



OMNIA

at a glance

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Our values

OMNIA'S four primary values guide our decision-making, actions and interactions with our stakeholders.



Be safe

- We are safe in our practices and actions
- We feel safe to speak up, raise concerns and share our views
- We care about our environment and act responsibly



Respect and grow

- We treat everyone with respect
- We recognise and appreciate each other's contribution
- We commit to our own development and support the growth of others



Achieve excellence together

- We collaborate and encourage everyone to participate
- We continuously improve and innovate
- We deliver to our customers with excellence



Do the right thing

- We empower our people
- We hold ourselves and each other to account
- We are honest and transparent

Our purpose

Innovating to enhance life, together creating a greener future



Enhancing lives:

We have a significant impact on food, water and mineral security



Sustaining livelihoods:

We sustain livelihoods, and create opportunities for people to grow and thrive



Optimising the use of natural resources:

We apply technology for the efficient use of natural resources



Caring for our planet:

We care about the future of our planet and always act responsibly, operating in a sustainable manner

Welcome to OMNIA at a glance,

where we showcase our pioneering spirit and explore the transformative journey that lies ahead for our company. In addition to offering valuable insight into the work we do through our business segments, this document also explores how we work, demonstrating our entrepreneurial, innovative and collaborative working culture in action.

OMNIA at a Glance shows the ways in which our purpose extends beyond profitability. Our purpose is about nurturing strong bonds with our stakeholders, including our employees, customers, partners and communities, and contributing to a better tomorrow. Together, we aspire to create a future that is both sustainable and prosperous and enriches all our lives and the world we inhabit.

omnia.co.za



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Message from our CEO

OMNIA is a unique business with a long and impressive history. Founded in 1953, we have grown into a leading global company with operations in more than 25 countries.

There's an old adage: "If it's not grown, it's mined". embodies this by operating in three primary segments: Agriculture, Mining and Chemicals. This approach enables us to play a crucial role in meeting global needs today and advancing toward a low-carbon future.

Our operations are underpinned by our purpose: Innovating to enhance life, together creating a greener future. With a growing global presence and an extensive distribution network spanning Australia, Canada, the US, Southeast Asia, South America, and Europe, OMNIA has a significant impact worldwide through our products, services, employees, and the businesses we support.

Our customers in mining, agriculture, life sciences, industrial chemistry, and water care rely on our cutting-edge products. Despite market volatility and fluctuating commodity prices, OMNIA demonstrates resilience by pursuing growth through new opportunities and reinforcing our existing foundation with continuous

innovation and excellent service. Our strategic focus has led to increased geographic diversification to tap into the growing demand for our products and services, substantial growth in our mining sector, improved efficiency, and security of supply to our customers.

We have achieved this while placing safety at the centre our operations, supporting the communities in which we operate and advancing our plans to reduce our impact on the environment. We are proud to have increased our use of renewable energy, reduced our greenhouse gas emissions, cut our water consumption and made greater use of waste oil in our products.

Living our purpose is evident through our solar power plant in Sasolburg and solar energy projects in North West and Mpumalanga. We also showcase our commitment with our reverse osmosis water treatment plant for recycling water and our partnership with Hypex Bio Explosives Technology, a leader in sustainable civil explosives solutions.

We are dedicated to enhancing global food security, advancing education, and improving skills and livelihoods in the communities where we operate. Our commitment is driven by the support from our stakeholders – employees,

suppliers, customers, investors, and local communities – which fuels our growth and reinforces our dedication to delivering value.

In the following pages, we showcase how our purpose and values are woven throughout our business at every level and in every segment. We invite you to join us on this journey and thank you for your interest in OMNIA.

We invite you to share our journey with us, and we thank you for your interest in OMNIA.

**Seelan Gobalsamy
OMNIA CEO**





As we enter our 8th decade of operation, we look to the future, in which we will **grow and advance, and be responsible, inclusive and impactful.**



Who we are

Our Company

The *OMNIA* Group is made up of a large, balanced and diversified range of complementary chemical and specialised service businesses in the agriculture, mining and chemicals industries.

We are listed on the JSE and A2X securities exchanges, with a market capitalisation of R9.7 billion at the end of FY24.

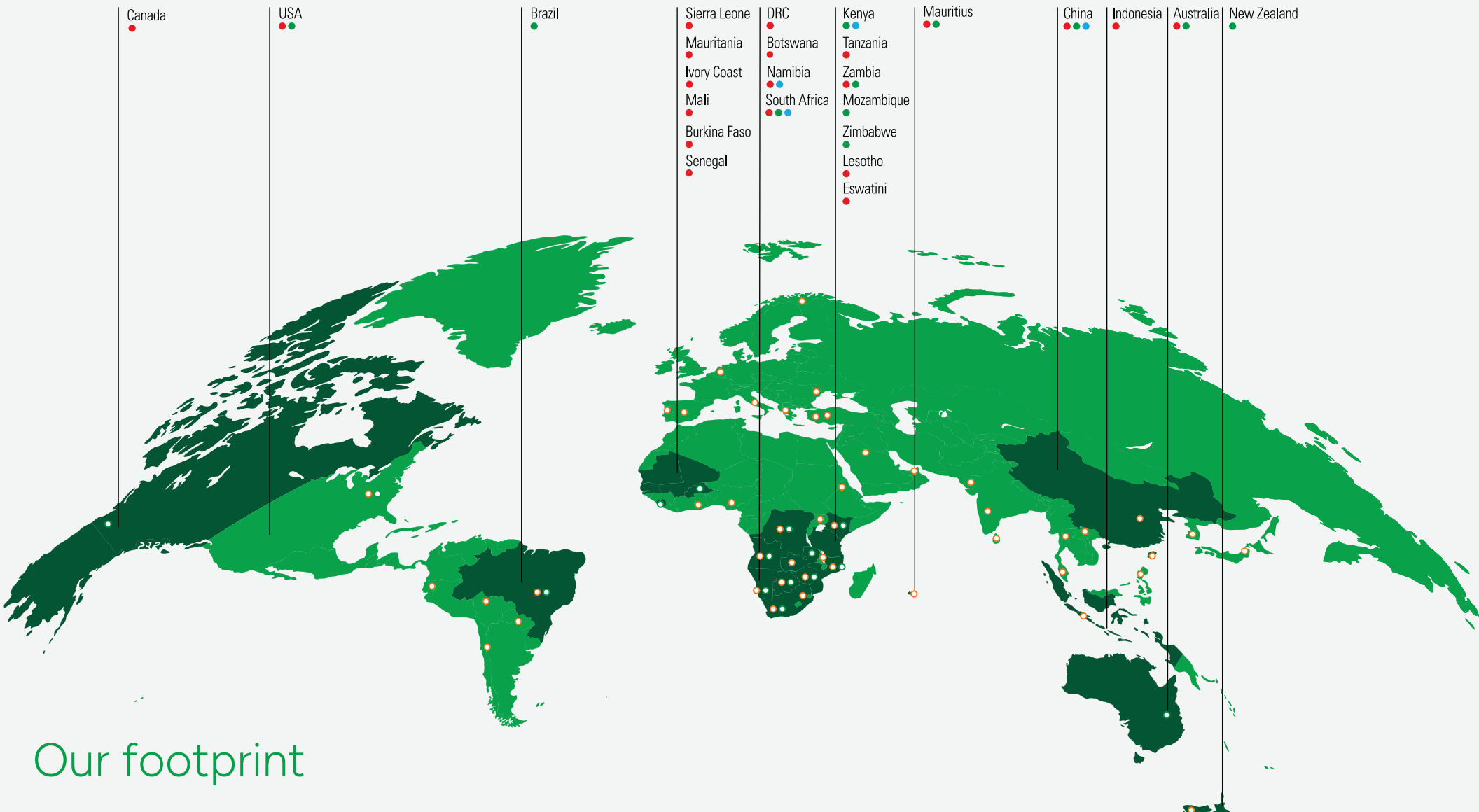
Our primary production facilities are located in Sasolburg, South Africa, and Morwell, Australia. We have an established and growing geographic spread, with operations in 25 countries and an extensive distribution network across 40 countries. We boast some of the largest and most advanced manufacturing capabilities in the Southern African region.

- **Our Agriculture** segment produces and trades in granular, liquid and speciality fertilizers to a broad customer base of farmers, co-operatives and wholesalers. Our products help farmers generate profitable yields during variable seasons, and operate in a way that is conscious of the environment and the transition to regenerative and sustainable farming practices.
- **Our Mining** segment manufactures and supplies explosives, related accessories and blasting services to the mining, quarrying and construction industries, and specialises in products and solutions for ore processing. We focus our efforts on improving mine productivity and safety, while at the same time reducing the environmental footprint and social impacts of mining operations.
- **Our Chemicals** segment manufactures and distributes specialty, functional and effect chemicals and polymers, as well as bulk volume base oil products, additives and lubricants. Our solutions promote the responsible use of chemicals. Through them, we strive to improve safety and encourage the shift towards cleaner technologies.

We nurture a culture of innovation, strong intellectual capital and deep industry relationships in our business. These valuable characteristics allow us to identify and implement safer and more effective processing and manufacturing solutions so that we can meet the numerous and evolving needs of our markets.

We also pride ourselves on our agility and flexibility, which helps us to manage and respond quickly to changes in our economic environment, including shifts in the prices of commodities.

In South Africa, we have a Level 2 broad-based black economic empowerment rating.



- Canada
- USA
- Brazil
- Sierra Leone
- Mauritania
- Ivory Coast
- Mali
- Burkina Faso
- Senegal
- DRC
- Botswana
- Namibia
- South Africa
- Kenya
- Tanzania
- Zambia
- Mozambique
- Zimbabwe
- Lesotho
- Eswatini
- Mauritius
- China
- Indonesia
- Australia
- New Zealand

Our footprint

OPERATIONS IN 25 countries	62 DISTRIBUTION CENTRES	46 MANUFACTURING, BLENDING AND PACKAGING FACILITIES	3 756 PEOPLE EMPLOYED	Leading IN-HOUSE RDI
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LEGEND

- Agriculture
- Mining: BME
- Chemical
- Distribution centres
- Distribution footprint
- Physical presence



BME Losberg

Our strategy

Our strategy is focused on becoming an international, diversified, sustainable group of businesses that are recognised for leading the change from chemicals to green chemicals, biotech and bio-molecular solutions.

We aim to do this by developing new and differentiated products, making our production processes even more effective, prioritising customer-focused solutions, and reinforcing and improving our relationships with all our stakeholders.

Our strategy is agile enough to respond to short-term risks and opportunities, and robust enough to leverage long-term social, environmental and economic developments. This helps us to create value at every turn.

OMNIA is well positioned to leverage the global megatrends of population growth, climate change and decarbonisation. We believe that this will drive demand for fertilizer and critical minerals. As the world's population grows, so too will the demand for food, technology and basic materials.



OMNIA Sasolburg

Our four strategic pillars

Build a safety-first culture and invest in our people

Safety and the ongoing training and development of our people

***Protect and grow our core**

We aim to unlock value by optimising synergies and driving operational excellence

****Grow our international business**

We are strongly focused on growing our business by expanding its reach and profitability

Drive sustainable business practices to ensure a greener future

Sustainability is a strategic business imperative

* Protect the Core - Well established business in SA/SADC
 ** Grow our international business - Mining and AgriBio

Transitioning to a greener, more sustainable future

At OMNIA, we are driven by a commitment to sustainability. We are sowing the seeds today for a thriving tomorrow, for our team members, customers, the communities we serve, and the environment.

OMNIA has a significant impact on food, water and mineral security. We sustain livelihoods by creating employment in our business and in the sectors we serve. We leverage technology so that we can use natural resources efficiently in our own operations and to develop products and services that enable our customers to do the same.

Our progress

Our dedication to sustainability manifests in tangible ways.

Our total scope 1 and 2 **greenhouse gas emissions declined** by 16% in FY24 from FY23. This trajectory demonstrates the progress we are making on our decarbonisation journey.

Initiatives like our **solar power plant** at Sasolburg has generated over 10 000MWh at peak. We also have solar energy projects commissioned in Losberg in the North West province and Dryden in Mpumalanga.

Water is another critical aspect of our conservation efforts. As a result of our **meticulous water management practices**, our water consumption decreased by 5% from 1 678ML in FY23 to 1 594ML in FY24.

Our positive impact

Our focus on fostering **sustainable agricultural practices** led to the development of our Agriculture segments' biostimulant product range that is designed to sustainably improve crop health, yields and soil health.

Our sustainability journey has extended to ensure **food security** for our local communities and provides income-generating opportunities for small-scale fresh produce growers. In addition, we have rolled out an agriculture **entrepreneurship** programme in South Africa, with credible partners such as Afrika Tikkun and Reel Life.

OMNIA'S Mining business, which largely comprises BME, provides blasting services to the mining industry. Its INNOVEX™ formulations integrate higher used-oil content, and by **recycling used-oil preserves water resources** from potential contamination. BME is also developing waste oil suppliers as part of its enterprise development programme.

OMNIA Manufacturing owns and operates the only integrated explosives and fertilizer manufacturing complex in Southern Africa. The production of nitrogen, phosphorus and potassium (NPK) granulated fertilizer is one of our key competencies. By applying EnviNOx® technology, we have been able to **reduce our carbon footprint**.

As we look ahead, our **research and development endeavours** embrace the tenets of sustainable practices based on the circular economy. We will continue to strive to minimise our environmental footprint, and make a positive impact.



Agriculture



Mining



Chemicals



What we do

OMNIA operates through three segments: Agriculture, Mining and Chemicals.

These segments are supported by our comprehensive manufacturing and supply chain capabilities. In everything we do, we continually strive to **innovate and enhance customer and employee satisfaction**, while searching for opportunities to **grow and contribute positively to the environment**.



OMNIA Sasolburg



Agriculture

OMNIA Agriculture plays a pivotal role in supporting the growth of the agricultural sector. Through this segment, we develop and deliver products that nourish soil and improve crop performance, hence helping to boost food production, sustain livelihoods, and create jobs.

Our Agriculture segment produces and trades in ammonia, speciality ammonia, direct application fertilizers and AgriBio biostimulants. Our competitive edge is our Nutriology® model, which is based on the science of growing, promoting resource efficiency, optimising yields and crop quality to maximise returns, and reducing farming and environmental risks. It is made possible by the largest ISO 17025-accredited soil testing lab in Africa and our remarkable investment in agricultural technology.



OMNIA Sasolburg

Our markets

Omnia Agriculture delivers a premium product that provides high-margin opportunities. It is proving especially valuable in an environment that is increasingly focused on ESG and is rapidly transitioning to biological products.

In South Africa, we manufacture and trade in granular, liquid and speciality fertilizer, humates and other biostimulants, and provide other important value-added services and solutions. This approach has helped us to establish long-term, mutually beneficial partnerships that are critical to our sustainability and success.

We also supply Zambia, Mozambique and Zimbabwe, and boast a regional hub in Zambia with a state-of-the-art laser AgTech soil technology laboratory – a first in Africa. In addition, we export agricultural biostimulant products and water-soluble nutrients to more than 40 countries in Africa, the EU, Asia, and North and South America, among other regions.

Our future

Our advanced biostimulant products are a significant growth driver of our Agriculture business, and global industry growth projections for biostimulant fertilizers indicate that this trajectory is likely to continue. We plan to substantially increase our share of this growth by unlocking new markets in Southeast Asia, South America and the Middle East, and by expanding our existing markets in the US and Europe.

We will continue to focus on strengthening our business in Africa through our strategic distribution partnerships in key territories.

In South Africa, our growth initiatives include expanding our AgTech offerings and collaborating with the animal feed industry through our Agri Sciences sector in our Chemicals segment. These initiatives will help us access new and exciting markets so that we can ensure our sustainability and resilience throughout the agronomic cycle.



At the heart of our global expansion and growth strategy are the partnerships we intend to create and maintain with reputable market players.

OMNIA Sasolburg



BME Dryden



Mining

BME and Mining Chemicals operate under *OMNIA'S* mining segment. BME is a leader in providing sustainable bulk emulsions for commercial mining applications. Its proprietary blast design software and AXXIS electronic delay detonators deliver precision and accuracy to improve blasting efficiencies, whilst its premium dual-salt emulsion systems further deliver effective blasting to reduce costs. This not only helps to boost our clients' profitability and safety but has also cemented the mining segments pivotal role in the industry.

BME's advanced products and services have a positive impact on both *OMNIA* and our customers' environmental footprint and are contributing positively to our collective decarbonisation journeys. Mining Chemicals produces metallurgical solutions that help customers optimise their mineral recoveries and profitability. Its globalisation strategy is focused on four key areas: strategic partnerships, cutting-edge technology, expanding its global customer network, and environmental sustainability.

Our markets

The Mining segment is cemented in South Africa, and services several African countries, and has further expanded into Indonesia, Canada, Australia, and the US. Our expertise allows us to rapidly

supply and commission emulsion plants and optimise processes in any location. We have secured new contracts in Indonesia through our JV with Multi Nitrotama Kimia (MNK), and are excited about the opportunities this relationship has opened up with top-tier premier copper and gold mines.

In Canada, we have established an emulsion plant, with production volumes on the rise, and the Nairn facility is advancing as planned.

Furthermore, we've formed a strategic alliance with Swedish-based Hypex Bio Explosives Technology, a leader in sustainable civil explosives solutions. Their revolutionary emulsion, utilising hydrogen peroxide, delivers significantly improved environmental advantages over



traditional products. These milestones are impressive markers on our growth journey.

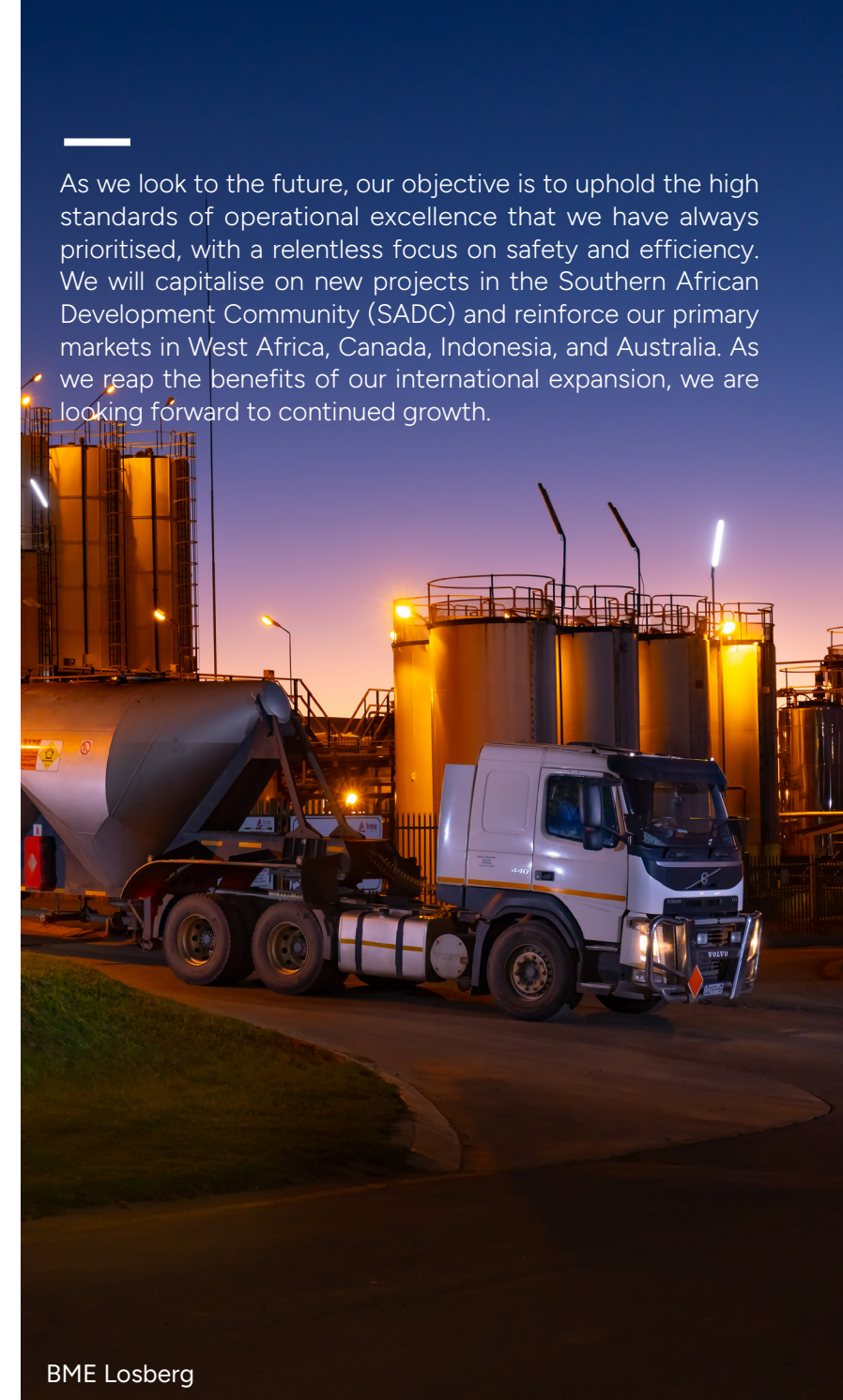
In Australia, we continue to pursue an active organic growth strategy and several key infrastructure projects are currently underway. We look forward to the many ways in which it will accelerate our growth in this market.

Our future

As global demand for renewable energy technologies and electric vehicles continues to surge, copper and lithium have emerged as vital components in the production of batteries and renewable energy infrastructure. Actively supporting and expanding mining operations with BME and Mining Chemicals

differentiated solutions will support robust growth in the mining sector in Africa.

This presents an opportunity for the Mining segment to position itself as a player in the supply chain for clean energy technologies solutions, and entrench itself as an integrated player in the mining value chain delivering clean energy metallurgical outcomes and differentiated mining solutions.



BME Losberg



Protea Wadeville



Chemicals

Protea Chemicals is a renowned chemical distributor and manufacturer in South Africa. Our extensive portfolio spans specialty, functional, and effect chemicals, serving Sub-Saharan African customers with tailored solutions and value-added services.

We supply our own range of specialty and industrial chemicals to strategic industries, such as chemicals for water treatment and fertiliser anti-caking agents.

We also provide technical, laboratory and quality management services, and advisory support to four strategic business segments: Agriculture Sciences, Life Sciences, Industrial Chemistry, and Watercare. Like other areas of our business, our Chemicals division embraces the principle of customer-centricity. We always put our customers first and consistently search for ways in which we can serve them better.



Protea Wadeville



Our markets

The Chemicals segment has facilities in South Africa, Kenya and Namibia and serves customers across Sub-Saharan Africa.

Protea Chemicals has exclusive distribution partnerships with several manufacturing principals in the beauty, personal care, food and pharmaceutical sectors.

Our future

Protea Chemicals' strategy is focused on people, and on developing sustainable and environmentally friendly products and processes that offer compelling value to our customers.

Looking ahead, it aims to create sustainable profitable growth by increasing its market share, developing principal relationships, improving margins, and driving operational efficiencies.



Protea Wadeville

Manufacturing and Supply chain activities are a core part of OMNIA'S operations. Our extensive asset base of plants, property and equipment and the vertical integration of our supply chain are indispensable in ensuring we serve our customers with high-quality products and services. Our integrated manufacturing complex and supply chain are also a key competitive advantage.



OMNIA Sasolburg

Manufacturing and Supply Chain management

Our markets

Our 46 manufacturing, blending and packing facilities and 62 distribution centres worldwide represent a significant range of production capabilities. They are carefully aligned with the commercial objectives of our Agriculture, Mining and Chemicals segments, so that everything operates as a cohesive network.

OMNIA owns and operates an integrated explosives and fertilizer manufacturing complex in Southern Africa. One of our key competencies is the production of NPK granulated fertilizer – all other chemical compound fertilizers in the SADC region are imported. Our nitric acid plants are the largest, most modern and environmentally friendly in South Africa. And the application of EnviNOx® technology has helped to reduce our carbon footprint.



BME Dryden

The Manufacturing facility produces feedstock for BME's dual-salt emulsion production based on an Ammonium Nitrate and calcium nitrate solution. This gives BME a competitive advantage over single-salt emulsions that are based purely on an Ammonium Nitrate solution, and provides a more environmentally friendly and stable solution for our customers.

In addition, our PGAN™ and OmniCal™ products are high-value granulated Ammonium Nitrate and calcium nitrate products. They can be cost effectively transported to export markets.

To enable manufacturing, our well-established ammonia supply chain includes a strong import function. The construction and integration of additional



OMNIA Sasolburg



Protea Wadeville

ammonia rail wagons into the OMNIA fleet that operates between Richards Bay, Secunda and Sasolburg, has improved the security of ammonia supply and ammonia derivative sales.

We continue to serve our customers in the mining and agriculture industries by producing innovative, cost-competitive products that have a low carbon footprint. In 2022, we introduced a supply chain finance programme that effectively reduced our net working capital and improved our creditor terms, further enhancing these benefits.

Our future

Integrating our supply chain and manufacturing functions is a key competitive advantage that drives cost efficiencies, and fuels agility and coordination between sourcing raw materials, manufacturing, and product distribution.

We are focused on standardising our manufacturing practices to integrate our manufacturing capabilities and boost our resilience.



How we do it

Our values – to be safe, to respect and grow, to achieve excellence together, and to do the right thing – guide our working culture. They set the foundation for an environment that is **safe and supportive; diverse, inclusive and equitable; and innovative and collaborative.** In this way, every decision we make and every action we take brings us closer to achieving our purpose.

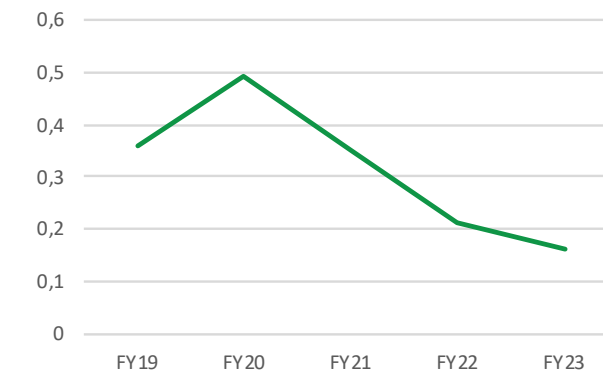


Safety

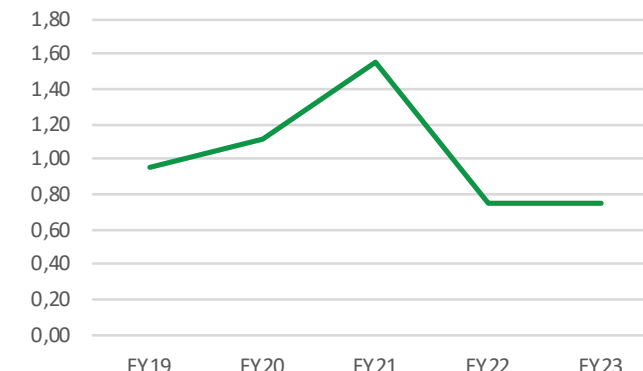
Safety is non-negotiable in our business, and zero harm is our ultimate goal. We foster a safety-first culture, supported by transparent, open and action-based communication. Working this way doesn't only benefit our employees, but also helps us build and maintain trust with all our stakeholders, including our contractors and the communities in which we operate.

OMNIA'S SAFETY PERFORMANCE

RCR



FER



We have integrated a stringent safety management process into our operations, which helps us process and handle hazardous substances. It provides a framework for good design principles, engineering, and operating practices to reduce the safety risks and incidents associated with our work.

We have also aligned our process safety management metric to the American Petroleum Institute's Recommended Practice: "Process Safety Performance Indicators for the Refining and Petrochemical Industries" and the ICCA Globally Harmonised Process Safety Metric. Reporting against these protocols allows us to identify root causes correctly and implement appropriate corrective actions.

Our employees play a vital role in our safety strategy by acting as each other's keepers and ensuring that everyone goes home safely every day. This approach is supported by five interrelated elements:

- **Responsibility:** The shared belief that every person is morally and ethically bound to act in the best interest of their colleagues, the company, and society as a whole.
- **Accountability:** Management leads by example and ensures that our teams are provided with the correct level of support, instruction, training and equipment.
- **Clear expectations:** Safety expectations are clearly set and communicated, with a commitment to achieving these goals from our executives.
- **Ethics:** Management systems are supported by strong ethical practices that not only encourage people to follow prescribed rules and requirements, but also empowers them to speak up and raise concerns without fear.
- **Attitude:** The right attitude plays an influential role in building a strong safety culture. Employees need to feel a sense of pride, purpose, and belonging.

Our adoption of international safety codes enables us to accurately identify an issue and quickly and appropriately address it.

Our safety performance is evidence of our commitment to best practice. We achieved a Recordable Case Rate (RCR) of 0.05 per 200 000 hours worked in FY24 from 0.16 in FY23 – a recent record low for the Group. Since FY20 our RCR has improved by 67%. For the fourth consecutive year, we have recorded zero occupational illnesses.

We recorded a 12-month rolling Fire, Explosion and Release (FER) rate of 0.45 (FY23: 0.74) in FY24. This marks a continued downward trend in this metric, which over the past five years has declined by 22%.



Quality, partnerships and collaboration

Quality

The cornerstone of our business is to deliver excellence throughout our operations by manufacturing superb products and delivering exceptional services. We prioritise customer satisfaction through reliable supply and consistent quality assurances.

Excellence is so important that it is enshrined in our values and underpins our relentless pursuit to enhance lives through innovation.

We have established a Safety, Health, Environment and Quality (SHEQ) centre of excellence (COE) with representation by SHEQ managers across the Group. The COE acts as the custodian for SHEQ governance and aims to address systematic issues and learnings.

OMNIA's segments and operational sites must align with the SHEQ policy. The Group CEO holds divisional managing directors responsible and accountable for the management of SHEQ in the segments. In addition, each segment is accountable for aligning their SHEQ management systems with an external standard against which the Chemical and Allied Industries' Association (CAIA) third-party audits are conducted.

All three segments are ISO 14001, 45001, and 9001 certified. ISO integrated recertification audits were conducted and certification has consistently been maintained.

Partnerships

Partnerships are critical in achieving our growth ambitions and sustainability targets. They accelerate our international expansion ambitions, support us in deploying cutting-edge technology, and help us reduce our impact on the environment. As a result, we actively pursue strategic alliances with top universities, global engineering firms, and other relevant parties, in addition to the many partners we work with throughout our extensive supply chain.

By leveraging these partnerships, we invest in innovative solutions, expand production and reach new markets, positioning ourselves to grow our business in a disciplined and capital-efficient manner.

As an example, our JV with MNK, the second largest explosives company in Indonesia, has enabled us to introduce our AXXIS™ systems and dual-salt

emulsion technology to the Southeast Asian market. This partnership is part of our strategy to gain a competitive advantage and has also been successfully deployed in Canada. We are looking at further opportunities in other key strategic markets, such as Australia.

We have a strategic partnership with Swedish-based Hypex Bio Explosives Technology, which is at the forefront of innovative and sustainable civil explosives solutions. The company has commercialised a ground-breaking emulsion system using hydrogen peroxide, offering substantially enhanced environmental benefits compared to conventional products.

In Agriculture, we have expanded our reach by developing and increasing manufacturing capacity and innovative products and introducing new distribution partnerships in Africa.



BME Dryden



Hypex Bio -Green explosive solutions

Collaboration

Ongoing engagement with our customers, suppliers, employees, communities, shareholders, regulators and governments has helped us to build constructive and beneficial relationships. We connect with these groups through meaningful, transparent dialogue, and have built a repository of stakeholder insights and feedback, which informs our strategic planning process.

This information helps us develop a pipeline of business and social investments, and enterprise and supplier development projects that support our community development efforts. On an ongoing basis, we strive to deepen our understanding of our role in society and to contribute meaningfully to its progress.



BME Losberg

How we do it Quality, partnerships and collaboration



People and culture

Our people are at the core of our business. We depend on their knowledge, skills, and experience, and on their ongoing commitment to our company, to provide high quality products and services to our customers.

Our culture, and the way we innovate and adapt to new ways of working, helps us to attract and retain the right people. As a result, we invest in our employees and to create a working environment that is supportive, inclusive and equitable.

In FY24, we employed 3 756 people from diverse backgrounds. Around 73% of our employees are based in South Africa and 27% in the rest of Africa and international operations.

The Group's journey to a One *OMNIA* organisational culture, where every employee is aligned to a shared purpose and our values, has reignited our focus on achieving our strategic objectives.

We are committed to a culture of inclusion in our workplace, which brings fresh and diverse perspectives to our operations. It leads to better decision-making, collaboration and problem solving and contributes to our long-term success. We have achieved our targets of including more women in top, senior and middle management, and have committed to developing our female staff, by among other things, along with providing funding for women studying in STEM fields. These priorities reflect our values and illustrates our commitment to transformation.

This focus starts at the top. Currently 30% of our Board are women.

We recognise that the endorsement of women in the workplace starts in our communities, education systems and the opportunities female talent are afforded from the outset of their career, and to this *OMNIA* has pledged R5 million to the education of women. As part of our efforts to build our organisational capacity and create a stimulating, high-performance culture, we provide training and development to all our employees. This investment has many benefits, as it enables employees to develop professionally by increasing their knowledge and skills and contribute to *OMNIA'S* ability to innovate.

Some of the learning opportunities in place are:

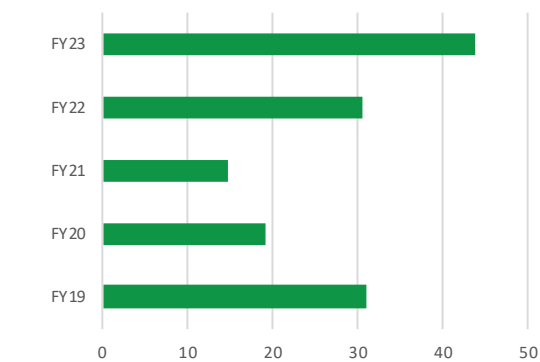
- Targeted continuous professional and personal development opportunities
- Leadership development programmes
- Graduate development programmes
- Learnerships and apprenticeships
- Employee study assistance programmes
- Skills development interventions for historically disadvantaged people

In line with our leadership development strategy, *OMNIA* launched the Leadership Excellence in Action Programme (LEAP) in January 2023. It is run in collaboration with Duke Corporate Education, based in the United States, and is targeted at our Top 150 leaders at middle and senior management levels across the group's global operations. The focus of the programme is to align our leadership with our values and purpose, and to drive the One *OMNIA* culture.

Through this we enable them to instil this ethos in the divisions and business units they lead. *OMNIA* also runs Executive Development for Growth and Excellence (EDGE) for the top 40 executive leaders to align on values and practically understand how to lead their teams effectively.

These efforts form part of our retention strategy, and our approach to create an engaging culture where everyone's safety, health and well-being is prioritised.

INVESTMENT IN TRAINING (RM)



In the last three years we have increased our investment in skills development, including on STEM programmes, for staff and leadership development.





Research, development and innovation

We take great pride in being at the forefront of Research, Development and Innovation (RDI), and we continue to build on our impressive track record in applying science and technology for the efficient use of natural resources.

Our RDI capabilities are embedded in our business units, with each one striving to innovate, improve processes, and develop products with new scientific insights for the markets in which they operate. Our culture of idea generation and knowledge sharing maintains our competitive advantage.

OMNIA'S RDI predominantly focuses on addressing business challenges and enhancing our market offerings. Recent years have seen the launch of targeted projects aimed at seizing opportunities, mitigating risks and reinforcing our market standing.

Our RDI capability will be elevated by establishing a Centre of Excellence (COE) in order to entrench RDI's role in the group's strategy and its capital deployment processes.

The COE will pursue disruptive RDI opportunities, including exploring the use of Artificial Intelligence (AI) to improve our product development processes, leverage existing innovation, and will consider investment opportunities. Key relationships with universities, engineering firms and other strategic partners will be managed through the COE.

Our RDI team has a deep pool of talent. It includes PhD and MSc professionals in the applied sciences and chemistry, as well as technicians and chemists.

OMNIA'S registered trademarks and patents, which stand at 1 116 and 13 respectively, is a testament to the skills of our RDI team.

In the Mining segment, the BME product development team has focused on proprietary precision software and electronic detonators, and developed a dual-salt emulsion system using less Ammonium Nitrate, that delivers superior stability whilst consuming lower electricity in its production process. It has also deployed award-winning used-oil technology, with an exemplary safety record.

The Agri-Tech offering. Discover the future of farming with our Nutriology® solutions and Agri-Tech integration from our Agriculture segment. The Agri-Tech offering deploys technology to enable precision farming through the collection and processing of data. This provides customers with essential information on crop yields to determine optimum fertilizer application, whilst reducing risk and improve water and nutrient use efficiency.

A primary focus in the AgriBio space, is on biostimulant research to enhance crop production. Biostimulants offer unique benefits to improve soil and plant health. Our RDI efforts encompass both microbial (Bacillus based products) and non-microbial solutions. Our strategic focus to expand into the AgriBio sector and biostimulant research aligns with our objective to foster sustainable agriculture practices.

Nutriology® Solutions leverage integrated technology, knowledge, and innovation to support life. The emphasis on holistic agricultural crop growth through the development and application of specialised products focuses on managing the entire crop lifecycle to enhance yields, minimise production risks, and boost farmers' investment returns.

We are well positioned to provide innovative and technical expertise to maximise nutrient use efficiency in agriculture, ensuring optimum crop yield whilst lowering environmental impact. Moreover, we excel in risk management strategies tailored for agricultural operations, safeguarding farming operations against uncertainties. Concurrently, we remain steadfast in supporting the mining industry, leading the way towards urbanisation and renewable energy initiatives.



BME Dryden



OMNIA Sasolburg

Responsible citizenship

We strive to be a responsible business and have a positive impact on communities in the regions in which we operate.

Through their innovations and investments, our business segments play a key role in helping us to create a sustainable future for the communities we serve. This ambition is bolstered by our partnerships with NGOs and other relevant stakeholders who share our values, and who also prioritise education, skills development and food security.

Education

We invest in programmes that directly contribute to and improve the outcomes of science, technology, engineering and mathematics (STEM) education, which is core to developing critical skills required for sustainable and inclusive economic growth. This includes providing funding for mathematics and science programmes for Grade 11 and 12 learners and mentorship for top performing female STEM learners.

Skills development

We provide vulnerable youth and underserved communities with financial and technical training. Part of this work includes loan funding through our emerging farmer project, which also provides production input to farmers. We also support a national youth social entrepreneurship programme that teaches young people about the green economy, this is done in partnership with Prime Stars.

These activities help to fuel a culture of entrepreneurship and employability in the communities in which we operate, boosting socio-economic development and contributing to job creation.

Food security

Our efforts to promote food security and alleviate hunger include providing education and training to household, community and school-based food garden programmes. These programmes enable community members to feed themselves and generate an income by selling produce.

To enhance our food security efforts, we have partnered with Reel Life NPC, a food and nutrition non-profit organisation. Through this partnership, we have provided more than 10 000 households with resource-efficient gardens in boxes.

At Zamdela in Sasolburg, we are developing agriculture entrepreneurs through a community food project that focuses on enhancing infrastructure and developing access to new markets.



OMNIA Sasolburg



OMNIA Head Office Fourways



Corporate Information

OMNIA Holdings Limited
(a company registered and domiciled in the Republic of South Africa)

Registration number: 1967/03680/06
JSE code: OMN
ISIN: ZAE000005153

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enhance life,
together creating
a greener future.**

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