our Employees Partners in Success

03 Our Employees Partners in Success

Oula considers its employees to be partners in its journey of success and development and works to provide an appropriate environment that supports their professional and personal growth. Human capital is the most important element in ensuring business sustainability and achieving objectives. Accordingly, the Company is committed to providing equal opportunities in employment, development, and career advancement, promoting diversity and inclusion, and reinforcing the principles of fairness and transparency in all human resources practices.



3.1 Number of Employees

The total number of permanent employees during the reporting period was 413 employees. The Company adopts a stable employment model that supports the continuity of institutional knowledge and operational efficiency.

S.	Gender	Number	Percentage	Total
1	Male	395	95.64%	413
2	Female	18	4.36%	

Although female employees represent 4.36% of the Company's total workforce, women play an active role in a number of leadership, administrative, and support functions.

The Company is committed to implementing all requirements and legislation related to the rights of working women as stipulated in Law No. (6) of 2010 concerning Labour in the Private Sector, including the provision of legally prescribed benefits and employment rights, such as maternity leave and equality in employment benefits.

The Company believes in the importance of providing employment opportunities based on competence and merit without discrimination, while promoting an inclusive work environment that enables all employees to pursue professional development opportunities and contribute to the achievement of institutional success.

3.1 Number of Employees

Employee Distribution by Nationality

Sr.	Nationality	Number
1	Kuwait	212
2	India	44
3	Egypt	44
4	Nepal	29
5	Saudi Arabia	10
6	Iran	9
7	Pakistan	9
8	Philippine	8
9	Lebanon	8
10	Yemen	7
11	Iraq	3
12	Bangladesh	3
13	Syria	3
14	Other	24
	Total	**413**

The diversity of employee nationalities represents added value to the Company and its operations, as it enriches the work environment through a range of experiences, knowledge, and professional backgrounds that support the exchange of ideas, foster innovation, and enhance performance efficiency. The Company is committed to attracting the best professional talent to join its workforce.

Accordingly, the Company is committed to implementing fair and equitable human resources policies that promote job stability, encourage employees to work collaboratively, and strengthen loyalty to the Company.

In this regard, the Company is committed to the following:

- Selecting job applicants based on their competencies.
- Compensating and rewarding employees fairly and equitably based on work performance and achieved results.
- Providing a safe workplace through the management of health and safety programs across all Company departments.
- Treating employees with appreciation, understanding, and respect, encouraging good performance, and providing opportunities for improvement for employees whose performance falls below the required standards.
- Encouraging employees to express any concerns they may have and making every effort to resolve disputes promptly.
- Promoting communication between employees and management regarding matters of mutual interest and benefit.
- Carefully selecting employees for leadership positions and providing them with the opportunities necessary to develop their skills.

3.1 Number of Employees

Employee Turnover Rate During 2025

The Company maintains a strong record in supporting job stability. The employee turnover rate during 2025 was 13.8%. This rate reflects a good level of workforce stability while the Company continues to attract qualified talent, taking into consideration that this rate is associated with occupations related to the operation of fuel stations, which generally experience noticeable turnover rates.

3.2 Non-Employee Workers

Oula does not have contractual arrangements with non-employee workers. However, groups of workers in fuel pump operation, cleaning, and security roles work for the Company through contracts with approved manpower companies. Oula seeks to provide a safe and stable working environment for these workers through the implementation of occupational health and safety requirements at work sites, compliance with relevant laws and regulations, and monitoring the performance of contracted entities to ensure the provision of suitable working conditions that preserve workers' dignity and support their safety and well-being, thereby enhancing business continuity and the quality of services provided to customers.

3.3 Employee Recognition Policy

The Company believes that its employees represent one of its most important success factors and that recognizing their efforts contributes to strengthening a culture of high performance and increasing levels of employee engagement and commitment. Accordingly, Oula adopts an Employee Recognition Policy aimed at recognizing outstanding performance, encouraging initiative and innovation, and supporting contributions that contribute to the development of the business and the achievement of the Company's objectives.

This policy applies across the Company's various sectors, including the Administrative and Finance Sector, the Commercial Sector, the Operations Sector, and Senior Management, in accordance with a number of criteria, including:

- **Employee commitment to work, compliance with regulations and instructions, and the absence of any disciplinary warnings.**
- **Performance and achievement levels.**
- **Initiative and innovation.**
- **Participation and assumption of responsibility.**
- **Providing examples or evidence demonstrating the employee's achievement of sector objectives and assigned responsibilities.**

Through this policy, the Company seeks to establish a corporate culture that values achievement and recognizes meaningful contributions, reflecting its commitment to building a motivating work environment that enables employees to develop their professional capabilities and contribute effectively to the sustainability of the Company's success.

04 Building a Sustainable Future

4.1 Sustainability Development Strategy Statement

Oula's sustainability strategy is based on integrating sustainability principles into its business and operational activities in order to achieve a balance between economic growth and environmental protection, while promoting employee awareness and understanding of the principles of sustainable development.

The Company seeks to achieve this vision through several key strategic pillars:

Operational Excellence and Environmental Sustainability

Improving the efficiency of operational activities while reducing the environmental impacts associated with the Company's operations through the use of modern technologies, the efficient use of resources, efforts to reduce emissions, and the adoption of a proactive approach to minimizing adverse environmental impacts.

Building Strategic Partnerships

Establishing strategic partnerships with relevant stakeholders, whether governmental or private entities, to support business expansion and enhance the Company's contribution to the development plans of the State of Kuwait.

4.1 Sustainability Development Strategy Statement

Human Capital Development

Investing in employees as the fundamental pillar of the Company's success by providing a safe and motivating work environment, developing capabilities and competencies, and promoting a culture of innovation and continuous learning.

Social Responsibility and Enhancing Shared Value

Contributing to supporting the Kuwaiti community through initiatives and programs that generate positive and sustainable social, environmental, and economic impact, thereby strengthening the Company's role as a responsible partner in development.

Governance and Transparency

Strengthening governance, compliance, and transparency across all business activities and decisions, and reinforcing the principles of integrity, risk management, and compliance, thereby contributing to the protection of stakeholder interests and enhancing confidence in the Company.

Through these pillars, Oula seeks to build a sustainable business model capable of creating long-term value for shareholders, customers, employees, and society, while supporting the State of Kuwait's sustainable development agenda and the objectives of Kuwait Vision 2035.

4.2 Sustainability Objectives

a. Environmental Dimension

Oula is committed to reducing the environmental impacts associated with its operational activities through the adoption of responsible practices that contribute to environmental protection and the efficient use of resources. The Company seeks to achieve this through:

- Compliance with all local environmental requirements and regulations and the implementation of best practices related to fuel station management and environmental protection.

- Improving energy and water consumption efficiency at fuel stations and operational facilities through the application of modern technologies and solutions that support the optimal use of resources.

- Reducing emissions resulting from fueling operations through the use of vapor recovery systems and supporting technologies that contribute to reducing air pollutants.

- Promoting the responsible management of operational waste, oils, and recyclable materials generated from the Company's activities in accordance with applicable environmental requirements and regulations.

4.2 Sustainability Objectives

b. Sustainable Operations and Safety

Given the nature of the Company's activities involving fuel and flammable materials, Oula places safety and operational sustainability at the core of its priorities through:

- Applying the highest health, safety, and environmental standards across all fuel stations and operational facilities.
- Enhancing prevention and emergency response measures and reducing operational and environmental risks.
- Developing fuel station infrastructure in a manner that improves operational efficiency and enhances the customer experience.
- Ensuring the safe transportation, storage, and handling of petroleum products in accordance with recognized standards and best practices.
- Promoting a culture of safety among employees through continuous training and awareness programs.

4.2 Sustainability Objectives

c. Economic Dimension

Oula seeks to achieve sustainable economic value that supports its growth and business continuity through:

- Contributing to supporting the local economy by enhancing cooperation with local suppliers and partners whenever possible.
- Ensuring business continuity, supply security, and the reliable and safe provision of fuel.
- Investing in modern technologies and digital solutions that contribute to improving operational efficiency and enhancing the quality of services provided to customers.
- Applying advanced risk management practices that support the sustainability of financial and operational performance.

4.2 Sustainability Objectives

d. Social Dimension

Oula believes in the importance of its role in supporting the community and contributing to enhancing its well-being, and seeks to achieve this through:

- Providing a safe and motivating work environment that supports employee development and the enhancement of their professional skills and capabilities.
- Supporting national cadres and contributing to the development of human capital.
- Implementing community initiatives and awareness programs in the areas of safety, health, environment, and social responsibility.
- Enhancing customer satisfaction by providing high-quality services and an advanced experience within fuel stations.
- Reinforcing the principles of equality, respect, and equal opportunities in the workplace.

4.2 Sustainability Objectives

e. Governance and Compliance

Oula is committed to applying the highest standards of corporate governance and enhancing responsible practices through:

- Enhancing transparency, disclosure, and compliance with relevant regulatory and legal requirements.
- Applying effective risk management practices and strengthening the internal control framework.
- Reinforcing the principles of integrity and business ethics across all Company activities and operations.
- Protecting the interests of shareholders, customers, employees, and all stakeholders.
- Developing the sustainability framework and integrating environmental, social, and governance considerations into planning and decision-making processes in support of achieving long-term sustainable growth.

4.3 Stakeholder Engagement

Oula believes that effective communication with stakeholders is a fundamental element in achieving its strategic objectives and strengthening sustainability practices. The Company is committed to building relationships based on transparency, trust, and continuous communication with various relevant parties, enabling it to understand their expectations and needs and respond to them in a balanced manner that supports the sustainability of its business and enhances its ability to create long-term value.

The stakeholder engagement process contributes to supporting decision-making, developing services, improving operational performance, and strengthening compliance and governance, which positively reflects on the Company, its customers, and its community.

As part of the stakeholder engagement process, the Company has adopted a Related Party Transactions Policy to establish the applicable rules for conducting such transactions, their approval mechanism, and disclosure thereof in accordance with the Company's Memorandum and Articles of Association, as well as the instructions issued by regulatory authorities and international best practices. This policy regulates the Company's relationships with all related parties, including employees, shareholders, suppliers, customers, and others, in a manner that safeguards the rights of the Company and all such parties.

The Company has also issued the Shareholders' Guide Policy, which aims to provide the structure through which the objectives of the shareholders of Oula are identified. These objectives include increasing the value of their investments and contributions and achieving a good return on such investments, as well as identifying the means to achieve these objectives, monitoring performance, and defining the principles and best practices to ensure shareholders' rights, powers, and responsibilities, in order to ensure fairness and equality among all shareholders across their different categories and to protect their rights and capital.

4.3 Stakeholder Engagement

No.	Stakeholder Category	Type of	Engagement Method	Frequency of Engagement	Response and Integration Mechanism
1	Board of Directors	Internal	Board meetings and periodic reports	Quarterly / As needed	Approving policies, directing executive management, and monitoring performance
2	Executive Management	Internal	Operational meetings and periodic reports	Monthly	Developing operational plans and improving performance
3	Employees	Internal	Meetings, training programs, surveys, and circulars	Ongoing	Developing policies and programs and improving the work environment
4	Customers	External	Contact centers, social media channels, surveys, and complaint management	Ongoing	Developing services and improving customer experience
5	Regulatory and Supervisory Authorities	External	Official reports, meetings, and inspection visits	As required	Compliance with regulatory requirements and addressing observations
6	Suppliers and Contractors	External	Contracts, coordination meetings, and performance evaluations	As per contractual arrangements	Improving the supply chain and enhancing compliance levels
7	Shareholders and Investors	External	General Assembly meetings, disclosures, and annual reports	Periodic	Enhancing transparency and creating value for shareholders
8	Local Community	External	Community initiatives, awareness campaigns, and events	Based on initiatives	Designing and implementing programs and initiatives with a positive impact

05

Strengthening Governance to Achieve Sustainability

5.1 Governance Structure

Since its establishment in 2004, Oula has operated in accordance with the principle of transparency and has been committed to the full implementation of all decisions issued by regulatory authorities, while adhering to the highest international standards and specifications for quality control and environmental safety set by Kuwait National Petroleum Company. Following the issuance of Law No. 7 of 2010 concerning the Capital Markets Authority and its Executive Bylaws and amendments thereto, the Company's management has been keen to be among the pioneers in keeping pace with this framework and complying with all instructions, rules, and decisions issued thereunder. These requirements have contributed to strengthening and enhancing relationships among the Company's various stakeholders, including Board members, Executive Management, shareholders, stakeholders, and potential investors. The Company, represented by its Board of Directors and Executive Management, has established a new organizational structure aligned with its strategies and objectives. These changes and the new approach included the creation of an internal oversight mechanism through the Company's departments, Internal Audit Department, Risk Management Department, and Compliance Department. They also strengthened the principles of disclosure, transparency, sound professional conduct, ethical values, and respect for the rights of all shareholders and stakeholders.

5.2 Building a Balanced Board Structure

Board of Directors Composition

In accordance with the Articles of Association of Oula Fuel Marketing Company K.S.C.P., the Board of Directors consists of nine members, including two members representing Kuwait Petroleum Corporation and seven members elected by the General Assembly, including two independent members. The Board was formed during the reporting period on 10 May 2023.

The term of membership for Board members is three years, and a member may be re-elected. The current Board consists of a Chairman, a Vice Chairman, and seven other members, the majority of whom are non-executive members. This composition provides a sufficient number of members to form the necessary Board committees in compliance with governance requirements.

The current Board members possess the academic qualifications, practical experience, and diverse specialized skills required for Board membership and the performance of the Board's duties and responsibilities, contributing to enhanced efficiency in decision-making.

General Responsibilities of the Board of Directors

The Board of Directors bears overall responsibility for the management of Oula Fuel Marketing Company K.S.C.P., including setting objectives and formulating strategies and general policies, including control, risk, and compliance policies in accordance with governance standards. The Board also monitors the implementation of internal policies and procedures and ensures strict compliance with them. It oversees Executive Management and the Chief Executive Officer and monitors their performance as well as the Company's overall performance. In addition, the Board ensures the accuracy and integrity of financial information, compliance with disclosure and transparency policies, compliance with regulatory requirements, and the protection of the interests of shareholders and stakeholders. The Board monitors the performance of Board members and Executive Management based on specified performance indicators, establishes a governance framework for the Company and monitors its effectiveness, and prepares an annual report to be presented to the General Assembly, including the requirements and procedures for implementing and complying with corporate governance rules.

5.2 Building a Balanced Board Structure

Board of Directors Composition

One of the most important pillars of sound governance is the balance of powers and authorities between the Board of Directors and the Company's Executive Management. The role of the Board is to provide guidance and leadership and to establish strategic plans, policies, and internal regulations, while Executive Management is responsible for implementing the strategy, annual plan, and all Company policies and internal regulations approved by the Board of Directors, as well as managing the Company's business and activities. The Board ensures that Executive Management activates policies aimed at preventing or limiting activities or relationships that may affect the quality of the Company's governance framework, such as conflicts of interest, and complies with the risk appetite approved by the Board of Directors.

The responsibilities of Executive Management include, but are not limited to, the following:

- Implementing all Company policies, regulations, and internal systems approved by the Board of Directors.
- Implementing the strategy and annual plan approved by the Board of Directors.
- Preparing periodic reports (financial and non-financial) on the Company's activities in light of its strategic plans and objectives and presenting such reports to the Board of Directors.
- Managing day-to-day operations and activities and managing the Company's resources in an optimal manner.
- Actively participating in building and developing a culture of ethical values within the Company.
- Establishing internal control and risk management systems, ensuring the effectiveness and adequacy of such systems, and ensuring compliance with the risk appetite approved by the Board of Directors.

The members of the Board of Directors were elected on 24 May 2026 as follows:

No.	Name	Position	Member Classification	Date of Election / Appointment / Secretary Appointment
1	Abdulaziz Mohammed Al-Attal	Chairman	Non-Executive	2026 May 24
2	Adel Mohammed Al- Awadi	Vice Chairman and Chief Executive Officer	Executive	2026 May 24
3	Zaid Oqab Al-Khatib	Board Member	Non-Executive	2026 May 24
4	Fatima Ahmed Al- Humaidan	Board Member	Non-Executive	2026 May 24
5	Waleed Khaled Mandani	Board Member	Independent	2026 May 24
6	Ali Ahmed Al- Amerri	Board Member	Non-Executive	2026 May 24
7	Saad Ahmed Marafi	Board Member	Non-Executive	2026 May 24
8	Waleed Khaled Al-Rubaian	Board Member	Non-Executive	2026 May 24
9	Hashem Samir Sayed Jawad Behbehani	Board Member	Independent	2026 May 24
10	Dalia Ahmed Yousif	Board Secretary	Executive	2023 May 10

5.3 Qualifications and Experience of Board Members

Abdulaziz Mohammed Al-Attal

Chairman

Holds a Master's Degree in Database Systems (with Distinction) from the University of Westminster, United Kingdom, and a Bachelor's Degree in Computer Science and Mathematical Statistics (Minor in Accounting) from Kuwait University.

An information technology professional and project manager with more than 30 years of experience in investment systems, software development, and strategic information technology initiatives within government investment institutions.

Has a proven track record of successfully leading large-scale projects, implementing enterprise systems, and delivering effective technology solutions in multinational environments.

Possesses strong expertise in database systems, financial technology, and effective collaboration with multidisciplinary teams.

Eng. Adel Mohammed Al-Awadi

Vice Chairman

and Chief Executive Officer

Holds a Bachelor of Science degree with dual majors in Computer Engineering and Computer Science from the University of Miami, United States of America, and possesses extensive leadership and professional experience across the energy, telecommunications, and technology sectors.

Worked at Zain Telecommunications Company, where he progressed through several technical and technological positions, starting as a programmer and then a senior engineer before specializing in information systems management. He also held leadership positions in marketing and communications within the telecommunications sector, gaining advanced experience in business development and customer relationship management.

He joined Oula and progressed through several executive positions, including Marketing, Sales, Public Relations, Operations, and Business Development, before assuming the position of Chief Executive Officer. He was subsequently appointed as a Board Member and then Vice Chairman of the Board, contributing to the development of the Company's strategic direction and supporting its growth and business development journey.

He is known for his interest in innovation and digital transformation, having developed specialized technology solutions in the field of electronic payments and contactless systems. He also obtained a classified deposit certificate for an innovative electronic system from the National Library of Kuwait. His innovations include the development of advanced digital solutions for secure payments, operations management, and logistics services, in addition to contactless payment systems dedicated to fuel dispensers and electric vehicle charging stations.

He possesses distinguished experience in strategic marketing, business development, digital transformation, operations management, and electronic payment technologies, supporting the Company's direction toward innovation, sustainability, and enhanced customer experience.

Waleed Khaled Al- Rubaian

Board Member

Holds a Bachelor's Degree in Business Administration from the United States of America and possesses extensive leadership and managerial experience in the oil and energy sector, human resources, and organizational development.

He currently serves as Deputy Chief Executive Officer for Administrative and Financial Affairs at Kuwait Oil Company.

Throughout his professional career, he has held numerous leadership positions at Kuwait Oil Company, including Training and Career Development Group Manager, Head of Administrative Affairs and Career Development Team at Al Ahmadi Hospital, and Head of Administrative Affairs for Recruitment and Workforce Management. In these roles, he contributed to the development of policies and programs related to human resources management, talent acquisition, and human capital development.

He also served as Executive Director of Human Resources at the Khafji Joint Operations, where he oversaw the development and implementation of strategies and policies related to human resources and organizational development.

He participates in a number of specialized committees and bodies, having served as a member of the Labour Relations Committee and its subcommittees, including the Administrative Affairs Committee and the Training Committee. He has also participated in a number of steering and strategic committees concerned with human resources, financial planning, and operational projects. In addition, he serves as a member of the Board of Trustees of the Private Insurance Fund for Kuwaiti Employees in the Petroleum Sector.

He possesses specialized expertise in human resources, organizational development, change management, strategic planning, labour relations, and corporate governance, which contributes to enriching the work of the Board of Directors and supporting the Company's direction toward institutional excellence and sustainability.

5.3 Qualifications and Experience of Board Members

Zaid Aqab Al-Khatib

Board Member

Holds a Bachelor's Degree in Commerce from the College of Commerce, Economics and Political Science, Kuwait University.

A distinguished executive with more than 30 years of advanced leadership experience across diverse sectors, recognized for delivering tangible results. He is known for achieving operational excellence, building high-performance teams, and driving sustainable business growth.

Possesses strong capabilities in strategic planning, resource optimization, and fostering collaborative work environments aligned with organizational objectives.

Highly skilled in managing large-scale projects, streamlining processes, and implementing innovative solutions to enhance efficiency and profitability.

Recognized for strong decision-making capabilities, mentoring future leaders, and maintaining long-term relationships with customers and stakeholders.

Fatima Ahmad Al-Humaidan

Board Member

Holds a Bachelor's Degree in Chemical Engineering from Kuwait University and a Master of Business Administration degree from Kuwait University. She possesses extensive professional and leadership experience in the oil and energy sector spanning more than two decades.

She worked at Kuwait National Petroleum Company, where she held a number of technical and administrative positions that contributed to building her expertise in the fields of operations, planning, and performance management.

She later joined Kuwait Petroleum International, where she held several leadership positions in strategic planning and corporate performance management. She served as Head of the Performance Measurement Team before being seconded to Kuwait Petroleum Italia in Rome to assume responsibility for planning management, where she contributed to the development of the strategic management and operational performance framework and participated in a number of major acquisition and merger transactions, including the acquisition of Shell assets in Italy.

She subsequently held the position of Corporate Planning Group Manager at Kuwait Petroleum International, where she led strategic planning and performance monitoring efforts at the group level. She currently serves as General Manager of Manufacturing Performance Management for Partnership Refineries (Vietnam – Duqm), where she is responsible for enhancing operational efficiency, improving performance, and increasing business value.

In addition to her executive responsibilities, she serves on the boards of a number of European companies affiliated with Kuwait Petroleum International, reflecting her extensive experience in governance, strategic management, and corporate oversight.

She possesses specialized expertise in strategic planning, corporate performance management, the oil industry, project management, and governance, which enriches the work of the Board of Directors and supports the achievement of the Company's objectives and sustainable growth.

Hashem Samir Behbehani

Board Member

Holds a Bachelor's Degree in Mechanical Engineering from California State University, Chico, and possesses specialized professional experience in the fields of mechanical engineering, oil and energy project management, with a particular focus on rotating equipment and mechanical systems in major industrial projects.

He began his professional career by joining AMEC through its Graduate Development Program, where he worked as a Graduate Mechanical Engineer and participated in supporting engineering teams on a number of infrastructure and oil facilities projects, including elevated station projects, booster station projects, and other supporting projects. This enabled him to gain extensive practical experience in engineering design, execution, and supervision.

As his professional career progressed, he was promoted to the position of Assistant Engineer, where his responsibilities expanded to include providing technical and engineering support for new gathering center projects and participating in various aspects related to mechanical systems and equipment.

At a later stage, he assumed the role of Mechanical Engineer, where he continued to work on development and expansion projects, focusing particularly on rotating equipment and critical mechanical systems. He also participated in design activities, technical reviews, implementation supervision, and ensuring compliance with approved engineering and operational standards.

He possesses specialized expertise in mechanical engineering, rotating equipment, project management, engineering maintenance, and operational systems within the oil and energy sector, enhancing his ability to contribute to supporting the Company's technical and strategic directions.

5.3 Qualifications and Experience of Board Members

Ali Ahmed Al- Amerri

Board Member

Mr. Al- Amerri possesses extensive professional experience across multiple sectors, having held senior executive positions in major institutions and leading investment companies. He has also obtained a number of prestigious international professional certifications and has held numerous positions.

Saad Ahmed Maarefi

Board Member – Independent

Holds the following qualifications:

London Business School – London, United Kingdom
- Finance for Non-Finance Executives
- Strategic Investment Management
- Mergers and Acquisitions
- Corporate Finance
- Benchmarking

University of Miami – Coral Gables, Florida
- Master of Science in Architecture

University of Miami – Coral Gables, Florida
- Bachelor of Science in Architecture

Professional Experience:
- Kuwait Real Estate Business City Company
- Council of Ministers

Activities and Memberships:
- Community Emergency Response Team (CERT) – University of Miami
- Kuwaiti Students Organization (KSO) – University of Miami

Waleed Khaled Mandani

Board Member – Independent

Holds a degree in Business Administration from the University of Arizona, Tucson, Arizona, United States of America.

Possesses more than 30 years of experience in highly competitive international and local financial institutions, culminating in senior leadership positions. He has led executive teams and entire organizations through periods of change, digital transformation, mergers and acquisitions, enhanced compliance, performance improvement, and increased shareholder value and profitability. He has built high-performing and cohesive teams, while mentoring leaders in the banking sector and maintaining their motivation and alignment.
- Gulf Bank, Kuwait – Acting Chief Executive Officer
- Kuwait Finance House (KFH), Kuwait – Head of Private Banking and Head of Retail Banking
- BNP Paribas, Kuwait – Chief Executive Officer, Wealth Management
- Ahli United Bank (formerly UBK), Kuwait – Senior Manager, Private Banking and Institutional Banking
- National Investments Company, Kuwait – Head of Corporate and Investment Capital Markets
- Abdulrahman Hussein Sons Company, Kuwait – Local Investment Portfolio Manager
- National Bank of Kuwait, Kuwait – Treasury Officer, Trading Room

5.4 Board Committees During the financial year 2025

Audit Committee

The responsibilities of the Committee include reviewing periodic financial statements and providing opinions and recommendations thereon to the Board of Directors, establishing appropriate standards to enhance the performance of the Internal Audit Department and ensure its independence from Executive Management, and ensuring that external audit activities are conducted in a manner that achieves the principle of dual audit.

The Committee also verifies the Company's compliance with applicable laws, internal policies, regulations, and instructions, and ensures that internal control systems relating to financial and administrative matters are comprehensive and transparent. The Committee works to ensure the Company's compliance with legal and regulatory requirements and international accounting standards, as well as verifying the adequacy of the qualifications, experience, and independence of external auditors and recommending the appointment of the Internal Audit Manager within a framework of discipline and internal control. The Internal Auditor and the External Auditor are also entitled to request a meeting with the Committee whenever necessary.

The Audit Committee consisted of the following members:

Committee Members	
Dr. Ali Hussein Abdullah	Chairman of the Committee
Hashem Samir Behbehani	Committee Member
Masoud Ghuloom Akbar	Committee Member

5.4 Board Committees During the financial year 2025

Risk Committee

The responsibilities of the Risk Committee include preparing and reviewing risk management strategies and policies before submitting them to the Board of Directors for approval. The Committee is committed to ensuring the availability of the resources and systems necessary for effective risk management. It also evaluates the systems and mechanisms used to identify, measure, and monitor the various types of risks that may face the Company.

The Committee's responsibilities include ensuring the independence of Risk Management personnel, enhancing their awareness, and assisting the Board of Directors in identifying and assessing risk levels. Emphasis is placed on ensuring that the Company does not exceed such levels in order to ensure compliance and effective control of potential challenges and risks.

The Risk Committee consisted of the following members:

Committee Members	
Masoud Ghuloom Akbar	Chairman of the Committee
Hashem Samir Behbehani	Committee Member
Mohammed Aqab Al-Khatib	Committee Member

5.4 Board Committees During the financial year 2025

Nomination and Remuneration Committee

The Committee's responsibilities include submitting recommendations to the Board of Directors regarding nomination and re-nomination to the Board of Directors and Executive Management in accordance with approved policies, standards, and directives issued by regulatory authorities. The Committee also plays a key role in verifying the continued independence of independent Board members.

The Committee conducts an annual evaluation of the performance of the Board as a whole and reviews the criteria relating to the selection of the Chief Executive Officer and managers. It also develops remuneration policies for Board members and Executive Management, including determining the various remuneration categories allocated to employees. In addition, the Committee prepares an annual report on governance practices and submits a detailed report on all remuneration granted to Board members and Executive Management, which is presented to the General Assembly for approval by the Chairman of the Board.

In implementation of the principle of selecting qualified individuals for membership of the Board of Directors and Executive Management, the Committee is responsible for selecting and attracting suitable candidates for Board and Executive Management positions to ensure the achievement of the Company's vision. The Committee also establishes clear policies and standards for the remuneration and benefits system applicable to Board members and Executive Management, based on a careful assessment of their performance, and prepares detailed and transparent reports to be presented at the Company's Annual General Assembly, disclosing such remuneration and benefits in accordance with approved policies.

In accordance with the approved policies, the Committee's responsibilities are as follows:

1. Recommending the acceptance of nominations and re-nominations for Board members and Executive Management.
2. Establishing a clear remuneration policy for the Board of Directors and senior executives.
3. Conducting an annual review of the skills required for Board membership, attracting applications from candidates for executive positions as needed, and reviewing and assessing such applications.
4. Determining the different remuneration categories to be granted to employees.
5. Establishing job descriptions for executive, non-executive, and independent Board members.
6. Verifying the independence status of independent Board members.
7. Preparing a detailed annual report on all remuneration granted to Board members and Executive Management, whether in the form of payments or benefits of any nature or designation, provided that such report is presented to the General Assembly for approval.

The Nomination and Remuneration Committee consisted of the following members:

Committee Members	
Dr. Ali Hussein Abdullah	Chairman of the Committee
Hashem Samir Behbehani	Committee Member
Masoud Ghuloom Akbar	Committee Member

5.5 Performance Evaluation of Board Members and Executive Management

The performance of both Board members and Executive Management is evaluated periodically through key performance indicators (KPIs) for the Board of Directors and Executive Management, which are linked to the achievement of the Company's strategic objectives. In addition, Executive Management is evaluated annually to identify strengths and weaknesses and support the achievement of the intended strategy.

A policy entitled „Guidelines" has been prepared and issued to define the key performance indicators for the Board of Directors and Senior Management for the evaluation and measurement of the performance of Board members and Senior Management in accordance with the requirements of the Capital Markets Authority.

The policy consists of:

- **15 Performance Indicators – Board of Directors**
- **5 Performance Indicators – Board Member**
- **11 Performance Indicators – Executive Management**

5.6 Remuneration and Compensation of Board Members and Executive Management

A Remuneration Policy for the Board of Directors, its committees, and Executive Management has been prepared, with responsibility assigned to the Nomination and Remuneration Committee. The policy is aligned with the Executive Bylaws issued by the Capital Markets Authority pursuant to Law No. 7 of 2010, Book Fifteen – Corporate Governance, Chapter Four, Rule Three, Article (4-2), which stipulates the following:

“Without prejudice to the provisions of the Companies Law and its Executive Bylaws, the Company shall establish a clear remuneration policy that includes the determination of the remuneration of the Chairman and members of the Board of Directors. By a resolution of the Company‘s Ordinary General Assembly, an independent Board member may be exempted from the maximum remuneration limit referred to above.“

This policy aims to establish clear criteria for the remuneration of Board members, Board committees, and senior executives in accordance with the requirements of the Companies Law and the regulations and bylaws of the Capital Markets Authority. The policy also aims to attract individuals with the required level of competence, capability, and talent to serve on the Board of Directors, its committees, and Executive Management through the adoption of incentive-based and performance-linked remuneration plans and programs, thereby contributing to improved Company performance and the achievement of shareholders‘ interests.

5.7 Role of the Board of Directors and Executive Management in Overseeing Sustainable Development Impact Management

The Board of Directors plays a pivotal role in directing sustainability efforts and overseeing the integration of sustainable development principles into the Company's overall strategy and operational activities. The Board ensures that strategic decisions take into consideration the economic, environmental, and social impacts of the Company's activities, thereby achieving a balance between sustainable growth and value creation for stakeholders.

The Board of Directors is responsible for reviewing and approving the overall sustainability direction, monitoring material issues related to governance, environmental, and social responsibility matters, and overseeing the risk management and compliance framework in a manner that supports business sustainability and long-term continuity.

Executive Management is responsible for implementing the Board's directions and translating them into practical plans, programs, and initiatives, in addition to monitoring sustainability-related performance indicators, ensuring compliance with regulatory and legislative requirements, and promoting a culture of sustainability among employees and across the Company's activities.

Executive Management also oversees the collection and analysis of data relating to environmental, social, economic, and governance performance, and coordinates among various departments to ensure the accuracy of the information and disclosures contained in the Sustainability Report. Executive Management submits periodic reports and relevant recommendations to the Board of Directors to support decision-making and improve sustainable performance.

The preparation of the Sustainability Report reflects the Company's commitment to transparency and disclosure. The Report is prepared through cooperation among the relevant departments and under the supervision of Executive Management before being presented to the Board of Directors for review and approval, ensuring its alignment with the Company's strategy, regulatory requirements, and applicable best practices.

06

Corporate Values as a Foundation for Growth

06 Corporate Values as a Foundation for Growth

Oula believes that integrity, transparency, and responsible professional conduct form the foundation of its relationships with customers, shareholders, employees, and all stakeholders. The Company considers its corporate reputation and the trust it enjoys in the market to be among its most important strategic assets, which drives its commitment to the highest standards of professional ethics and responsible business practices across all its activities and operations.

As part of the Company's approved policy framework, the „Oula Code of Business Conduct" has been issued. Employees are required to review and acknowledge the Code, which serves as a guiding framework for applying the highest standards of responsibility, integrity, and respect for others.

The Company expects all employees to comply with professional conduct rules and approved internal policies and to perform their duties with the highest levels of honesty, objectivity, and professionalism, while avoiding any practices that may result in conflicts of interest or adversely affect the Company's reputation or the interests of stakeholders.

The Company also encourages its employees to report any practices or behaviors that may constitute violations of laws, regulations, or approved policies. Such reports are handled with confidentiality and objectivity in accordance with applicable procedures, thereby fostering a work environment based on trust, accountability, and compliance.

Through promoting a culture of responsible conduct, Oula seeks to strengthen the sustainability of its business, maintain the confidence of stakeholders, and support sound governance practices that contribute to sustainable long-term growth.

6.1 Professionalism and Responsible Business Conduct

Oula has issued the „Oula Code of Business Conduct“, which includes guidance regarding the expected conduct of employees and how to maintain professional relationships among all employees.

The Code includes:

Respect for Diversity and Beliefs

The Company is committed to providing a work environment based on mutual respect, diversity, and inclusion, and believes in the right of all employees to practice their religious beliefs and observances within a framework of mutual respect and understanding. The Company seeks to promote a culture of acceptance of differences and respect for cultural and religious diversity and rejects any form of discrimination, abuse, or restriction against individuals based on their beliefs or personal backgrounds.

6.1 Professionalism and Responsible Business Conduct

Equal Opportunity and Professional Relationships

Oula believes that its success depends on building a fair and motivating work environment that provides all employees with equal opportunities for employment, development, and career advancement based on competence, merit, and performance. The Company is committed to providing a positive work environment that encourages cooperation, mutual respect, and active participation.

The Company works to promote constructive communication between employees and management and encourages employees to contribute ideas and suggestions that support the development of institutional performance and the improvement of the work environment, in a manner that supports employee well-being and enhances the long-term sustainability of the Company's success.

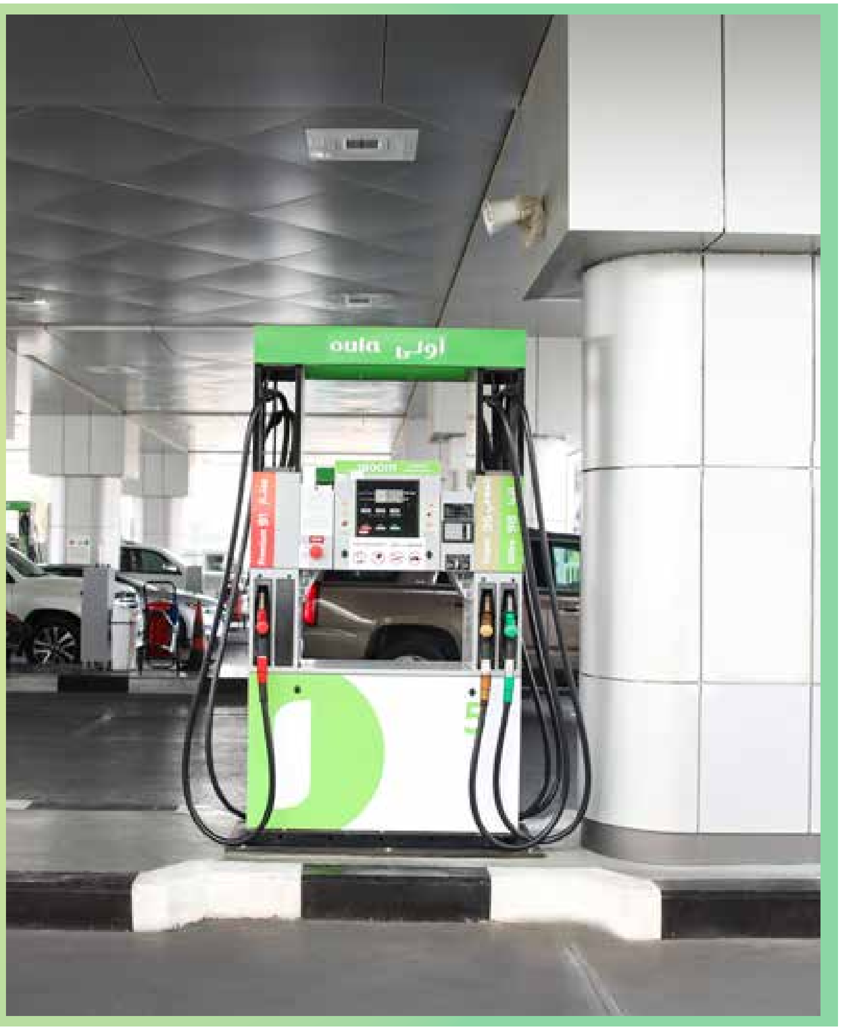
6.1 Professionalism and Responsible Business Conduct

Occupational Health and Safety Systems

Oula believes that outstanding performance in the areas of health, safety, and environment delivers both tangible and intangible benefits through protecting the environment and safeguarding the well-being of its employees and the employees of its contractors. The Company seeks to achieve a workplace free from occupational injuries and illnesses while ensuring environmental protection at all locations where it conducts its operations and activities.

The Company also places significant importance on the safety of employees outside the workplace, based on its belief that protecting their safety and well-being is a responsibility that extends beyond the immediate work environment.

Health, safety, and environment form an integral part of the Company's culture and professional values. The Company is committed to carrying out its activities in accordance with the highest standards and approved practices in a manner that ensures risk management and minimizes potential adverse impacts on individuals and the environment. The Company also recognizes that lessons learned and practices implemented in one operation or location may be beneficial to other operations and locations. Accordingly, it works to share experience, exchange knowledge, and promote continuous compliance with all health, safety, and environmental requirements and standards across its activities and facilities.



6.2 Complaints and Communication of Critical Concerns

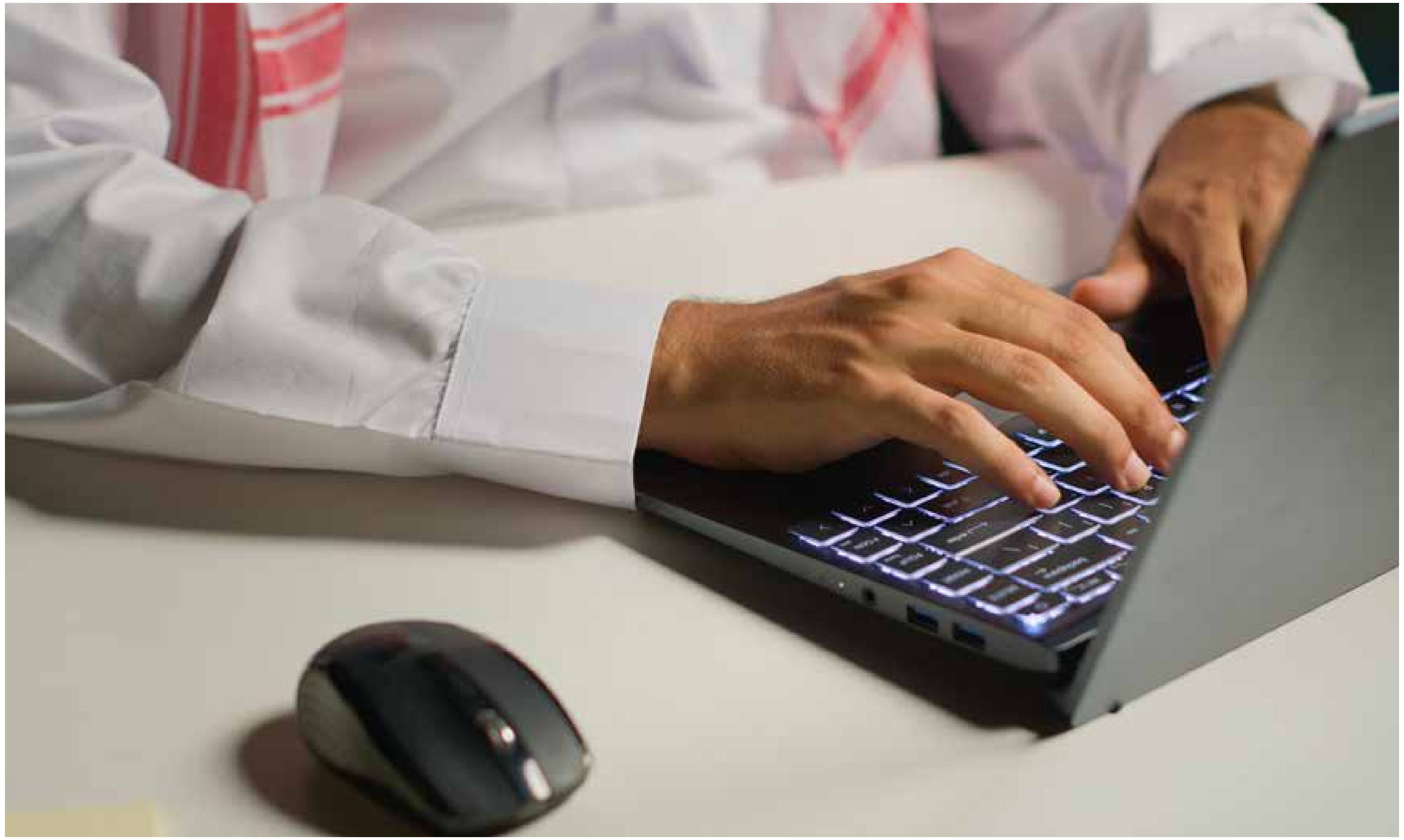
The Company is committed to providing effective and secure channels that enable employees and stakeholders to report any practices or behaviors that may conflict with applicable laws, regulations, approved policies, or the ethical principles adopted by the Company.

The Company encourages the early reporting of any concerns or potential violations while ensuring the protection of whistleblowers from any form of retaliation or discrimination.

In this regard, the Company has adopted a Whistleblowing Policy and Procedures that enable employees and stakeholders to use multiple channels to report any allegations or concerns relating to violations, unprofessional conduct, or any practices that may affect the integrity of the Company's business.

In accordance with the Whistleblowing Policies and Procedures Manual, any employee has the right to report any allegation to the Audit Committee openly, confidentially, or anonymously. Allegations may be submitted verbally through a recorded telephone line or in writing to the Audit Committee. Such reports may also be submitted anonymously through the hotline at any time.

The hotline is managed by an independent external service provider and enables any person to submit an allegation without disclosing their identity. The hotline service provider is committed to providing the Management or the Audit Committee with the information contained in the allegation as soon as possible.



6.3 Conflict of Interest Policy

The Company adopts policies and procedures aimed at protecting the rights of stakeholders and enhancing effective communication with them, ensuring that complaints and observations are addressed fairly and effectively, maintaining the confidentiality of information, and reinforcing the principles of professional and ethical conduct in all dealings.

The purpose of these policies is to regulate the Company‘s relationship with stakeholders and to define the procedures and systems for protecting stakeholders and safeguarding their rights, including:

1. Mechanisms for compensating stakeholders in the event that their rights, as recognized by applicable regulations and protected by contracts, are violated.
2. Mechanisms for resolving complaints or disputes that may arise between the Company and stakeholders.
3. Appropriate mechanisms for establishing good relationships with customers and suppliers and maintaining the confidentiality of information.
4. Rules of professional conduct for the Company‘s directors and employees that are consistent with sound professional and ethical standards and regulate their relationship with stakeholders, with such rules being established and enforced by the Board of Directors.
5. The Company‘s contributions to social aspects.

The policy includes provisions relating to conflicts of interest involving:

1. Shareholders.
2. The Chairman and members of the Board of Directors.
3. Executive Management.
4. Company employees.
5. Other stakeholders.

The Audit Committee formed by the Board of Directors is responsible for overseeing the implementation of this policy through reviewing cases, transactions, and contracts entered into with stakeholders, ensuring the protection of stakeholders‘ rights, and submitting any recommendations it deems appropriate to the Board of Directors.

07

Social Responsibility and Sustainable Development

7.1 Empowering People

The Company believes that its employees are the cornerstone of its success and business sustainability and are partners in success. Therefore, it is committed to providing a fair, safe, and motivating work environment that offers opportunities for professional and personal growth and development. The Company adopts human resources practices based on the principles of competence, merit, and equal opportunity, ensuring the attraction, retention, and development of talent.

The Company also encourages employees to participate and share their views and suggestions, while ensuring that any challenges and concerns they may encounter are addressed fairly and transparently. The Company achieves this through the following practices:

- Selecting job applicants based on their competencies.
- Compensating and rewarding employees fairly and equitably based on work performance and achieved results.
- Providing a safe workplace through the management of health and safety programs across all Company departments.
- Treating employees with appreciation, understanding, and respect; encouraging good performance and providing opportunities for improvement for employees whose performance falls below the required standards.
- Encouraging employees to express any problems they may experience and making sincere efforts to resolve disputes promptly.
- Promoting communication between employees and management regarding matters of mutual interest and benefit.
- Carefully selecting employees for leadership positions and providing them with the opportunities necessary to develop their skills.

7.2 Women's Empowerment and Promoting Equality in the Workplace

Oula believes in the importance of providing a work environment based on the principles of fairness, equal opportunity, and respect for diversity, and is committed to promoting women's participation and professional empowerment in accordance with the laws and regulations applicable in the State of Kuwait. The Company seeks to provide equal opportunities in employment, professional development, and promotions based on competence and merit without discrimination.

The Company also works to provide a supportive work environment that enables female employees to perform their roles efficiently, while taking into consideration their professional and social needs and benefiting from the rights and benefits guaranteed under national legislation. Oula believes that workforce diversity and increased participation of women across different job levels contribute to enriching the work environment, supporting innovation, and enhancing the ability to achieve institutional and developmental objectives over the long term.

7.3 Training and Capacity Building

The Company continued its efforts to implement employee training and development plans through the organization of specialized training programs and courses in various fields through the Company's Training Center. These programs contributed to developing job-related skills and knowledge, improving performance levels, and increasing productivity, thereby supporting the achievement of the Company's objectives and enhancing the readiness of its national workforce.

Oula recognizes the importance of having qualified personnel capable of implementing strategic and operational plans and is committed to providing a work environment that supports effective performance and encourages training and development opportunities for all employees. During 2025, the Company provided training to 131 employees through a variety of training programs, including:

- **Individual Training Strategies and Their Impact on Institutional Performance**
- **Enterprise Risk Management**
- **Fundamentals of Artificial Intelligence**
- **Leadership and Problem-Solving Skills**
- **Project Management**
- **Professional Operations and Safety**
- **First Aid**
- **Occupational Safety and Security Systems**
- **Civil Defense**

7.4 Kuwaitization

Oula places the development of national human resources at the forefront of its priorities by attracting Kuwaiti talent, developing their capabilities, and creating a motivating work environment that contributes to enhancing job satisfaction and improving performance levels. The Company is also committed to achieving a high Kuwaitization rate across all supervisory positions at fuel stations.

During 2025, the Company appointed 78 Kuwaiti managers across various stations, in addition to restructuring a number of departments and strengthening them with national talent, in line with the Board of Directors' direction to support investment in national human capital and enhance efficiency and productivity.

7.5 Community Investment

Social responsibility forms an essential part of the Company's mission, vision, and values and reflects its commitment to the well-being and prosperity of society. The Company implemented a number of initiatives and programs that contribute to supporting the community, with a particular focus on supporting children, the environment, and refugees, in addition to youth empowerment and community engagement. Key initiatives include:

Supporting Children: For the fourth consecutive year, the Company collaborated with Bayt Abdullah Children's Hospice at Al-Sabah Hospital / Children's Department, Al-Razi Hospital, Ibn Sina Hospital, and National Bank Hospital by providing moral and financial support, reaffirming its humanitarian and social role toward children.

Supporting Refugees: The Company contributed media support to the United Nations High Commissioner for Refugees (UNHCR) in light of the increasing number of refugees worldwide, reflecting its global humanitarian role.

7.5 Community Investment

Environmental Initiatives: The Company organized media awareness campaigns in cooperation with the Environment Public Authority to emphasize the importance of environmental protection. It also participated in the Second Gulf Green Buildings Conference under the patronage of the Director General of the Environment Public Authority, the Twelfth International Conference and Exhibition for Professional Development in Health, Safety, Environment and Loss Prevention 2025, and the national environmental campaign organized with the Ministry of Social Affairs, “Let‘s Make Kuwait Cleaner and More Beautiful.”

Youth Empowerment: Participation in the Career Opportunities Fair, reflecting the Company‘s belief in the importance of attracting young national talent among graduates and strengthening their role in developing the Company‘s performance.

Sports Activities: The Company organized the Fourth Annual Football Tournament during the month of Ramadan, the Ramadan Tournament in memory of the late Ali Al-Shirazi, with the participation of its employees. It also organized a football tournament for children‘s football academies with the aim of promoting sportsmanship and community engagement.

Providing Support: Participation in providing sponsorships for various projects undertaken by governmental and private entities, including universities, schools, and government ministries.

Charitable Support: The Company provided financial and moral support to a number of charitable organizations. The Ordinary General Assembly approved on 20 May 2025 the allocation of KD 5,000 (Five Thousand Kuwaiti Dinars) for charitable donations.

08

Environmental Performance Indicators

08 Environmental Performance Indicators

Since the commencement of its operations, Oula has recognized that all of its activities, including fuel stations, transportation and logistics operations, and head office activities, have environmental impacts that must be taken into consideration. Accordingly, the Company has been committed from the outset to applying the highest safety and security standards and systems in the development and operation of its service stations. Maintaining a healthy and safe working environment for employees and customers is one of the Company's key commitments and strategic objectives. Oula is committed to fostering a positive safety culture and adopting a proactive approach to reducing incidents and losses both within and outside its work sites through an advanced Health, Safety, Security and Environment (HSSE) management and monitoring system.

The Company has implemented Environmental Management Systems, Occupational Health and Safety Management Systems, and Quality Management Systems in accordance with ISO 14001, ISO 45001, and ISO 9001 standards, and has obtained international certifications confirming its commitment to the principles of these systems. The Company also received the Fuel Station Management Award with a 6-Star Rating for Quality, Safety and Environment Standards for 2022 from Kuwait National Petroleum Company, reflecting the importance it places on these systems and the priority they receive within its operations.

In implementation of advanced environmental and safety systems, the Company has been keen to provide advanced services through modern and intelligent fuel dispensers equipped with vapor recovery systems, contributing to the reduction of carbon emissions, the mitigation of greenhouse effects, and the support of sustainable transportation.

The Company quantifies and qualitatively assesses the environmental impacts of its operations to ensure the identification of environmental risks arising from the fuel station sector's reliance on fossil fuels and greenhouse gas emissions.

08 Environmental Performance Indicators

The Environmental Impact Assessment Policy applies to all Company activities and operations and helps achieve several benefits, including:

1. Emission Reduction: Reducing emissions that are harmful to health, the environment, and contribute to pollution.

2. Compliance with Environmental Regulations, Laws, and Disclosure Requirements: The report discloses the environmental, social, and economic impacts of the Company's activities, in addition to the associated risks and opportunities and the mechanisms for managing and monitoring them. This contributes to avoiding violations and improving relationships with regulatory authorities such as the Environment Public Authority, the Capital Markets Authority, and other regulatory bodies. The Company also follows the guidance of government entities represented by Kuwait National Petroleum Company and international standards relating to health and safety associated with petroleum product sales facilities during the project phases (construction, operation, and end of useful life).

3. Cost Reduction: Through the adoption of energy and resource efficiency practices, reducing incidents, and avoiding violations, thereby lowering operating costs.

4. Customers: Environmentally friendly initiatives continuously attract consumers as interest in sustainability and environmental protection increases.

5. Excellence: Sustainability efforts can differentiate a fuel station in a competitive market.

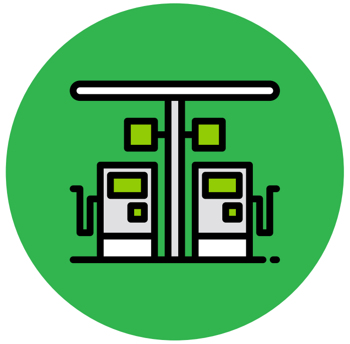
6. Alignment with the United Nations Sustainable Development Goals (SDGs) and Kuwait Vision 2035: Oula is committed to contributing to the achievement of the seventeen United Nations Sustainable Development Goals to the extent appropriate to the nature of its business and activities.

The key Environment, Health and Safety (EHS) indicators at Oula consist of measurable performance metrics aimed at preventing incidents and ensuring compliance with international standards, including Occupational Safety and Health Administration (OSHA) standards and Environment, Health and Safety Management Systems such as ISO 14001, ISO 45001, and ISO 9001.

8.1 Environment, Health and Safety (HSEQ) Indicators Matrix

The following table presents the Company's environmental performance indicators across all of its operations, fuel stations, and related activities, which the Company uses to measure environmental performance in its Governance and Sustainability Report.

For Oula Fuel Marketing Company's Fuel Stations and Related Activities



Indicator	Details	Environmental Management of the Indicator	Applicability
Environmental Indicators			
Environmental Policy and Environmental Management System (EMS)	ISO 14001 Environmental Management Systems	Availability of a certified system covering the implementation of the environmental policy and environmental management systems in all Company facilities and auditing thereof.	✓
Compliance with Environmental Laws and Regulations	Compliance with Environmental Protection Law No. (42) of 2014, as amended by Law No. (99) of 2015, and its Executive Regulations	Implementation of the Environmental and Social Impact Assessment Regulations for Company projects, employee health regulations, chemical management, waste management, and air quality requirements.	✓
Reduction of Emissions Resulting from Fuel Filling Operations	Includes volatile organic compound emissions during fuel tanker unloading and vehicle refueling operations	Availability of vapor recovery systems (Stage I and Stage II) and devices for monitoring their efficiency.	✓
Environmental Monitoring	Environmental monitoring systems for air pollution sources at Company facilities	Monitoring of ambient air quality through an approved consultancy office.	✓
Protection of Soil and Groundwater	Fuel leak detection systems, such as sensors monitoring the internal interstitial spaces of underground storage tanks and pipelines	Availability of leak detection sensors and verification of their proper operation.	✓
Spill Control Equipment	Spill control prevents contamination of wastewater and storm water and controls emissions	Availability of spill control systems, permeability of forecourt drainage systems, oil-water separation systems, and surface runoff traps.	✓
Soil Contamination	Depending on station locations, verification of the absence of soil and subsurface water contamination through periodic measurements	Monitoring well data measurements to determine any accidental migration of hydrocarbons into surrounding soils or groundwater layers.	✓
Hazardous and Non-Hazardous Waste Management	Includes general facility waste and hazardous waste such as oils, solvents, absorbent materials used for spill control, and batteries	Waste quantities, classification, and disposal methods.	✓
Energy and Resource Consumption	Energy consumption in fuel station forecourt lighting, cooling systems, and car wash facilities	• Calculation of energy consumption (kWh) • Calculation of water consumption (gallons/station) • Calculation of resource consumption • Future planning for renewable energy use at Company sites and conservation methods • Water conservation and wastewater treatment systems at fuel stations, car wash facilities, and Company sites	✓
Community Service in Environment and Science	Contribution to environmental awareness and service to the community and scientific institutions	• Participation in social activities and annual financial contributions to the Kuwait Foundation for the Advancement of Sciences in support of research, scientific capacity building, environmental initiatives, and sustainability.	✓

8.1 Environment, Health and Safety (HSEQ) Indicators Matrix

Indicator	Details	Environmental Management of the Indicator	Applicability
Health and Safety Indicators			
Occupational Health, Safety and Environment (OH&S) Policy and Management System	ISO 45001 Occupational Health and Safety Management Systems	Availability of a certified system covering the implementation of occupational health and safety policies and management systems in all Company facilities and auditing thereof.	✔
Injury and Near-Miss Frequency Rate	Number of occupational injuries and incidents, including near-miss reporting	Availability of records for incidents requiring medical treatment, absenteeism cases, near misses, and investigation records.	✔
Safety Training Hours	Total annual safety training hours per employee in health and safety protocols	Records of employee training in health, safety, and emergency response.	✔
Emergency Response	Availability of alarm, firefighting, and emergency systems and plans	Availability of alarm, firefighting, and emergency systems and plans, as well as systems for handling emergencies and verifying their effectiveness through periodic inspections.	✔
Health and Safety Awareness and Communication	Availability of health and safety warning signs at Company sites	Availability of a sufficient number of health and safety warning signs at Company sites that are clearly visible to customers and employees.	✔

8.2 Carbon Footprint

This Report represents the Company's first Sustainability Report. Accordingly, the carbon footprint of the Company's operations will be estimated based on international standards, with accurate data to be prepared for statistical calculation in future reports:

1. Calculation of emissions resulting from the Company's operational activities within fuel stations (Scope 1).
2. Calculation of emissions resulting from electricity consumption in the Company's facilities (Scope 2).

8.2 Carbon Footprint

Estimation of Emissions Resulting from Operational Activities (Scope 1)

When assessing carbon emissions and their climate impact for any fuel source, it is important to identify the emission sources being measured. The emissions considered for Oula fuel stations follow the Tank-to-Wheel (TTW) classification and include:

- Exhaust emissions from fuel tankers during fuel unloading operations.
- Emissions from underground fuel storage tanks.
- Emissions from fuel dispensing nozzles during vehicle refueling.
- Emissions leaking from fueling hoses.

It should be noted that emission quantities depend primarily on the control systems implemented within fuel stations. The State of Kuwait, through the Health, Safety, Environment and Quality (HSEQ) standards approved by Kuwait National Petroleum Company (KNPC), strictly requires advanced safety systems and emission control regulations for the recovery of volatile organic compound vapors at fuel stations, with which all Oula stations comply.

In addition, the State of Kuwait has fully transitioned to unleaded gasoline since 1998, which has significantly contributed to reducing the adverse health and environmental impacts associated with fuel station emissions.

Given the absence of direct operational measurements from stations at the present time, carbon emissions have been estimated using an alternative proxy-data methodology based on the Company's average annual fuel sales and the United States Environmental Protection Agency (US EPA) AP-42 methodology for emission estimation.

Estimated Carbon Emissions Table for Scope 1 at Oula Fuel Stations

Environmental Scope Category	Data Input (Estimated)	Methodology / Applied Emission Factor	Total Annual Calculated Emissions	Sustainable Impact Achieved Through Advanced Control Systems and Periodic Inspections
	1- Fuel Stations			
Direct :1 Scope Emissions	Annual fuel sales: 15,000,000 liters	(0.37 g/L)	tons of VOCs 5.55	Prevention of approximately 30.45 tons of harmful air emissions from being released
2- Administrative Building				
Direct emissions from Company vehicles for administrative purposes (vehicles 5)	Average annual fuel consumption: 12,000 liters	(0.37 g/L)	tones CO_2e 2.60	Implementation of route optimization policies and gradual reliance on digital transactions

8.2 Carbon Footprint

Estimation of Emissions Resulting from Electricity Consumption (Scope 2)

The Company is committed to applying a robust methodology for calculating the carbon footprint resulting from electricity consumption across its integrated stations. Based on the operational control approach adopted for governance and environmental, social and sustainability reporting, the Company's direct carbon footprint (Scope 2) has been limited to activities under its direct management (fuel dispensing, services, and car wash operations), while energy-related emissions associated with tenants that are not operationally managed by the Company (such as fast-food restaurants and supermarkets) have been classified under Scope 3, which is optional and therefore not included in this Report. This governance approach ensures the accuracy of the Company's environmental performance assessment and supports national emission reduction plans in alignment with Kuwait's sustainable development vision.

The carbon footprint factor for each kilowatt-hour (kWh) of electricity consumed in the State of Kuwait is estimated at 0.55 kg CO_2e/kWh. This is the standard emission factor used in environmental calculations for the electricity grid and serves as the basis for converting

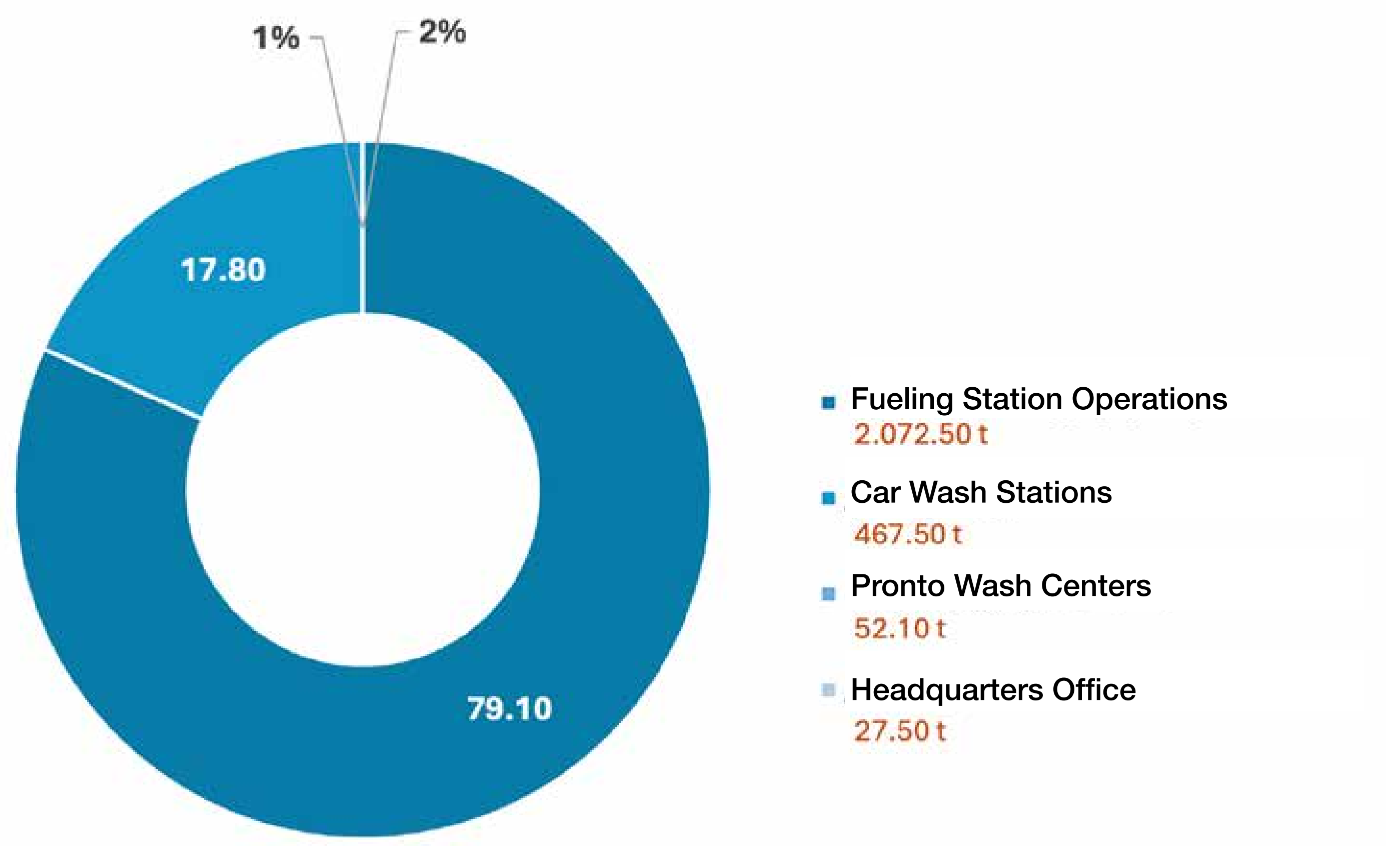
Estimated Carbon Emissions Under Scope 2 for Oula Facilities

Facility / Operational Activity	Number of Stations	Estimated Annual Electricity Consumption (kWh)	Total Annual Carbon Footprint (Metric Tons CO_2e)	Sustainable Practice and Energy Governance
Fuel Dispensing and Core Services	43	2,580,000	1,419.00 tons	Full conversion to LED lighting and installation of motion sensors for nighttime lighting.
Automated Self-Service Car Wash	25	850,000	467.50 tons	Scheduling the operation of heavy equipment outside peak electricity demand periods during summer.
Specialized Pronto Wash Services	5	90,000	49.50 tons	Reliance on energy-efficient equipment and devices.
Head Office Building	1	50,000	27.50 tons	Full conversion to LED lighting, installation of motion sensors for nighttime lighting, and implementation of energy conservation policies.

8.2 Carbon Footprint

The chart illustrates the consolidated carbon impact of Scope 1 and Scope 2 emissions across all direct operational and administrative activities of Oula. Fuel dispensing and field services account for 79.1% of the total carbon footprint as a result of the combined impact of energy consumption and carbon emissions associated with fuel dispensing activities. This is followed by the automated car wash segment, which represents 17.8% of the total footprint. The Company's Head Office accounts for 2.0% of total emissions resulting from energy consumption and the operation of administrative vehicles.

Consolidated Carbon Impact of Scope 1 and Scope 2 Emissions Across All Direct Operational and Administrative Activities of Oula



8.2 Carbon Footprint

Future Objective: The Company will direct environmental investments toward the development of fuel dispensing and car wash facilities through the installation of solar energy systems and energy-efficient LED lighting in order to achieve the highest possible level of carbon emission reduction.

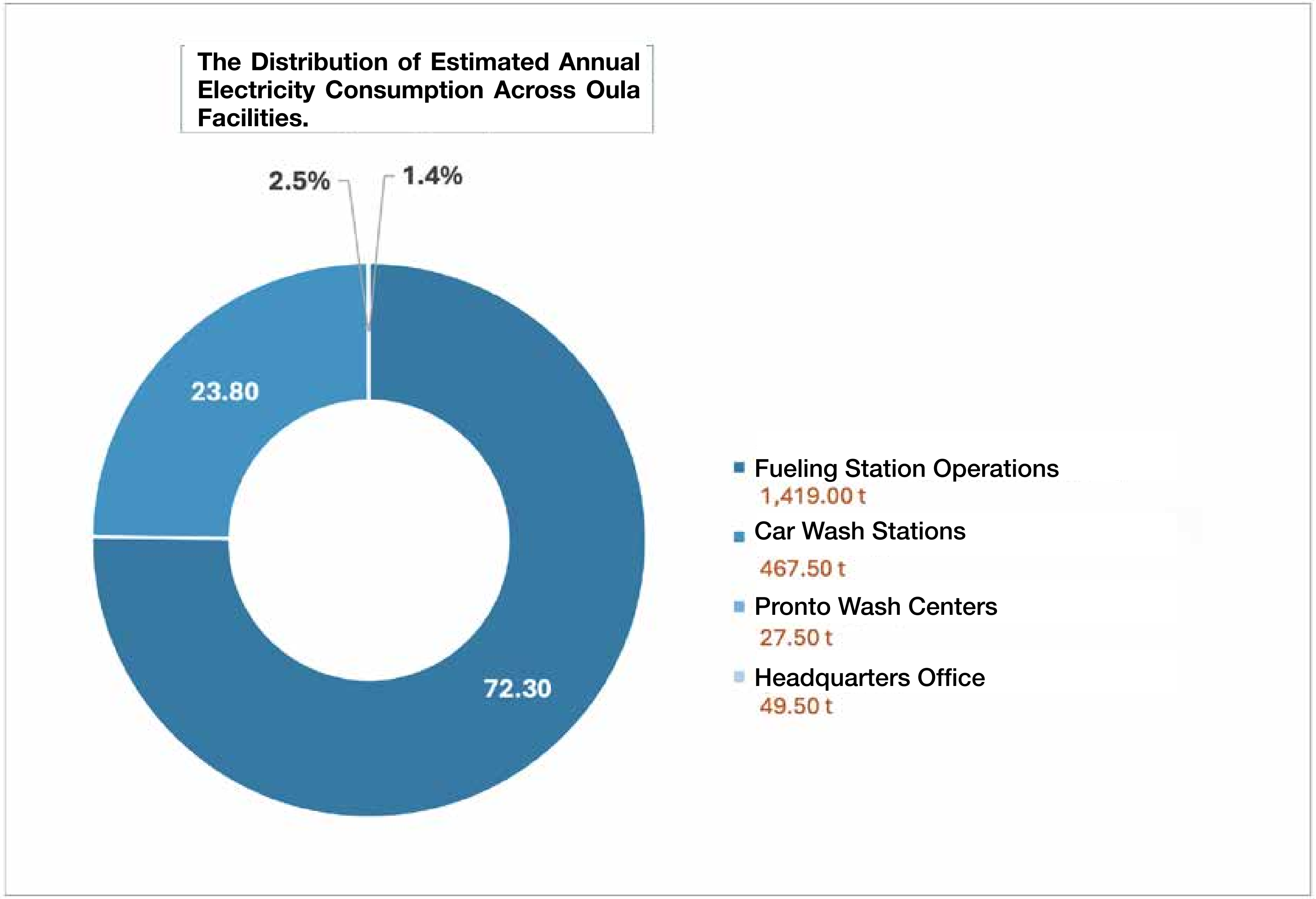
Calculation of Electricity Consumption in Oula Facilities

Facility / Operational Activity	Number of Stations	Estimated Annual Electricity Consumption (kWh)	Percentage (%)
Fuel Dispensing Stations and Core Services	43	2,580,000	%72.3
Automated Self-Service Car Wash Stations	25	850,000	%23.8
Pronto Wash Stations	5	50,000	%2.5
Head Office Building	1	90,000	%1.4

8.2 Carbon Footprint

The figure illustrates the distribution of estimated annual electricity consumption across Oula facilities. Fuel dispensing and core service activities accounted for the largest share of consumption at 72.3%, followed by automated self-service car wash facilities at 23.8%, while specialized Pronto Wash facilities represented 2.5% of the total estimated annual electricity consumption of 120,000 kWh.

Future Objective: Oula aims to enhance the use of renewable energy across its stations through the installation of photovoltaic solar panels on fuel station canopies, thereby contributing to the reduction of Scope 2 emissions. In addition, the Company seeks to improve the efficiency of lighting systems and smart LED technologies and reduce the carbon footprint of its Head Office through the implementation of automatic shutdown systems for air conditioning and lighting outside official working hours.



8.2 Carbon Footprint

Calculation of Water Consumption in Oula Fuel Marketing Company Facilities

The Company is committed to managing water resources efficiently and responsibly as an integral part of its environmental policy and in alignment with the Sustainable Development Goals and the State of Kuwait's vision for preserving water security. Given the nature of fuel station operations and supporting facilities, the consumption of activities directly managed and operated by the Company (such as fuel dispensing services and vehicle washing facilities) has been mechanically and operationally separated from the consumption of leased facilities that are not administratively managed by the Company (such as supermarkets and fast-food restaurants), which fall within the sustainability responsibilities of those entities.

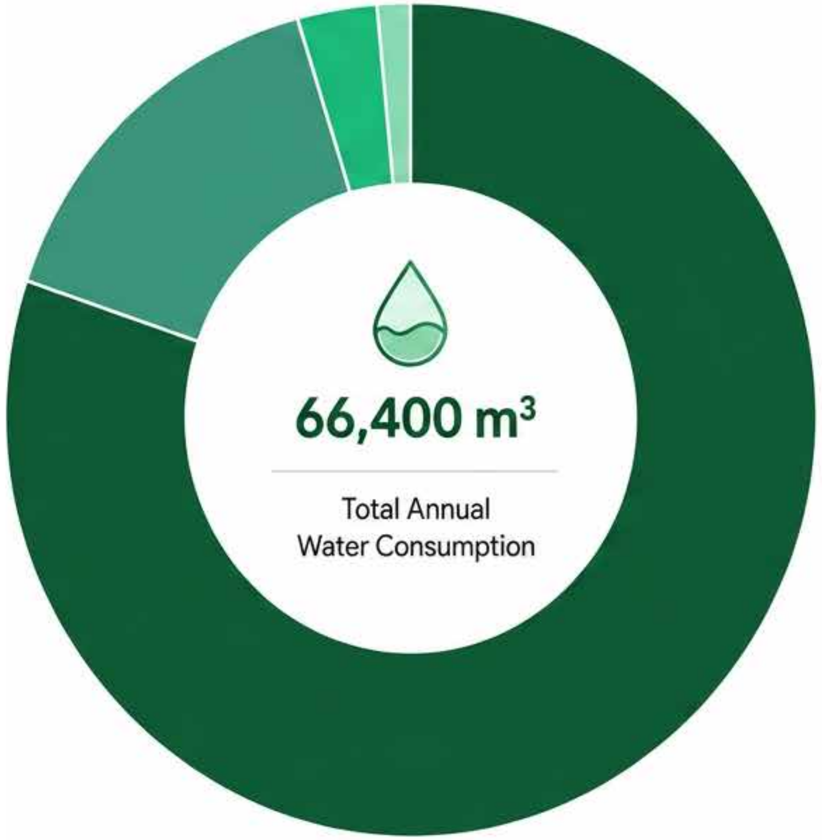
Estimated Annual Water Consumption of Company Facilities by Facility Activity

Classification	Number of Stations	Estimated Annual Electricity Consumption (kWh)	Total Estimated Annual Consumption (m^3)
Company Direct Scope (Scope 1)			
Fuel Dispensing and Core Services	43	250 m^3	10,750 m^3
Automated Self-Service Car Wash	25	3,200 m^3	54,400 m^3
Specialized Pronto Wash	5	180 m^3	900 m^3
Company Building	1	350 m^3	350 m^3

8.2 Carbon Footprint

The estimated water footprint analysis indicates that automated car wash stations represent the largest consumer of water within the network due to the nature of their continuous mechanical operations. Fuel dispensing stations and core services account for moderate consumption resulting from the daily cleaning of fuel dispensing forecourts and restroom facilities. Pronto Wash services and the Head Office represent the lowest levels of consumption due to the use of water-efficient spray washing technologies and smart systems in the building's restroom facilities.

Future Objective: Focus on the accurate measurement of water consumption quantities and increase engineering efforts at automated car wash stations to introduce Water Recycling systems in order to reduce the water footprint.



Category	Annual Consumption (m³)	Share (%)
Automated Self-Service Car Wash Stations	54,400	81.93%
Fuel Dispensing & Core Services	10,750	16.19%
ProntoWash Specialized Services	900	1.36%
Corporate Headquarters	350	0.53%
Total	**66,400**	**100.00%**

8.3 Waste Management

The Company is committed to applying the principles of the circular economy and sustainable waste management as a fundamental part of its environmental strategy, in line with the regulations of the Environment Public Authority (KEPA) and Kuwait Municipality. The reporting methodology classifies waste into municipal (non-hazardous) waste generated from fuel stations and the Head Office, in addition to hazardous and non-hazardous industrial operational waste such as oils, tires, and batteries, in order to accurately determine environmental responsibility. Tenants operating within the stations (vehicle maintenance services, retail markets, and restaurants) are required to comply with strict environmental controls for managing their waste within Scope 3.

The specialized Pronto Wash service provided by Oula at certain stations adopts an environmentally friendly car wash system (Eco-friendly). It relies on pressure spray technologies and biodegradable materials, making it a significantly lower water- and environmental-footprint option compared to automated self-service car wash systems.

The following table provides an estimate of the types and quantities of waste generated from Oula's activities and the methods used to manage them in accordance with environmental regulations and legislation in the State of Kuwait.

Estimated Types and Quantities of Waste Generated by Company Facilities According to Facility Activities:

Facility	Number of Facilities	Waste Classification (Hazardous / Non-Hazardous)	Waste Type (Liquid / Solid)	Total Estimated Annual Quantity	Source	Disposal Method and Sustainable Practice
Company Direct Scope (Scope 1)						
Fuel Dispensing and Core Services	43	Municipal Non-Hazardous	Solid	215 tons	Station workers' and visitors' use (bags, paper receipts, empty water bottles)	Transported by approved contractors to Kuwait Municipality landfill sites
Automated Self-Service Car Wash	25	Contaminated	Liquid	54,400 m³ (at a rate of 3,200 m³ per station annually)	Vehicle wash water	Liquids are passed through oil-water separators before discharge
		Contaminated	Semi-Solid Sludge	20.40 metric tons/year	Sludge from the bottom of tanks	Periodic removal of sludge and transport to industrial waste landfills approved by KEPA
Specialized Pronto Wash	5	Non-Contaminated	Solid	1.00 ton (at a rate of 200 kg per center annually)	Empty plastic and cardboard containers	Segregation, collection, and transportation of plastic and cardboard containers to local recycling companies through an approved contractor
		Contaminated	Solid	0.25 ton (250 kg) annually (at a rate of 50 kg per center)	Oil-contaminated towels	Segregation, collection, and transportation through approved waste management companies
		Non-Hazardous	Liquid	900 m³/year	Wash water containing biodegradable detergents	Discharged through the sewer network
Head Office Building (KBT Tower)	1	Non-Hazardous	Solid	4.50 tons/year	Non-hazardous domestic and office waste	Transported by approved contractors to Kuwait Municipality landfill sites
		Hazardous	Solid	250 kilograms annually	Electronic waste, printer cartridges, batteries, and lighting fixtures	Collected by E-Waste recycling companies and transported for hazardous waste disposal
		Non-Hazardous	Liquid	350 m³/year	Sewage wastewater	Discharged through the sewer network
		Non-Hazardous	Solid	19.20 tons/year	Municipal and office waste generated by employees	Transported by approved contractors to Kuwait Municipality landfill sites

Note: In line with the Company's commitment to the continuous enhancement of Environmental, Social and Governance (ESG) standards, the Company would like to note that the figures presented in this Report are based on estimated calculations and carefully developed alternative methodologies that are aligned with local and international standards. Management is currently developing the digital infrastructure and measurement systems across all Company facilities. Accordingly, emissions will be calculated in future reports based on actual fuel, water, and waste quantities, with the implementation of actual data recording and monitoring through smart meters and direct monitoring devices to ensure the highest levels of accuracy and transparency.

8.4 Performance Improvement and Compliance with Environment, Health and Safety Systems

The Company continued implementing environmental performance improvement projects across a number of fuel stations, including the installation and upgrading of Fuel Vapor Recovery Systems (VRS Stage II) and Oil Spill Containment Systems, and completing their deployment at several of its stations. These projects contribute to reducing volatile organic compound (VOC) emissions, protecting soil and groundwater resources, enhancing compliance with environmental requirements, and improving the management of operational and environmental risks.

As a result, 39 Oula stations achieved an average excellent rating of 92.4% during 2024–2025 based on inspections conducted by the Health, Safety, Environment and Quality (HSEQ) field inspection teams of Kuwait National Petroleum Company projects. Oula also received the Gold Award for Excellence in Health, Safety and Environment in the Oil and Gas Sector from the Gulf Cooperation Council Occupational Safety and Health Professionals Association.

The management systems of Oula were also assessed and certified in accordance with ISO 14001, ISO 45001, and ISO 9001 standards.

8.5 Training in Health, Safety and Environment

The Company successfully achieved its training objectives for Health, Safety, Environment and Quality (HSEQ) programs during 2025. A total of 15 training courses were conducted on HSEQ practices for station managers and technical support personnel, including awareness programs on work permit requirements and safety and security procedures. The training program also included three emergency evacuation drills conducted at fuel stations and the Company's Head Office.

The average success rate in the accredited training courses reached 93% for Company employees and 97% for employees of tenant companies operating within the Company's stations and providing maintenance and retail services. To ensure compliance with all environmental, health and safety laws and regulations, the Health, Safety, Environment and Quality Department conducted approximately 156 inspection visits to all Company stations, totaling 43 stations, during the fourth quarter of 2025.

In November 2025, the Company also obtained the Regional Compliance Certificate – Category Six (Level 6) from Kuwait National Petroleum Company (KNPC) during the third audit cycle conducted every three years.

Sustainability Report 2025

Oula Local Fuel Marketing Company K.S.C.P