



Environmental, Social and Governance Report 2025

Living our Purpose,
Shaping our Future


Contents

P1	Omnia’s purpose and values
P2	About this report
P3	Year at a glance
P4	About Omnia
P5	Corporate profile and footprint
P6	Our operations and impacts
P7	Leadership
P8	Message from the chair of the SEC
P9	CEO insights
P10	Message from our Executive of SHEQ and sustainability
P11	Our approach to ESG
P12	ESG governance
P14	ESG strategy
P16	Engaging with stakeholders
P17	Material matters
P23	Contribution to SDGs
P33	Future focused
P34	Introduction
P35	Business strategy and model
P36	Sustainable economic growth
P39	Innovating to create a greener future

P40	Enhancing our environment
P41	Introduction
P42	Climate change, decarbonisation and our energy transition
P45	Water, waste and circularity
P49	Biodiversity, land use and environmental stewardship
P51	Empowering people and communities
P52	Introduction
P53	Safety, health and well-being
P56	Attracting and developing people
P59	Supporting our communities
P63	Embedding best practice governance
P64	Introduction
P65	Ethical business conduct and regulatory compliance
P66	Responsible sourcing and resilient supply chains
P67	Appendices
P68	Five-year sustainability performance
P76	GRI content index
P80	SASB content index
P83	Independent assurance report to the directors of Omnia Holdings Limited
P85	Terms and acronyms
P87	Corporate information

About Omnia









Omnia Holdings Limited (Omnia) is a global, diversified chemicals group supplying chemicals and specialised services and solutions to the agriculture, mining and chemicals application industries. Omnia combines technical innovation and intellectual capital to add value for customers at every stage of the supply and service chain.



Omnia is committed to shaping a brighter and more promising future for all stakeholders by sustaining livelihoods, providing growth opportunities and using technology to ensure the efficient use of resources.



Innovating to enhance life, together creating a greener future

Our purpose has four supporting pillars aimed at:


Our purpose	Enhancing lives	Sustaining livelihoods	Optimising the use of natural resources	Caring for our planet
Our values	 Be safe	 Respect and grow	 Achieve excellence together	 Do the right thing
Our strategic priorities	 Build a safety-first culture and invest in our people	 Protect and grow our core	 Expand our international business	 Drive sustainable business practices to ensure a greener future

Our reporting suite 2025


Our full suite of reports is available online at: www.omnia.co.za


Integrated Annual Report




Environmental, Social and Governance Report




Tax Transparency Report



Annual Financial Statements






Notice of Annual General Meeting






King IV Application Register

Getting around

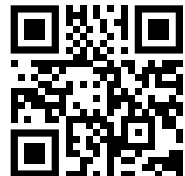
-  Refers you to information available online at www.omnia.co.za
-  Refers you to a page where more information can be found in this report
-  Indicates information that was independently assured

Navigation tools

-  Previous (back one page)
-  Next (forward one page)
-  Home (report contents)

Feedback

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www.omnia.co.za
omnialR@omnia.co.za

About this report

Our Environmental, Social and Governance (ESG) Report provides a comprehensive overview of our sustainability strategy and performance for the 12 months ended 31 March 2025 (FY25).

The ESG Report supports and augments our Integrated Annual Report (IAR) that provides material information on Omnia: our business model, strategy, governance, performance and outlook. Like the IAR, this report covers the primary activities of our three operating segments: Agriculture, Mining and Chemicals as well as manufacturing and supply chain. The IAR was prepared in line with

the Integrated Reporting Framework, which is housed within the International Financial Reporting Standards (IFRS) Foundation.

This ESG Report aims to provide comprehensive disclosure to our stakeholders on the sustainability context and issues facing Omnia, our approach and strategy for dealing with these matters, and account for our performance.

In 2025, we undertook a double materiality assessment and have structured this report around our material matters. We have adopted and aligned our report with best-practice principles, guidelines, frameworks and benchmarks.

“This ESG report aims to provide comprehensive disclosure to our stakeholders on the sustainability context and issues facing Omnia, our approach and strategy for dealing with these matters, and account for our performance.”

This report has been prepared with reference to the:

Global Reporting Initiative (GRI) Standards 2021, including GRI 14: Mining Sector 2024. A GRI content index indicating our disclosures may be found in the [appendices](#).



Sustainability Accounting Standards Board (SASB) standards: the Metals and Mining Industry Standard and the Chemicals Industry Standard. The SASB standards fall under the remit of the International Sustainability Standards Board (ISSB).



ISSB and a SASB content index can be viewed in the [appendices](#).



Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), now under the IFRS Foundation.



United Nations Sustainable Development Goals (SDGs). See the section on [SDGs](#) for details on our support and an account for our contribution.



JSE Sustainability Disclosure Guidance and Climate Change Disclosure Guidance



The content of this report has been guided by an independently facilitated double materiality assessment process as recommended by the Corporate Sustainability Reporting Directive (CSRD). This process and its outcome are detailed under [Material matters](#).

Omnia appointed an independent auditor to assure selected sustainability subject matter. This assurance was conducted using the Accountability AA1000 Assurance Standards version 3 at a Moderate assurance level. The independent assurance report may be found in the [appendices](#).

The board, supported by the social and ethics committee (SEC), is accountable for this report, and approved its publication on 22 July 2025.

Our suite of reports includes:

- Integrated Annual Report
- ESG Report
- Tax Transparency Report
- Annual Financial Statements
- Notice of Annual General Meeting
- King IV Application Register



Year at a glance

Environmental performance

Renewable energy use (Solar)

↑ **20 109 MWh**
(FY24: 12 976 MWh)

Energy efficiency (net)

↔ **0.26 GJ/t**
(FY24: 0.26 GJ/t)

Water recycled/reused

↑ **194 ML**
(FY24: 181 ML)²

Water efficiency per tonne manufactured

↓ **0.40 kL/t**
(FY24: 0.41 kL/t)

Greenhouse gas emissions intensity per tonne manufactured

↓ **0.034 tonnes CO₂e/t**
(FY24: 0.040 tonnes CO₂e/t)

Volume of dry used oil consumed

↑ **27 ML**
(FY24: 25 ML)



Social performance

Recordable case rate (RCR)

↑ **0.20** recordable injuries per 200 000 working exposure hours
(FY24: 0.05)

Fatalities

↔ **Zero**
(FY24: Zero)

Employees

↑ **3 803** people employed
(FY24: 3 756)

Salaries and wages

↑ **R2 507 million**
(FY24: R2 135 million)

Training and development

↑ **R46 million**
(FY24: R43 million)

Preferential procurement

↑ **R8 900 million**
(FY24: R8 804 million)

Social-economic investment⁴

↑ **R59 million**
(FY24: R50 million)

Total tax contribution⁵

↑ **R1 594 million**
(FY24: R1 506 million)

Financial performance

Revenue

↑ **R22 818 million**
(FY24: R22 219 million)

Operating margin¹

↓ **7.4%**
(FY24: 7.7%)

Earnings per share

↓ **692 cents**
(FY24: 705 cents)

Headline earnings per share

↑ **704 cents**
(FY24: 699 cents)

Net working capital

↓ **R3 426 million**
(FY24: R3 604 million)

Net cash position³

↓ **R1 770 million**
(FY24: R2 301 million)

Net asset value

↓ **R10 428 million**
(FY24: R10 820 million)

Total distributed to shareholders

↓ **R1 267 million**
Includes ordinary dividends totalling R649 million (FY24: R619 million), a special dividend totalling R446 million (FY24: R537 million) and shares repurchased for R172 million (FY24: R176 million).

Omnia delivered a strong performance in FY25, despite a challenging operating environment and volatile market conditions.



¹ Ex Chemicals restructuring costs increased from FY24 by 3% to 7.9%

² The FY24 figure was restated after a manual error in the recycled water calculation was identified. This was discovered following the implementation of a new system in the current year, which enhanced data collection, verification, and assurance processes.

³ Excludes lease liabilities

⁴ Includes CSI and development initiatives

⁵ Total tax contribution comprises actual taxes borne by the Group as well as those taxes collected on behalf of revenue authorities at 31 March 2025



About Omnia

Omnia is a global, diversified group serving the agriculture, mining and chemical sectors. We combine innovation and intellectual capital to add value at every stage of the supply and services chain.



Agriculture



Mining



Chemicals

In this section

P5 Corporate profile and footprint

P6 Our operations and impacts

Corporate profile and footprint

Omnia is a global, diversified chemicals group supplying chemicals and specialised services and solutions to the agriculture, mining and chemicals application industries.

Established over 70 years ago, Omnia is headquartered in Johannesburg, South Africa, and has its main production facilities in Sasolburg, some 70km to the south of Johannesburg.

Omnia's global presence currently extends to 23 countries. Our operations are to be found in Africa, Australia, Indonesia, Brazil, North America and China.

Omnia combines technical innovation and intellectual capital to add value for customers at every stage of the supply and service chain. Our portfolio of products and services supports sustainable agriculture and the responsible extraction of mining commodities.

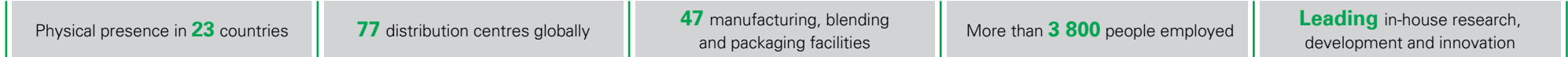
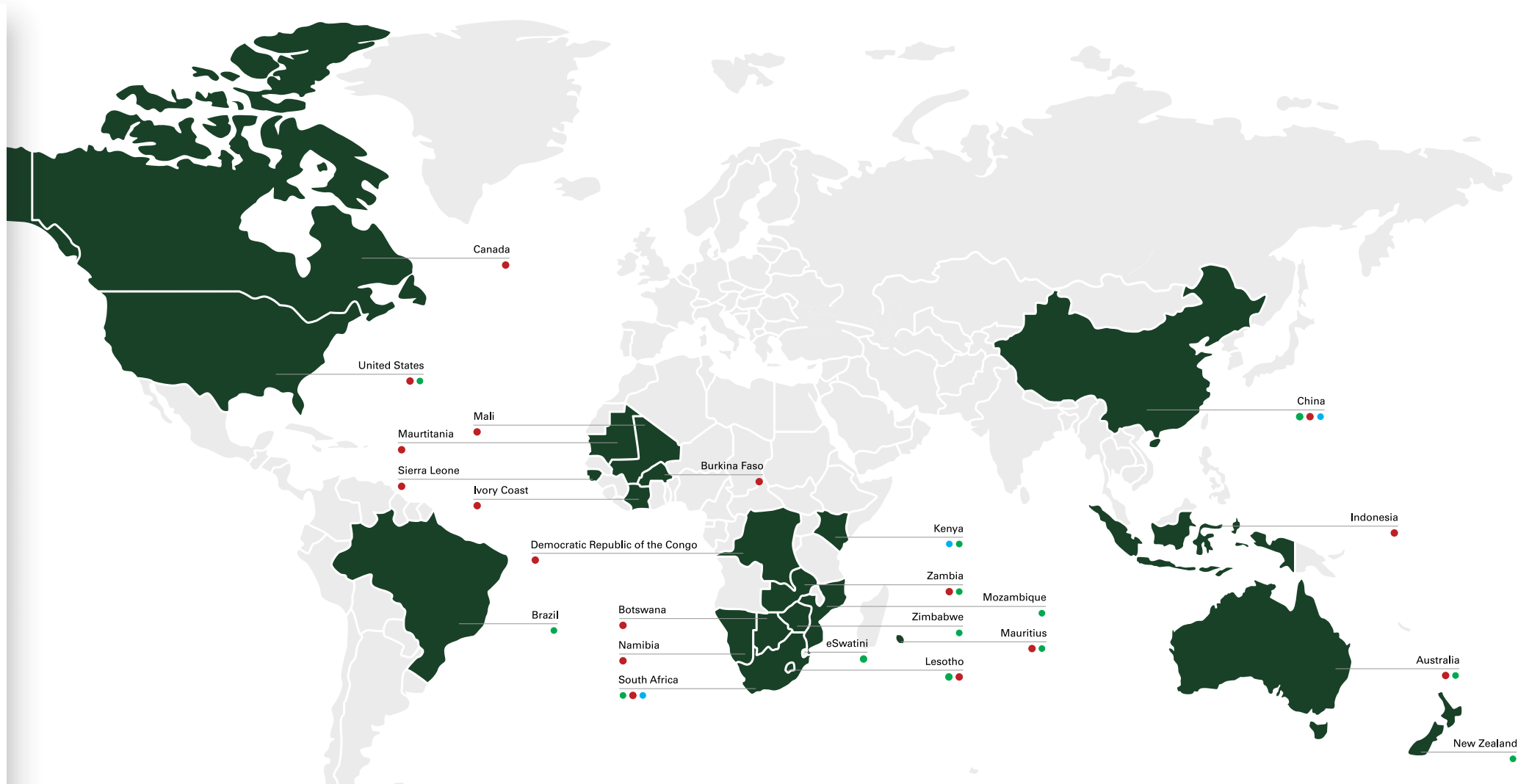
In line with our purpose of 'innovating to enhance life, together creating a greener future', our products and service solutions promote the responsible use of chemicals for health, safety and a lower environmental impact, while increasing the use of cleaner technologies.

Our resilient business, supported by core operations and an integrated supply chain, along with investment in agriculture technologies, mining explosives, and R&D, strengthens our market position and underpins our international diversification.

Omnia is listed on the JSE (OMN.JO) and A2X securities exchanges and, at 31 March 2025, had a market capitalisation of R10.9 billion (31 March 2024: R9.7 billion). Our investors include retail and institutional investors.

Broad-based black economic empowerment

In South Africa, Omnia is rated as level 2 in terms of broad-based black economic empowerment (B-BBEE) scorecard.



Our operations and impacts

Agriculture



Our Agriculture segment drives growth in the agricultural sector by providing granular, liquid, and speciality fertilizers, along with humates and other biostimulants that enhance soil health, improve crop performance, and increase food production. These solutions support sustainable livelihoods and job creation. The key differentiator is our Nutriology® model, a science-based approach to growing that promotes resource efficiency, optimises yields and crop quality, and maximises returns while reducing farming risks and minimising the environmental impact.

Product range

- **Granular, liquid and speciality fertilizers:** Our granular fertilizers are scientifically formulated for uniform nutrient distribution, and our liquid fertilizers offer comprehensive solutions for foliar sprays and soil enhancement. These products include OmniCal™, a high-value granulated calcium nitrate product for agricultural export markets.
- **Biostimulants:** Our range of products improves germination, increases plants' root mass, aids disease resistance and improves nutrient efficiency. Our humate products and applications include microbial products that improve soil conditions and nutrient uptake by crop.
- **AgTech (agriculture technology):** Our AgTech offering enables precision farming by using data analysis to optimise planting and fertilizer management. This offering is supported by our growing soil analysis service.

Key FY25 statistics

- Employs **1 478** people
- Generated net revenue of **R11 541 million**, equivalent to 51% of Group revenue (FY24: R11 818 million and 53%)
- Operating margin of **8.5%** (FY24: 8.1%)
- Operating profit of **R981 million** (FY24: R954 million)

Mining



Our mining segment, BME, through BME Blasting Solutions and BME Metallurgy (previously Mining Chemicals), offers integrated solutions for commercial mining, which are customised to boost efficiency, increase yields, and reduce costs and environmental impact. Our innovative technologies enhance the safe extraction and recovery of materials and minerals. We are a leader in bulk emulsions for commercial mining applications, services and technology. Our proprietary blast design software, BlastMap™ and AXXIS™ electronic initiating systems deliver precision and accuracy to improve blasting efficiencies.

Product range

- **Bulk emulsions:** BME's bulk emulsions are robust, high quality and reliable. Our emulsions deliver a sustainable and innovative solution using the highest quantity of used oil per tonne of emulsion by comparison in the market.
- **Packaged explosives:** BME's packaged products are manufactured in our world-class production facility, offering stability and performance.
- **Initiating systems:** BME manufactures and supplies a range of initiating systems that are performance driven, reliable and cost efficient. Our range of non-electric detonators is engineered for enhanced quality, while our AXXIS™ electronic detonators, developed in-house by BME, offer superior performance, reliability, safety, and precision.
- **Surface and underground technology:** Our software systems include BlastMap™, Xplolog™ and Xplocharge™ and deliver effective blast designs, smart customer solutions and efficient data control.
- **Equipment:** BME has a variety of manufactured equipment that deliver safe and cost-effective blasting outcomes.
- **Hydrogen peroxide emulsion:** Our partnership with Hypex Bio enables delivery of a hydrogen peroxide emulsion that offers significant environmental benefits.
- **Metallurgical solutions:** BME Metallurgy enables the efficient extraction of metals from ore through our innovative chemical solutions and in collaboration through principal partnerships.

Key FY25 statistics

- Employs **1 803** people
- Generated net revenue of **R9 121 million** equivalent to 40% of Group revenue (FY24: R8 289 million and 37%)
- Operating margin of **12.4%** (FY24: 12.1%)
- Operating profit of **R1 129 million** (FY24: R999 million)

Chemicals



Our Chemicals segment, through Protea Chemicals, is a large chemical manufacturer and distributor of local and international chemical products in South Africa. It has an extensive warehousing, logistics and supply chain footprint that services a number of countries across the continent. The Chemicals segment continued to face significant challenges due to a subdued manufacturing sector. Ongoing strategic management actions have been undertaken to restructure the business and rationalise business lines.

Product range

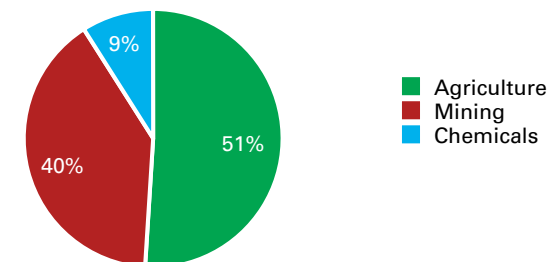
- **Water care:** We offer complete water care solutions that enable clean drinking water for millions of Africans daily. Our products include disinfectants and filtration for municipalities, industry and mining.
- **Bulk trading:** We secure critical bulk powders and liquids for customers by leveraging our supply chain networks. Our products include natural soda ash, sodium bicarbonate and ammonium sulphate.
- **Agri-sciences:** We supply quality ingredients to support the health and growth of livestock and crops, and our nutrition solutions are used by animal feed and pet food manufacturers.
- **Industrial chemistry:** We are a strategic partner to the coatings, adhesives and solvents industry, and support sectors, such as automotive and steel fabrication, with a wide range of products.
- **Life sciences:** We source product and ingredient solutions globally for our customers, including sustainably sourced raw materials and green technologies to achieve the best possible ESG impact.

Key FY25 statistics

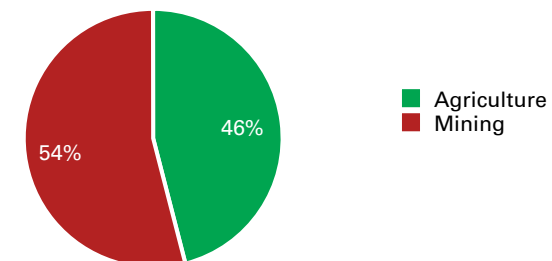
- Employs **352** people*
- Generated net revenue of **R2 156 million**, equivalent to 9% of Group revenue (FY24: R2 112 million and 10%)
- Operating margin of **(6.2%)** (FY24: 0.5%)
- Operating loss of **R133 million** (FY24: R11 million profit)

* A comprehensive restructure process was implemented at Protea Chemicals in February 2025.

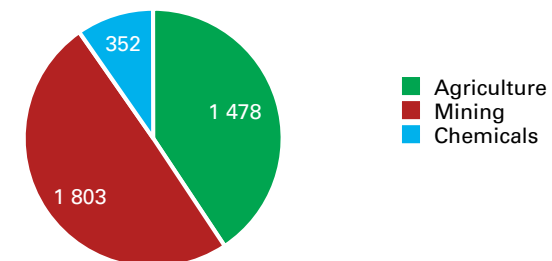
Contribution to Group net revenue



Contribution to Group operating profit



Employees by segment





Leadership

Our leadership believes that long-term value is built through disciplined capital allocation, operational excellence, customer-centric innovation, a commitment to sustainability and empowering our people.

In this section

P8	Message from the chair of SEC
P9	CEO insights
P10	Message from our Executive of SHEQ and sustainability

Message from the chair of the social and ethics committee

As chair of the social and ethics committee (SEC), I am pleased to present this year's ESG Report.

This document reflects both the progress we have made and the challenges we have encountered as we continue to embed sustainability at the heart of Omnia's operations. The past financial year was one of introspection and strategic evolution as we transitioned from designing our new sustainability strategy to actively implementing it.

This sustainability strategy is not an add-on. It is core to our operating model and informs how we support business objectives by caring for the environment, ensuring the safety and well-being of our employees, engaging with our communities, as well as collaborating with our clients, supply chain partners and other stakeholders. It is integral to and aligned with our broader business strategy and reinforces our belief that long-term business success is inseparable from ethical behaviour and responsible environmental and social stewardship.

Safety

At the outset, however, we must acknowledge where we have fallen short. Our safety performance, particularly in Agriculture and Manufacturing, has deteriorated. This deterioration is unacceptable against the high standards we have set for ourselves and management is taking action to return the performance back on track.

We reported 11 lost-time injury incidents (FY24: 4) and a recordable case rate (RCR) of 0.20 per 200 000 working/exposure hours (FY24: 0.05). Notably our BME Mining business maintained a perfect safety record during the year by achieving a recordable case rate of 0. Our Group fire, explosion and release rate improved significantly to 0.17 (FY24: 0.34).

Many of the safety incidents that occurred during the year involved contractors, highlighting the urgent need for stronger contractor management and visible leadership on safety. In Agriculture, we experienced road accidents and, as a result, are focusing on implementing remedial behaviour-based safety initiatives. We are committed to addressing these issues with urgency and transparency.

Every individual – whether employee or contractor – deserves a safe working environment. This is the right thing to do. We are also aware that strong safety leadership, visibility and accountability, as well as excellent safety performance, are the basis for good operational results.

Climate and energy

We are proud of the strides we have made in addressing climate change and decarbonising our operations. We recorded improved CO₂ and water intensity per tonne manufactured during the year, while at the same time continuing to increase our investment in and use of renewable energy.

Our investments in renewable energy and water reuse not only reduce emissions and conserve resources, they also enhance operational resilience and cost efficiency. We have strengthened our data collection processes, set measurable targets, and expanded our focus to include the full value chain, recognising both the importance of Scope 3 emissions and the role of our supply chain partners.

Our strategy

As a business rooted in the agriculture and mining industries, our operations, value chains and various externalities have the potential to contribute to high carbon emissions, soil and water degradation, and social challenges. That said, much of our work also presents us with the opportunity to fulfil our purpose. We can, and do, have a positive impact on the people we employ and the communities we support, and I am confident that we touch and enhance many lives. By working efficiently and sustainably, contributing to food security, implementing sustainable solutions to traditional mining services, and helping farmers to reduce the impact of reduced biodiversity and soil degradation by optimising the use of our products, we are supporting a greener future.

In addition, our customer solutions and technologies continue to make a measurable impact. Examples include:

- Hypex Bio, which offers lower nitrate blasting, reduced water treatment and quicker re-entry
- Our application of used oil as an input, which reduces waste and minimises water pollution
- Our blast alliance initiative, which offers digital and innovative technology to plan and execute blasts and maximise the liberation of minerals
- Nutriology®, our science-based technology solution to plan and execute planting, the application of fertilizer and pest control, and the application of water, is aimed at reducing the impact of our product use on biodiversity and the environment

More detail on our strategic approach may be found in the section on our [ESG strategy](#). In brief, however, while our previous sustainability strategy focused on manufacturing and the responsible consumption of natural resources, our updated strategy now encompasses ESG



Wim Plaizier

SEC chair

risks and opportunities across the entire product life cycle. It also extends beyond the narrow confines of Omnia alone to include our supply chain partners, the changing expectations of key stakeholders and increased regulatory reporting requirements.

Key elements of our approach included:

- Our [double materiality assessment](#)
- An analysis of our ESG regulatory reporting requirements
- Stakeholder mapping and engagement
- ESG due diligence to identify the key risks prevalent across our business operations and our product value chain.

This executive-led process has guided the integration of sustainability into our strategic decision-making and has established the processes and governance practices required to provide consistent and reliable data to support growing reporting and disclosure requirements worldwide.

Importantly, our new reporting tools have enhanced our performance insights, enabling us to identify key metrics for monitoring production efficiency. We now track total energy, water use, and GHG emissions relative to production, alongside core efficiency indicators: net energy efficiency (GJ per tonne manufactured), water efficiency (kL per tonne manufactured) and GHG intensity (Scope 1 and 2 GHG per tonne manufactured).

Board support and commitment

In presenting this report to our stakeholders, I do so on behalf of the members of the SEC who represent the board, and who have played an important guiding role for me, as chair, the company's leadership,

and the sustainability discipline as a whole. Our remit is broad, ensuring that ethical behaviour, social responsibility, and environmental sustainability are key components of the Group's overall strategy, and ensuring that Omnia plays a leading role in our sector.

On behalf of the SEC, I want to recognise the commitment of Omnia's leadership team in always doing the right thing - that is what sustainability is, after all. And to acknowledge the various teams and business units for their endeavours in measuring up and delivering on the targets we have set. Each and every Omnia employee and contractor has a role to play in our sustainability journey, and we are grateful for their ongoing contribution.

Looking ahead

As we move forward, we will continue to focus on key areas: improving safety outcomes, reducing our environmental impact, deepening our community development efforts, and enhancing stakeholder engagement. We are also preparing to align with emerging global standards, such as the IFRS S1 and S2 sustainability standards, which will guide our future disclosures and performance metrics.

Our shareholders, employees and communities expect us to lead with integrity and purpose. This report is a testament to our commitment to do just that. We remain steadfast in our belief that a sustainable Omnia is a stronger, more resilient, and more valuable Omnia for everyone.

Wim Plaizier

SEC chair

22 July 2025

CEO insights

We have made substantial strides on our ESG journey. In FY25, we implemented a new strategy that has deepened our understanding and strengthened our commitment to delivering further tangible results on our sustainability targets.

Omnia's role in food security and the drive for critical minerals put us in a unique position, not only to deliver goods and services to farmers and miners that enhance our ESG goals, but, crucially, we are able to support the environmental objectives of our customers, and positively impact the communities where we and our customers operate.

ESG is embedded in everything we do; it is the means by which we can future-proof our business. This focus requires effective management to ensure we successfully deliver on our sustainability objectives, and as such we have ESG targets for leadership linked to improvements in safety, sustainability, and people and culture.

Regrettably, in FY25 some of our safety metrics deteriorated. The safety and well-being of employees and all stakeholders remain our highest priority. We reaffirm our commitment to zero harm and to protecting the health and safety of our people and the communities in which we operate through rigorous safety protocols, ongoing training and a renewed commitment to our company-wide culture where each employee takes ownership of and responsibility for safety. It is commendable that in FY25 the Mining segment recorded a world class RCR performance of 0.00 for the third consecutive year.

Our skilled and dedicated staff are at the heart of the work we do to achieve our sustainability goals and grow our business, with every employee responsible for driving sustainability in our practices, processes and products. I extend my thanks to our staff for their dedication and hard work in this regard.

We invest in our staff by providing skills and leadership development and offer services to support their health and well-being. We have a range of initiatives to advance women and are focused on building a diverse and inclusive workforce.

We value our staff's contribution to the business. Our employee share scheme aligns the interests of employees with those of the company's shareholders and attracts and retain employees.

Our ongoing partnerships in host communities promote food security, drive entrepreneurship and supplier development, and advance education to enable economic opportunities for residents.

This report is again guided by leading ESG and sustainability disclosure standards as well as our materiality assessment. In FY25, we again undertook a double materiality, and these outcomes deepened our perspective on our ESG imperatives. Moreover, certain indicators are independently audited too, to offer stakeholders additional assurance of their accuracy.

Through our materiality process the key sustainability matters we have identified and are engaged with include pursuing climate resilience and adaptation, driving the energy transition and decarbonisation, implementing sound environmental management, and being good water stewards.

I am proud of the notable progress we have made in reducing emissions. This was primarily driven by a significant reduction in Scope 1 emissions and our increased use of renewable energy, particularly solar power generated at the Sasolburg manufacturing complex, which has a peak installed capacity of 10 MW. An additional 5 MW of renewable energy capacity is scheduled for commissioning in FY26, which will bring the total annual renewable energy generation to approximately 30 000 MWh. This investment is expected to increase the proportion of self-generated electricity used in operations to more than 50%.

Water efficiency and responsible water management continue to be key focus areas within the Group's broader sustainability strategy.

As we continue to integrate our ESG principles across our operations and invest in energy efficiency, emissions reduction and sustainable resource use, we will enhance our operational resilience and create long-term value for all stakeholders.

As always, Omnia's executive leadership extends its gratitude for the guidance and wisdom provided by the SEC, under the leadership of committee chair Wim Plaizier.

We welcome feedback on this report and encourage stakeholders to send comments to omniar@omnia.co.za

Seelan Gobalsamy
CEO

22 July 2025



Seelan Gobalsamy

Chief executive officer

“ESG is embedded in everything we do; it is the means by which we can future-proof our business. This focus requires effective management to ensure we successfully deliver on our sustainability objectives.”

Message from our Executive of SHEQ and sustainability

FY25 was a milestone year for sustainability at Omnia as we started implementing the revised strategy that we developed in FY24.

This journey has been intensive and enormously productive. It has helped us to understand our material issues better, review and improve our data management processes, and pave the way for the next phase of this critical work.

Our refreshed strategy was informed by an impact materiality assessment, which was then confirmed by our double materiality assessment. The impact assessment was instrumental in identifying the issues that matter most to our stakeholders and revealed how these priorities connect across different areas of our business. We have since engaged with teams across our organisation to understand the ways in which these considerations affect their ambitions, targets and interventions. The process has entrenched our existing belief that sustainability – and the ESG processes and metrics that underpin it – is everyone’s responsibility. It is an ongoing, evolving and fundamentally collaborative part of our work, and its success depends on our shared expertise and input.

At Omnia, safety is an integral part of our sustainability journey. Safety is in the foundation of sustainability in that it safeguards human life, reduces environmental harm and ultimately promotes economic stability. In line with our commitment to doing the right thing, we also acknowledge where we must do better. Following our world class occupational safety performance in FY24; our safety performance in FY25, particularly in the Agriculture segment did not meet our expectations. Despite this, our Mining segment maintained a world-class RCR of 0.00 for the third consecutive year, the Group’s overall RCR rose to 0.20 from 0.05 in FY24. This is a clear call to action.

We are responding with urgency, through enhanced contractor management practices, behaviour-based safety, and a renewed focus on leadership visibility and accountability across all our operations. At Omnia, Safety is not just a metric — it is a moral imperative and a shared responsibility. Every individual at Omnia has a role to play in ensuring a safe and healthy working environment.

A major development for us, and an important part of our evolved strategy, has been the extension of our sustainability efforts, monitoring and disclosure into our supply chain, both upstream downstream.

We are consistently putting steps in place to ensure we engage with partners and suppliers that are ethically aligned with our way of working. We are working with our supply chain and procurement teams to ensure that we incorporate minimum ESG requirements from sourcing and these are managed throughout our relationships. We always want to contract responsible suppliers as we seek to sustain the integrity of our ecosystem.

Similarly, we want to understand how and where our products are used, so that we have a comprehensive understanding of their life cycle and are able to ensure their circularity. We are particularly proud of the way that our product development and support teams consider the sustainable use of our products at the design phase, and how they help our clients to better integrate sustainability into their businesses.

This perspective has informed our Scope 3 base lining process, which we have just completed. Our next steps involve aligning internally on our Scope 3 strategy, ambitions, challenges and opportunities, and will be an important area of focus in FY26.

Our ESG data management process also saw significant progress during the year. Information is being integrated and centralised, with less reliance on manual data capturing. The refresh of our strategy, supported by enhanced data management capabilities, has enabled a sharper focus on key metrics that reflect the resources used to produce each tonne of product at our manufacturing plants. We monitor, report and assure total energy consumption, water usage, and GHG emissions relative to production, alongside core efficiency indicators: net energy efficiency (GJ per tonne manufactured), water efficiency (kL per tonne manufactured), and GHG intensity (Scope 1 and 2 emissions per tonne manufactured).

These improvements were evident during our external assurance review. From the outset, our assurance partner commended the ease of the audit, and the streamlined and transparent nature of our data capturing and review systems.

We have continued to remain abreast of developments in the sustainability reporting space. While we consistently report against leading standards, including GRI and SASB, we are also investigating and reviewing other relevant standards, such as ISSB. We will be undertaking a gap analysis against IFRS S1 and S2 in FY26 as we ready ourselves for reporting against them in the future.

Ditebogo Malatsi
Executive: SHEQ and sustainability

22 July 2025



Ditebogo Malatsi

Executive: SHEQ and sustainability

“A major development for us, and an important part of our evolved strategy, has been the extension of our sustainability efforts, monitoring and disclosure into our supply chain, both upstream downstream.”



Our approach to ESG

Our purpose, *Innovating to enhance life, together creating a greener future*, underpins our approach to sustainability and drives our efforts to create value for society and the environment.

In this section

P12	ESG governance
P14	ESG strategy
P16	Engaging with stakeholders
P17	Material matters
P23	Contribution to SDGs

ESG governance

Omnia understands that strong ESG governance and management are crucial for us to successfully execute our corporate strategy and deliver our sustainability targets. Our ESG and sustainability governance structure provides a framework for the oversight, integration and management of our ESG strategy and delivery.

The goal of ESG governance is to ensure that a company acts responsibly and seeks to support sustainability and equity across its operations.

Omnia's goals for ESG governance are:

- Robust and consistent oversight by the SEC and overall board
- Review of material ESG risk assessment
- Assessment of sustainability strategy
- Executive committee (exco) oversight and support for ESG investments
- World class integrity in all operations globally
- Oversight of compliance with all regulatory ESG requirements in the different jurisdictions

The board, with support from the SEC, our exco and management, are responsible for oversight and ESG risk management.



Board direction and committee oversight

Omnia's board is the highest decision-making body on ESG. The SEC is responsible for governance and oversight of Omnia's sustainability strategy, including ensuring alignment with the Group's business strategy. Executive management is accountable to the board for ESG outcomes.

The SEC is chaired by Wim Plaizier, an independent non-executive director, and must comprise no fewer than three members appointed by the board on recommendation of the remuneration and nomination committee.

Our SEC includes at least one executive director, with a majority of non-executive directors. Executive SEC members are supported by other executive and senior management who attend to provide strategic or technical insight on matters under discussion.

Board and SEC duties related to ESG governance include:

- Assessing the resilience of ESG strategy annually using scenario analysis
- Overseeing ESG risk identification and management
- Review ESG risk management policies, processes, procedures, metrics, monitoring and evaluation
- Monitoring performance and impact against the ESG strategy, objectives and targets

SEC committee members in FY25:

- Wim Plaizier, chair (non-executive director)
- Seelan Gobalsamy, Chief executive officer
- Tina Eboka, board member (non-executive director)

Standing invitees:

- George Cavaleros, Non-executive director and chair of the audit and risk committee
- Tiaan Kotze, Chief operating officer
- Ditebogo Malatsi, Executive: SHEQ and sustainability
- Bronwyn Murray, Executive: Human resources
- Simphiwe Mdluli, Executive: Group governance, legal and compliance
- Francois Visagie, Managing director: manufacturing
- Ralf Hennecke, Managing director: mining
- Ramesh Dhoorgapesah, GM: Global operational excellence, mining

Key focus areas of this committee in FY25 included:

- Safety performance, incidents and targets
- Maintenance and structural integrity
- Governance of ethics
- Corporate social responsibilities
- ESG targets and performance

Key decisions taken in FY25:

- ESG framework and targets underpinning the revised strategy

Focus areas for FY26:

- Safety leadership and culture
- Safety performance turnaround
- Governance of ethics
- Corporate social responsibilities

Executive participation

Our executive management team is responsible for the design and adoption of the Sustainability Roadmap, which sets out the Group's plans and activities.

While the board provides oversight, the exco designs, signs off and updates the ESG risk identification and management framework and related procedures and processes. It also assesses and adopts ESG metrics and targets, as well as the available resources to capacitate the implementation of the ESG projects in accordance with the approved delegation of authority.

Importantly, the exco is accountable for the development and management of Omnia's disciplined capital allocation framework, which is used to determine the allocation of the organisation's capital to protect and grow the core, and grow the business internationally through assets, partnerships and technologies that enhance ESG outcomes.

ESG governance *continued*

Management

The line management is the strategic bridge between our leadership teams and the business. Our management teams across each of our business divisions collect and assess sustainability data, measuring metrics and targets monthly. Having insight into everyday activities, these teams help identify ESG linked risks and opportunities, which are reported to the exco on a quarterly basis.










ESG frameworks

ESG risk and opportunities identification framework

Our ESG risk assessment process capitalises on the Group’s risk management practices. However, due to the specific nature of ESG risks, and in line with our SHEQ policy, the Group plans to further integrate the IFC Environmental and Social Management System (ESMS) framework in the ESG risk assessment process.

A globally recognised framework, ESMS is based on the IFC Performance Standards on Environmental and Social Sustainability, and it has become an international benchmark for managing environmental and social risks and has been adopted by financial intermediaries, stock exchanges and regulators.

This framework encompasses nine aspects:

-  Policy
-  Identification of risks and impacts
-  Management programmes
-  Organisational capacity and competency
-  Emergency preparedness and response
-  Stakeholder engagement
-  External communication and grievance mechanisms
-  Ongoing reporting to affected communities
-  Monitoring and review

For additional detail on Omnia’s approach to risk management, see the Managing risks and opportunities section of the [IAR](#).

ESG decision-making framework

Our ESG Decision-making Framework is a four-step process that enables the business to incorporate ESG factors into the decision-making process. It helps the organisation set governance structures, establish specific goals, convert the goals into division-specific actions, implement and review the adopted actions, and make necessary adjustments to align with the organisation’s ESG-centred business growth strategy.

The four steps to embed and integrate sustainability into the business model, business strategy, and core operations are as follows: lead, do, review, and improve.

LEAD Board + exco	DO Management + employees	REVIEW Management + employees	IMPROVE Exco + management
Guide the organisation toward its ESG goals, aligning with its business vision, values and strategy.	Translate the Group ESG strategy into precise targets, priorities, and action plans for each division’s operational structures.	Assess whether adopted actions are moving the organisation towards meeting ESG and sustainability goals.	Rigorously review the overall residual risk and propose robust solutions for mitigation or optimisation and immediately implement or plan medium-term adjustments.

At a divisional level, the ESG Decision-making Framework is extended to include the Group’s product value chain. Each division is allocated specific ESG goals and is responsible for executing the activities necessary to deliver on these.

Monitoring and evaluation

By monitoring and reporting on ESG risks and opportunities, Omnia can track progress toward sustainability goals and identify areas for improvement. Included as part of the review aspect of our four-step decision-making process, the systematic monitoring and evaluation of our progress is in the interest of transparent reporting and all stakeholders.

Our monitoring and evaluation system comprises:

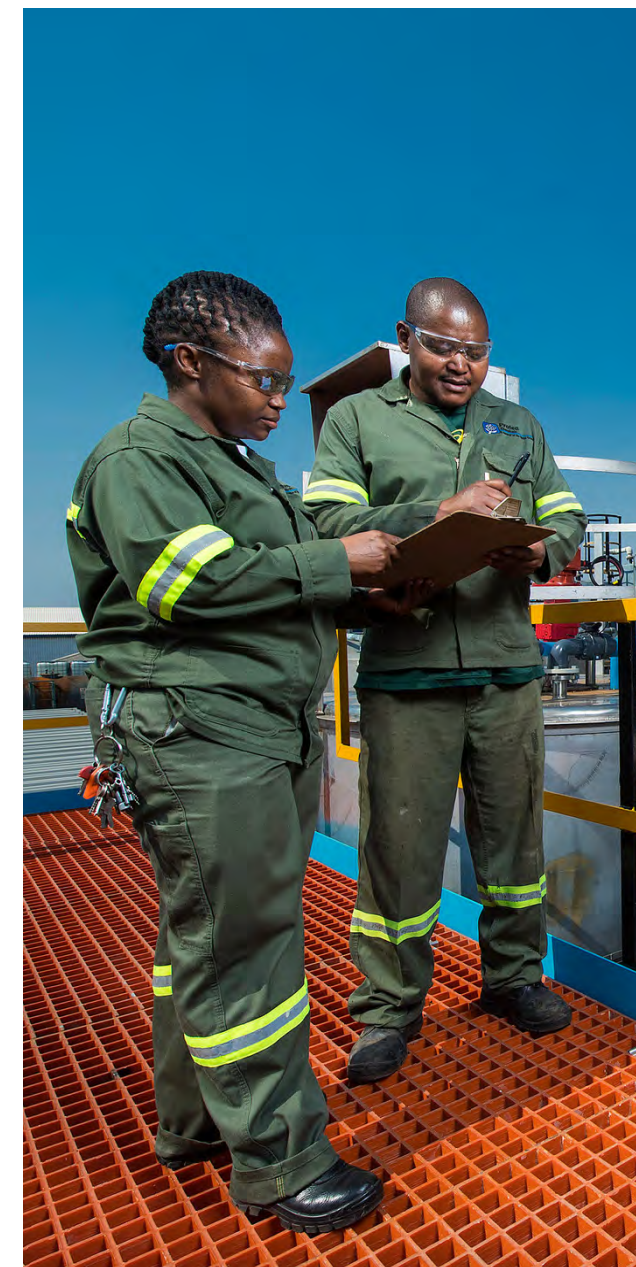
- Definition of KPIs
- Data collection
- Data analysis
- Progress reporting
- Engaging shareholders
- Technology adoption
- Third-party verification

Omnia sets measurable ESG targets for leadership and, in FY24, the ESG targets in the Group remuneration structure were extended. Omnia seeks to use incentives to encourage and reward long-term, sustainable performance based on our strategy. Our remuneration and nomination committee has carefully considered the non-financial performance indicators linked to remuneration. These strategic KPIs are directly linked to improvements in safety, sustainability, people and culture.

The following KPIs are used: B-BBEE scorecard, energy efficiency, water efficiency, carbon emissions intensity and women in leadership. In addition to these KPIs, a safety modifier weighted 75:25 towards Recordable Case Rate (RCR), and the Fire, Explosion and Release Rate (FER) is applied. The measures include a threshold (75%), a target (100%) and a stretch target (200%).

The Group’s long-term incentive performance conditions have strategic measures weighted at 40%, an increase from 20% with sustainability, people and culture making up 20% points of the total.

“The Group’s long-term incentive performance conditions have strategic measures weighted at 40% with sustainability making up 20% points of the total incentive targets.”



ESG strategy

Omnia strives to emerge as a leading global player in sustainability by focusing on sustainable operations, products, and services, and sustainable business strategies that create long-term value for all its stakeholders, ensuring a sustainable future.

Omnia remains dedicated to fulfilling all its business objectives in an environmentally conscious, socially aware, and ethically sound manner. The integration of sustainable practices into our operations is integral to our ability to deliver on our strategy aspirations and create long-term value.

Guided by our purpose and core values, our ESG strategy is aligned to our refreshed business strategy aimed at growing our core, while expanding our international agriculture and mining businesses in line with progressive ESG outcomes.

While the agriculture and mining industries, the core areas of Omnia’s business, offer significant growth opportunities, they have also been singled out globally as among the sectors whose value chains and externalities contribute to high carbon emissions and significant social challenges.

Acknowledging the impact our business has on people’s lives, through our contribution to food security and sustainable solutions to traditional mining services, we sought to unpack our approach to operating with due care for people and the planet.

ESG strategy update

As part of our commitment to further improve our ESG positioning and performance, we embarked on a comprehensive process to update our sustainability and ESG strategy in 2024.

While our previous sustainability strategy focused on manufacturing, the updated strategy now encompasses ESG risks and opportunities across the entire product lifecycle. It also extends beyond the narrow confines of Omnia alone to include our supply chain partners, the changing expectations of key stakeholders and increased regulatory reporting requirements.

An executive-led process, the strategy review started with an impact assessment and an analysis of Omnia’s ESG regulatory reporting requirements. Stakeholder mapping and engagement was followed by an ESG due diligence to identify the key risks prevalent across our business operations and our product value chain.

The insights we gleaned along the way allowed us to identify opportunities for improvement and develop a model for the integration of sustainability into our strategic decision making and establish the processes and governance practices required to provide consistent and reliable data to support growing reporting and disclosure requirements worldwide.

The benefits of the ESG strategy review included:

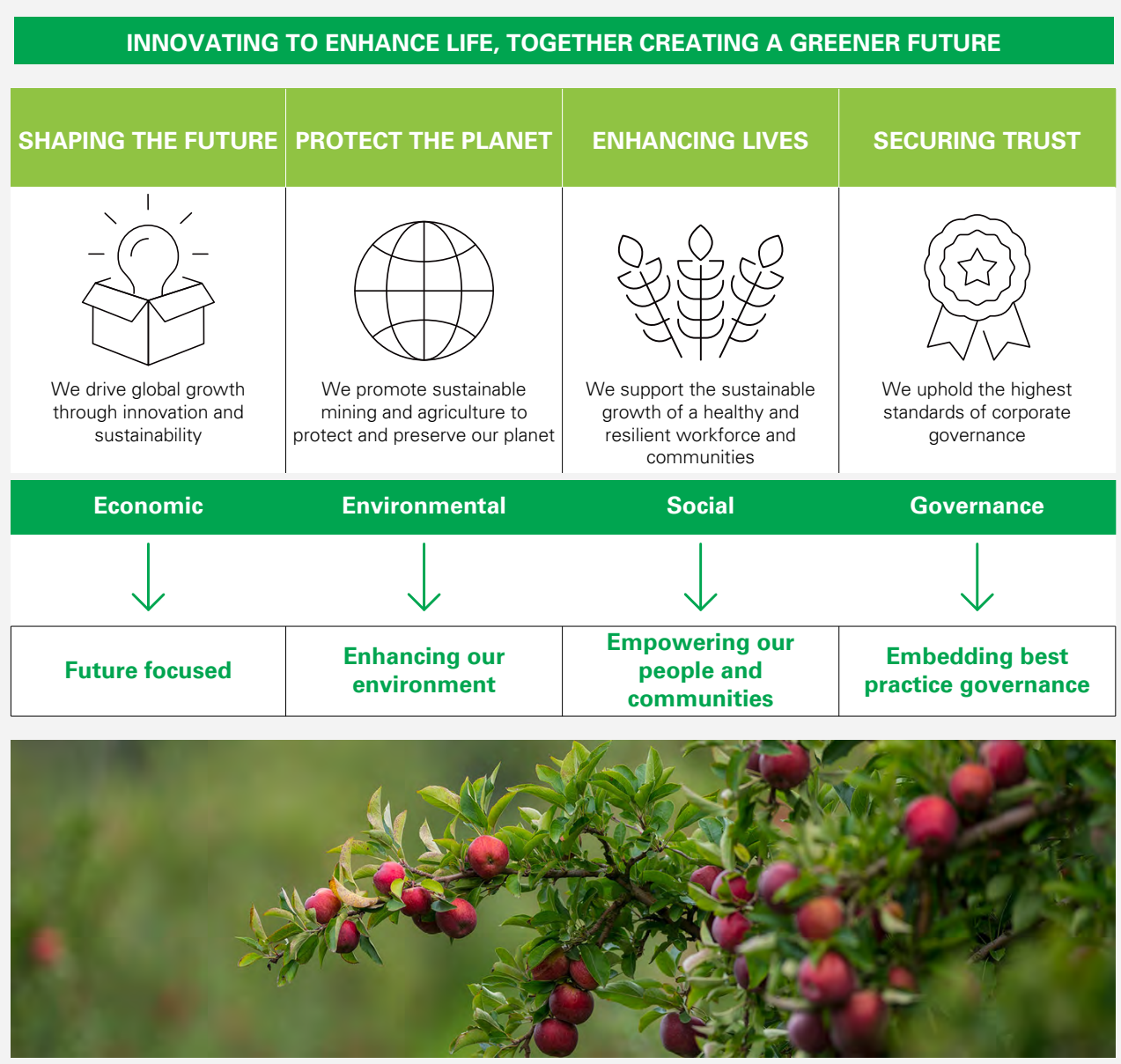
- Demonstration of sustainability leadership
- Enhancing effective decision-making for the business
- Strengthening stakeholder management and relations
- Enhanced ESG risk identification and mitigation
- Updated ESG targets

The revised sustainability strategy and related ESG framework was approved by the SEC and board in June 2024 and the effective implementation, monitoring and disclosure against the strategy and its targets was adopted in October 2024.

ESG framework

With its roots in our corporate strategy, our sustainability strategy and framework acknowledge the impact we have on peoples’ lives by contributing to food security, creating employment and developing skills that enable our just transition to a low carbon economy. It further affirms that we deliver this impact with due care to our planet and through the leveraging of our skills, knowledge and technology to introduce efficiencies in the use of natural resources.

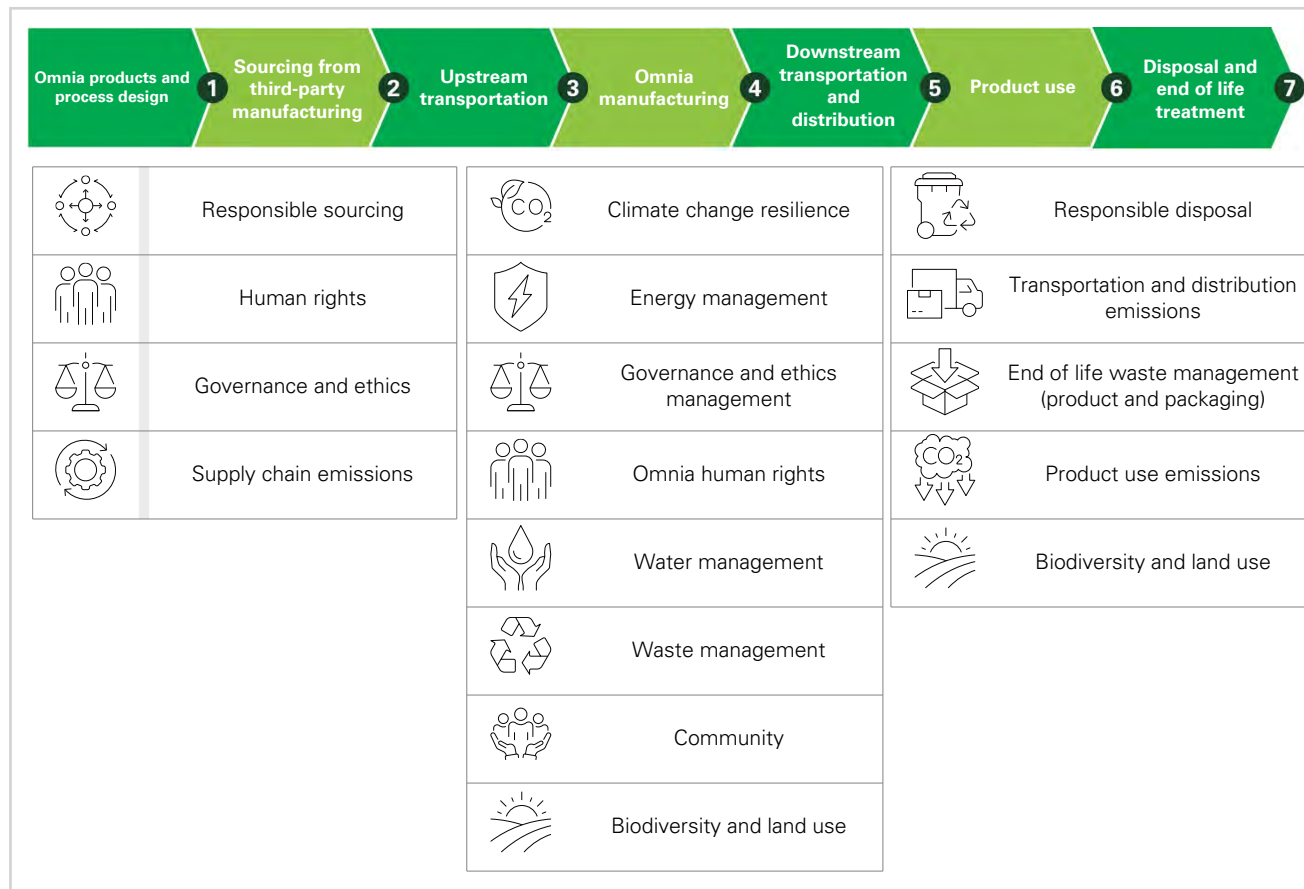
“Guided by our purpose and core values, our ESG strategy is aligned to our refreshed business strategy.”



ESG strategy *continued*

Value chain framework for ESG

Our value chain framework identifies and assesses our ESG risks throughout the product lifecycle. This holistic approach enables proactive management of impacts and the maximisation of sustainability at every stage of value creation.



Evolving and embedding ESG

The effective implementation, monitoring and disclosure of our ESG strategy relies on our performance and progress towards the delivery of our strategic ESG targets. These targets were developed to enhance our disclosures considering the increasing disclosure regulations, consolidation of ESG standards and the expectations of stakeholders for organisations to evidence the responsible citizenship.

Our ESG targets, which were developed along with our initial ESG strategy and adopted in 2021, only covered the manufacturing aspects of our product lifecycle.

The updating and expansion of our ESG strategy in 2024 necessitated the addition of targets to cover all aspects of our product lifecycle.

Our unwavering commitment to sustainable business strategies, operations, products and services requires us to lay the foundations of long-term value creation through the integration of ESG at every level of the organisation.

To do this we are:

- Moving from compliance to integrated sustainability business practices
- Advancing from green wins to transforming core business activities and
- Tightening the management of key ESG risks and the optimisation of ESG opportunities across Omnia’s product value chain.

Believing that the intentional adoption of a sustainability culture is the most effective route to delivering a long-term strategy that transforms how Omnia will compete in the market, we are encouraging a cultural shift within the organisation which starts with the individual. It is imperative that every individual within the organisation recognises and makes sustainability a personal responsibility. In this way, our people are the drivers of transformation.

Embedding sustainability considerations

TRANSFORMATION	EVERYONE'S RESPONSIBILITY	PURPOSE
<ul style="list-style-type: none"> • Decision making with outside lens • Collaborative approach to solutions 	<ul style="list-style-type: none"> • Urge all employees to view responsibilities through an ESG lens • Empower employees to identify opportunities to innovate and create new value 	<ul style="list-style-type: none"> • Encourage employees with a purpose larger than their tasks • Create a culture of sustainability • Link incentives to targets

Beyond the individual, ESG has been built into business decision-making. Refer to the [ESG governance](#) section for details on our Group ESG Decision-making Framework.

Engaging with stakeholders

A stakeholder-inclusive approach is pivotal to Omnia's governance structures. Balancing and meeting stakeholders' needs, interests and expectations in the organisation's best interest over time.

Continual stakeholder engagement allows us to not only maintain relationships but build strategic partnerships. It is these partnerships that underpin our business sustainability, enhance our ability to deliver on our strategy and assist us in the creation of shared value. Our stakeholder relationships also equip us to better manage society's expectations and minimise reputational risk.

Integrating stakeholder needs and expectations in determining Omnia's ESG and sustainability goals is paramount to creating long-term value for all. As an integral part of the monitoring and evaluation process, updating stakeholder needs and expectations is crucial to identifying any material changes that need to be considered in improving the strategy.

Our engagement process assists us in identifying our impacts, stakeholder interests, their needs, and potential risks and opportunities to our business.

As part of our ESG strategy refresh, we undertook a stakeholder engagement analysis and mapping exercise to identify the ESG issues that are most important to our key stakeholders. This process entailed a desktop review of current practices, engagement with stakeholders and site visits.



Key stakeholder interests, needs and expectations

OMNIA STAKEHOLDERS	AREAS OF INTEREST	NEEDS AND EXPECTATIONS
Investors/Shareholders	<ul style="list-style-type: none"> Operational and financial performance Good corporate governance Integrated reporting and disclosures Sustainability strategy and action plans 	<ul style="list-style-type: none"> Evolution to sustainable business practices to protect long-term business value Clear plans to transition to a low-carbon economy and socially aware business Profitability
Employees	<ul style="list-style-type: none"> Fair, market-related remuneration and incentives Engagement, holistic health and wellness Health and safety Career development and exposure Diversity, equity and inclusion Corporate social responsibility and sustainability 	<ul style="list-style-type: none"> Conducive working conditions Appreciation and recognition Career growth and development Fair remuneration and incentives Diverse and inclusive workplace Culture to include active good corporate citizenship Employee engagement Diversity, equity and inclusion
Government & regulatory bodies	<ul style="list-style-type: none"> Legislative and regulatory compliance 	<ul style="list-style-type: none"> Global compliance with legislative and regulatory requirements in the countries where Omnia operates
Clients & customers	<ul style="list-style-type: none"> Product quality and timeous delivery Customer service Product innovation Product pricing Supply chain transparency Sustainability requirements 	<ul style="list-style-type: none"> Product innovation that increases efficiency in meeting their business objectives Competitive pricing, with premium value added Partner in meeting ESG objectives Innovation in decreasing the carbon footprint across the product value chain, cradle to grave
Communities	<ul style="list-style-type: none"> Skills development Community development Local supplier development and procurement Local employment, job creation Health and safety plans and communications 	<ul style="list-style-type: none"> Contribute to improving skills available in local host communities Support and buy from local community small businesses Engage with indigenous people about heritage or cultural artifacts Recruit and develop employees from local host communities Communicate local community health and safety plans and communication plans
Suppliers	<ul style="list-style-type: none"> Business financial stability ESG requirements 	<ul style="list-style-type: none"> Financial stability of the organisation guarantees timely payments Communication of ESG requirements and standards
Business peers/partners	<ul style="list-style-type: none"> Business integrity Financial stability ESG credentials All relevant legislative and regulatory compliance 	<ul style="list-style-type: none"> Partnership with a financially stable business with integrity, compliant with relevant applicable regulations Compliance with ESG standards
Labour unions	<ul style="list-style-type: none"> Employee relations Employee health and safety Labour bargaining 	<ul style="list-style-type: none"> All employee relations for labour union-associated staff to comply with Comply with global labour unions requirements in countries of operation
Media	<ul style="list-style-type: none"> Financial 	<ul style="list-style-type: none"> Issues of public interest and material benefit

A detailed account of our approach integrated stakeholder engagement and value creation may be found in the Understanding our stakeholders section of the [IAR](#).

Material matters

Omnia's FY25 material matters were determined by conducting a double materiality assessment. The outcome of this assessment informed the structure of this ESG report.

The concept of double materiality considers Omnia's impacts on, and related risks and opportunities for the broader external environment (impact materiality), as well as the impacts on and related risks and opportunities of the external environment for Omnia (financial materiality). We are guided in our reporting by the JSE Sustainability Guidelines that advocate the use of double materiality.



Impact materiality:

Our business activities have a material actual or potential impact, positive or negative, on people, society and/or the environment over the short, medium or long term.



Financial materiality:

External events or variables that trigger potential or actual financial effects on the business, leading to risks or opportunities that might influence future cash flows and therefore the company's enterprise value in the short, medium or long term.

Our double materiality process was facilitated by an external consultant, in collaboration with the leadership team, with the ultimate identification of material matters overseen by the exco.

The following process was adopted:



1

A review of material matters determined and/or reported by eight of our local and global peers, a wide range of sustainability standards, including GRI, SASB and CSRD, and the findings of various ratings agencies and industry risk assessments. We also considered the key priorities identified by the International Fertilizer Association (IFA).



2

The assessment was informed by ongoing stakeholder engagement – see [Engaging with stakeholders](#) and interviews undertaken with stakeholders in FY23/FY24.



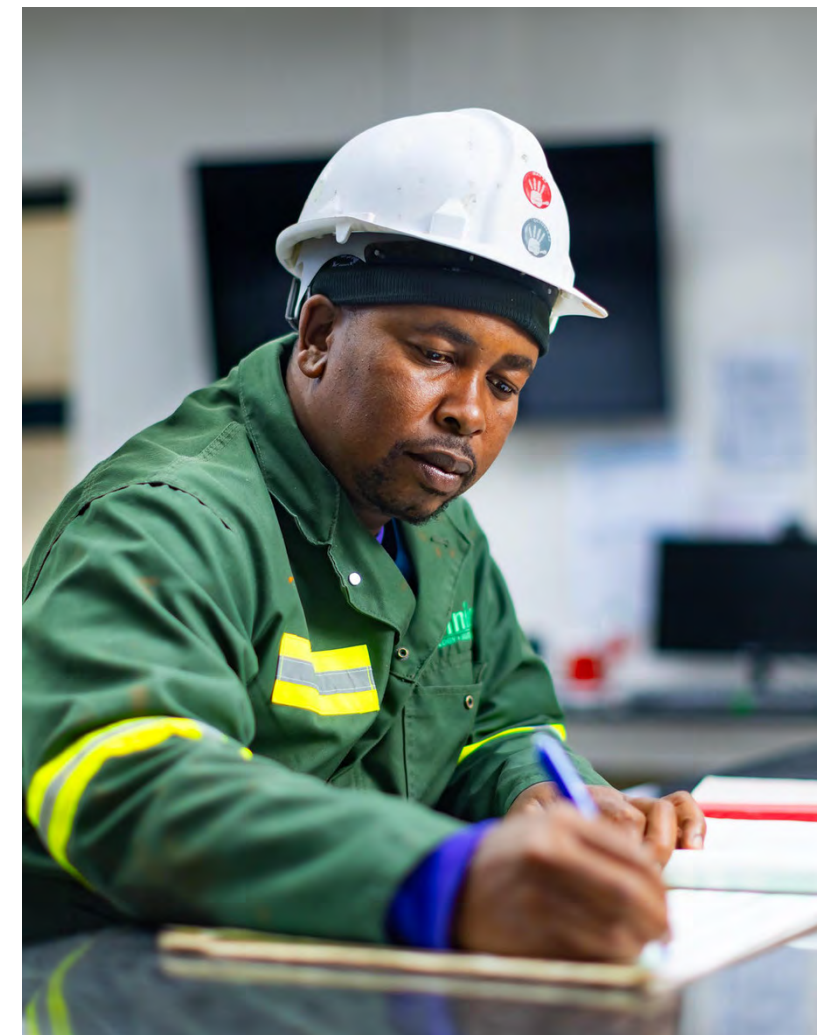
3

To rank the list of 37 matters that were identified in (1) and (2), our leadership (exco, business segment and discipline heads) and selected board members completed an online survey to determine what matters they considered most important from both impact and financial materiality perspectives. These were scored based on their respective rankings, with both the highest-ranking financial and impact matters included. For each matter, respondents also indicated expected time frames (short, medium or long term) and, for financial materiality, whether the matter was a risk and/or an opportunity.



4

The outcomes were discussed at an exco workshop and several amendments were made, based on the committee's knowledge of the market, company, stakeholders and our strategic plan. The list of matters was also reviewed against the risk register. The final list of 13 material matters was considered by exco.



Material matters *continued*

Our top material matters FY25

The top 13 material matters identified in our latest materiality assessment are categorised and described below. These matters are not ranked so as not to place undue emphasis on any one matter, particularly as materiality is dynamic and relative materiality can change, depending on circumstances and stakeholders affected.



Environmental matters

Description	Nature of materiality	Time frame	Risk/opportunity	Capitals affected	Relevant SDGs	Stakeholders affected	For further information, see:	
<p>Pursuing climate resilience and adaptation: We are embedding climate change resilience into our business to address potential physical risks (such as floods and droughts) and transition risks (regulatory, market, reputational, and legal). This includes helping customers build resilience and adapt to climate change and variability.</p> <p>Related matter FY24: Promoting energy efficiency, transitioning to renewable energy sources and ensuring that we adapt our company and our products to climate change</p>	Impact	Medium to long term	Risk and opportunity	<ul style="list-style-type: none"> Natural capital Manufactured capital Financial capital 	<div style="display: flex; flex-direction: column; gap: 5px;"> <div style="background-color: #0070C0; color: white; padding: 2px;">SDG 6 CLEAN WATER AND SANITATION</div> <div style="background-color: #FFC000; color: white; padding: 2px;">SDG 7 AFFORDABLE AND CLEAN ENERGY</div> <div style="background-color: #D9534F; color: white; padding: 2px;">SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div style="background-color: #8B4513; color: white; padding: 2px;">SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div style="background-color: #4F7942; color: white; padding: 2px;">SDG 13 CLIMATE ACTION</div> <div style="background-color: #2E8B57; color: white; padding: 2px;">SDG 15 LIFE ON LAND</div> </div>	<ul style="list-style-type: none"> Customers Investors 	<p>In this report</p> <p>ESG strategy</p> <p>Contribution to SDG</p> <p>Innovating to create a greener future</p> <p>Climate change, decarbonisation and our energy transition</p> <p>Waste, water and circularity</p> <p>Biodiversity, land use and environmental stewardship</p>	<p>IAR report</p> <p>Managing risks and opportunities</p> <p>Environmental stewardship</p> <p>Managing capital trade-offs for value creation</p> <p>Understanding our stakeholders</p>
<p>Driving the energy transition and decarbonisation: We are driving the shift to a lower carbon business and products by enhancing efficiency and investing in renewable and low-carbon technologies.</p> <p>Related matter FY24: Promoting energy efficiency, transitioning to renewable energy sources and ensuring that we adapt our company and our products to climate change</p>	Impact Financial	Short to medium term	Risk and Opportunity	<ul style="list-style-type: none"> Natural capital Manufactured capital Financial capital 	<div style="display: flex; flex-direction: column; gap: 5px;"> <div style="background-color: #0070C0; color: white; padding: 2px;">SDG 6 CLEAN WATER AND SANITATION</div> <div style="background-color: #FFC000; color: white; padding: 2px;">SDG 7 AFFORDABLE AND CLEAN ENERGY</div> <div style="background-color: #D9534F; color: white; padding: 2px;">SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div style="background-color: #8B4513; color: white; padding: 2px;">SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div style="background-color: #4F7942; color: white; padding: 2px;">SDG 13 CLIMATE ACTION</div> <div style="background-color: #2E8B57; color: white; padding: 2px;">SDG 15 LIFE ON LAND</div> </div>	<ul style="list-style-type: none"> Investors Customers 	<p>In this report</p> <p>Innovating to create a greener future</p> <p>Climate change, decarbonisation and our energy transition</p> <p>Biodiversity, land use and environmental stewardship</p>	<p>IAR report</p> <p>Managing risks and opportunities</p> <p>Environmental stewardship</p> <p>Value created and shared with stakeholders</p> <p>Manufacturing and supply chain</p>

Material matters *continued*

Our top material matters FY25 *continued*



Environmental matters *continued*

Description	Nature of materiality	Time frame	Risk/opportunity	Capitals affected	Relevant SDGs	Stakeholders affected	For further information, see:	
<p>Implementing sound environmental management: We are implementing sound environmental management practices to drive efficient and responsible resource use, and promoting sustainable regenerative agriculture to enhance ecosystem resilience (including the preservation and promotion of biodiversity, ecosystems and improving nutrient yields).</p> <p>Related matter FY24: Protecting and promoting biodiversity and sustainable ecosystems</p>	Impact	Medium to long term	Risk and opportunity	<ul style="list-style-type: none"> Natural capital 	<ul style="list-style-type: none"> SDG 3 GOOD HEALTH AND WELL-BEING SDG 6 CLEAN WATER AND SANITATION SDG 7 AFFORDABLE AND CLEAN ENERGY SDG 8 DECENT WORK AND ECONOMIC GROWTH SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION SDG 13 CLIMATE ACTION SDG 15 LIFE ON LAND 	<ul style="list-style-type: none"> Host communities and NGOs Investors 	<p>In this report</p> <p>Innovating to create a greener future</p> <p>Biodiversity, land use and environmental stewardship</p>	<p>IAR report</p> <p>Managing risks and opportunities Agriculture Our strategy Environmental stewardship</p>
<p>Being good water stewards: We secure stable access to water and focus on being good water stewards through efficient usage and sustainable sourcing.</p> <p>Related matter FY24: Securing stable access to water and being good water stewards</p>	Impact Financial	Long term	Opportunity	<ul style="list-style-type: none"> Natural capital Manufactured capital Social and relationship capital 	<ul style="list-style-type: none"> SDG 6 CLEAN WATER AND SANITATION SDG 7 AFFORDABLE AND CLEAN ENERGY SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION SDG 13 CLIMATE ACTION SDG 15 LIFE ON LAND 	<ul style="list-style-type: none"> Investors Host communities and NGOs 	<p>In this report</p> <p>ESG strategy</p> <p>Waste, water and circularity Contribution to SDGs Biodiversity, land use and environmental stewardship</p>	<p>IAR report</p> <p>Managing risks and opportunities Value created and shared with stakeholders Manufacturing and supply chain Environmental stewardship</p>

Material matters *continued*

Our top material matters FY25 *continued*



Societal matters





Description	Nature of materiality	Time frame	Risk/opportunity	Capitals affected	Relevant SDGs	Stakeholders affected	For further information, see:	
<p>Developing and sustaining a skilled workforce in a positive and inclusive workplace: We are developing our workforce to ensure it is suited for the future of work, through continuous learning and skills development initiatives. We create a respectful and inclusive workplace culture where employees feel valued, fulfilled, rewarded, engaged and motivated.</p> <p>Related matter FY24: Attracting, retaining and developing talent suited for the future nature of work</p>	Impact	Short to medium term	Opportunity	<ul style="list-style-type: none"> Human capital Social and relationship capital 	<div style="display: flex; flex-direction: column; gap: 5px;"> <div style="background-color: #28a745; color: white; padding: 2px;">SDG 3 GOOD HEALTH AND WELL-BEING</div> <div style="background-color: #dc3545; color: white; padding: 2px;">SDG 4 QUALITY EDUCATION</div> <div style="background-color: #ffc107; color: white; padding: 2px;">SDG 5 GENDER EQUALITY</div> <div style="background-color: #6c757d; color: white; padding: 2px;">SDG 8 DECENT WORK AND ECONOMIC GROWTH</div> <div style="background-color: #ffc107; color: white; padding: 2px;">SDG 11 SUSTAINABLE CITIES AND COMMUNITIES</div> </div>	<ul style="list-style-type: none"> Employee and labour unions 	<p>In this report</p> <p>Contribution to SDGs</p> <p>Business strategy and model</p> <p>Attracting and developing people</p>	<p>IAR report</p> <p>Managing risks and opportunities</p> <p>Our strategy</p> <p>Empowering employees</p> <p>Business model</p>
<p>Ensuring safety, health and well-being of employees, customers and communities: We ensure the health, safety (including process safety) and well-being of employees, customers and communities.</p> <p>Related matter FY24: Ensuring occupational and process safety, and the well-being of our workforce</p>	Impact Financial	Short to medium term	Risk and opportunity	<ul style="list-style-type: none"> Human capital 	<div style="display: flex; flex-direction: column; gap: 5px;"> <div style="background-color: #28a745; color: white; padding: 2px;">SDG 3 GOOD HEALTH AND WELL-BEING</div> <div style="background-color: #ffc107; color: white; padding: 2px;">SDG 11 SUSTAINABLE CITIES AND COMMUNITIES</div> </div>	<ul style="list-style-type: none"> Employee and labour unions 	<p>In this report</p> <p>ESG governance</p> <p>Engaging with stakeholders</p> <p>Contribution to SDGs</p> <p>Safety, health and well-being</p> <p>Attracting and developing people</p> <p>Ethical standards, policies and regulatory compliance</p> <p>Responsible sourcing and resilient supply chains</p>	<p>IAR report</p> <p>Understanding our stakeholders</p> <p>Managing risks and opportunities</p> <p>Empowering employees</p> <p>Corporate governance</p>

Material matters *continued*

Our top material matters FY25 *continued*





Governance matters

Description	Nature of materiality	Time frame	Risk/opportunity	Capitals affected	Relevant SDGs	Stakeholders affected	For further information, see:
<p>Ensuring security of people and assets, including critical incident management: We have in place robust security measures to protect our people, assets, and products. We ensure cybersecurity and data privacy and promote sound integrated risk management.</p> <p>Related matter FY24: Ensuring the security of our people, assets and products (including cyber-security)</p>	Impact Financial	Medium to long term	Risk and opportunity	<ul style="list-style-type: none"> Human capital Social and relationship capital Intellectual capital Financial capital 	 	<ul style="list-style-type: none"> Employee and labour unions Customers Business partners and suppliers 	<p>In this report</p> <p>Security of people and assets</p> <p>IAR report</p> <p>Managing risks and opportunities</p> <p>Empowering employees</p> <p>Corporate governance</p>
<p>Mitigating country and political risk and ensuring regulatory compliance: We identify and mitigate country and political risks that may impact our business and strategic planning. We ensure compliance with current and evolving legal requirements and industry standards and ensure compliance with tax obligations and regulation.</p> <p>Related matter FY24: Considering and mitigating geopolitical instability and country risks</p>	Financial	Medium to long term	Risk and opportunity	<ul style="list-style-type: none"> Social and relationship capital Financial capital Intellectual capital 		<ul style="list-style-type: none"> Government and regulators Customers Investors 	<p>In this report</p> <p>ESG governance</p> <p>Ethical standards, policies and regulatory compliance</p> <p>Responsible sourcing and resilient supply chains</p> <p>IAR report</p> <p>Managing risks and opportunities</p> <p>Corporate governance</p>
<p>Upholding ethical business conduct: We ensure business ethics and integrity by promoting ethical conduct, transparency and anti-corruption measures.</p> <p>Related matter FY24: Upholding business ethics and integrity and promoting disclosure and transparency</p>	Impact Financial	Medium to long term	Risk and opportunity	<ul style="list-style-type: none"> Social and relationship capital 		<ul style="list-style-type: none"> Customers Investors Business partners and suppliers 	<p>In this report</p> <p>ESG strategy</p> <p>Ethical standards, policies and regulatory compliance</p> <p>Responsible sourcing and resilient supply chains</p> <p>IAR report</p> <p>Managing risks and opportunities</p> <p>Business model</p> <p>Value created and shared with stakeholders</p> <p>Corporate governance</p>

Material matters *continued*

Our top material matters FY25 *continued*

 Economic matters								
Description	Nature of materiality	Time frame	Risk/opportunity	Capitals affected	Relevant SDGs	Stakeholders affected	For further information, see:	
<p>Driving digitisation and innovation: We pursue innovation to achieve operational efficiency and growth, and to enhance our competitiveness and sustainability.</p> <p>Related matter FY24: Pursuing innovation in products and processes</p>	Financial	Medium to long term	Risk and opportunity	<ul style="list-style-type: none"> Intellectual capital Financial capital Manufactured capital 	 SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE  SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	<ul style="list-style-type: none"> Investors Customers Business partner and suppliers 	<p>In this report</p> <p>Contribution to SDGs</p> <p>Sustainable economic growth</p> <p>Innovating to create a greener future</p> <p>Climate change, decarbonisation and our energy transition</p> <p>Water, waste and circularity</p> <p>Biodiversity, land use and environmental stewardship</p>	<p>IAR report</p> <p>Managing risks and opportunities</p> <p>Managing capital trade-offs for value creation</p> <p>Research, development and innovation to sustain our business</p>
<p>Effectively allocating capital: We undertake transparent and strategic capital allocation to drive long-term growth, sustainability and value creation.</p> <p>Related matter FY24: Promoting energy efficiency, transitioning to renewable energy sources and ensuring that we adapt our company and our products to climate change</p>	Financial	Short to medium term	Risk and opportunity	<ul style="list-style-type: none"> Financial capital Manufactured capital Human capital 	 SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE  SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	<ul style="list-style-type: none"> Investors Business partners and suppliers Host communities and NGOs 	<p>In this report</p> <p>ESG governance</p> <p>Business strategy and model</p>	<p>IAR report</p> <p>Our strategy</p> <p>Investment case</p> <p>Understanding our stakeholders</p> <p>Managing risks and opportunities</p> <p>Business model</p>
<p>Engaging with customers and partners to ensure sustainable and resilient supply chains: We encourage customer engagement and responsiveness by delivering quality products and services tailored to market demands. We promote responsible sourcing and responsible, transparent supply chain management.</p> <p>Related matter FY24: Developing and maintaining strategic partnerships with suppliers, customers and other collaborators</p>	Impact Financial	Short to medium term	Risk and opportunity	<ul style="list-style-type: none"> Human capital Social and relationship capital 	 SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	<ul style="list-style-type: none"> Investors Customers Business partners and suppliers 	<p>In this report</p> <p>Engaging with our stakeholders</p>	<p>IAR report</p> <p>Understanding our stakeholders</p> <p>Managing risks and opportunities</p> <p>Business model</p>
<p>Ensuring business resilience and operational efficiency: We are building business resilience and agility to navigate evolving market conditions and inflationary pressures. We optimise processes, resources and technologies to enhance productivity, reduce costs and drive sustainable business performance.</p> <p>Related matter FY24: Ensuring business model resilience and agility in response to changing market circumstances</p>	Financial	Short to long term	Opportunity	<ul style="list-style-type: none"> Intellectual capital Manufactured capital Financial 	 SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE  SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	<ul style="list-style-type: none"> Investors Business partners and suppliers 	<p>In this report</p> <p>Business model and strategy</p> <p>Sustainable economic growth</p> <p>Innovating to create a greener future</p>	<p>IAR report</p> <p>Our strategy</p> <p>Business model</p> <p>Managing capital trade-offs for value creation</p> <p>Research, development and innovation to sustain our business</p>



To read more about our material matters, see *Materiality and material matters* in our [ESG Report](#).

Contribution to SDGs

Omnia recognises the role we must play in helping to address the wider global sustainability issues of energy consumption, climate change, water scarcity and food security. We do this by supporting and contributing to the United Nations Sustainable Development Goals (SDGs) as well as local development agendas where we operate.

We have incorporated the SDGs into our sustainability and stakeholder engagement frameworks and have prioritised a number of goals based on our ability to make a positive impact.

Through our sustainability strategy process, we prioritised the following SDGs:

Direct alignment: These nine SDGs are material to Omnia’s core business

SDG 2 ZERO HUNGER	SDG 3 GOOD HEALTH AND WELL-BEING
SDG 4 QUALITY EDUCATION	SDG 5 GENDER EQUALITY
SDG 6 CLEAN WATER AND SANITATION	SDG 7 AFFORDABLE AND CLEAN ENERGY
SDG 8 DECENT WORK AND ECONOMIC GROWTH	SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
SDG 13 CLIMATE ACTION	

Directly aligned: These SDGs are embedded in Omnia’s core business and covered in some form in policies or operational execution, but no specific SDG targets are set as per UN guidelines

SDG 1 NO POVERTY	SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
SDG 10 REDUCED INEQUALITIES	SDG 11 SUSTAINABLE CITIES AND COMMUNITIES
SDG 14 LIFE BELOW WATER	SDG 15 LIFE ON LAND
SDG 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	SDG 17 PARTNERSHIPS FOR THE GOALS

“To enhance life for people and the environment we need cohesive efforts on a local and global scale.”



Contribution to SDGs *continued*

Our SDG scorecard in FY2025

We have mapped the SDGs that are directly aligned with our business and the SDG targets over which we have a direct influence.



Directly aligned SDGs

SDG	Related SDG targets	Our contribution and ambition	Our targets (from revised 2024 baseline)
SDG 2 ZERO HUNGER	2.1 End hunger and ensure access by all people 2.3 Double the agricultural productivity and incomes of small-scale food producers 2.4 Ensure sustainable food production systems and implement resilient agricultural practices that: <ul style="list-style-type: none"> • Increase productivity and production • Help maintain ecosystems • Strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality 	<p>Our contribution</p> Omnia seeks to improve food security by increasing yields and promoting sustainable agriculture. <p>Our ambition</p> We partner with communities to implement development programmes for longer-term socio-economic sustainability that delivers measurable impact.	Investment in research, development and innovation for responsible use of agriculture and mining chemicals for the protection and rehabilitation of the environment. Income or employment through agriculture practices.

Our progress in FY25

Our research, development and innovation capabilities partner and collaborates with universities, for the continued development of agriculture and mining technologies and solutions.

In FY25, our partnership with Stellenbosch University continued the development of Synthetic microbial communities (SynComs) for precision agriculture solutions. Additionally, we continued our project with the University of Johannesburg focusing on:

- Computational metabolomics into microbial biostimulants, Trichoderma and Bacillus formulations, and their combined effects on maize plant.
- The effects of non-microbial bio stimulants, a fulvic acids-based formulation on the metabolome and biochemistry the tomato plant: a computational metabolomics study.

Lastly, our partnership with the Northwest University has been extended through our project on the application of alternative waste oils in the manufacture of emulsion explosives.

Contribution to SDGs *continued*



Directly aligned SDGs

SDG	Related SDG targets	Our contribution and ambition	Our targets (from revised 2024 baseline)
SDG 3 GOOD HEALTH AND WELL-BEING	3.9 Substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	<p>Our contribution</p> We aspire to a safe environment, where personal and professional growth and well-being is encouraged and supported. Zero harm remains the goal, while supporting the sustainable growth of healthy, educated and resilient communities. <p>Our ambition</p> We care for our people, and aspire to enable them to protect their physical, psychological and financial safety.	<ul style="list-style-type: none"> • Group Limits: RCR (0.25); FER (1.00). • Segment Limits: <ul style="list-style-type: none"> ◦ Chemicals RCR (0.20); FER (0.50) ◦ Mining RCR (0.20); FER (0.50) ◦ Agriculture incl. Manufacturing RCR (0.25), FER (1.00) • Zero occupational illnesses

Our progress in FY25

Safety performance

- No fatalities
- RCR 0.20 (FY24: 0.05), below the limit of 0.25
- FER 0.17 (FY24: 0.38), below the 1.00 limit
- Zero occupational illnesses recorded for fifth consecutive year

Health and wellness

- We remain committed to supporting the holistic well-being of our employees through accessible and impactful wellness initiatives. Our employee assistance programme (EAP), which includes onsite counselling and confidential support services, continues to play a vital role in promoting mental health across the organisation. In FY25, EAP utilisation rose to 14.4%, significantly exceeding the industry benchmark of 3.41%, reflecting increased employee engagement and trust in our wellness resources. Participation in mental health webinars, emotional resilience workshops, and telephone counselling grew steadily, with a notable 29% year-on-year increase in telephonic support. Key wellness themes included acute stress, relationship challenges, and adjustment difficulties, with acute stress cases showing a marked rise compared to FY24. Encouragingly, more male employees accessed EAP services, signalling a positive shift in openness to seeking support. To further enhance accessibility, we expanded our onsite counselling offerings, ensuring timely and confidential care remains within reach for all employees.

Responsible Care®

- Omnia Agriculture and BME received first and second runner up award respectively for the 2024 Responsible Care® Sustained High Performance Award. This award recognises the continuous improvement in SHE KPIs by both segments over the past four years.

Contribution to SDGs *continued*



Directly aligned SDGs

SDG	Related SDG targets	Our intention	Our targets (from revised 2024 baseline)
SDG 4 QUALITY EDUCATION	<p>4.3 Ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university</p> <p>4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p> <p>4.5 Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations</p>	<p>Our approach is guided by our socio-economic development strategy, supported by our business strategy.</p> <p>For Omnia, corporate social responsibility (CSI) is both an ethical responsibility and a strategic imperative.</p> <p>In line with our commitments, we aim to:</p> <ul style="list-style-type: none"> • Make a positive and sustainable impact on the quality of life of the communities in which we operate • Develop and empower disadvantaged communities through skills transfer and training • Build and improve relationships with existing and potential stakeholders through mutually beneficial partnerships • Attract and retain quality and socially responsible employees • Enhance the loyalty and pride of employees in the Group 	<p>STEM funding:</p> <ul style="list-style-type: none"> • 7% by 2025 • 12% by 2027 • 14% by 2030 <p>Women in learnerships:</p> <ul style="list-style-type: none"> • 3% by 2025 • 6% by 2027 • 8% by 2030 <p>ABET learning:</p> <ul style="list-style-type: none"> • 2% by 2025 • 4% by 2027 • 6% by 2030

Our progress in FY25

- 6% increase in STEM bursaries for women
- 52% (FY24: 45%) bursaries to women
- 34% improvement in women participating in Omnia learning programmes
- 55% female participation in apprenticeships
- 70% female participation on people with disabilities (PWD) learnership programmes

Contribution to SDGs *continued*



Directly aligned SDGs

SDG	Related SDG targets	Our intention	Our targets (from revised 2024 baseline)
SDG 5 GENDER EQUALITY	5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	<p>Omnia aims to attract and retain the best talent worldwide, while ensuring that we continue to enhance our diversity, equity and inclusion.</p> <p>We remain committed to ensuring women are represented in the workplace and understand that the endorsement of women starts in communities, education systems and the opportunities afforded female talent.</p>	<p>Women on the board</p> <ul style="list-style-type: none"> • 30% by 2030 <p>Women in leadership (top & senior management):</p> <ul style="list-style-type: none"> • 38% by 2025 • 40% by 2027 • 42% by 2030

Our progress in FY25

We remain committed to fostering an inclusive and supportive workplace where all employees can thrive. In FY25, we achieved 37.87% female representation in leadership roles, closely aligned with our target of 38%. This milestone reflects our sustained efforts to advance gender equity and create pathways for women to grow into senior positions. While proud of this progress, we recognise that representation alone is not enough. We continue to invest in leadership development, mentorship, and succession planning initiatives that empower women and strengthen our leadership pipeline. Our focus remains on building a diverse, high-performing leadership team that reflects the communities we serve and supports our long-term transformation goals.

Contribution to SDGs *continued*



Directly aligned SDGs

SDG	Related SDG targets	Our contribution and ambition	Our targets (from revised 2024 baseline)
SDG 6 CLEAN WATER AND SANITATION	<p>6.3 Improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally</p> <p>6.4 Increase water use efficiency and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity</p>	<p>Our contribution</p> <p>We continue to seek ways to responsibly consume and conserve natural resources, and combat and mitigate pollution and protect biodiversity. Through proactive environmental management, investments and innovative research, we aim to reduce the environmental impact of our production processes, and of the products we produce and the solutions we provide.</p> <p>Our ambition</p> <p>We remain committed to preserving fresh water sources, reducing our water use and improving water recycling or reuse.</p>	<ul style="list-style-type: none"> • 3% reduction in potable water consumption by 2025 • Additional 10% reduction in potable water consumption by 2030 • 2% improvement in water use efficiency in 2025 • 4% improvement in water use efficiency by 2030 • 4% reduction in total water consumption by 2025 • 15% reduction in total water consumption by 2030

Our progress in FY25

- FY25 target achieved: water usage in production reduced by 1%
- Effluent discharged reduced by 2%
- Improved water use efficiency by 2% to 0.40 kL per tonne produced
- Increased water recycling to 12.44% (FY24 11%) of total water consumed
- Increased total water recycled to 194 ML (FY24: 181 ML)
- Increased the consumption of used oil for emulsion production, thereby reducing the potential contamination of waste oil in water sources.
- Applied effective water management on sites in accordance with water use licenses, reducing effluent to water sources

Contribution to SDGs *continued*



Directly aligned SDGs

SDG	Related SDG targets	Our contribution and ambition	Our targets (from revised 2024 baseline)
SDG 7 AFFORDABLE AND CLEAN ENERGY	7.2 Increase the share of renewable energy in the global energy mix 7.3 Double global rate of improvement in energy efficiency 7.A Enhance international cooperation to facilitate access to clean energy research and technology	<p>Our contribution</p> Omnia continues to explore energy-efficient processes to reduce our energy demands, including alternative energy solutions such as solar and cogeneration and the evaluation of abatement opportunities like new technologies and potential partnerships to reduce our impact. <p>Our ambition</p> In our efforts to reduce our energy intensity, a priority for the Group remains the implementation of energy-efficient processes and implementing green electricity solutions, such as the adoption of	<ul style="list-style-type: none"> • 3% improvement in energy efficiency in 2025 • 5% improvement in energy efficiency in 2030 • Increase of renewable energy consumption to 13% of total energy in 2025 • Increase of renewable energy consumption to 29% of total energy in 2030 • Improve our Carbon Disclosure Project (CDP) energy management score from D to B score by 2027

Our progress in FY25

- Net energy efficiency steady at 0.26 GJ/tonne
- Energy efficiency in FY25 was impacted by Sasolburg’s larger capacity NAP2 annual planned shutdown in Q1 FY25
- Efforts are ongoing, with our Sasolburg solar power plant (10 MW peak capacity) now complete, the construction of an additional 5MW underway at Sasolburg
- Consumption of renewable energy increased to 11.9% of total energy
- Sasolburg’s combined phase 1 and 2 solar plants generated 19 045 MWh, ahead of expectations

Contribution to SDGs *continued*



Directly aligned SDGs

SDG	Related SDG targets	Our contribution and ambition	Our targets (from revised 2024 baseline)
SDG 8 DECENT WORK AND ECONOMIC GROW	<p>8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises</p> <p>8.4 Improve progressively global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation</p> <p>8.6 Reduce the proportion of youth not in employment, education or training</p> <p>8.8 Protect labour rights and promote safe and secure working environments for all workers</p>	<p>Our contribution</p> <p>We prioritise high-impact human resource initiatives aligned with our goals, aimed at driving operational optimisation and enhancing our ability to attract and retain the right people.</p> <p>Our ambition</p> <p>We are committed to incremental investment in the development of critical, technical and behavioral skills of our people within the context of a changing economy (Just Transition).</p>	<p>Development of a skills baseline for staff population:</p> <ul style="list-style-type: none"> • 25% in 2025 • 100% by 2027 <p>Based on gaps identified in skills baseline, improve on critical skills through investment in training:</p> <ul style="list-style-type: none"> • 10% by 2025 • 20% by 2027 • 20% by 2030 <p>Talent reviews:</p> <ul style="list-style-type: none"> • 2025: 40% of talent reviews completed for middle to top management critical roles • 2027: 100% talent reviews completed for specialised skills • 2030: Mobilisation of people aligned to talent action plans

Our progress in FY25

- Skills baseline completed for 37% of total staff population and training extended to close the skills gap to 31% of the staff
- Talent reviews completed for top management
- Talent reviews completed for 30% of senior management

Contribution to SDGs *continued*



Directly aligned SDGs

SDG	Related SDG targets	Our contribution and ambition	Our targets (from revised 2024 baseline)
SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2 Achieve the sustainable management and efficient use of natural resources 12.4 Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment 12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse	Omnia is committed to the responsible consumption of materials used in the production of our products, to encourage their responsible use and disposal. Our ambition We have embarked on a “zero waste to landfills” journey by applying the hierarchy of waste management by reducing, reusing and recycling of waste.	<ul style="list-style-type: none"> • Maximise recycling of package waste by 2030 • Implementation of circular based waste management across all manufacturing sites by 2027

Our progress in FY25

- Used oil consumption improved to 27 ML (FY24: 25 ML) , reducing potential water contamination
- Total water recycled improved to 12.44% (FY24: 11.72%) due to the improving performance of the Sasolburg RO plant

Contribution to SDGs *continued*



Directly aligned SDGs

SDG	Related SDG targets	Our contribution and ambition	Our targets (from revised 2024 baseline)
SDG 13 CLIMATE ACTION	13.2 Integrate climate change measures into national policies, strategies and planning 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	<p>Our contribution</p> We recognise that our activities have an impact on climate change through the production and release of greenhouse gas (GHG) emissions. <p>Our ambition</p> We are working toward assessing and disclosing our business resilience to climate change risk as we seek to prevent any further increases in GHG emission levels.	<ul style="list-style-type: none"> The development of and disclosure of climate related risks and opportunities, including financial impact by 2026 5% reduction in Scope 1 and 2 emissions by 2025 45% reduction in Scope 1 and 2 emissions by 2030 against FY24 baseline Develop Scope 3 baseline in 2025 to enable reduction targets Improve CDP scope 1 and 2 management score from C to B score (including verification) by 2027

Our progress in FY25

- Omnia continues to report on Scope 1 and Scope 2 emissions in line with the GHG Protocol
- In FY25, total Scope 1 and 2 GHG emissions decreased 10% compared to FY24
- Calcium nitrate production at Sasolburg accounted for 69% of process emissions and is the key driver of Group CO₂ process emissions
- Lime consumed in calcium nitrate production generates 0.407 tCO₂/tonne consumed; reduced nitrous oxide emissions were evident at the Nitric Acid plant, due to maintenance carried out on the EnviNOx[®] abatement, during the shutdown
- Scope 1 emissions declined by 14% compared to FY24, primarily due to a 57% reduction in N₂O process emissions from the nitric acid plant with improved tertiary abatement effectiveness
- Renewable electricity generation at Sasolburg has increased by 9% due to the commissioning of the second 5MW solar plant at Sasolburg in November 2023, this has contributed reduced Group Scope 2 emissions by 7% in FY25. Sasolburg plant accounted for 82% of Omnia’s group energy consumption
- Baseline development for Scope 3 emissions baseline has started. The baseline assessment is expected to identify and quantify emissions from various sources to allow the development of future strategies for reduction and reporting
- The efficiency of the primary catalyst in the NAP plants has improved marginally year over year, resulting in a decrease in the production of N₂O per tonne of acid; therefore, high efficiency on the EnviNOx[®] system
- The Department of Fisheries, Forestry and the Environment (DFFE) is in the process of developing sector methodologies and collecting data for the first five-year mandatory allocation of the carbon budgeting system. Omnia has been requested to collaborate with the DFFE and industry in this process by sharing the required data to assess the feasibility of the approach
- The 2024 CDP submission was uploaded in October 2024 and is open to public viewing on the CDP website



Future focused

Our focused strategy, disciplined execution and global growth enhance agility and resilience.

In this section

P34	Introduction
P35	Business strategy and model
P36	Sustainable economic growth
P39	Innovating to create a greener future

Introduction

In this section



Business strategy and model



Sustainable economic growth



Innovating to create a greener future

We have focused our business strategy to prioritise protecting and growing our core, while expanding our international mining and agriculture businesses in line with progressive ESG outcomes.

We embrace sustainability as a core part of business operations, not only as a commitment to environmental responsibility, but as a strategic and holistic business decision.

We are committed to continuous innovation as a strategic capability. We see innovation as a bridge between the traditional mining and agricultural industries we serve and the sustainable world we are seeking.

We apply our expertise and institutional knowledge as a key driver of sustainable growth for the business.

Commitment and approach

Material matters	
<p>01</p> <p>Business resilience and operational efficiency: Building business resilience and agility to navigate evolving market conditions and inflationary pressures. Optimising processes, resources and technologies to enhance productivity, reduce costs and drive sustainable business performance.</p>	<p>02</p> <p>Customer engagement and partnerships and ensuring sustainable and resilient supply chains: Encouraging customer engagement and responsiveness by delivering quality products and services tailored to market demands. Promoting responsible sourcing and responsible, transparent supply chain management.</p>
<p>03</p> <p>Capital allocation: Ensuring transparent and strategic capital allocation to drive long-term growth, sustainability and value creation.</p>	<p>04</p> <p>Digitisation and innovation: Pursuing innovation in growth and operational efficiency to enhance competitiveness and sustainability.</p>

SDGs			
FY25 performance at a glance			
	<ul style="list-style-type: none"> Innovations include the Centralised Electronic Blasting System, new application protocols for software integration into third party systems and a refresh of the Blasting Guide App for iOS and Android 		
	<ul style="list-style-type: none"> R14 million invested in RDI 		
	<ul style="list-style-type: none"> 1 251 registered trademarks and 14 patents as of end FY25 		



Business strategy and model

Our vision

Omnia’s strategy considers the business strategy to protect and grow our core, while expanding our international mining and agriculture businesses in line with progressive ESG outcomes.

We aim to protect and grow our business by building on existing strengths, unlocking the potential of the core of our business, and sustainably allocating capital toward future growth opportunities.

Our approach

Guided by our purpose, *innovating to enhance life, together creating a greener future*, our strategy ensures that we lead with purpose as we innovate to enhance life, together creating a greener future.

Doing the right thing supports the Group and our stakeholders’ economic sustainability, while working toward our sustainability goals.

Omnia’s strategy



Our strategy is focused on growth, diversification and enhancing resilience and agility

Protect and grow core business

- Enhance skills and competitive strengths to ensure gains in customer markets and penetrate adjacent markets
- Optimise efficiency and sustainability of our manufacturing and supply chain
- Maintain security of supply to customers
- Ensure strong cash generation and prudent working capital management
- Maintain disciplined capital allocation
- Invest to build a sustainable, green future
- Establish R&D as a strategic capability
- Drive cost savings and efficiency initiatives

Grow internationally

- Be a global leader in mining solutions and disruptive explosive technology
- Accelerate global growth in biological and technological solutions in the agriculture sector
- Expand product offering internationally
- Embed and grow existing JVs and partnerships
- Explore new partnerships
- Invest or partner to grow sustainable solutions for global customers
- Allocate capital to value accretive opportunities in support of strategy

Our main strategic enablers are:

- Ensuring operational excellence and cost competitiveness
- Investing in the development of innovative and sustainable solutions for the mining and agriculture sectors globally
- Nurturing our relationships with material stakeholders
- Attracting, retaining and developing the requisite talent and skills
- Ensuring effective governance, especially of risk management and mitigation
- Ensuring alignment with our ESG priorities

Our business model details how we optimise and balance the use of scarce resource inputs and relationships in the conduct of our business to ensure delivery on our strategy and its objectives. Refer to our [IAR 2025](#) for a detailed illustration of our business model.

Recognising that long-term value creation can only be achieved by embedding sustainability in our business model, we aim to unlock value by integrating sustainable business practices, systems, and processes into core operations across our full value chain.

Replacing conventional business strategies and mindsets with a sustainable business model helps us ensure regulatory compliance, mitigate risk, reduce costs, foster strong local relations, and explore new markets and opportunities.

FY25 review

This section should be read in conjunction with our Integrated Annual Report.

Omnia made steady progress toward the delivery of our strategic objectives in FY25 despite a challenging and complex macroeconomic environment. The Mining and Agricultural segments demonstrated remarkable resilience and growth during the year while the Chemical segment underperformed, leading to a strategic review of the business.

The Agriculture segment demonstrated resilience in the face of a challenging operating environment marked by adverse weather conditions and broader macroeconomic headwinds. Our continued investment in infrastructure to enhance plant throughput and ensure security of supply and the expansion of our AgriBio distribution footprint reinforced our market leadership in sustainable agricultural solutions.

Supported by strong operational execution and continued growth, the Mining segment delivered robust operational performance. The segment secured new contracts in key markets and advanced the Group’s international growth strategy.

In FY25, we announced the rebranding of Protea Mining Chemicals (PMC) to align PMC more closely with BME. This strategic move consolidated our expertise in blasting and mining chemicals under the Mining segment, creating a more unified brand that delivers innovative and sustainable solutions across the mining value chain.

The rebranding focused on two refreshed client value offerings: BME Blasting Solutions and BME Metallurgy with the former providing explosive and initiation systems and the latter dedicated to mining chemicals and metallurgical solutions.

Our Chemicals segment continued to face operating challenges due to subdued economic growth, weak demand and margin pressures. After several efforts to revitalise the business, a comprehensive strategic review resulted in the restructuring of the segment.

Strategic restructuring measures undertaken in FY25 included infrastructural and product portfolio rationalisation. The Water Care business, while still profitable, was separated and is being held for sale. We expect the restructuring of the segment, including the sale of non-core assets, to be completed in FY26.



“The Agriculture segment demonstrated resilience in the face of a challenging operating environment marked by adverse weather conditions and broader macroeconomic headwinds.”

Sustainable economic growth

Our vision

Our purpose 'Innovating to enhance life, together creating a greener future' is a commitment that defines our impact on the world by driving our efforts to create value for society and the environment in ways that are transformative, impactful, and sustainable.

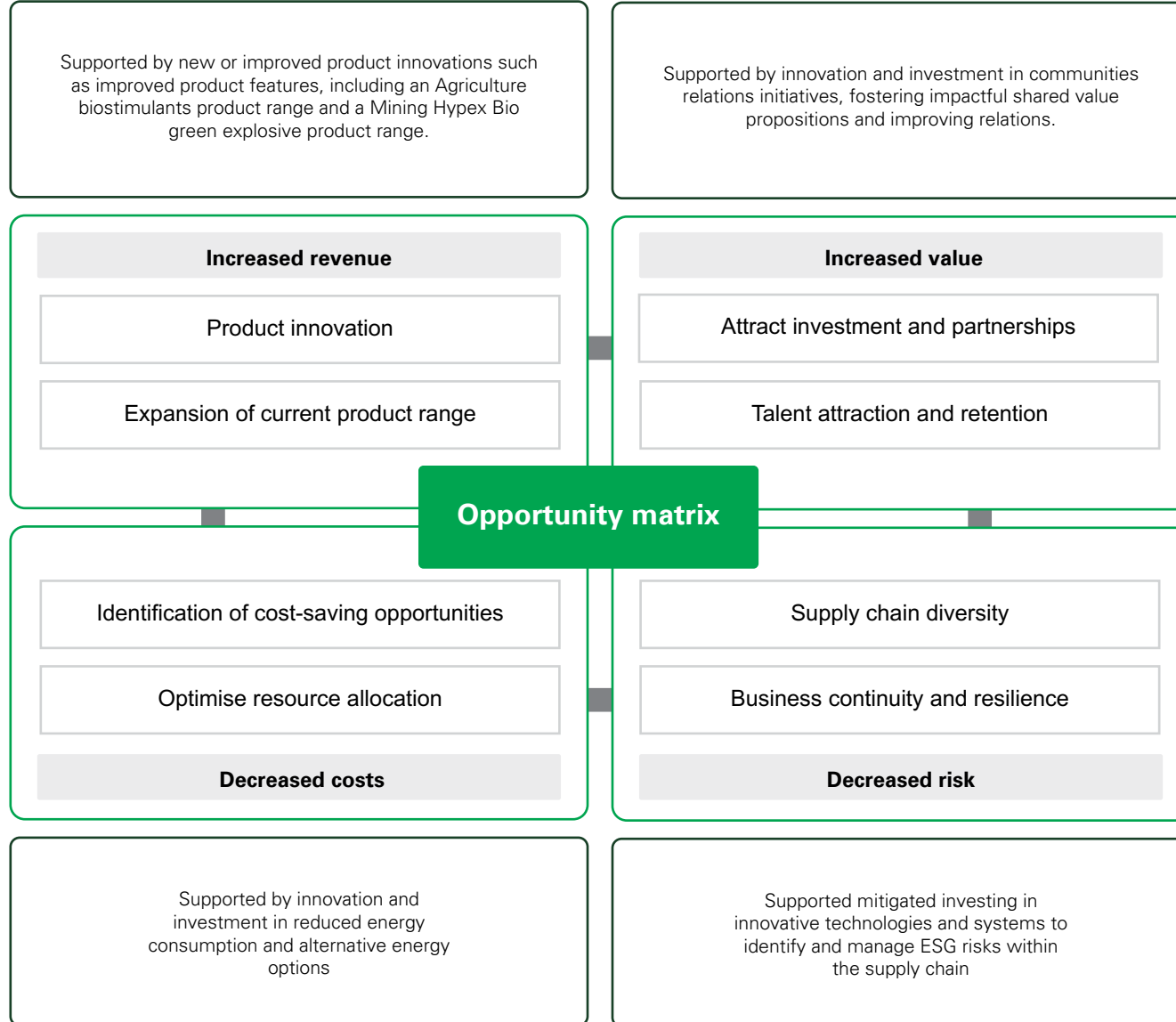
Our approach

Sustainability is about operating responsibly and driving efficiencies by doing the right thing.

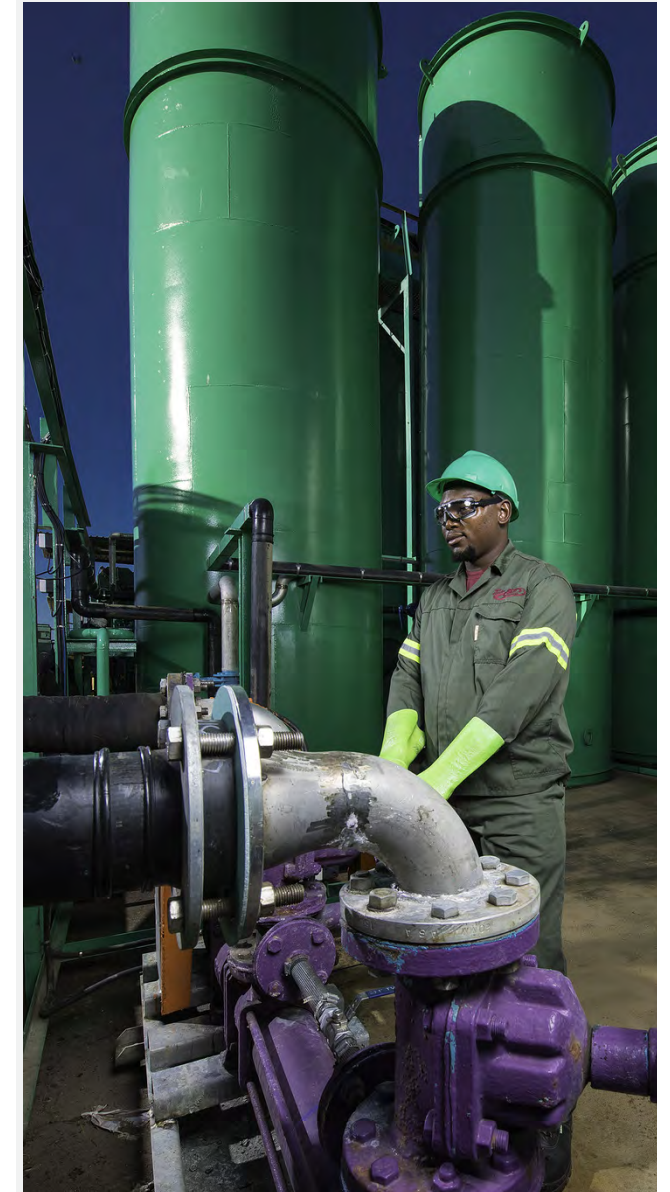
The integration of sustainability is crucial for future-proofing our operations and thriving in a rapidly changing global landscape. We are guided by the principle that responsible use of resources, responsive environmental preservation, and operating in a safe and responsible manner protects our employees, communities and the environment while supporting economic sustainability.

By prioritising sustainable business practices, we are better positioned to succeed as a business and in our contribution now and in future. Importantly, it is our way of creating a positive and lasting impact. The value proposition for integrating sustainability into core business operations is to enhance Omnia's advantage and value creation. Strengthening our competitive advantage and ability to create and sustain value creation is essential as we embark on our growth plans.

Sustainability value creation opportunities





“By prioritising sustainable business practices, we are better positioned to succeed as a business and in our contribution now and in the future.”



Sustainable economic growth *continued*

FY25 performance

Our Mining segment focused on modernising its product range to offer customised solutions that improve compatibility with different weather conditions and enable real-time data collection while the Agriculture segment progressed plans to expand into new markets and develop new product lines with increased investment and development of green chemicals, biomolecular products and innovative biotechnologies.

Pillar	ESG	Purpose or impact
Enhancing our environment 	Agri-biostimulants	Potential improvement of bio-diversity impact fertilizer usage (managing product carbon footprint)
	Omnia Nutriology®	
	BME Blasting	
	EnviNox®	
	Used oil	
	Solar energy (Sasolburg, Morwell, Wadeville, Losberg and Dryden), waste energy (Sasolburg)	Energy management, decrease fossil and diesel generated energy consumption
	Sasolburg reverse osmosis water treatment	Water management, reduced potable water consumption and increased water recycling capacity
WKN pre-feasibility study	Exploration of green ammonia production and usage, decreased use of fossil and diesel generated energy use, increased use of green raw material and energy	
Acquisition of stake in Hypex-Bio, Research and development phase (product efficiency)	Decrease negative environment (NOx fumes) impact of blasting (managing product use carbon footprint)	
Empowering our people and communities 	Study bursaries	Social development Employee incentives
	Learnerships, artisans, blasting academy, engineering graduate programmes, agriculture entrepreneurship programme	Skills development
	CSI programmes, household food security and education	Community social development



Sustainable economic growth *continued*

Case study: Hypex Bio – Omnia’s strategic investment into next generation technology

Looking to the future, BME parent company Omnia has entered a strategic partnership with Scandinavia-based Hypex Bio Explosives Technology, looking to bring Hypex Bio’s ground-breaking emulsion, using hydrogen peroxide, offering to its customers.

In 2023, Omnia purchased B class shares* equivalent to 9.96% of the total shareholding in Hypex Bio for a total purchase consideration of SEK 105 million (R184 million). Together with the equity stake, Omnia also has a partnership with Hypex Bio, securing Omnia’s exclusive distribution rights to market the product globally, starting in Canada.

The technology, which is the first commercially viable nitrate-free explosive emulsion on the market, has the potential to ‘revolutionise’ blasting in the mining sector. It delivers impressive results in reduced emissions as well as cost savings in the process chain, including fuel consumption. In addition, mining companies may benefit from shorter regulatory processes and approvals for projects as a result of improved ESG priorities and compliance, thereby lowering capital intensity.

With transformative ambitions, this pioneering hydrogen peroxide emulsion (HPE) system reduces nitrogen oxides (NOx) emissions by 90% and eliminates nitrate pollution. Emission reduction is an ongoing environmental priority in the mining sector, coupled with a solution that is free from nitrates and ammonia, means that there is no contribution to nitrate pollution in water sources. Likewise, residual HPE decomposes into water and oxygen, which means there are no environmental or health concerns for local communities. The production of HPE is also energy efficient, as opposed to nitrate-based explosives, which are energy intensive and not carbon neutral.

The technology has been adopted at underground mines and construction sites in Norway, Sweden and Denmark, with an HPE plant under construction and due for installation in the second half of FY26 at the Nairn facility in Canada as a starting point for Omnia’s collaboration with Hypex Bio. Both Omnia and Hypex Bio are encouraged by the interest in the market and continued focus on sustainable, environmentally conscious solutions in a well established sector such as mining.

“As more companies have committed to the COP26 goals of Net Zero by 2050, there has been additional impetus to investigate hydrogen peroxide based explosives for industrial use.”

D Scott Scovira, BME’s global manager blasting science and engineering

** The investment is held at fair value through other comprehensive income. The assessment of the related fair value at year end was determined using a discounted cash flow model based on Hypex Bio’s projected cash flows discounted at the entity’s specific pretax weighted average cost of capital. Significant judgement is involved to determine the future cash flows of the company based on current and future projects, as well as the type of products that can be sold to generate the expected future cash flows. Due to the company being a disruptive technology, in an early phase of market penetration, it is expected that it will grow its market share over the forecast period. Management calculated a valuation range based on a weighted probability with a midpoint value of R188 million. The current price paid for the investment approximates the valuation, and thus, management considers it appropriate to leave the fair value unadjusted at this early stage of commercialisation of the entity.*



Innovating to create a greener future

Our vision

Omnia is committed to innovating to enhance life and create a greener future.

We envision a future where human progress and sustainability go hand in hand and we actively seek to leverage our culture of innovation, strong intellectual capital, and deep industry relationships to implement safer and more sustainable solutions to our customers' evolving needs.

Our expertise and institutional knowledge are a key driver of sustainable growth for the business. By solving complex challenges for customers and the planet, we make a substantial contribution to leaving a better world. Whether it is by safely and efficiently liberating minerals to support economic development or advancing systems that address global challenges, like climate change and resource scarcity, our efforts are all guided by a vision of shared progress and collaboration.

Our goal is to be a catalyst for positive change, pioneering solutions that improve lives, protect ecosystems, and create a greener, more sustainable future.

Our approach

Innovation, intellectual capital and enduring industry relationships have been important contributors to Omnia's seven decades of success. Innovation is both part of what we do and integral to how we do it. It is crucial for addressing business challenges, enhancing existing products and services, maintaining a competitive advantage, and exploring new and sustainable methods of doing business.

Supported by our competencies in research and development, we are committed to establishing innovation as a strategic capability and a bridge between the traditional mining and agricultural industries we serve and the sustainable world we are working to ensure.

As part of our commitment to continuous innovation, we have embedded RDI capabilities into every aspect of our business. Our RDI priorities include managing laboratory functions, field trials, technology application, and core competency development.

Our RDI function has evolved to include sustainable solutions and approaches, to both drive growth and ensure the business is sustainable, as well as minimise our impact on the environment and make a positive contribution to society.

Groupwide research, development and innovation is supported by our Centre of Excellence (CoE), which prioritises and co-ordinates our initiatives by aligning our innovation endeavours with our core mission. The CoE is responsible for managing trademark assets, leveraging existing innovation and fostering cross-functional collaboration. It detects disruptive RDI opportunities and identifies potential investment prospects or projects to strengthen the Group's expertise and capabilities.

FY25 review

Our investment in RDI initiatives in FY25 totaled R14 million (FY24: R10 million). We currently have 1 251 registered trademarks and 14 registered patents (FY24: 1 205 and 15 respectively).

Trademarks and patents – status

		FY25	FY24	FY23	FY22	FY21
Trademarks	Registered	1 251	1 205	1 116	1 019	936
	Pending application	195	109	200	185	236
Patents	Registered	14	15	13	13	13
	Pending application	2	14	14	12	10
Designs	Registered	3	7	7	7	6

See our [Integrated Annual Report](#) for more details on our Segment-specific RDI initiatives.



Innovation and our business impact

Food security	Critical mineral extraction	Economic growth
Our business impact on the world		
Enhanced food production, ensuring a stable supply, combating global hunger	Fostering innovation and sustainability in essential global industries	Economic stability and growth, improving living standards and fostering long-term development

“Ultimately, our goal is to be a catalyst for positive change, pioneering solutions that improve lives, protect ecosystems, and create a greener, more sustainable future.”



Enhancing our environment

Our business continues to actively seek ways to conserve and responsibly consume natural resources, combat and mitigate pollution and protect biodiversity.

In this section

P41	Introduction
P42	Climate change, decarbonisation and our energy transition
P45	Water, waste and circularity
P49	Biodiversity, land use and environmental stewardship

Introduction

In this section



Climate change, decarbonisation and our energy transition



Water, waste and circularity



Biodiversity, land use and environmental stewardship

We recognise that we have a unique role to play as a business limiting our impacts on the environment but also as the producer of products that can have positive impacts on food, water and mineral security.

We manage the physical risks of climate change by strengthening our capacity to recover and respond to extreme weather events. We are integrating active, strategic and meaningful transformation to net-zero emissions.

We invest in clean and renewable energy. We carefully monitor our resource use and work to improve our resource use efficiency through our application of innovation and process technology.

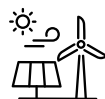
We acknowledge that water is a strategic natural resource. We focus on water conservation, demand management and recycling within our own business, we collaborate with communities and we develop tools to help our customers manage their water use efficiency.

We have adopted a cradle-to-the-grave waste management strategy which requires us to take accountability for reducing and responsibly managing the waste we generate across the product life cycle.

We preserve, protect and nurture natural ecosystems and biodiversity in the areas where we operate through responsible land use and stakeholder communication and training.

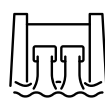
Material matters

01



Energy transition and decarbonisation:
Driving the shift to cleaner energy by reducing emissions, enhancing efficiency, and investing in renewable and low-carbon technologies.

02



Water management:
Securing stable access to water and being good water stewards through efficient usage and sustainable sourcing.

03



Environmental management:
Implementing sound environmental management practices to drive sustainable and responsible resource use and promoting sustainable regenerative agriculture to enhance ecosystem resilience.

SDGs



FY25 performance at a glance⁶



• GHG intensity improved to **0.034 tCO₂e per tonne manufactured** (FY24: 0.040 tCO₂e/t)



• Net energy efficiency remained static at **0.26 GJ/t** manufactured (FY24: 0.26 GJ/t)



• Use of renewable electricity (solar) increased **55%** to **20 109 MWh** (FY24: 12 976 MWh)



• Water use efficiency improved to **0.40 kL** (FY24: 0.41 kL) while the volume of water recycled or reused increased to **194 ML** (FY24: 181 ML)



• Non-hazardous waste recycled increased by **20%**

⁶ For the KPIs relating to water efficiency, net energy efficiency, and GHG intensity, Omnia has applied an updated assessment approach which is relative to production to the prior year's data to ensure consistency with the current reporting framework. This review did not result in any material differences, and therefore no restatement of prior year figures has been made.



Climate change, decarbonisation and our energy transition

Our vision

Omnia acknowledges that climate change, as one of the world’s most urgent environmental challenges, requires a bold, collaborative and comprehensive solution. We recognise the impact our business has on the climate, and we are committed to significantly reducing our carbon footprint.

Performance against targets

Target to FY25	Stretch target to FY30	Progress in FY25 against FY24 baseline
GHG emissions		
Reduce Scope 1 and 2 emissions (tCO ₂ e) by 5%	Reduce Scope 1 and 2 emissions (tCO ₂ e) by 45%	Reduced Scope 1 and 2 emissions (tCO ₂ e) by 10%
Develop solutions to adapt to the effects of a changing climate		Scope 3 baseline underway and CDP Scores for Climate improved to B
Energy		
Improve net energy efficiency of products (GJ/t manufactured) by 3%	Improve net energy efficiency of products (GJ/t manufactured) by 5%	Stable at 0.26GJ
Increase total renewable energy consumption by 13%	Increase total renewable energy consumption (%) by 28%	Increase in total renewable energy consumption to 11.9%

Our approach

Our decarbonisation pathway, which focuses on reducing energy demand and introducing alternative energy solutions, combines ambitious targets, operational improvements and innovation to reduce the production and release of GHG emissions from our operations by 45% by 2030 against FY24 baseline

The pathway sets out our plan to switch our operations from high-emission energy sources from fossil fuels such as coal, to low-emission or carbon-free alternatives and renewable energy sources, both in manufacturing and throughout the product life cycle.

Climate change and resilience


Omnia’s global business, infrastructure and operations are inherently exposed to varied extreme weather events. We measure our climate resilience based on whether we can withstand or quickly recover from natural hazards impacted by climate change.

The type and severity of climate change and weather risk exposure differs among countries of operation. Understanding that the business, infrastructure, and local communities have different physical risk exposures, we are developing a Climate Scenario Analysis Framework which leverages our Group Risk Management Framework and aligns with the recommendations and methodology ascribed by the Taskforce on Climate-related Financial Disclosures (TCFD).

Carbon emissions

Our carbon emissions include direct and indirect GHG emissions related to upstream and downstream business activities. We actively seek ways to prevent any further increases in emission levels through our investment in abatement technologies and our continued search for alternative inputs and processes to reduce our product current emission levels.

Our multi-faceted approach to achieving our net zero ambitions includes:



Net zero roadmap

Omnia’s decarbonisation pathway maps a route for the Group’s transition from high-emission energy sources to low-emission energy alternatives throughout the product life cycle, including end use energy or electricity usage requirements.

This switch from fossil fuels such as coal, natural gas, or oil to carbon-free and renewable energy sources, is augmented by investigations into technologies and initiatives to reduce, capture and store CO₂ emissions.



Developing resilience

Proactively protect assets, infrastructure and stock by developing contingency plans to respond to extreme weather events.

Investments in additional storage capacity for raw materials and inputs in the case of supply chain disruptions or production stoppages.




Product innovation

While there is a clear role for our business in managing and mitigating our own climate impacts, our role is amplified in that the products we produce, and how they are used, can have a considerable influence on mitigating impacts beyond our immediate footprint.

We develop and invest in innovative products that assist our customers to optimise water and nutrient use, increase soil efficiency and reduce carbon emissions.

Our research, development and innovation investment continues to focus on transforming our product offering to include alternative energies, technologies, “green” chemicals and biomolecular products and solutions.



Collaborating on climate

Omnia collaborates with global and multilateral climate-related initiatives such as those driven by the United Nations Framework Convention on Climate Change (UNFCCC).

As part of our commitment to informing the development of effective public policy in South Africa, we participate in various government-led policy initiatives and actively participate in the development of new laws and regulations, including the carbon tax law.

We are represented on the board of the Chemical & Allied Industries’ Association (CAIA) and collaborate with Business Unity South Africa (BUSA) to ensure we are part of the green evolution.

Climate change, decarbonisation and our energy transition *continued*

We report on Scope 1 and Scope 2 emissions categories as defined by the GHG Protocol and track these emissions against defined and set FY30 emission reduction targets. With our manufacturing operations making up the bulk of our carbon footprint, our decarbonisation pathway is focused on actively lowering our consumption of fossil fuel-generated energy, increasing the proportion of renewable energy we use and improving energy efficiency across our operations.

FY25 review

In FY25, we focused on measuring emissions intensity per tonne manufactured and reported lower carbon emissions of 135 126 tonnes out of a total of 140 397 tonnes (FY24: 156 759 tonnes), thereby exceeding our revised 2025 target of reducing CO₂e by 11%. While our manufacturing operations make up the bulk of our carbon footprint and our calcium nitrate production at Sasolburg accounts for 69% of group process related Scope 1 emissions, we plan to identify and develop strategies to actively decrease emissions linked to other areas of our business like the Omnia-owned fleet.

GHG emissions intensity scope (t/CO₂e/ Tonne)

	FY25	FY24	FY23	FY22	FY21
GHG (t/CO ₂ e/t)	0.03	0.04	0.05	0.09	0.08

GHG emissions by segment (t/CO₂e)

	FY25	FY24	FY23	FY22	FY21
Agriculture	118 576	142 440	165 090	316 694	243 195
Mining	18 418	9 699	16 884	13 476	13 075
Chemicals	3 403	4 620	5 628	6 738	5 230

FY25 Scope 1 versus Scope 2 emissions (%)

Scope 1	50%
Scope 2	50%

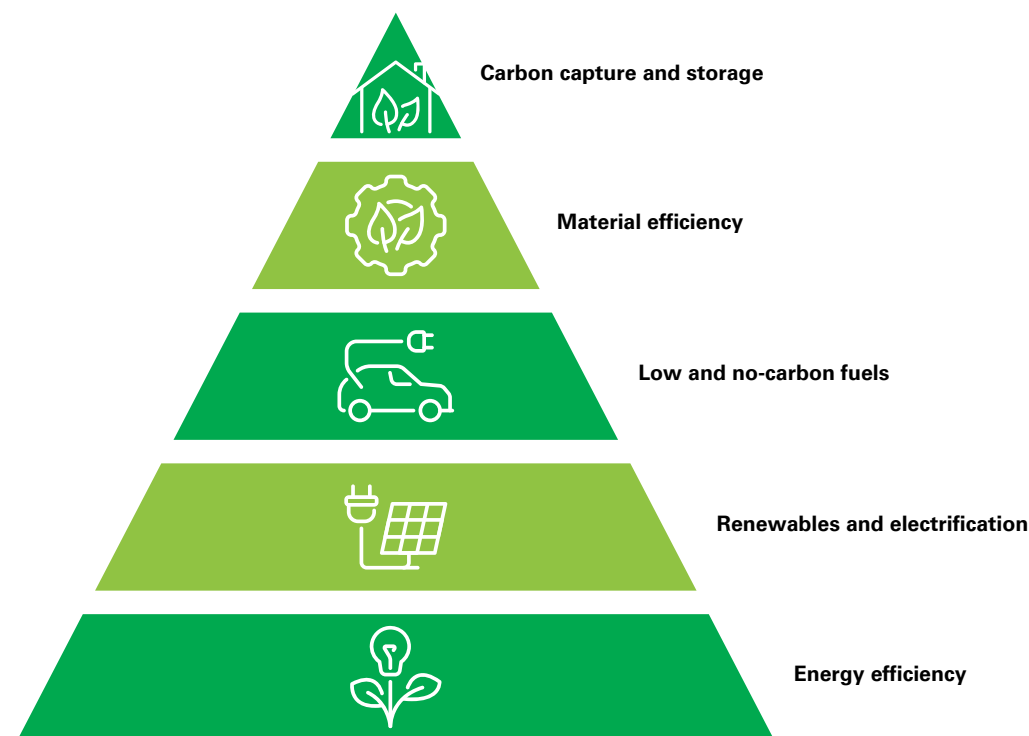
Collection of Scope 3 data has begun with the identification of applicable inventories. Our intention is to develop a science-backed just transition plan for Scope 3, upstream and downstream emissions, and the establishment of a baseline for target setting. In FY25 Omnia was a participant of the Science Based Targets initiative (SBTi) pilot test for the Chemicals Sector Target-Setting Criteria.

Note the table below classifies Scope 1, 2 and 3 emissions as per the GHG Protocol.

FY25 Scope 1 versus Scope 2 emissions (%)		
Scope	Percentage	Made up of
Scope 1	50%	<ul style="list-style-type: none"> Company facilities (Process plants and chemical manufacturing plants) Company fleet
Scope 2	50%	<ul style="list-style-type: none"> Purchased electricity Purchased steam Purchased heating and cooling for own use
Scope 3	Scope 3 baseline underway	<ul style="list-style-type: none"> Business travel Purchased goods and services Fuel and energy-related activities Upstream transportation and distribution Waste generated in operations Capital goods Downstream transport and distribution Use of sold products End-of-life treatment of sold products

Our decarbonisation pathway

Our decarbonisation pathway focuses on reducing energy demand and introducing alternative energy solutions. It sets out our plan to switch our operations from high-emission energy sources from fossil fuels such as coal, to low-emission or carbon-free alternatives and renewable energy sources, both in manufacturing and throughout the product life cycle.



Climate change, decarbonisation and our energy transition *continued*



Energy transition

Our clean energy transition started in 2012 when we introduced co-generation using excess process steam at our nitric acid plants to generate electricity.

This was followed by the phased construction and commissioning of a solar power plant in Sasolburg between 2022 and 2023.

In FY25, we continued with the transition of our sites to clean energy. Efforts are ongoing, with our Sasolburg solar power plant (10 MW peak capacity) now complete, the construction of an additional 5 MW underway at Sasolburg and work on our solar projects in Losberg and Dryden in progress.

We have invested a total of R138 million in the projects for phases one and two. Phase three, which has a budget of R74 million is underway.

Omnia's renewable energy portfolio

Location	Type of renewable energy	Power capacity (MW)	Site energy offset (%)
Sasolburg, South Africa	Solar	10 MW	37
Sasolburg, South Africa	Steam	4.8 MW	37
Morwell, Australia	Solar	0.3 MW	12
Dryden, South Africa	Solar	0.27 MW	28
Wadeville, South Africa	Solar	0.05 MW	10
Losberg, South Africa	Solar	0.3 MW	13

Our investigation into alternative energy sources was accelerated following forewarning of depleted natural gas availability in South Africa, the primary energy source for manufacturers, by 2028. Natural gas serves as a fuel in the dryer operations within the granulation plants to remove excess moisture from granular fertilizer products and is also essential for emissions abatement at the nitric acid plants.

Declining supplies and no immediate alternatives to natural gas have resulted in the consideration of alternative, locally produced energy sources such as biogas.

In implementing our decarbonisation pathway, we consider product end-use energy efficiency and electrification, clean electricity and clean fuel use across the product life cycle. This grows the number of low-carbon products in the market and supports our customers as they adopt cleaner energy sources.

FY25 review

In FY25, we generated 20 109 MWh (FY24: 12 493 MWh) of solar power, which together with the electricity produced through cogeneration, allowed us to supplement between 25% and 35% of the electricity requirements at the Sasolburg operations.

Through our new investments in renewable energy, we aim to supplement up to 28% of the Group's energy requirements by 2030. At a Group level, renewable energy accounted for 11.9% (FY24: 10.9%) of our total energy consumption.

Net energy use (TJ)

FY25	FY24	FY23	FY22	FY21
1 048	1 018	1 052	1 138	1 156

Net energy use per tonne manufactured (GJ/t)

FY25	FY24	FY23	FY22	FY21
0.26	0.26	0.30	0.29	0.31

With our transition underway, we are shifting our attention to implementation and reporting at a segmental level.

Carbon markets

The Carbon Credit application for the Solar PV installations at our Sasolburg facility is still in progress with the Verified Carbon Standard (VCS). The total installed capacity in this grouped project is 22.1 MW and is expected to generate an average of 31 135 tCO₂e emission reductions annually and a total of 217 945 tCO₂e emission reductions over the first crediting period of seven years.

Omnia has 44 859 carbon credits (FY24: 49 500) in the South African Carbon Offset Administration System (COAS), after retiring 4 410 credits in FY24 to cover Carbon Tax obligations for 2023. COAS allows project developers to submit project applications and emitters to surrender offsets against their carbon tax obligations.

Water, waste and circularity

Our vision

Water, a valuable resource closely linked to human rights, healthy ecosystems and socioeconomic development, is fundamental to sustainability management initiatives. Water is essential for our operations and to a significant portion of our customer base.

We focus on water conservation and demand management, implementing water management improvement initiatives across the Group. We also develop tools and solutions to assist customers with water use efficiency.

Performance against targets

Target to FY25	Stretch target to FY30	Progress in FY25 against FY24 baseline
Water		
Reduce total water use in production (ML) by 3%	Reduce total water use in production (ML) by 10%	Reduction in total water use by 1.67%
Water Use efficiency (kL per tonne produced) by 2%	Water Use efficiency (kL per tonne produced) by 4%	2.44% improvement in water use efficiency
Increase water recycling (% in ML) by 4%	Increase water recycling (% in ML) by 15%	Increase in water recycling by 6%

“Our water stewardship strategy and management practices prioritise water security through conservation, efficiency and recycling.”

Our approach

The sectors in which we operate are reliant on energy and water, and our operations can have an impact on the natural environment through water discharge, air pollution and the handling of waste. By conserving natural resources and combating pollution, we can reduce the environmental footprint of our operations. Our responsibility is extended to the products we develop and produce since they can impact the quality of food and water.

Water is central to our manufacturing and day-to-day operations. Water security is critical for maintaining business sustainability and we focus on having contingencies in place at operation sites located in water-stressed countries and regions.

The impact of climate change on environments and water resources necessitates regular water risk assessments to indicate the impact of climate and environmental changes, access to potable water for business operations per country and region, and the level of risk reduction measures required at each site.

In FY25, we updated and standardised our water practices across our global business to mitigate water-related issues such as local water stress, potential water quantity and quality disruptions, and water-based political challenges.

Our water stewardship strategy and management practices prioritise water security through conservation, efficiency and recycling. We continue to invest in water capturing, processing and recycling infrastructure at major operational sites to decrease our reliance on sources of local water supply, particularly fresh, potable water. The role of water conservation is communicated to site employees, and we are in the process of putting site-wide incentives in place to encourage employees to put their theoretical knowledge into practice.

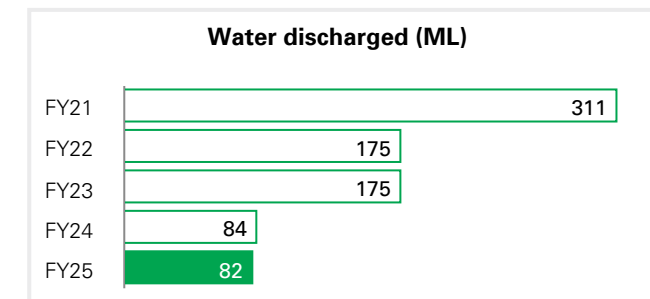
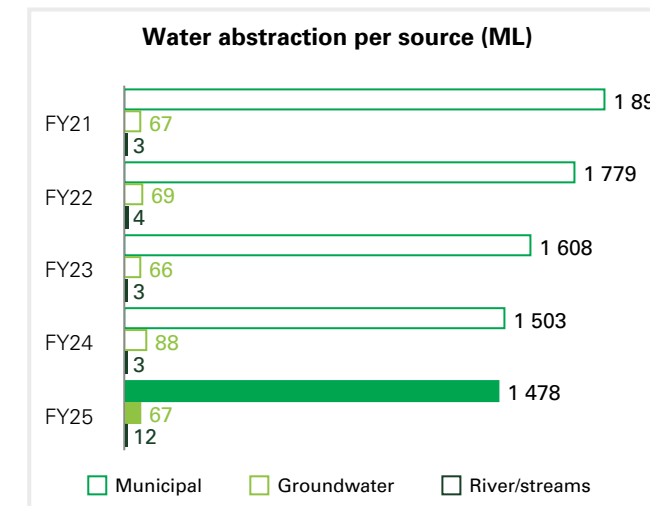
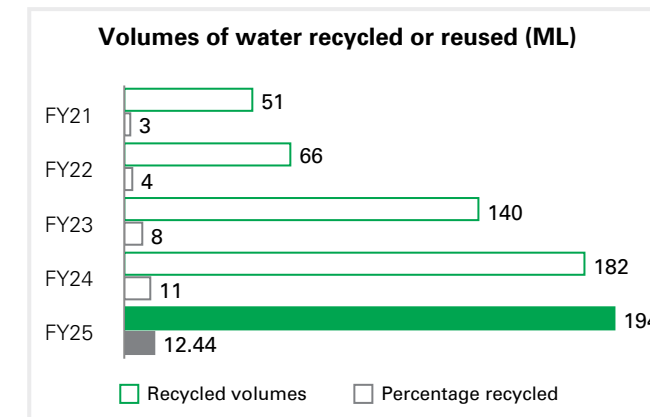
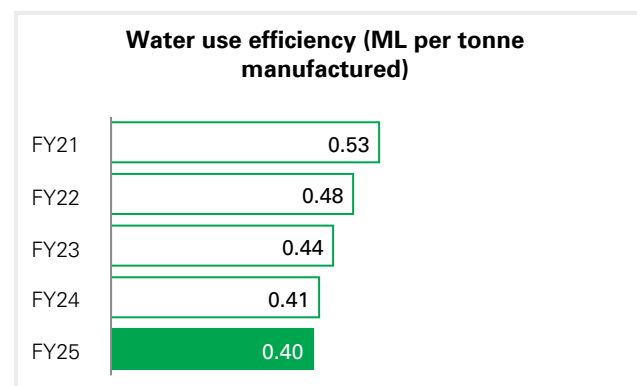
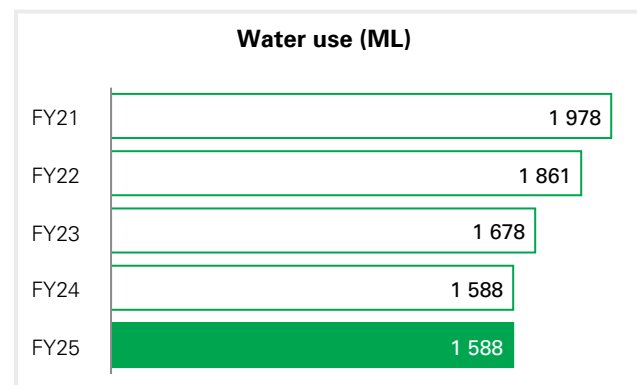
Understanding that water use efficiency is equally important to our customers, we also invest in product technology that increases water efficiency without compromising yields. As an extension of our impact, we collaborate with local host communities to facilitate the planning of water conservation pathways and implement community-based water conservation initiatives.

We continue to reduce waste water discharges into the receiving environment from the nitric acid plants and the re-use treated water in the production process through the treatment of blowdown water on the reverse osmosis water treatment plant.

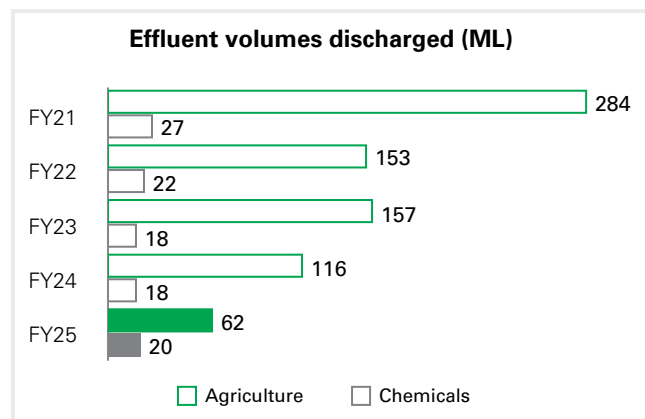
FY25 review

In FY25 production related water used is 1 562 ML out of the overall total water consumption of 1 588 ML (FY24: 1 588 ML), while water efficiency improved in FY25 at 0.40 kL per tonne manufactured (FY24: 0.41 kL) which is attributable to increased recycling and reuse of water in operations. Water consumption across the Group remains significantly concentrated in the Agriculture (including manufacturing) segment at 93%. The second largest consumer of water in the Group is Sasolburg operations (Agriculture segment), which consumed (85.2%), followed by the Mining segment (3.7%) and the Chemicals business (3.4%).

Total water recycled improved to 12.44% (FY24: 11.72%) due to the improving performance of the Sasolburg RO plant.



Water, waste and circularity *continued*



Agriculture	0.43
Mining	0.13
Chemicals	0.64

In FY26, we plan to update our water risk assessments to identify the impacts of environmental and climate changes and the areas where there is lack of access to potable water. We also intend to update our emergency plans and policies to mitigate water challenges, including local water stress and potential water quantity and quality disruptions.

Where applicable and viable, we aim to intensify our collaboration with local stakeholders to implement measures to resolve water issues in local communities by facilitating the development of water conservation roadmaps and conservation initiatives.

Waste management and circularity

Our vision

We are committed to contributing to the circular economy by reducing incineration and waste to landfills. This is augmented by the collection, sorting and recycling of waste across our product life cycle, as well as investments in innovation and research to recycle and reuse all waste and improve the circularity of end-user waste management.

Performance against targets

Target to FY25	Stretch target to FY30	Progress in FY25 against FY24 baseline
Waste and end of life circularity		
Reduce hazardous waste at source	Reduce hazardous waste at source	Sourcing of waste management service providers and set up of contractual agreements completed
Implementation of circular-based waste management across all manufacturing sites by 2027	Maximise the recycling of package waste	

Our approach

Omnia’s waste management strategy aligns with global circular economy best practice by limiting waste generation, improving recycling, and supporting initiatives that allow reintegration of end-of-life materials back into the production cycle or economy.

In FY25, we embarked on a journey of Zero Waste to Landfill. This strategy calls for a more holistic approach to waste management and calls for detailed evaluations of our inputs, production processes and ultimately, our product’s end-of-life disposal.

Our target to eliminate the waste that is destined for landfills aligns with our efforts to tap into broader sustainability efforts and promote a circular economy while reducing our overall environmental impact.

The reduction of hazardous waste to landfills is a health, safety, environmental and product stewardship imperative for Omnia and honours our Responsible Care® commitment.

A voluntary initiative led by the CAIA, Responsible Care® commits companies within the industry to safeguarding people and the environment by continuously improving their environmental, health and safety performance. The initiative encourages companies within the sector to reduce waste generation through process optimisation, material substitution and the use of technology.

BME Blasting Solutions has used waste oil as a key ingredient in its emulsion explosives for over three decades. Emulsion explosives use some form of hydrocarbon fuel, so the processing of used oil for inclusion in emulsions reduces environmental risk and ensures

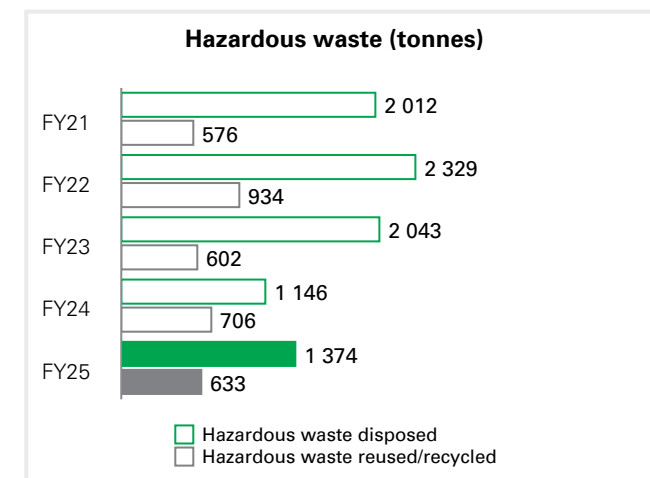
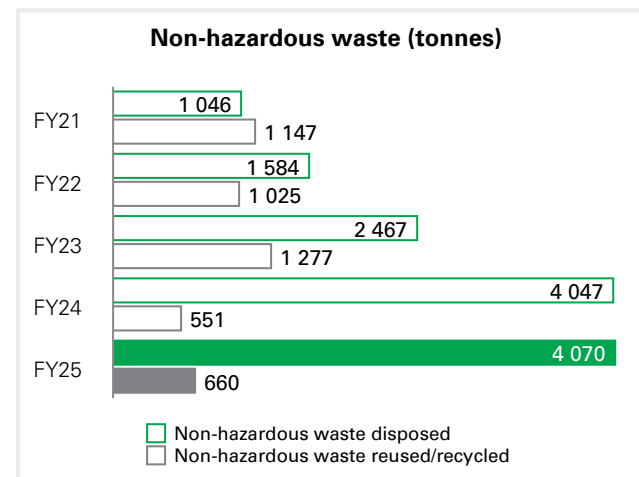
responsible re-use of potentially hazardous waste. Promoting circularity, the removal of waste oil from landfills prevents the contamination of soil and water where one litre of discarded oil can potentially contaminate up to one million litres of water.

The classification and management of waste material was identified as an area that requires improvement in FY24 during the ESG audit. Waste management and reduction engagements were initiated by the SHEQ and sustainability teams towards the end of FY25 and waste reduction targets were established for the sites with large waste disposal volumes.

Our operations produce general, hazardous and end-user waste. By adopting a cradle-to-the-grave waste management strategy, we take accountability for reducing and responsibly managing the waste they generate across the product life cycle. We also ensure that hazardous waste is appropriately stored, transported and finally converted or sent to a third party for responsible disposal.

We comply with sectoral waste regulatory and legislative requirements pertaining to water pollutant emissions and effluents, product plastic packaging, air emissions, pollution control measures, and general and hazardous waste handling in all countries of operation.

In addition to organisational waste management and reduction practices, we aim to optimise our collaboration with customers on product packaging and end-product waste disposal and recycling initiatives.



Omnia’s customers, who are committed to achieving their ESG goals, have increased their focus on product and packaging waste.

Recognising our role in supporting their ESG efforts, our product design process now incorporates responsible end-of-life disposability, and we have adjusted our packaging input considerations to prioritise responsibly sourced packaging materials that are carbon-free, re-usable and recyclable.

We also support customer disposal practices through collection, recycling, and exchange programmes and end-user recycling partnerships.

Water, waste and circularity *continued*

Top 5 contributors to waste at Omnia

Hazardous waste generated by site	Volume
Dryden: High volume liquid delivery	1.08 K (46.03%)
Sasolburg	0.54 K (22.95%)
Mobeni	0.26 K (11.13%)
Losberg: Innopak	0.25 K (10.55%)
Kalumbila	0.1 K (4.82%)
Non-hazardous waste generated by site	Volume
Sasolburg	4.3 K (89.26%)
Agri Zambia	0.33 K (6.83%)
Wadeville	0.05 K (1.1%)
RSA Wesselsbron	0.05 K (1.1%)
Lerwick Road	0.05 K (1.09%)

FY25 review

The volume of waste and hazardous waste generated by the business fluctuates based on production volumes and plant activities such as shutdowns and construction.

Our hazardous waste disposal is managed by third-party contractors under strict monitoring and control and non-hazardous waste if not recyclable is responsibly disposed off site. Our investment in innovation and research to rehabilitate and, where possible, recycle waste continues.

As part of our efforts to improve the classification and disposal of waste streams, we are focusing on the sludge generated at the Dryden facility, which is not classified and therefore recorded as hazardous waste. The renewal of the Sasolburg waste management service contract, which was finalised at the end of FY25, was used as an opportunity to actively commence our Zero Waste to Landfill journey. The new waste management service providers have been selected based on their robust circular economy credentials.

“Our investment in innovation and research to rehabilitate and, where possible, recycle waste continues.”



Water, waste and circularity *continued*

Case study: Sasolburg reverse osmosis plant delivers against water stewardship targets

As part of Omnia's water resource stewardship, a reverse osmosis (RO) water treatment plant was commissioned at the Sasolburg manufacturing site in late FY23.

By recycling manufacturing process water, we are able to enhance water efficiency and reduce non-recyclable greywater production. The plant treats cooling water to produce potable quality water, which is then reused in the manufacturing process, resulting in a potential saving of up to 180 ML of potable water per annum (dependent on plant load and cooling tower operating conditions). The RO plant presents further benefit by treating the cooling tower blowdown from the nitric acid 1 and 2 plants to further improve the cost base by reducing the water purchased from the municipality.

Omnia's Sasolburg complex cooling towers achieved a 59% blowdown discharge reduction in FY25, through the RO plant, marking a key milestone in our sustainability journey. The Sasolburg complex accounted for 83% of Omnia's total water consumption during FY25, the largest across the group.

In addition to saving and recycling water and taking Omnia closer to meeting our sustainability goals, the plant has also created employment for the operational staff running and maintaining the plant on a daily basis. Omnia CEO, Seelan Gobalsamy, "Living in a water-scarce country offers companies in our line of business an opportunity to champion ecology and conservation. For Omnia, it is one way to ensure we strive to meet our sustainability targets, as well as fulfil social commitments by creating employment opportunities to positively impact the communities in which we operate."

Reverse osmosis is a water treatment process that removes a large majority of contaminants by pushing the water, under pressure, through a semi-permeable membrane.

"The RO plant at our Sasolburg complex is contributing to Omnia achieving its sustainability targets by reducing the site's consumption of potable and municipal water, as well as reducing the effluent discharge produced in the manufacturing process."



Biodiversity, land use and environmental stewardship

Our vision

Our business continues to actively seek ways to conserve and responsibly consume natural resources, as well as combat and mitigate pollution and protect biodiversity.

We recognise that we have a unique role to play as a business limiting its impacts on the environment but also as the producer of products that can have positive impacts on food, water and mineral security.

Our approach

The preservation and protection of our natural environment and its resources is central to our ESG ambitions. Our approach to biodiversity has evolved over the course of the last decade from one of minimising environmental damage to one where we seek to enhance natural capital and support a nature-positive transition that benefits the environment, our customers and the communities whose lives we touch.

While we have always placed a strong emphasis on recognising and minimising impacts on natural environments, we have more recently sought ways to extend our impact through our products and through support for our customers and communities.

Our products and services, particularly those designed for blasting and chemicals used in industry and for fertilizer, are often viewed as having a negative impact on the land and biodiversity. However, we believe we are shifting these perceptions by proactively addressing any potential negative impacts through the creation of products that do not harm the environment but replace toxic alternatives and offer our customers ways to realise their own sustainability aspirations.

Continued investment in research and development for the innovation of reducing emissions across the product value chain has resulted in a portfolio of decarbonised products that have the potential to boost outputs, limit water use and maintain the integrity of the land.

Omnia's current product suites include investment in the development of responsible and efficient farming and mining solutions through Nutriology® and Blast Alliance. Nutriology® serves our agriculture customers through a total crop management process using a combination of agronomy services, soil testing laboratory services and technology to apply nutrients, protect crops and improve crop yields. Our integrated software portfolio, Blast Alliance, facilitates the connection and integration of different software applications, allowing our mining customers to plan and execute minerals blasts while minimising environmental impact.

In FY26, we plan to conduct research to confirm the positive environmental impact of these products. We are also exploring cross segmental solutions where our expertise in agriculture, land rehabilitation and feasibility assessments could be applied to mine rehabilitation.

Looking further ahead, we aim to develop a monitoring and evaluation framework for defining, assessing and collecting clients' primary product environmental impact support our environmental impact assertions and provide insights into where we can further improve our market offering.

FY25 review

Biodiversity, land use and environmental stewardship strategy is driven by research and innovation into additional decarbonised products and solutions, beyond sustainability and regulatory compliance and Implementation of innovative environmental solutions.

Environmental management and compliance

Our approach to compliance is transparent and collaborative. We regularly meet and engage with regulatory authorities and closely monitor changing global and regional regulations so that we can proactively identify and plan for potential environmental compliance challenges.

Omnia's growth strategy aims to expand its presence in the mining and agriculture industries into new and neighbouring territories. We recognise that our success in these new markets is dependent on the adoption of additional regulatory compliance obligations, including the sustainability regulatory standards set out by those governments. We seek to consistently meet mandatory sustainability and operational regulatory standards in all the countries in which we operate.

In addition to these obligations, we embrace voluntary global best practices in our quest to fulfil our aspiration of becoming a global leader in sustainability across processes, products and people, and the creation of long-term value for all stakeholders.

Agriculture

To effectively manage and mitigate the environmental impact of product spills and leaks in our plant, the following measures have been implemented:

- **Bundwalls:** Engineered containment structures (bundwalls) have been designed and constructed around storage and operational areas to contain potential spills and prevent environmental contamination.

- **Spill response equipment:** Oil and chemical spill kits are strategically placed at key locations across the plant, including Sasolburg, Dryden and other Omnia sites. These kits enable immediate and effective response to accidental releases.

- **Employee awareness and training:** Regular environmental awareness sessions are conducted for all employees. These include training on how to manage environmental incidents, proper use of spill kits, and reporting procedures, reinforcing the company's commitment to environmental protection and compliance.

Mining

To proactively prevent environmental spills and leaks, all tanks containing hazardous chemicals are housed within bunded or concreted containment areas specifically designed to prevent any potential contamination. These containment structures are inspected annually to ensure they remain structurally sound, free from cracks or damage that could result in seepage into the environment. In addition, spill kits are strategically placed across all plant areas to enable the immediate and effective containment and clean-up of any accidental spills.

Our BME metallurgy teams ran awareness campaigns on emergency response to environmental spills. At the Wadeville laboratory, the team conducted a drill on cyanide spillage, which focused on the consequences of not cleaning up spilled cyanide properly.

Chemicals

The Chemicals segment continued implementing initiatives that promote effective prevention and management of leaks and spills such as:

- **Regular equipment inspections:** A comprehensive inspection schedule for all equipment, including tanks, valves and pipes, to identify potential leaks or failures before they occur.

- **Employee training:** Thorough training for employees on proper handling procedures, maintenance protocols, and emergency response plans across the sites.

- **Strict operating procedures:** Strict operating procedures, such as hazardous chemicals storage and handling protocols, regular maintenance schedules and clear communication channels for reporting incidents, which minimised the likelihood of leaks and spills across the sites.

- **Emergency response plans:** Sites have emergency response plans that outline procedures for containing and cleaning up spills. The sites undertake regular drills and simulations to

ensure that employees are prepared to respond effectively in the event of an incident.

- **Regulatory compliance:** Sites that have atmospheric emissions licences (AELs) have leak detection and repair (LDAR) programmes as part of their conditions. The LDAR outlines the measures and monitoring to be undertaken, and the reports are submitted annually as part of the AEL Compliance Report. The sites also conduct inspections and tank integrity testing as part of statutory obligations.

- **Continuous improvement:** Regularly reviewing and evaluating the effectiveness of existing prevention measures allows for continuous improvement. This involves analysing incident reports, conducting root cause analyses, and implementing corrective actions to address underlying issues.



Biodiversity, land use and environmental stewardship *continued*

Environmental governance

Omnia has strong governance systems in place that support the operations, risk management and compliance requirements to meet our regulatory obligations. We have a physical presence in 23 countries globally, some of which are conflict-prone countries, which increases our governance risk requirements.

To ensure regulatory compliance with the different operating requirements in different countries, we review ESG risks half yearly and update our Enterprise Risk Management register as required.

Our board takes responsibility for ensuring regulatory and legislative compliance is implemented, monitored and reported. ESG compliance and governance is led by the SEC committee while ongoing compliance is managed by a team of dedicated environmental managers and subject matter experts for water, waste, air quality, climate change, and land and biodiversity management.

Our segmental businesses and operational sites are required to adopt our SHEQ policies and align their SHEQ management systems with an external standard against which the CAIA audits are conducted.

FY25 review

All authorisations, licenses and permits required for the operation of our business are in place.

Our business segments are ISO 14001, ISO 45001 and ISO 9001 certified. ISO integrated recertification audits will be conducted in FY26, and certification is valid for up to three years.

There were no major or catastrophic environmental incidents during the period under review and no fines, notices of non-compliance or directives were issued against the company in FY25.



Group environmental incidents

FY21	1
FY22	-
FY23	-
FY24	-
FY25	-



Empowering people and communities

Our success depends on the people working with us and those who are affected by us. We aim to secure their well-being and work to support their ambitions.

In this section

P52	Introduction
P53	Safety, health and well-being
P56	Attracting and developing people
P59	Supporting our communities

Introduction

In this section



Safety, health and well-being



Attracting and developing people



Supporting our communities

We care for people – both those that we employ directly and indirectly – and those around us whose lives are touched by our operations and activities.

We foster a workforce that operates in safe workplaces supporting our goal of achieving zero harm.

We continue to build a diverse, inclusive organisation to attract the best talent. We invest in the growth and development of our employees, including advancing women with clear targets for women in leadership positions.

We support the sustainable growth of healthy, prosperous and resilient communities.

“We support our employees’ mental well-being through a range of programmes and manage occupational health through surveillance and controls.”

Material matters



Safety, health and well-being of employees, customers and communities:

Ensuring the health and safety of employees, including process safety and mental health.



Skilled workforce in a positive and inclusive workplace:

Strengthening regulatory compliance efforts to meet evolving legal requirements and industry standards.

Maintaining and developing a skilled workforce suited for the future nature of work through continuous learning and skill development initiatives.

Creating a positive and inclusive workplace culture where employees feel valued, fulfilled and rewarded, fostering engagement and motivation.

SDGs



FY25 performance at a glance



3 803 people employed (including contractors)



No fatal safety incidents



300% increase in RCR from the FY24: 0.05



R45.6 million invested in training and development



Women made up **27%** of top management and **37%** of senior management



R9 million invested in community development



36 675 beneficiaries assisted through our food security programme, with 8 469 people trained in farming skills



Safety, health and well-being

Our vision

At Omnia safety is our priority. We focus on ensuring a safe working environment for all our employees through our safety-first culture. We supply products and services that ensure safe operations for our customers and work hard to limit the impact of our operations and products on communities. Our goal is to achieve zero harm.

Performance against targets

Target to FY26	Progress in FY25 against FY24 baseline
Safety	
Maintain RCR below 0.25 in pursuit of Zero Harm	Group RCR increased from 0.05 to 0.20, remaining below 0.25 limit
Maintain Group FER below 1.00	Group FER decreased from 0.38 to 0.17, remaining below 1.00 limit
Zero Occupational Illnesses	Zero Occupational Illnesses


Our approach

The safety, health, and well-being of all our employees, contractors and communities at and around our operations is a priority and an integral part of how Omnia operates. To achieve our goal of zero harm, we continue to focus on rigorous safety protocols, ongoing training and fostering a company-wide culture where each employee takes ownership of and responsibility for safety.

We support our employees' mental well-being through a range of programmes and manage occupational health through surveillance and controls.

One of our four core values is "Be Safe" through practices and actions, by feeling safe to speak up, raise concerns and share views, and by caring for the environment and acting responsibly. This value guides the behaviour of all employees at the workplace and in the communities where we operate.

Our approach to safety and health is supported by five inter-related elements:

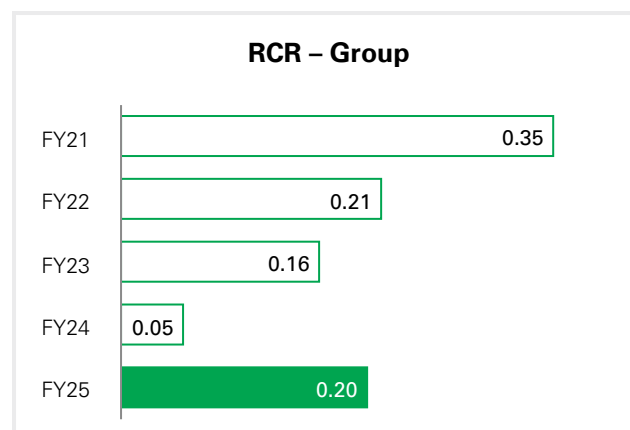
<p>1</p> <p>Responsibility:</p> <p>Everyone has a moral and ethical responsibility to act in the best interest of their colleagues, the company and society.</p>	<p>2</p> <p>Accountability:</p> <p>Management leads by example and ensures that our workforce is provided with the necessary support, instruction, training and equipment.</p>	<p>3</p> <p>Clear expectations:</p> <p>Safety standards and expectations are clearly communicated, with a commitment to achieving these goals.</p>
<p>3</p> <p>Ethics:</p> <p>Management systems are supported by strong ethical practice that encourages people to follow the prescribed rules and requirements and empowers employees to speak up and raise concerns without fear.</p>	<p>4</p> <p>Attitude:</p> <p>Adopting a positive and proactive approach plays a crucial role in building a strong safety culture. By embracing a sense of pride, purpose and belonging, employees ensure their and their colleagues' safety.</p>	

We monitor the health of our employees and potential occupational illness through our medical surveillance programme that includes occupational hygiene surveys and Ergonomics Health Risk Assessments to identify conditions and interventions required.

We provide mental health support to our employees through an EAP. We remain committed to supporting the holistic well-being of our employees through accessible and impactful wellness initiatives. Our EAP, which includes onsite counselling and confidential support services, continues to play a vital role in promoting mental health across the organisation. In FY25, EAP utilisation rose to 14.4%, significantly exceeding the industry benchmark of 3.41%, reflecting increased employee engagement and trust in our wellness resources. Participation in mental health webinars, emotional resilience workshops, and telephone counselling grew steadily, with a notable 29% year-on-year increase in telephonic support. Key wellness themes included acute stress, relationship challenges, and adjustment difficulties, with acute stress cases showing a marked rise compared to FY24. Encouragingly, more male employees accessed EAP services, signalling a positive shift in openness to seeking support. To further enhance accessibility, we expanded our onsite counselling offerings, ensuring timely and confidential care remains within reach for all employees.

FY25 review

In the year under review there were no fatalities (FY24: 0). Our RCR was 0.20 (FY24: 0.05), deteriorated by 300% during the year. Since FY20 our RCR decreased by 42.9% reflecting the ongoing commitment and implementation of our safety management culture and processes. For the fifth consecutive year we have recorded zero occupational illnesses.



Total safety incidents – Group

Incident	FY25	FY24	FY23	FY22	FY21
First aid cases	50	50	74	66	85
Lost-time injuries	11	2	6	11	19
Recordable cases	13	3	10	13	21
Fatalities	0	0	0	2	0
LTI rate	0.17	0.03	0.1	0.18	0.35

The Mining segment retained their zero RCR while the Agricultural segment reported a 0.33 RCR and Chemicals achieved 0.17 in FY25.

Segment RCR

Segment	FY25	FY24	FY23	FY22	FY21
Agriculture	0.33	0.06	0.26	0.21	0.54
Mining	0.00	0.00	0.00	0.15	0.11
Chemicals	0.17	0.00	0.00	0.28	0.25

The Mining segment achieved 4 862 237 injury-free man hours, while the Chemical segments achieved 1 305 972 injury-free man hours.

All three segments retained their ISO 45001 certifications, an international standard for health and safety at work.

Safety programmes

Safety processes and building a safety culture is paramount to ensuring ongoing safe working conditions for our employees and the communities where we operate.

The CEO hosted a safety stand down, facilitated by the SHEQ management team, with the primary goal of reinforcing safety awareness and reaffirming leadership and management's commitment to workplace safety. The event featured panel discussions with segment leadership, addressing key safety concerns and engaging employees in meaningful safety conversations. By actively involving employees, the discussions encouraged a proactive safety mindset, emphasized the importance of workplace safety, and provided a platform for employees to voice concerns and share ideas for improving safety practices.

Given the increase in recordable safety incidents that relate to transport and road safety, the SHEQ team implemented a road

Safety, health and well-being *continued*

safety campaign based on Omnia's Road Safety Rules, primarily directed at drivers of vehicles and trucks and shared through physical and digital platforms.

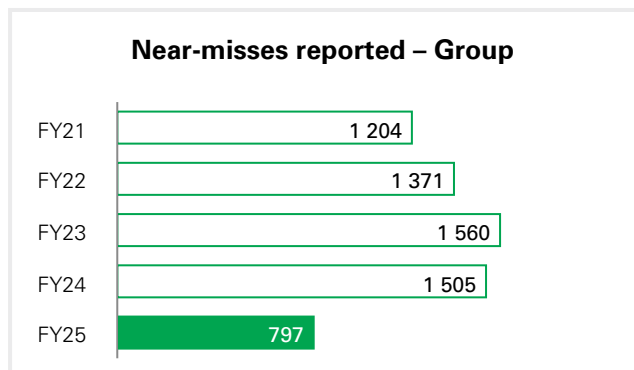
Moving forward, we will continue to focus on risk management, near-miss reporting and the ongoing improvement of safety practices, especially in preparation for heightened activity in the Agriculture segment, as the planting season begins in the southern hemisphere. From a Group perspective, contractor management will be enhanced by developing a centralised contractor safety framework to ensure consistent standards and oversight across all segments. Leveraging off the key findings from the safety perception survey by targeted safety improvements based on these insights.

It is important that the views and perceptions of our people are considered in the development of safety policies and identification of risks. To this end, in FY25 a safety survey was conducted for insights into the safety climate across the Group's segments, territories and occupational levels.

The behaviour based safety programme in Agriculture, Bolokeha ("Be Safe") continues to promote proactive and inclusive safety culture, and rewards employees and teams for achieving performance-based goals. The targets for this programme are set in line with the leading indicators, which include hazard tags highlighting unsafe conditions, conversation cards, unsafe acts, and near-miss reporting. Housekeeping as well as Visible Felt Leadership, also played a role in increasing employee engagement and safety awareness at all levels.

Omnia's Sasolburg plant, which has the largest staff complement, hosted its third SHEQ Day in FY25. The event reinforced occupational health, safety and process safety principles and recognised employees for their contribution to improving the plant's safety performance.

In FY25, the Group continued to implement major hazard installation regulations across all applicable sites in Agriculture, Chemicals and Mining. This implementation began in FY24 and will be completed in January 2026. It is intended to protect the life and health of employees, communities and emergency responders. It refers to businesses with facilities that store or handle dangerous substances by providing safety measures to reduce the risk of catastrophic events.



The Mining segment's Safety for Life programme continued to proactively identify common human errors that result in safety incidents to prepare staff for possible incidents and accidents. The RCR for Mining remained zero for the period under review, with the Safety for Life programme serving as the driving force behind this significant achievement.

As part of BME's continued efforts to enhance road safety and reduce driving-related risks, BME Blasting solutions successfully procured and implemented two advanced driving simulators, introducing virtual reality (VR) driver training as part of the safety programme. This innovative training approach allows drivers to engage with real-world driving scenarios in a controlled, risk-free environment. The immersive nature of VR enhances decision-making and improves reaction times by enabling drivers to practice handling complex situations they may encounter on the road. The VR training programme includes a reaction test and a Pre-use Training and Assessment module, with scenarios specifically designed to reflect the common conditions, behaviours and incidents identified in BME's driving incident data. This targeted focus ensures relevance and effectiveness. The VR training will be integrated with existing driver training to form a comprehensive, rigorous training package that better equips drivers to respond to unsafe conditions and third-party behaviours.

The Chemicals segment's ongoing "See Something, Say Something, Do Something" safety initiative continued to encourage employees to actively observe their surroundings and report any potential safety hazards or concerns. Our emphasis on a culture of vigilance and accountability was complemented by other process safety measures, risks assessments, a strict adherence to hazardous material handling protocols and comprehensive employee training. These measures resulted in a zero RCR since

FY23 and FY24, unfortunately the rate has increased to 0.17 in FY25.

The Chemical segment introduced a Safety Assurance Plan to ensure safety and risk mitigation during the Section 189 process. Given the heightened risks of stress, fatigue and uncertainty, it aimed to provide comprehensive measures to prevent process safety incidents, occupational safety accidents, road accidents, security risks, and mental health concerns. The plan is structured to ensure effective oversight, accountability and compliance with company and regulatory safety standards.

In FY24, the character Safety Ben was introduced to driving home the message of "Report it, Fix it" with safety tips shared on posters and digital platforms.

The Safety Ben character visually reinforced correct versus incorrect and safe versus unsafe behaviours, making safety concepts more relatable and memorable especially those on the shop floor. The intention was to reduce and maintain a low incident rate, including enhanced risk assessments, increased safety inspections, targeted training, and a strong focus on near-miss reporting and emergency preparedness. The initiative also focused on ensuring management closed out reported issues promptly, reinforcing accountability. Supported by leadership engagement, real-time safety performance tracking, and tighter contractor controls, these efforts have collectively strengthened the safety culture and sustained low incident rates across operations.

Safety representatives

Safety representatives play a leading role in safety by undertaking monthly inspections at their specific plants to identify any safety-related issues and communicating workforce health and safety concerns to management.

Safety representatives participate in monthly plant safety meetings, incident investigations, and quarterly safety, health and environment (SHE) representative meetings with management. Their role includes identifying workplace hazards, incident investigations and facilitating emergency drills. In FY25, 209 safety representatives were appointed across the business (FY24: 191).

Managing leading indicators

We manage safety and health by proactively measuring and managing both leading and lagging indicators. This includes safety audits and inspections undertaken, near miss incidents (safety and process safety), as well as hours spent on safety training.

Near-miss reporting

We continue to report on near misses as it creates awareness among employees of potential hazards, vigilance around potential harm, and attention to detail that can prevent accidents. Lessons from these reports are shared across the Group to improve our safety standards and performance.

In FY25, we reported 797 near misses (FY24: 1 505), made up of 86 reports from the Agriculture segment, six from Group, 33 from Mining and 672 reports from Chemicals. The reporting of near-miss incidents and accidents reflects an important part of our culture that encourages personal responsibility for safety.

Managing process safety

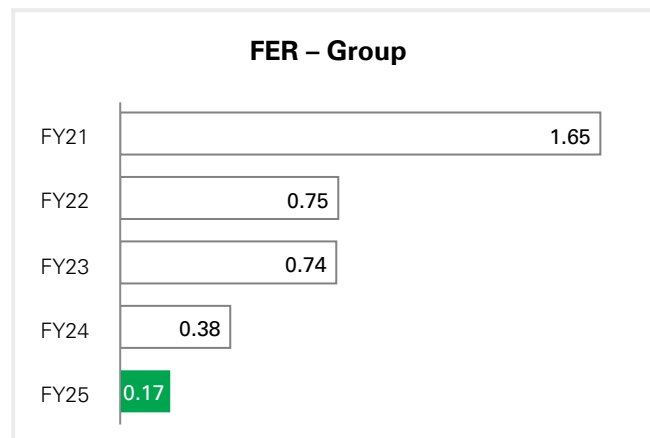
Omnia's process safety management framework covers the processing and handling of hazardous substances.

The framework is applied to assist us to manage and ensure the integrity of operating systems and processes by applying good design principles as well as engineering and operating practices that reduce safety risks and incidents associated with processes handling hazardous materials and energies. These include hazardous or flammable material releases that could result in harmful impacts, fires or explosions.

Our process safety management metric reporting is aligned with the American Petroleum Institute's Recommended Practice: Process Safety Performance Indicators for the Refining and Petrochemical Industries and the International Council of Chemicals Association's (ICCA) Globally Harmonised Process Safety Metric. Reporting against these protocols allows us to identify root causes of incidents correctly and to implement appropriate corrective actions.

Omnia recorded a 12-month rolling FER rate of 0.17 during the year (FY24: 0.38). There has been an 89.7% improvement in our FER since FY21. Of the five process safety incidents recorded, one would be classified as major by Omnia (FY24: 33; 0). A total of 92 near-miss or low severity process safety incidents were recorded in FY25 (FY24: 80).

Safety, health and well-being *continued*



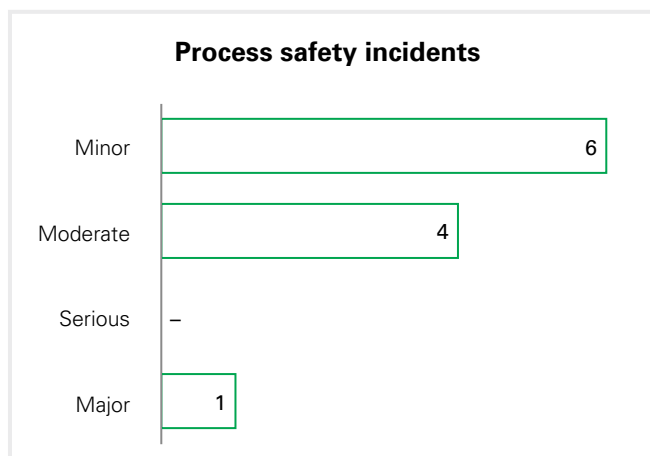
Each of Omnia’s three business segments are signatories to the CAIA Responsible Care® principles. Mining has maintained CAIA Responsible Care® certification.

The Chemicals segment has successfully implemented a management system that supports Responsible Care and had a successful verification audit with SQAS Africa approval on all the fleet.

Notably, Omnia Agriculture and BME, received first and second runner up places respectively for the 2024 Responsible Care® Sustained High Performance Award. This award recognises the continuous improvement in SHE KPIs by both segments over the past four years.

An external ISO 9001:2015 surveillance audit was conducted in April 2024 for the AXXIS™ Digital Initiation System site in Strijdom Park.

In our supply chain division, road transport standards, implemented in FY24, that are linked to the Safety and Quality Assessment for Sustainability (SQAS) scheme, evaluate chemical companies on the safety, environmental, security and quality performance of their logistics service providers and distributors under guidance of CAIA.



Audits

The Group underwent 175 audits and 3 499 inspections during the year (FY24: 143 and 1 485). Process safety audits were undertaken at all installations.

In FY25, two audits were conducted in the Democratic Republic of the Congo also whilst two sites in Indonesia were audited. Additional resources were brought on board to cover more of the operational sites locally in South Africa in FY26.

Safety training

We continue to prioritise safety training. In FY25: 92 978 safety training hours (FY24: 65 094 training hours) were undertaken by staff and contractors.



Our training initiatives included:

- Inspection and internal auditor training
- Incident investigation training
- Hazard identification and risk assessment
- Hazard and operability analysis
- Hazardous chemicals training
- Safety and process safety, and environmental awareness training
- SHEQ procedure overviews
- Fire fighting
- First aid
- Emergency equipment use training
- SHE representative training
- Defensive driving and anti-hijacking training for employees travelling frequently for business

Occupational health

Occupational hygiene surveys and Ergonomics Health Risk Assessments are conducted annually and issue based monitoring to identify, and if needed, address conditions in the workplace that could harm the health of our employees.

The Group’s health practitioners conduct health risk assessments to identify acute or chronic conditions, such as uncontrolled blood pressure and diabetes that could have an adverse impact on our employees and contractors’ well-being.

In FY25, 2 325 (FY24: 2 452) employees were screened through our surveys and risk assessments processes to identify acute or chronic conditions, such as epilepsy, uncontrolled cholesterol, uncontrolled blood pressure and diabetes that could have an adverse impact on our employees and contractors’ well-being. In FY25, 133 employees, including contractors, received HIV voluntary testing and counselling (FY24: 421).

We also extended our medical surveillance programme beyond South African work sites. Other countries where Omnia operates in undertake their own in-country medical surveillance and results thereof are not shared.

Zero occupational diseases were reported in FY25.

Our SHEQ governance was bolstered through a gap analysis concluded in January 2025, against the ISO45001 standard for occupational health. While this is not to pursue ISO certification, the exercise highlights areas for improvement and provides a baseline for measurement.

Mental health support

Mental health is a core component of overall health and our approach to ensuring the well-being of our staff includes services and support to promote emotional well-being.

We remain committed to supporting the holistic well-being of our employees through accessible and impactful wellness initiatives. Our EAP, which includes onsite counselling and confidential support services, continues to play a vital role in promoting mental health across the organisation. In FY25, EAP utilisation rose to 14.4%, significantly exceeding the industry benchmark of 3.41%, reflecting increased employee engagement and trust in our wellness resources. Participation in mental health webinars, emotional resilience workshops, and telephone counselling grew steadily, with a notable 29% year-on-year increase in telephonic support.

Key wellness themes included acute stress, relationship challenges, and adjustment difficulties, with acute stress cases showing a marked rise compared to FY24. Encouragingly, more male employees accessed EAP services, signalling a positive shift in openness to seeking support. To further enhance accessibility, we expanded our onsite counselling offerings, ensuring timely and confidential care remains within reach for all employees.

Attracting and developing people

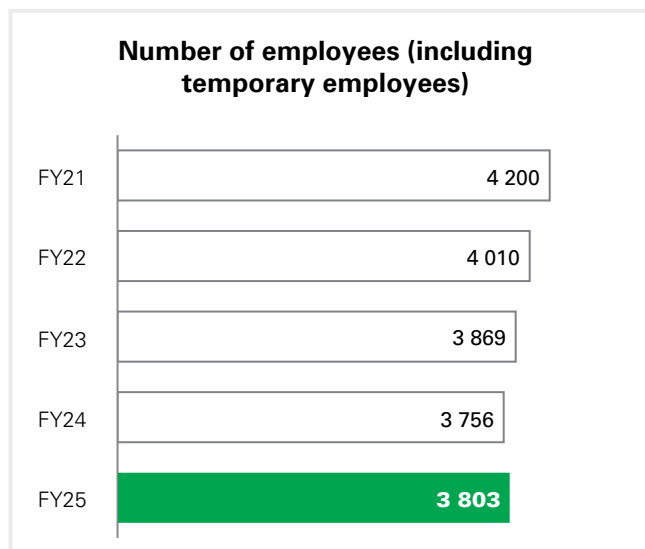
Our vision

Our human capital initiatives are focused on attracting, developing, and retaining top talent to foster a growth mindset and support the Group's long-term success. A key priority is retaining critical skills in areas such as engineering, finance, agronomy, and technology roles essential to delivering on our strategic objectives.

We are committed to creating a workplace that reflects our values and purpose. This includes respecting employees' rights to freedom of association and collective bargaining and engaging constructively with unions to build a collaborative and inclusive environment.

Entrenching the One Omnia culture where every employee is aligned with our shared purpose and values remains a central focus of our people strategy. We also embrace diversity in our hiring practices, ensuring we benefit from a wide range of perspectives and experiences. As part of our commitment to shared value, we prioritise employing individuals from the communities in which we operate.

In FY25, we employed 3 803 people (FY24: 3 756), of which 85% were permanent employees and 15% fixed-term contract workers. Most of our employees 2 935, 77% (FY24: 2 930, 78%) are based in South Africa. The remainder are employed at our operations in Africa and internationally.



Distribution of employees by segment (%)

Segment	FY25	FY24
Agriculture	39	38
Mining	47	43
Chemicals	9	12
Head office	4	6

Geographic distribution of employees (%)

	FY25	FY24
South Africa	77	78
Rest of Africa	19	19
Asia Pacifica/Australasia	2	2
Americas	1	1

Section 189 at Protea Chemicals

Protea Chemicals underwent restructuring to improve efficiency and profitability, including a voluntary severance programme and realignment of operational needs. These organisational changes support our growth strategy by aligning roles, processes, and accountability with our objectives, fostering an agile, innovative, and inclusive culture. At the end of FY25 Protea Chemicals commenced with a Section 189 process which was concluded in April 2025.

Performance against targets

Retention of talent remains a key focus area, particularly as we observe increased turnover in certain segments. In FY25, voluntary staff turnover (resignations) rose to 7.73% on an annualised basis, up from 6.84% in FY24. In South Africa total turnover, including involuntary exits such as dismissals and redundancies, was 10.85%, driven by the Protea Chemicals rightsizing initiative, compared to 8.87% in the prior year. Across the Group, including international operations, overall turnover stood at 11.3%.

Most resignations were influenced by external factors such as a competitive job market and employees seeking career advancement opportunities. Internal factors, including performance expectations and change fatigue in certain areas, also contributed. We remain committed to addressing these challenges through targeted engagement, leadership development, and culture initiatives that support retention and long-term employee growth.

Our culture journey

As part of our ongoing commitment to attracting, developing, and retaining top-tier talent globally, we continue to cultivate a workplace that reflects our purpose and values. In FY25, we advanced our culture transformation journey by embedding these principles through targeted initiatives that promote continuous learning, inclusive leadership, and organisational growth.

Our efforts this year focused on aligning the Group's culture with its strategic objectives. Key initiatives included leadership development programmes, team effectiveness interventions, and the integration of cultural principles into core human capital processes. While we have seen encouraging progress in several areas, we acknowledge that a fully aligned organisational culture has not yet been achieved across all divisions.

Recognising that a strong, cohesive culture is a critical enabler of long-term success, we are launching a renewed culture programme. This structured initiative builds on existing efforts and leverages established platforms such as townhalls, Safety Stand downs, and "Coffee Sessions with the CEO" to reinforce and embed our desired culture consistently across the Group.

Leadership development remains central to our cultural transformation. Our EDGE programme continues to support senior and top management in addressing key leadership challenges, including accountability, psychological safety, global perspective, and inclusive thinking. In January 2025, we expanded our leadership pipeline by introducing the IGNITE programme, designed to support junior managers transitioning from technical roles to leadership positions. Currently, 140 employees are enrolled in IGNITE, which focuses on strategic thinking, business communication, people leadership, and team management.

These initiatives are strengthening leadership capability, embedding our values, and fostering a unified, purpose-led culture. We continue to apply our culture change framework across divisions, embedding values into daily behaviours and management practices, particularly in people management and visible, felt leadership.

As we look ahead, we remain committed to cultivating a high-performance, values-driven culture that empowers our people, strengthens leadership at all levels, and supports the successful execution of our long-term strategy. Our culture is not only a foundation it is a catalyst for sustainable growth and shared success.

Constructive employee relations

Omnia maintains constructive and cordial relationships with recognised trade unions, while seeking to improve communication with our employees. We do this through our human resources professionals under the guidance of our HR executive and with the support of our Head of EE and Transformation

Omnia is a party to the National Bargaining Council for the Chemicals Industry (NBCCI) through our participation in the National Specialty Chemicals Employers' Association, the Fertilizer Industry Employers' Association and the Explosives Industry Employers' Association.

Industry minimum wages are determined by the NBCCI, and we abide by the terms and conditions of the national wage agreement. The minimum wage of bargaining unit employees is above the national minimum wage. We conduct wage negotiations for employees who are members of the bargaining council through their respective councils. A two-year wage agreement is currently in force and comes to an end in June 2026.

All disputes regarding workplace conduct are managed through our progressive disciplinary processes, which is available to all employees.

FY25 review

Trade unions currently represent 32% (FY24: 34%) of Omnia's South African bargaining unit employees. Employees in Zambia and Namibia are also represented by the respective trade unions in country.

Our employees have direct stake in our success and in FY25 R45 million was paid to 2 530 employees through the successful vesting of the My Omnia Broad Based Share Scheme, established in 2021.

Our employee share scheme aligns the interests of employees with those of the company's shareholders and attracts and retain employees. The share scheme intends to remunerate employees through the issue of performance shares, retention shares, remuneration shares, sign-on shares and deferred bonus shares. Each of the different share awards contains specific performance conditions and vesting periods.

In FY25, Omnia Holdings was recognised at the Chemical Industries Education and Training Authority Industry Awards for the recognition our exceptional contributions to the fertilizers sector, particularly in advancing skills development.

Attracting and developing people *continued*

Training and development

Our vision

Our talent review and management initiatives are an ongoing process across the Group as we seek to develop our talent pool. This is complemented by a number of initiatives and learning programmes to enable employees to advance their careers.

We ensure our employees are equipped with the relevant skills and experience to perform optimally in their roles. We believe that the development of our workforce is essential for the delivery of our strategy, and for the fulfillment of employees at work.

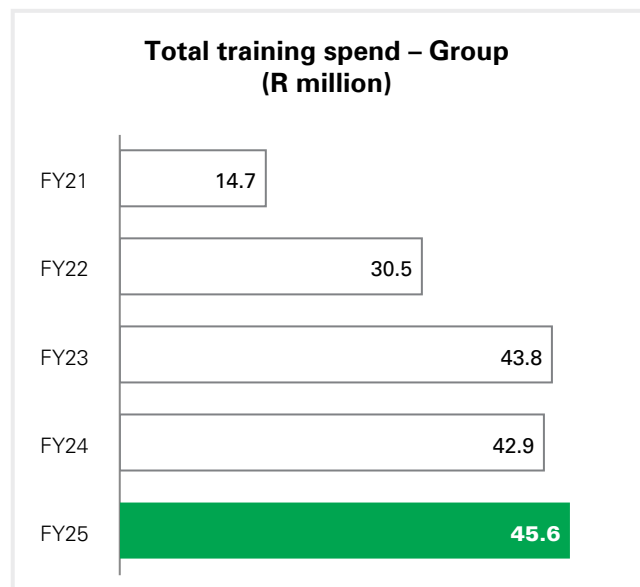
FY25 review

We invested R46 million (FY24: R43 million) in learning and development programmes in FY25, with 2 587 employees attending various training and development programmes. This included work-integrated learning (39) and graduate programmes (45) participants.

Our programmes to build a sustainable talent pipeline include:

- Targeted continuous professional and personal development opportunities
- Various team effectiveness training through culture initiatives
- Leadership and management training
- Upskilling of the HR community through HR Academy
- Inclusion of Internal Audit graduates in Omnia graduate programme
- An EAP
- Employee bursaries of R2.5 million for 66 employees, of whom 52% (29) are women

“The Omnia Future Fund provides financial support for the education of employees’ children.”



The Omnia Future Fund provides financial support for the education of employees’ children. The programme, which began in FY23 benefited 447 beneficiaries in FY25 (FY24: 233), of whom 91% are HDSAs.

Chemical operations learnership, technical apprenticeship and recognition for prior learning programmes

Our three-year chemical operations learnership which commenced in April 2023 with 19 learners will run until April 2026. To date 12 learners have been absorbed as operators and will continue as employed learners, whereas six are continuing as unemployed learners.

Through our technical apprenticeship programme nine learners commenced their journey in August 2022. These apprenticeships comprised eight fitters and one instrumentation mechanic, will be completed at the end of July 2025. The 2024 intake of 19 learners, made up of four instrumentation mechanics, four electricians, seven fitters, two boilermakers and two welders, will complete their programme in April 2027.

Additionally, we have eight employed learners currently completing their Artisan Recognition of Prior Learning (A-RPL), and 15 employed learners undertaking the Operator Recognition of Prior

Learning (O-RPL), thereby supporting their attainment of formal qualifications.

Graduate development

The graduate programme aims to equip young professionals with the skills, mindset, and confidence necessary to excel in their careers and make a meaningful impact. It goes beyond technical

expertise, bridging the gap between academia and industry to ensure a smooth transition into professional roles. Our graduates participate in either a one-year or two-year programme depending on the business requirement and role.

Through our graduate development programme eight people who had completed their studies in a range of disciplines were employed across the business. While 45 graduates continue to benefit from this programme, which was first introduced in FY24. The programme includes feedback on performance and individual development plans.

Agronomist in training

The agriculture segment’s Agronomist in Training Graduate Development programme, which was launched in FY24 is building a talent pipeline in agronomy to meet the critical skills scarcity in the industry.

During Q1 of FY25, 15 students participated in a three-day assessment centre where six students were selected for the programme and have since completed the course. One African Female is now permanently employed as a Junior Specialist Agronomist in the NSD (Nutriology® Solutions Development) department within the Agri division, while another African Male contract has been extended for a year to build additional skills and capabilities.

During FY26 the strategy is to identify suitable candidates for agronomist positions early before they are approached by other role players in this space. Through university partnerships we provide guest lectures with subject matter experts to lecture on specific topics supporting third year agronomist and horticulture students. Furthermore, we host excursions and site visits for fourth year horticulture and soil science students at various Omnia sites.

Skills development programmes for HDSAs

BME’s blasting skills development programme, offered to the Khâi-Ma Aggeneys, Pella, Pofadder, Witbank and Onseepkans communities of the Northern Cape, continued in FY25. First introduced in FY24, qualifying community members have benefited from mentorship and hands-on experience. The programme has so far been offered to 26 people, 64% of whom are female. Of those

attending the programme, eight have secured permanent positions as general assistants.

The rock breaking surface excavations NQF3 programme is a 10-month blasting training programme offered to 18 employees, also in the Northern Cape. To date seven employees has been found competent, leaving 11 to complete their final assessments during Q2 FY26.



Attracting and developing people *continued*

PWD learnership

Omnia supports persons with disabilities through a learnership programme that develops workplace skills. Learners have been engaged in various qualifications and programmes like plant production, business administration and business practices. Participants are taught business writing, problem solving, ethics, cultural awareness, self-management and self-development, project teamwork, and business policies and procedures.

The 12-month programme includes qualifications such as Plant Production NQF1, Business Practice NQF1 and Business Administration NQF3 and 4. In FY25, 60 learners participated in the PWD learnership programme and 55 of these learners successfully completed the programme.

The partnership between the service provider and Omnia strengthened during Q4 of FY25, highlighted by a meet-and-greet event with the learners. A career day is planned for Q2 of FY26 to spotlight Omnia and equip learners with essential employability skills, including interview techniques and CV writing.

HR Academy

The HR Academy was established in FY25 to further develop skills and knowledge of our HR professionals, ensuring they stay current with industry trends, legal requirements, and best practices. Additionally, the academy supports the standardisation of HR processes, enhances employee engagement, and equips HR teams to manage change and reduce organisational risk effectively.

EA/PA CoP

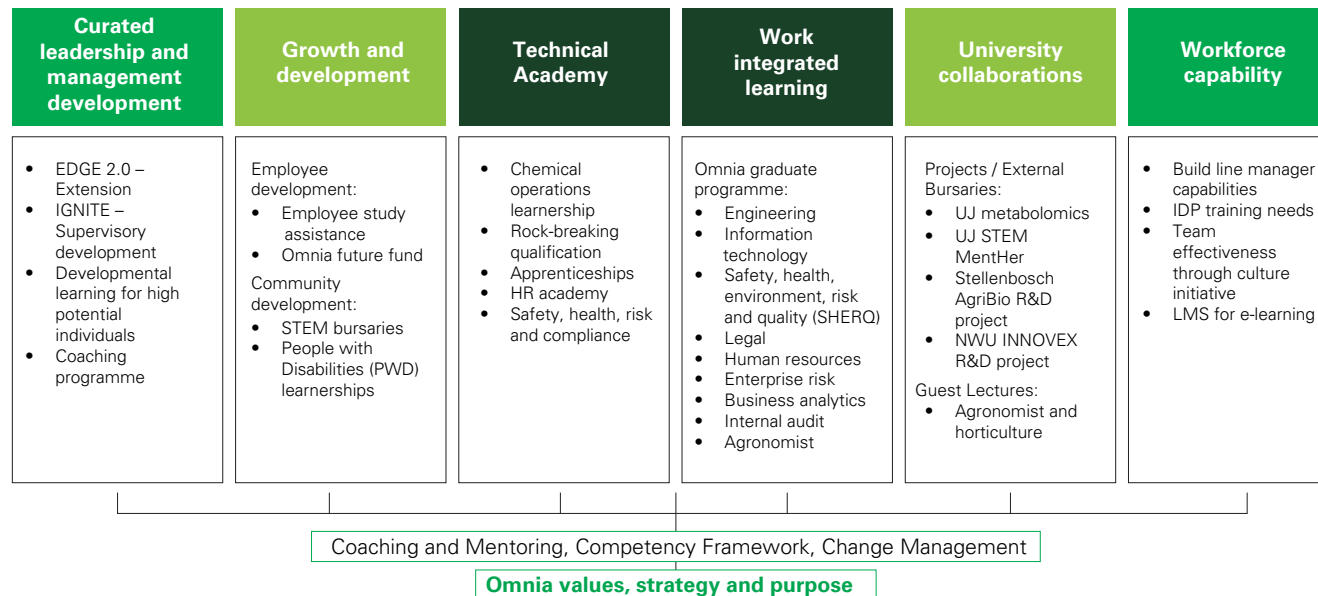
The programme was designed to develop a community of practice (CoP) for the EA/PA community that embraces the Omnia purpose, values and rules of engagement by applying consistent and collaborative ways of working. Hybrid sessions have been conducted to establish the CoP. These sessions covered Enneagram tools, psychological safety and mindfulness. Personal and team development sessions will be provided in FY26.

Leadership development

Our leadership development programmes equip junior, middle and senior managers with the skills to advance the business.

Our executive leadership programme, EDGE, continued through FY25 and was extended to senior leaders across the business resulting in 65 employees participating.

IGNITE, our supervisory leadership development programme, aims to develop leadership capabilities among supervisors and team leaders, and equip these employees for current and future leadership roles. There were 136 participants in FY25.



Focus on women

We have a range of initiatives to advance women and build a more inclusive workforce. In FY25 we invested R16 million towards the growth and development for women.

Programme	% Women
LEAP	58
Graduate programme	47
Future Fund	52
PWD learnerships	70
Technical apprentices	55
Employee Bursaries	52

Women represent 27% of our top management, a decrease from 40% in FY24. In our senior management level women hold 37% of positions, from 41% in FY24.

Diversity, equity and inclusion

Our vision

Our priority is to attract and retain the best talent worldwide to continue building a diverse company. We have targets to for women in positions of leadership, which include an equitable approach to remuneration.

FY25 review

We measure our progress on diversity, equity and inclusion through our progress against metrics and targets.

Diversity, Equity and Inclusion (DEI) programmes have been identified with a global rollout planned for the current year. Within SA we rolled out a programme addressing the needs of people with disabilities and the integration of the disabled employees within the workplace.

Looking ahead

- To reinforce our commitment to transformation and inclusive growth, we continue to embed measurable targets within our short-term incentive and long-term incentive schemes. These targets are designed to drive accountability and progress across key areas such as diversity, equity, and strategic workforce development. By aligning incentive structures with transformation objectives, we ensure that leadership performance is directly linked to the achievement of our broader organisational goals.

Supporting our communities

Our vision

Our vision for supporting affected communities guides our socio-economic development strategy, which directly supports our business strategy.

We recognise that stakeholders want to see that companies are actively contributing to the social, environmental and economic development of the communities in which they operate.

Our investment in the communities in which we operate is aimed at building resilience through education, food security and entrepreneur programmes.


The international expansion of our operations introduces additional community relations and engagement requirements to include recognition and protection of indigenous people, land and resource rights.





Our approach


Our approach is guided by our socio-economic development strategy. Our work in communities is a strategic imperative that supports our business strategy by building thriving communities. We believe that by investing in community development projects, supporting education, promoting environmental sustainability and addressing social challenges, we can build trust and strengthen our relationships with our stakeholders.


Social return on investment of 119% at R339.83 per beneficiary

 **36 657** beneficiaries

 **5.5** members per household

 **27 247 150** meal servings

 **29.30** hectares of land used in a sustainable manner

 **2 968 090** tonnes of fresh produced grown and harvested

“Our food security programmes equip families with the skills and inputs needed to grow vegetables and raise livestock.”

In line with our commitments, we aim to:

- Make a positive and sustainable impact on the quality of life of the communities in which we operate
- Develop and empower disadvantaged communities through skills transfer and training
- Build and improve relationships with existing and potential stakeholders through mutually beneficial partnerships
- Attract and retain quality and socially responsible employees
- Enhance the loyalty of employees in the Group.

Our investment in communities where we operate is focused on building resilient local communities. We aim to support residents and businesses by investing in food security and education programmes and through our supply chain. We do this directly and in partnership with our customers, implementation partners and other companies.

Through community engagement we identify the needs of our host communities and enable key local stakeholders to drive change. Stakeholder engagements enable the business to inform, consult, collaborate and empower stakeholders.

FY25 review

We develop and continuously improve community relations through our focus on the following areas of support:

- Creating awareness of Omnia’s CSI development initiatives
- Employment of local residents
- Local procurement and enterprise development
- Developing community skills
- Increasing customer goodwill and loyalty
- Establishing and enhancing Omnia’s reputation as a responsible and caring corporate citizen.

To spur economic growth in local communities we prioritise recruiting employees and sourcing goods and services from our host communities.

Community engagement

Omnia’s Agriculture and Mining operations are predominantly located in local host communities, and the impact of our operations on the health and safety of residents is also a key factor in our engagement with and work in communities.

During the reporting period we continued with the existing relations with through the Local Economic Development Forums of the following municipalities:

- Metsimaholo Local municipality
- Victor Kanye Local Municipality
- Chief Albert Luthuli Local Municipality.

The common thread in all engagements with these local government stakeholders is issues on:

- Local economic development opportunities for local SMMEs,
- Employment opportunities for local youth and labour processes for access to job information
- Skills development targeted at out of school youth
- Community development projects that benefit the local communities

The recurring areas of interest and expectation from communities were on labour, skills development and recruitment process and opportunities that covered:

- Access to CSI Initiatives
- Access to economic opportunities in the various plants
- Basic information sharing about the organisation

Social interventions

We implement social interventions together with credible public benefit organisations and partners to ensure continuity, scalability and the ability to measure the impact.

Omnia’s socio-economic development strategy is focused on education and food security. These food programmes equip families with the skills and inputs they need to grow vegetables and raise livestock. We also support agriculture entrepreneurship initiatives that train small-scale farmers to participate in the economy through the processing and sale of their produce.

Our socio-economic investment spending, which includes CSI, increased to R59 million in FY25 (FY24: R50 million).

Our food security programmes equip families with the skills and inputs needed to grow vegetables and raise livestock. We support agriculture entrepreneurship initiatives that train small-scale farmers to participate in the economy through the processing and sale of their produce.

Supporting our communities *continued*

Education and skills development

Through our education programmes we invest in STEM education, equipping young people and particularly women with the foundational skills to build careers in this area.

Our investment in STEM education provides funding for mathematics and science revision programmes for Grade 11 and 12 learners and the mentoring of top-performing female STEM learners.

The Primestars EduCate programme focuses on improving the educational outcomes for young people by:

- Preparing underserved South African youth for their Grade 12 maths and science examinations, with the aim of increasing the general number of matriculants passing and the number of bachelors passes in a given year
- Giving participating learners access to some of the best maths and science educators, as well as detailed revision material to deepen their understanding of the subjects, free of charge
- Developing a pipeline of people with scarce and critical skills (critical thinking, problem-solving, etc.) to address skills shortages in key industries. This increases learners' chances of entering the formal economy in the future
- Motivating young people to not only pass maths and science but to excel in these subjects so they have access to tertiary education and economic opportunities.

The EduCate Grade 12 Mathematics and Science Revision programme attracted a total of 29 049 attendees at cinemas nationwide, highlighting the effectiveness of the "theatres of learning" concept. This cinema-based project ensures that all South African students, regardless of background or financial situation, have access to high-quality matric revision instruction. The learners come from non-fee-paying schools.

The character and tenacity of the Class of 2024, along with the passion and professionalism of their educators, were evident in their high level of commitment. The National Matric results across all provinces is a testament to this observation.

During the reporting period we established a new collaboration with Marketplace Academy to deliver in-school theoretical and practical agriculture training through curriculum change and capacitation of educators to ensure continuity. Agriculture as a vocational focus area remains largely underdeveloped within the three-stream education model.

To address this gap, Marketplace Academy, in collaboration with its delivery partners, is working to introduce AgriSETA-accredited unit standards-based programmes and QCTO occupational qualifications into the annual teaching plans of Schools of Specialisation. This initiative is designed to complement the CAPS curriculum by creating a structured articulation pathway for learners from Grade 9 to Grade 12.

Through this framework, students gain theoretical knowledge, hands-on training, and workplace experience, preparing them to achieve competency in a recognised occupational qualification upon completing high school. This approach will not only enhance employability and entrepreneurial opportunities but also strengthen the supply of skilled professionals to support South Africa's agricultural workforce and food production industry.

The Omnia funded pilot phase of this programme commenced in 2024 with the infrastructure build and training of the educators with the teaching and learning planned for the 2025 school year.

We continue to see education as an important lever to drive meaningful change and in FY25 the Group donated a fully furnished mobile classroom to Fundisisa Combined School in Dryden, Mpumalanga. Many learners are children of our employees, and engagements with the school and community highlighted a need for this additional resource to improve the learning environment.

IN CINEMA AND IN SCHOOL ATTENDANCE IN NUMBERS

In mathematics, there was a 15.7% increase in performance from the Grade 11 year-end examination to the final National Senior Certificate examination in Grade 12, while physical science showed an improvement of 13.8%. These results culminate in an overall average improvement of 14.8%. Notably, beyond the impressive overall gains, many learners achieved exceptional individual accomplishments, with some improving their marks by as much as 37%.

Overall learner attendance	29 049
Mathematics attendance	17 188
Physical science attendance	11 861
Schools participating	104
Teachers participating	1 116
Female learners	16 103
Male learners	12 946



Agri-skills

We support a national youth entrepreneurship programme that encourages young people to participate in social entrepreneurship programmes where they learn about the green economy and stand an opportunity to participate in an international youth competition.

Step Up 2A Green Start Up aims to help South African youth identify opportunities in the green economy by harnessing technology and entrepreneurship. The programme develops entrepreneurial skills, changing their mindset from job seeker to that of job creator, thereby reducing the elevated levels of youth unemployment in the country. The programme is designed to deliver a practical journey to entrepreneurship by offering a relatable South African narrative and corresponding booklet combined with elements including a national youth entrepreneurship challenge competition, business model adjudication, pitching and awards, to provide the beneficiaries with guidance and practical input.

Programme implementation took place over four weeks in 139 schools in eight provinces, positively impacting 10 778 learners in cinema and 1 449 learners in school.

Omnia offers a structure to enable farmers to obtain funds for cultivation (the procurement of production inputs) in terms of the purchase agreement and crops traded on SAFEX with clear and transparent market prices that we also use to mitigate risk with smaller contracts and instruments to safeguard risk throughout the season.

The selection of participants considers the farmer's ability and the farm's potential for achieving and growing their production capacity. It is not necessary for the farmer to be producing at the commercial average to qualify for the programme. However, farm ownership plays a crucial role in securing funding and establishing valuable long-term relationships within the industry. With many developmental farms leased from the government, it is essential to secure long-term leases and funding to make the investment worthwhile. The Omnia Emerging Farmer Initiative aims to consolidate and collaborate with farmers who have direct access to enough land to farm on a commercial scale.

In partnership with Afrika Tikkun, the Omnia Agri-Skills Academy operates near our biggest plant in Sasolburg in the Free State.

In FY25, we expanded our CSI programmes to meet the needs of communities in the Northern Cape. Arid weather conditions in the Northern Cape have meant household and community gardens often do not become income gardens. To address this, Omnia partnered with our customers to explore food security programmes that will benefit the broader community.

Partnering with BME's client the project was implemented at an existing Sishen Hydroponics Farm in Kathu. The project is progressing steadily as part of the income-generating group's efforts to create a sustainable farming operation. While the project has made notable strides in the areas of planting and initial harvesting, challenges such as extreme weather conditions and pests have impacted crop growth and harvest timelines.

Supporting our communities *continued*

The team has successfully initiated the outdoor planting, with plans to expand into more structured farming setups involving shade netting and tunnels.

The second project site is in Skeyfontein a rural community 29km outside of Postmasburg. This site as well is linked to BME's client. The group of growers is made up of a community co-operative that is youth led. The revitalisation of the community farm after being dormant for over 10 years has been widely appreciated by the local community. There is growing enthusiasm for the products being grown, and the community is eager to see the farm flourish. The farm has become an asset to the local community, providing fresh produce and economic opportunities. The project saw growing interest in expanding the product range to include mixed vegetable bundles, based on customer requests.

We also plan to pilot skills development projects that upskill community members for employability in other sectors of the economy. To ensure consistent information sharing with our host communities, we are identifying suppliers of an Omnia tailored community engagement platform that will allow us to share useful information with community members.

The development of the community engagement platform was held back due to constrained resources during the reporting period, the organisation also needed to establish critical information security measures to ensure that the platform serves its intended objectives without presenting risks.

Food security

We strive to alleviating food insecurity in our host communities through household, community and schools-based food gardens. These programmes provide technical support, teach gardening skills and offer financial support to enable community members to grow for their households and generate income through the sale of their produce.

Our food security programme has grown exponentially since its launch in 2022. The programme's foundational phase focused on household gardens which benefited 23 200 beneficiaries, 5 800 people gain basic agricultural skills and nine people were employed as community champions.

The Reel Gardening food security programme has shown resilient success and agility to scale and retrofit to meet each community circumstances. Omnia has made this investment since 2022 affording 12 community champions across four provinces with employment and capacitated them with project management skills. In the reporting period, the project scaled to growth phase and has seen commendable success. The human success stories of beneficiaries that have turned this opportunity to an income stream and are thriving is evident in Carolina and Losberg communities.

Supplier development

Supporting local suppliers in our host communities is part of our commitment to building sustainable communities. In FY25, we procured goods and services from business in local communities to the value of R8.9 billion (FY24: R8.8 billion).

Omnia Agriculture at the Dryden Site appointed three local SMMEs for the following services

- Cleaning Services
- Groundskeeping
- General Maintenance.

BME formalised its relationship with Pintoza Used Oil, a black-owned enterprise, by entering into a supplier development agreement in FY25. The supplier development agreement acknowledges the community-based enterprise as a fully on-boarded and active BME supplier.

Pintoza participated in BME's enterprise and supplier development programme in June 2024. As part of the supplier development agreement, BME invested in bulking facilities through an interest-free loan that was advanced to allow Pintoza to acquire assets.

In FY25, BME facilitated Pintoza's acquisition of a vehicle and it assisted the enterprise in its application for formal accreditation through the Rose Foundation. A non-profit organisation, the Rose Foundation promotes and encourages the environmentally responsible management of used oils and related waste in South Africa.



Supporting our communities *continued*

Case study: Cinema theatre lessons boost matriculants' performance

A year of hard work and edutainment paid off for Grade 12 learners and teachers who were resulting in Matric mathematics performance improving by more than 100%.

Omnia partnered with Primestars on its EduCate Matric Mathematics and Science revision programme, which ran from July to August 2024, to ensure that Matric learners are provided with the support they ahead of their preliminary exams.

EduCate has a unique approach to teaching, hosting learners at cinema theatres where weekly revision seminars are screened. The programme also provides learner monitoring and management and continues feed back to schools and other stakeholders.

The programme supported Matric learners from Tshepagalang Secondary School, Eletsa Secondary School and Ikatisong Secondary School in Brits in the North West.

Following the support they received through the programme, the learners' final mathematics exam marks improved by more than 100% compared with their final Grade 11 marks in 2023. Physical science marks followed a similar trend at Tshepagalang and Eletsa increasing by 104.2% and 37.6% respectively but Ikatisong's declined by 17%.

“Going forward, Omnia will continue using the successful teaching methods that led to the mathematics and physical science improvement.”

School performance comparison	Mathematics	Physical science
Tshepagalang Secondary School	Final Grade 11 average: 29.6	Final Grade 11 average: 38.6
	Final Grade 12 average: 70.6	Final Grade 12 average: 78.8
	Improvement: 138.5%	Improvement: 104.2%
Eletsa Secondary School	Final Grade 11 average: 27.8	Final Grade 11 average: 39.6
	Final Grade 12 average: 64.3	Final Grade 12 average: 54.5
	Improvement: 131.3%	Improvement: 37.6%
Ikatisong Secondary School	Initial average: 26.9	Initial average: 36.4
	Final average: 56.3	Final average: 30.2
	Improvement: 109.3%	Negative impact: (17%)

Ikatisong's decline suggests possible difficulties such as, curriculum complexity, lack of student engagement and interest and a need for improved instructional strategies.

Going forward, Omnia will continue using the successful teaching methods that led to the mathematics and physical science improvement. While, prioritising targeted interventions for Ikatisong's physical science performance.

Given it's success, we will introduce the programme to students at an earlier stage in the year.

Appreciative learners teachers who participated in the programme have described as an opportunity to learn and broaden their knowledge.

Omnia's support through EduCate, is part of our existing education initiatives and commitment to breaking cycles of poverty, driving economic growth and fostering innovation. We are also committed to supporting young South Africans access quality education, especially in the critical mathematics and physical science subjects.





Embedding best practice governance

Protecting value creation through good governance lies at the heart of our approach to governance and compliance.

In this section

P64	Introduction
P65	Ethical business conduct and regulatory compliance
P66	Responsible sourcing and resilient supply chains

Introduction

We recognise that we operate in a dynamic and complex world that exposes our business to risks that can impact our ability to deliver on our strategy and share value with our stakeholders.

We protect value creation through good governance and are guided by a set of principles, policies and practices through which the business is directed and managed in a responsible and sustainable manner.

We act responsibly, promoting ethical, transparent and accountable business practices that build trust and encourage engagement within and outside our organisation.

We have well-embedded governance structures across the business, ensuring compliance in highly regulated sectors and in the 23 countries in which we have a physical presence.

In this section:



Ethical business conduct and regulatory compliance



Responsible sourcing and resilient supply chains



Security of people and assets

“Omnia supports a zero tolerance stance toward fraud and corruption.”

Material matters

01



Ethical business conduct: Upholding business ethics and integrity by promoting transparency, and anti-corruption measures and ensuring compliance with tax obligations and regulation.

02



Regulatory compliance: Strengthening regulatory compliance efforts to meet evolving legal requirements and industry standards.

03



Sustainable and resilient supply chains: Promoting responsible sourcing and responsible, transparent supply chain management.

04



Security of people and assets: Protecting our people, assets, and products through robust security measures, including cybersecurity and data privacy.

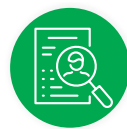
SDGs



FY25 performance at a glance



Number of ethics-related complaints decreased by **50%**



35 anonymous reports through a whistleblowing hotline and **35** investigations



86 new employees were trained on conflict of interest, fraud and corruption



No reports of human rights violations, child labour or forced labour



Number of suppliers assessed increased by **>100%**



Due diligence conducted on **100%** suppliers.



No security breach(es) with loss of sensitive information from Group IT managed assets.



Ethical standards, policies and regulatory compliance

Our vision

We seek to maintain ethical, transparent and accountable business dealings as a means to open engagement and build trust with both our internal and external stakeholders, including investors, employees, customers and the communities where we operate.

Good governance lies at the heart of our approach to protecting value creation. Ethical corporate governance encompasses a set of principles, policies and practices through which the business is directed and managed in a responsible and sustainable manner.

Our approach

Our code of ethics and conduct, which communicates our organisational values and provides guidelines for employees and contractors to adhere to ethical business practices, supports our governance framework, premised on the principles in the United Nations Global Compact. Our code further includes topics of anti-corruption and bribery, conflicts of interest, and declarations of interest and gifts.

Ethics risk management is the responsibility of the board, and board sub-committees including the audit and risk committee, the SEC, the exco and specifically the forensics, legal and compliance department.

A process to monitor compliance to licenses, authorisations and permits across the Group has commenced with the appointment of Group Sustainability and Group Compliance Managers. The outcomes are presented for oversight by the relevant governance structures.

Ethical business conduct

As a Group, Omnia supports a zero tolerance stance toward fraud and corruption and we conduct our business and engagements with a high standard of transparency and integrity; we do not tolerate any form of misconduct, including dishonest or criminal behaviour.

Our code of conduct, which sets out our expectations regarding ethical behaviour, encourages employees to report instances of fraud, corruption, nepotism, maladministration and any other act which constitutes an offense, or which may be prejudicial to the interests of Omnia.

In addition to internal reporting mechanisms, employees, contractors and service providers can report anonymously through the whistleblowing hotline facilitated by Deloitte, which can initiate independent investigations through forensics and other external parties depending on the matter reported. In FY25, 35 (FY24:37) tip offs were made to the hotline and all of these were investigated.


During the year, we further embedded our culture of zero tolerance for fraud and corruption through employee training on conflict of interest, fraud and corruption training.

Legal compliance and risk oversight

Omnia has strong governance systems in place that support the operations, risk management, ethics and compliance with regulatory obligations. Given that the organisation has a physical presence in 23 countries globally, some conflict prone countries, these and other matters increase the organisation’s governance risk requirements.


During the year under review, an ESG due diligence was conducted to identify the organisation’s key ESG risks prevalent across its business operations and product value chain. The International Finance Corporation (IFC) Performance Standards principles and the sector-specific World Bank Environmental Health Safety were used as guidelines in the due diligence process. The approach and outcomes of this process present the business with areas where controls can continuously be improved to ensure that the policies and procedures documented are implemented efficiently and effectively, delivering the required ESG impact.

Omnia has well-embedded governance structures across the business while operating in highly regulated sectors. These include:




Compliance

- Regulatory compliance to relevant and applicable operating requirements in the different jurisdictions where we operate
- Manage tax disputes or concerns across different jurisdictions




Governance

- Governance custodians are upskilled annually on relevant sustainability business priorities
- Strengthen and automate data and cyber security
- Internal review of ESG and sustainability reporting data



Risk Management

- Transparency and regular monitoring of ESG risks, impacts and opportunities
- Quarterly exco and board discussions on ESG and sustainability topics



Ethics

- Annual ethics training for all staff (relevant to operations); anonymous reporting mechanisms across all sites
- Ensure ethics alignment with suppliers, contractors in all jurisdictions where we operate

As an aspirant sustainability leader, Omnia is unwavering in its commitment to sustainable operations, sustainable products and services, and sustainable business strategies. Embedding sustainability and key ESG concepts into core business activities requires Omnia to primarily:

- Move from “compliance” to built-in sustainability business practices
- Advance from “green wins” to transforming core business activities
- Tighten the management of key ESG risks and optimise key ESG opportunities across Omnia’s product value chain

Government relations and payments to governments

Omnia believes that political relations should be underscored by transparency, accountability and adherence to the relevant and applicable laws and regulations in the jurisdictions where it has operations.

We seek to cooperate with governments and other organisations in the development of proposed legislation and other regulations which may affect our business, both directly and through industry associations.

Omnia does not support political parties or contribute to the funds of groups whose activities may promote party interests. This extends to our partners and employees, as representatives of

Omnia, both permanent and non-permanent employees working for the Group are encouraged to adopt the same approach, which remains focused on:

- Influencing policy decisions
- Shaping legislation
- Access to decision makers
- Industry advocacy
- Risk management
- Corporate citizenship

Omnia did not support or contribute to any political parties during the year.

We participated in the following industry forums:

- IFA
- CAIA and Responsible Care®
- Agricultural Business Chamber of South Africa
- Sasolburg inter-company response meeting
- Institute of Safety Management
- Fertilizer Association of Southern Africa
- South African Institute of Occupational Safety and Health
- National Institute of Explosives Technology
- Expert Work Group: an initiative between industry and government after the Beirut explosion
- BUSA
- Dangerous Goods Supply Chain Task Group



Responsible sourcing and resilient supply chains

Our vision

Omnia aims to reduce infringement on human rights through adherence to policies and processes and expects suppliers (including security as an outsourced function) and business partners to uphold the same standards.

Our approach

Suppliers and service providers acting on our behalf are expected to adopt and follow the Group's standards and policies. Our supplier code of conduct, which outlines the minimum standards that suppliers are expected to comply with in the areas of safety and health, human rights, ethics and environmental responsibility, considers the principles of the UN Global Compact as it pertains to the protection of human rights and ensuring sustainable business practices. All suppliers are encouraged to promote and adopt the requirements of the code within their respective supply chains.

- Supply chain disruption is managed through a centralised procurement and supply system, which supports governance and compliance controls around supplier management
- Started conducting due diligence on third parties in countries that pose higher risks to bribery and corruption to mitigate business risk through improved procurement governance
- Progressing the development of sustainable procurement through audits and categorisation of suppliers according to ESG-related performance.

FY25 review

Omnia's robust governance processes incorporate effective risk management procedures, intended to capitalise on Omnia's current risk management practices. Due to the specific nature of ESG risks, their impacts, opportunities, and their presence across the value chain, we intend to integrate Omnia's risk management procedures with the globally recognised IFC Environmental and Social Management System (ESMS) framework.

From a supply chain perspective, we will seek to identify and manage ESG risks and opportunities in the supply chain with the intention to minimise Omnia's exposure to third-party high carbon footprint, among others. The Group aims to obtain supplier ESG risk assessments to identify and assess Omnia supplier ESG exposure annually. Where required, the Group will consider alternative suppliers where high risk from an ESG perspective exists. Ongoing collection and assessment of sustainability data metrics and targets will provide clarity on next steps.

We continue to seek opportunities to standardise inclusive procurement processes and guidelines to improve engagement with, and management of, SMMEs and their participation in the Omnia supply chain.

Security of people and assets

Our vision

As digital and other technologies evolve at a rapid pace, the cybersecurity risks facing manufacturers, and all businesses also increase. Omnia remains committed to protecting our business assets, employees and customer's privacy. Our policies and processes have been designed to prevent any unauthorised access, use and disclosure of information and data and we employ a risk-based security approach to protecting sites, information and people.

Our approach

The audit and risk committee has oversight of information security, supported by our head of cybersecurity, who reports to our chief information officer, responsible for our information security and cybersecurity initiatives. The IT steering committee gives input into the cybersecurity programme and the information security policies are approved by the policy committee.

Our IT policies and procedures are continually assessed and where necessary, upgrades to our security and IT infrastructure are made to improve cyber resilience. We invest in ongoing cybersecurity awareness across the Group.

FY25 review

Further to the development of the ESG reporting software in 2024, all reporting for FY25 took place in the system, meeting the single source of data ambition.

FY25 reporting is based on the ESG software data, which interfaces with the Microsoft Power BI reporting tool. Power BI development continues with visualisation of key performance metrics for the organisation, enabling single source of reporting and this has enabled the ease to trouble shoot for possible data errors. Material errors identified in the data validation process during and after the implementation have been restated.





Appendices

Omnia is committed to transparency through full ESG disclosure against the frameworks and standards that are applicable to its business.

In this section

P68	Five-year sustainability performance
P76	GRI content index
P80	SASB content index
P83	Independent assurance report to the directors of Omnia Holdings Limited
P85	Terms and acronyms
P87	Corporate information

Five-year sustainability performance

Non-financial performance data history (human capital)

Workforce analysis

Employment type	South Africa		Rest of Africa		Other regions		FY2025	FY2024	FY2023	FY2022	FY2021
	Male	Female	Male	Female	Male	Female					
Permanent	2 032	651	386	48	101	31	3 249	3 232	3 160	3 221	3 216
Fixed-term contract	140	112	252	42	6	2	554	524	478	548	548
Other*					–	–	–	–	231	241	246
Total FY2025	2 172	763	638	90	107	33	3 803	3 756	3 869	4 010	4 010
Total FY2024	2 154	768	621	80	104	29					

* Casuals and labour brokers

Recruitment – age category	South Africa		Rest of Africa		Other regions		FY2025	FY2024	FY2023	FY2022	FY2021
	Number	%	Number	%	Number	%					
Under 30	28	10	2	1	2	1	32	20	36	17	47
Between 30 and 50	65	24	5	2	2	1	72	59	88	47	81
Over 50	7	3	–	–	3	1	10	4	4	3	9
Total female	100	36	7	3	7	3	114	83	128	67	137
Under 30	71	26	10	4	5	2	86	98	81	54	201
Between 30 and 50	135	49	23	8	8	3	166	180	175	114	436
Over 50	11	4	7	3	4	1	22	7	18	8	89
Total male	217	79	40	15	17	6	274	285	274	176	726
Other	–	–	–	–	–	–	–	–	23	–	–
Total FY2025	317	82	47	12	24	6	388	368	425	243	863
Total FY2024	266	72	79	21	23	6					

Employee turnover	South Africa		Rest of Africa		Other regions		FY2025	FY2024	FY2023	FY2022	FY2021
	Number	%	Number	%	Number	%					
Under 30	6	2	–	–	–	–	6	6	9	11	27
Between 30 and 50	56	15	5	1	2	1	63	51	68	76	79
Over 50	26	7	–	–	2	1	28	14	15	10	10
Total female	88	24	5	1	4	1	97	71	92	97	116
Under 30	15	4	8	2	6	2	29	32	43	46	122
Between 30 and 50	126	34	39	11	7	2	172	177	186	247	523
Over 50	62	17	6	2	2	1	70	45	32	67	130
Total male	203	55	53	14	15	4	271	254	261	360	775
Other (Age not disclosed)	–	–	–	–	–	–	–	–	–	–	198
Total FY2025	291	79	58	16	19	5	368	325	353	457	1 089
Total FY2024	236	73	68	21	21	6					

Five-year sustainability performance *continued*

Turnover by type	Number	%	Number	%	Number	%	FY2025	FY2024	FY2023	FY2022	FY2021
Resignations	136	37	31	8	9	2	176	218	233	306	155
Retrenchments	1	–	12	3	1	–	14	26	–	10	160
Voluntary retrenchments	79	21	2	1	–	–	81	–	–	–	28
Retirements	15	4	2	1	–	–	17	13	13	6	18
Dismissals	47	13	8	2	9	2	64	49	76	72	40
Death	9	2	–	–	–	–	9	3	17	18	13
Disability	3	1	–	–	–	–	3	11	4	–	–
Early retirement	–	–	–	–	–	–	0	3	3	8	21
Incapacity due to ill health	–	–	–	–	–	–	0	1	–	3	2
Other	1	–	3	1	–	–	4	1	7	34	652
Total FY2025	291	79	58	16	19	5	368	325	353	457	1 089
Total FY2024	236	73	68	21	21	6					

Programme	Qualification	Agriculture	Mining	Chemicals	Group	FY2025	FY2024	FY2023	FY2022
Adult education and training (AET)	AET certificate	8	–	–	–	8	9	15	20
Apprenticeships and Artisan recognition of prior learning (A-RPL)	Boilermakers, electricians, fitters, instrumentation, welders and diesel mechanics	36	–	–	–	36	32	60	58
Learnerships and Operator recognition of prior learning (O-RPL)	Chemical operations level 2, 3, 4, administrators, analytical chemistry, chemical, mechanical and industrial engineering,	34	–	–	120	154	207	288	236
Work integrated learning	Chemical, electrical and mechanical engineering, human	12	20	2	11	45	60	41	43
Internship	Diesel mechanics, boilermakers, human resources							13	22
Supervisory course	Supervisory skills	73	51		12	136		150	42
Total FY2025		163	71	2	143	379	308	567	421
Total FY2024		99	66	16	127				

Five-year sustainability performance *continued*

Training

Spend (R'000)	FY2025	FY2024	FY2023	FY2022	FY2021
Agriculture	11 632	14 124	10 201	7 639	4 168
Mining	17 942	15 203	10 033	4 860	3 829
Chemicals	1 262	2 793	2 695	1 410	1 405
Head office	13 089	9 991	19 197	16 604	3 484
Total South Africa	43 925	42 111	42 126	30 513	12 886
Agriculture International	740	366	656	495	1 342
Mining International	1 027	375	857	412	391
Chemicals International			126	53	127
Total training spend	45 692	42.852	43 765	31 473	14 746
Training spend in South Africa (%)	96.1	98	96.3	96.9	87.4
Focus areas (%)					
Safety	38.9	12	28.0	74.0	35.0
Technical training	43.5	10	57.2	18.0	30.0
On-boarding and general	3.1	1	6.1	2.5	7.0
Awareness	9.1	2	4.4	–	–
Legal framework	0.8	–	1.9	3.0	9.0
Life skills	–	–	0.3	0.3	7.0
Personal development	1.3	12	0.9	0.4	1.0
Business	0.6	25	0.1	–	–
Other	0.8	18	0.2	0.1	5.0
Management and leadership development	1.8	19	0.5	0.9	1.0
Finance and administration	–	0	0.0	0.1	–
Product service management	–	–	0.3	0.2	0.0
IT	–	–	0.3	0.2	2.0
Equity	–	–	0.1	0.4	2.0
Marketing sales	–	–	0.0	0.0	1.0
Total	100	100	100	100	100

Training days and participation

Occupational level	Total number of employees	Hours	Average hours per employee	Average days per employee FY2025	Average days per employee FY2024	Average days per employee FY2023	Average days per employee FY2022
Total							
Top management	13	157	12	1.5	2.0	0.5	0.8
Senior management	50	631	13	1.6	3.4	6.3	0.6
Professional	250	3 169	13	1.6	3.4	5.2	0.3
Skilled	829	17 113	21	2.6	2.4	4.3	0.2
Semi-skilled	1 227	59 220	48	6	2.6	5.1	6.8
Unskilled	218	1 521	7	0.8	2	2.5	0.1
Total FY2025	2 587	81 811	32	4			2.8
Total FY2024	2 288	68 650	30		3.8		
Female							
Top management	4	44	11	1.4	4.0	0.5	0.3
Senior management	20	272	14	1.7	4.3	5.3	0.5
Professional	85	648	7.6	0.9	3.0	4.8	0.3
Skilled	257	2 574	10	1.2	1.6	2.7	0.6
Semi-skilled	335	17 326	51	6.3	2.5	4.8	0.9
Unskilled	65	601	9.2	1.15	1.4	1.1	0.1
Total FY2025	766	21 465	28	3.5		3.1	0.7
Total FY2024	626	15 049	24		3.0		
Male							
Top management	9	113	12	1.5	0.7	0.5	0.9
Senior management	30	359	12	1.5	3.0	6.9	0.6
Professional	165	2 521	15	1.8	3.7	5.5	0.3
Skilled	572	14 539	25	3.1	2.7	4.6	0.1
Semi-skilled	892	41 894	47	5.8	2.7	5.2	9.9
Unskilled	153	920	6	0.7	2.5	3.2	0.1
Total FY2025	1 821	60 346	33	4.1		4.5	3.8
Total FY2024	1 662	53 599	32		4		

Five-year sustainability performance *continued*

Artisans, learnerships and pivotal programmes

Number of learners	FY2025	FY2024	FY2023	FY2022	FY2021
Group					
NQF 1 National Certificate Animal Production	–	–	57	57	20
NQF 1 National Certificate Plant Production	40	40	72	58	–
NQF 2 National Certificate Plant Production	–	–	20	14	–
NQF 2 National Certificate Business Administration Services	–	–	15	–	10
NQF 3 National Certificate Business Administration Services	40	15	13	13	–
NQF 4 National Certificate Business Administration Services	40	15	–	–	–
NQF 1 National Certificate Business Practices	–	25	–	–	–
Higher Certificate	–	1	–	–	–
NQF 1 National Certificate Domestic Service	–	10	36	46	20
NQF 1 National Certificate Hygiene and Cleaning	–	15	–	–	–
Generic Management	–	1	35	–	3
Total	120	122	248	188	53
Agriculture					
Apprenticeships and RPL					
Fitters	15	16	18	23	17
Electricians	4	1	6	11	10
Boilermakers	2	2	5	9	7
Welders	2	2	5	8	7
Instrumentation operations	5	3	7	7	8
Total	28	24	41	58	49
Learnerships					
Chemical Operations Level 2	–	19	–	–	11
Chemical Operations Level 3	6	11	11	28	28
Chemical Operations Level 4	12	20	29	20	23
AET and RPL	16	9	15	20	10
Total	34	59	55	68	72

Number of learners	FY2025	FY2024	FY2023	FY2022	FY2021
Mining					
Mining learnership programmes					
Rock breaking	–	17	–	–	–
Occupational health	–	17	–	1	–
Other	–	–	–	4	6
Total	–	34	–	5	6
Mining graduate programmes					
Mining engineering	6	10	9	10	–
Mechanical engineering	3	3	5	5	–
Industrial engineering	1	1	1	–	–
Electrical engineering	1	1	1	–	–
Chemical engineering	2	2	1	1	9
Occupational health	1	1	1	–	–
Other	16	8	3	–	–
Total	30	26	21	16	9
Chemicals					
Work or workplace integrated learning programme					
Procurement	–	1	1	–	4
Electrical engineering	–	–	–	–	–
Sales	–	3	1	–	8
Industrial engineering	–	–	–	–	1
Mechanical engineering	–	1	1	2	–
Human resources	–	–	–	–	1
SHERQ	–	2	4	–	5
Chemical engineering	–	4	7	3	10
Other	–	5	3	3	9
Total	–	16	17	8	38

Five-year sustainability performance *continued*

Developing talent - part time studies

Level of accreditation	Agriculture	Mining	Chemicals	Group	FY2025	FY2024	FY2023	FY2022	FY2021
Certificate	17	3	–	1	21	12	2	6	25
Degree	13	4	–	2	19	41	24	–	34
Diploma	7	–	–	–	7	–	6	–	2
Advanced diploma	2	1	–	2	5	12	11	1	6
Master's	1	1	–	1	3	5	6	–	6
Higher certificate	2	–	–	–	2	6	4	46	3
Honours	4	–	–	3	7	5	2	–	–
Postgraduate diploma	1	1	–	–	2	10	6	–	1
Higher diploma	–	–	–	–	–	–	–	–	1
Total FY2025	47	10	–	9	66	91	61	53	78
Total FY2024	41	21	12	17					

Trade union representation

Trade union (%)	FY2025	FY2024	FY2023	FY2022	FY2021
CEPPAWU	9	10	11	11	12
SACWU	4	4	5	6	6
GIWUSA	4	5	8	10	10
AMCU	9	10	7	5	4
NUMSA	1	1	1	3	3
MUN	–	–	–	–	–
SOLIDARITY	–	1	1	<1	1
NUM	5	3	1	<1	<1
Total	32	34	34	35	36

Five-year sustainability performance *continued*

Safety

	Measurement	FY2025	FY2024	FY2023	FY2022	FY2021
Health and safety						
Lost-time injury frequency rate (LTIFR)	Rate	0.17	0.03	0.10	0.17	0.32
Fatalities	Number	–	–	–	2	–
RCR	Rate	0.20	0.05	0.16	0.21	0.35
Total number of occupational diseases	Number	–	–	–	–	–
Safety						
Near miss	Number	797	1489	1560	1655	1 550
First aid	Number	50	48	74	66	85
Process safety						
FER	Rate	0.17	0.38	0.74	0.75	1.65
Near miss	Number	92	79	105	170	154
Minor	Number	6	24	40	41	71

Five-year sustainability performance *continued*



Natural capital

GHG	Measurement	FY25	FY24	FY23	FY22	FY21	FY25 Level of external assurance
Direct carbon dioxide (CO ₂) scope 1	Tonnes	70 437	81 716	110 774	252 803	178 139	Moderate
Indirect CO ₂ scope 2	Tonnes	69 960	75 043	76 828	84 105	83 361	Moderate
Indirect CO ₂ scope 3	Tonnes	Baseline underway	4 000 000	582 790	737 443	1 223 076	Not Assured
Total GHG (CO ₂ equivalent)	Tonnes	140 397	4 156 759	4 182 150	1 074 351	1 484 576	Not Assured
Atmospheric emissions							
N ₂ O	Kg	15 393	96 459	172 950	460 971	501 690	
NO _x	Kg	12 075	61 033	20 154	59 644	166 079	
Ammonia	Kg	133 685	110 187	21 305	3 256	4 237	
Hydrogen fluoride	Kg	–	–	0.55	2.31	0.34	
Air emissions particular matter	Kg	118 124	136 021	117 041	84 551	205 615	
Waste							
Total waste generated	Tonnes	7 969	6 974	6 389	5 873	5 781	Moderate
Hazardous waste disposed of	Tonnes	1 374	1 146	2 043	2 329	2 012	Moderate
Non-hazardous waste disposed of	Tonnes	4 070	4 047	2 467	1 584	1 046	Moderate
Recycled or reused waste	Tonnes	1 293	1 257	1 879	1 959	2 723	Moderate
Energy							
Energy used	TJ	1187	1 145	1 152	1 138	1 156	Moderate
Electricity used	MWh	70 632	74 954	78 634	85 993	85 329	Moderate
Water							
Total water use	Millions of litres	1 588	1 588	1 678	1 861	1 978	Moderate
<i>Sources of water</i>							
Municipal	Millions of litres	1 478	1 503	1 608	1 779	1 895	Moderate
Agriculture	Millions of litres	1 399	1 401	1 541	1 678	1 802	Moderate
Mining	Millions of litres	29	42	13	32	23	Moderate
Chemicals	Millions of litres	51	60	54	69	70	Moderate
Groundwater	Millions of litres	67	88	66	69	67	Moderate
Agriculture	Millions of litres	38	55	48	47	44	Moderate
Mining	Millions of litres	29	33	18	23	23	Moderate
Rivers or streams	Millions of litres	12	3	3	4	3	Moderate
Volume of water recycled or used	Millions of litres	194	181 ¹	140	66	51	Moderate
Effluent Discharged	Millions of litres	82	134	175	175	311	Moderate
Effluent transferred to a third party for disposal	Millions of litres	4	3	3	2	2	Moderate
Legal compliance							
<i>Environmental incidents</i>							
Transport	Number	–	–	–	–	–	
Spills and leaks	Number	–	–	–	–	–	
Fines, penalties and settlements	Notices	–	–	–	–	–	

¹ The FY24 figure was restated after a manual error in the recycled water calculation was identified. This was discovered following the implementation of a new system in the current year, which enhanced data collection, verification, and assurance processes.

Five-year sustainability performance *continued*



Social capital

Socio-economic Investment	Measurement	FY25	FY24	FY23	FY22	FY21
Geographical						
South Africa	R millions	58.7	49.7	46.0	28.5	24.0
International	R millions	0.5	0.1	–	0.2	0.3
Total	R millions	59.2	49.8	46.0	28.7	24.3
Per category						
Education and skills development ¹	R millions	55.3	39.0	41.4	23.6	21.8
Food security	R millions	0.9	10.8	4.5	–	–
Community	R millions	3.0	–	1.0	5.1	1.6
Sport	R millions	–	–	–	–	0.8
Total	R millions	59.2	49.8	46.0	28.7	24.3

¹ Includes loan funding to the emerging farmer project whereby Omnia provides production input loans to farmers.

GRI content index

Statement of use Omnia Holdings Limited has reported with reference to the GRI Standards 2021 for the period 1 April 2024 to 31 March 2025 (FY25) in the ESG Report 2025 (ESG), the Integrated Annual Report 2025 (IAR) and the Tax Transparency Report 2025 (TTR). GRI 1: Foundation 2021 has been used to compile this index. IBIS ESG Consulting Africa (Pty) has provided assurance on selected sustainability subject matter. This assurance was conducted using the Accountability AA1000 Assurance Standards version 3 at a Moderate assurance level. See the [Independent assurance report](#) for more details.

GRI 1 used GRI 1: Foundation 2021

GRI standard	Disclosure	Section	Report and page
	2-1 Organizational details	Corporate profile and footprint	ESG: 5
	2-2 Entities included in the organization's sustainability reporting	Corporate information	ESG: 87
	2-3 Reporting period, frequency and contact point	Our operations and impacts	ESG: 6
	2-4 Restatements of information	About this report	ESG: 2
	2-5 External assurance	None	
	2-6 External assurance	Independent assurance report	ESG: 83
	2-6 Activities, value chain and other business relationships	Corporate profile and footprint	ESG:5
	2-7 Employees	Five-year sustainability performance: Human capital	ESG: 68
	2-8 Workers who are not employees	Five-year sustainability performance: Human capital	ESG: 68
	2-9 Governance structure and composition	Governance in support of value creation	IAR: 28
		Governance structure	IAR: 77
	2-10 Nomination and selection of the highest governance body	Corporate governance	IAR: 80
	2-11 Chair of the highest governance body	Board and summary profiles	IAR: 26
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG governance	ESG: 12
	2-13 Delegation of responsibility for managing impacts	ESG governance	ESG: 12
	2-14 Role of the highest governance body in sustainability reporting	ESG governance	ESG: 12
	2-15 Conflicts of interest	Ethical business conduct and regulatory compliance: Our approach	ESG: 65
	2-16 Communication of critical concerns	Engaging with stakeholders	ESG: 16
	2-17 Collective knowledge of the highest governance body	Corporate governance: Expertise	IAR: 79
	2-18 Evaluation of the performance of the highest governance body	Corporate governance: Board and committee evaluation	IAR: 80
	2-19 Remuneration policies	Remuneration report: Remuneration policy	IAR: 85
	2-20 Process to determine remuneration	Remuneration report	IAR: 87
	2-21 Annual total compensation ratio	This information is not publicly disclosed and is therefore unavailable	
	2-22 Statement on sustainable development strategy	ESG strategy	ESG: 14
	2-23 Policy commitments	Throughout this report	
	2-24 Embedding policy commitments	Throughout this report	
	2-25 Processes to remediate negative impacts	Throughout this report	
	2-26 Mechanisms for seeking advice and raising concerns	Engaging with stakeholders	ESG: 16
		Understanding our stakeholders	IAR: 10
	2-27 Compliance with laws and regulations	Throughout this report	
	2-28 Membership associations	About this report	ESG: 2
	2-29 Approach to stakeholder engagement	Engaging with stakeholders	ESG: 16
		Understanding our stakeholders	IAR: 10
	2-30 Collective bargaining agreements	Attracting and developing people	ESG: 56

GRI 2: General disclosures

GRI content index *continued*

GRI standard	Disclosure	Section	Report and page
GRI 3: Material topics	3-1 Process to determine material topics	Material matters	ESG: 17
	3-2 List of material topics	Material matters	ESG: 18
	3-3 Management of material topics	ESG governance	ESG: 13
GRI 201: Economic performance	201-1 Direct economic value generated and distributed	Value created and shared with stakeholders	IAR: 39
	201-2 Financial implications and other risks and opportunities due to climate change	Climate change, decarbonisation and our energy transition	ESG: 42
	201-3 Defined benefit plan obligations and other retirement plans	Remuneration report	IAR: 86
	201-4 Financial assistance received from government	None	
GRI 202: Market presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Omnia abides by the terms and conditions of the national wage agreement. No employee within the Group is paid below the national minimum wage of the industry.	
	202-2 Proportion of senior management hired from the local community	None	
GRI 203: Indirect economic impacts	203-1 Infrastructure investments and services supported	Supporting our communities: Education and skills development	ESG: 60
	203-2 Significant indirect economic impacts	Five-year sustainability performance: Social capital	ESG: 75
GRI 204: Procurement practices	204-1 Proportion of spending on local suppliers	Supporting our communities: Supplier development	ESG: 61
		Ethical business conduct and regulatory compliance	ESG: 65
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	Responsible sourcing and resilient supply chains	ESG: 66
	205-2 Communication and training about anti-corruption policies and procedures	Ethical business conduct and regulatory compliance	ESG: 65
	205-3 Confirmed incidents of corruption and actions taken	Undisclosed	
GRI 207: Tax	207-1 Approach to tax	Corporate governance: Taxation	IAR: 81
		Our approach to tax	TTR: 5
	207-2 Tax governance, control, and risk management	Tax governance	TTR: 7
	207-3 Stakeholder engagement and management of concerns related to tax	Our approach to tax: stakeholder engagement	TR: 9
	207-4 Country-by-country reporting	Our performance: country-by-country reporting	TTR: 11
GRI 302: Energy	302-1 Energy consumption within the organization	Climate change, decarbonisation and energy transition	ESG: 44
		Five-year sustainability performance: Natural capital	ESG: 74
	302-2 Energy consumption outside of the organization	Undisclosed	
	302-3 Energy intensity	Climate change, decarbonisation and our energy transition: Energy transition	ESG: 44
	302-4 Reduction of energy consumption	Climate change, decarbonisation and our energy transition: Energy transition	ESG: 44
	302-5 Reductions in energy requirements of products and services	Climate change, decarbonisation and our energy transition: Energy transition	ESG: 44
GRI 303: Water and effluents	303-1 Interactions with water as a shared resource	Water, waste and circularity: Water	ESG: 45
	303-2 Management of water discharge-related impacts	Water, waste and circularity: Water	ESG: 45
		Water, waste and circularity: Water	ESG: 45
	303-3 Water withdrawal	Five-year sustainability performance: Natural capital	ESG: 74
		Water, waste and circularity: Water	ESG: 45
	303-4 Water discharge	Five-year sustainability performance: Natural capital	ESG: 74
		Water, waste and circularity: Water	ESG: 45
	303-5 Water consumption	Five-year sustainability performance: Natural capital	ESG: 74

GRI content index *continued*

GRI standard	Disclosure	Section	Report and page
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	Climate change, decarbonisation and our energy transition: Climate change and resilience	ESG: 42
		Five-year sustainability performance: Natural capital	ESG: 74
	305-2 Energy indirect (Scope 2) GHG emissions	Climate change, decarbonisation and our energy transition: Climate changes and resilience	ESG: 42
		Five-year sustainability performance: Natural capital	ESG: 74
	305-3 Other indirect (Scope 3) GHG emissions	Climate change, decarbonisation and our energy transition: Climate change and resilience	ESG: 42
		Five-year sustainability performance: Natural capital	ESG: 74
	305-4 GHG emissions intensity	Climate change, decarbonisation and our energy transition: Carbon emissions	ESG: 42
305-5 Reduction of GHG emissions	Climate change, decarbonisation and our energy transition: Carbon emissions	ESG: 42	
305-6 Emissions of ozone-depleting substances (ODS)	Five-year sustainability performance: Natural capital	ESG: 74	
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Five-year sustainability performance: Natural capital	ESG: 74	
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	Water, waste management and circularity: Waste	ESG: 46
	306-2 Management of significant waste-related impacts	Waste management and circularity: Waste	ESG: 46
	306-3 Waste generated	Waste management and circularity: Waste	ESG: 46
		Five-year sustainability performance: Natural capital	ESG: 74
	306-4 Waste diverted from disposal	Waste management and circularity: Waste	ESG: 46
306-5 Waste directed to disposal	Waste management and circularity: Waste	ESG: 46	
GRI 307: Environmental stewardship	307-1 Non-compliance with environmental laws and regulations	Five-year sustainability performance: Natural capital	ESG: 74
GRI 401: Employment	401-1 New employee hires and employee turnover	Five-year sustainability performance: Human capital	ESG: 68
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Undisclosed	
	401-3 Parental leave	Undisclosed	
GRI 403: Occupational health and safety	403-1 Occupational health and safety management system	Safety, health and well-being	ESG: 53
	403-2 Hazard identification, risk assessment, and incident investigation	Safety, health and well-being: Safety	ESG: 54
	403-3 Occupational health services	Safety, health and well-being: Occupational health	ESG: 55
	403-4 Worker participation, consultation, and communication on occupational health and safety	Safety, health and well-being: Safety training	ESG: 55
	403-5 Worker training on occupational health and safety	Safety, health and well-being: Safety training	ESG: 55
	403-6 Promotion of worker health	Safety, health and well-being: Occupational health	ESG: 55
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety, health and well-being: Safety training	ESG: 55
	403-8 Workers covered by an occupational health and safety management system	All	
	403-9 Work-related injuries	Safety, health and well-being: Safety incidents	ESG: 53
		Five-year sustainability performance: Human capital	ESG: 73
403-10 Work-related ill health	Safety, health and well-being: Occupational health	ESG: 55	

GRI content index *continued*

GRI standard	Disclosure	Section	Report and page
GRI 404: Training and education	404-1 Average hours of training per year per employee	Five-year sustainability performance: Human capital	ESG: 70
	404-2 Programs for upgrading employee skills and transition assistance programs	Attracting and developing people: Training and development	ESG: 57
	404-3 Percentage of employees receiving regular performance and career development reviews	Five-year sustainability performance: Human capital	ESG: 70
GRI 405: Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	Undisclosed	
	405-2 Ratio of basic salary and remuneration of women to men	Corporate governance: Board diversity	IAR: 79
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	None	
GRI 407: Freedom of association and collective bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None	
GRI 408: Child labour	408-1 Operations and suppliers at significant risk for incidents of child labor	None	
GRI 409: Forced or compulsory labour	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	None	
GRI 413: Local communities	413-1 Operations with local community engagement, impact assessments, and development programs	Supporting our communities	ESG: 59
	413-2 Operations with significant actual and potential negative impacts on local communities	Throughout this report	
GRI 414: Supplier social assessment	414-1 New suppliers that were screened using social criteria	Responsible sourcing and resilient supply chains	ESG: 66
	414-2 Negative social impacts in the supply chain and actions taken	Responsible sourcing and resilient supply chains	ESG: 66
GRI 415: Public policy	415-1 Political contributions	None	

SASB content index

Statement of use Omnia Holdings Limited has considered two Sustainability Accounting Standards Board (SASB) standards: the Metals and Mining Industry Standard, and the Chemicals Industry Standard. Although Omnia Holdings is not a mining company, its Mining segment (represented by BME) provides advisory, technical and operating services in the mining sector. Information is provided below where these metrics are relevant.

Standard used **Metals and mining: Version 2023 - 12**

Topic	Metric	Code	Section	Report and page
Greenhouse gas emissions	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	EM-MM-110a.1	Five-year sustainability performance: Natural capital	ESG: 74
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of	EM-MM-110a.2	Climate change, decarbonisation and our energy transition	ESG: 42
Air quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	Five-year sustainability performance: Natural capital	ESG: 74
	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	EM-MM-130a.1	Climate change, decarbonisation and our energy transition	ESG: 44
Energy management	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	EM-MM-130a.1	Five-year sustainability performance: Natural capital	ESG: 74
	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	Water, waste and circularity	ESG: 45
Water management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	Five-year sustainability performance: Natural capital	ESG: 74
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	EM-MM-140a.2	Five-year sustainability performance: Natural capital	ESG: 74
Waste and hazardous materials management	Total weight of non-mineral waste generated	EM-MM-150a.4	Five-year sustainability performance: Natural capital	ESG: 74
	Total weight of tailings produced	EM-MM-150a.5	Not applicable	
	Total weight of waste rock generated	EM-MM-150a.6	Not applicable	
	Total weight of hazardous waste generated	EM-MM-150a.7	Five-year sustainability performance: Natural capital	ESG: 74
	Total weight of hazardous waste recycled	EM-MM-150a.8	Water, waste and circularity	ESG: 46
			Five-year sustainability performance: Natural capital	ESG: 74
	Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	Zero	
Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM-150a.10	Water, waste and circularity	ESG: 46	
Biodiversity impacts	Description of environmental management policies and practices for active sites	EM-MM-160a.1	Not applicable	
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or	EM-MM-160a.2	Not applicable	
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	Not applicable	
Security, human rights and rights of indigenous peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-MM-210a.1	Not applicable	
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-MM-210a.2	Not applicable	
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in	EM-MM-210a.3	Not applicable	
Community relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	Engaging with stakeholders	ESG: 16
	(1) Number and (2) duration of nontechnical delays	EM-MM-210b.2	Supporting our communities: Community engagement	ESG: 59
Labour practices	Percentage of active workforce employed under collective agreements	EM-MM-310a.1	Attracting and developing people	ESG: 56
	(1) Number and (2) duration of strikes and lockouts 1	EM-MM-310a.2	Zero	
Workforce health and safety	(1) All-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees	EM-MM-320a.1	Safety, health and well-being	ESG: 53
			Five-year sustainability performance: Human capital	ESG: 73

SASB content index *continued*

Business ethics and transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	Ethical standards, policies and regulatory compliance	ESG: 65
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	Zero	
Tailings storage facilities management	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	EM-MM-540a.1	Not applicable	
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	Not applicable	
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	Not applicable	

Activity metric	Code	Section	Report and page
Production of (1) metal ores; and (2) finished metal products	EM-MM-000.A	Not applicable	
Total number of employees, percentage contractors	EM-MM-000.B	Empowering our people and communities	ESG: 52
		Five-year sustainability performance: Human capital	ESG: 68

Standard used Chemicals: Version 2023 - 12

Topic	Metric	Code	Section	Report and page		
Greenhouse gas emissions	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	RT-CH-110a.1	Five-year sustainability performance: Natural capital	ESG: 74		
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of	RT-CH-110a.2	Climate change, decarbonisation and our energy transition	ESG: 42		
Air quality	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous	RT-CH-120a.1	Five-year sustainability performance: Natural capital	ESG: 74		
Energy management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	RT-CH-130a.1	Climate change, decarbonisation and our energy transition	ESG: 44		
			Five-year sustainability performance: Natural capital	ESG: 74		
Water management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	Water, waste and circularity	ESG: 45		
			Five-year sustainability performance: Natural capital	ESG: 74		
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	RT-CH-140a.2	Zero			
Hazardous waste management	(1) Amount of hazardous waste generated, (2) percentage recycled	RT-CH-150a.1	Water, waste and circularity	ESG: 46		
			Five-year sustainability performance: Natural capital	ESG: 74		
Community relations	Discussion of process to manage risks and opportunities associated with community rights and interests	RT-CH-210a.1	Engaging with stakeholders	ESG: 16		
			Supporting our communities: Community engagement	ESG: 59		
Workforce health and safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	Safety, health and well-being	ESG: 55		
			Five-year sustainability performance: Human capital	ESG: 73		
Product design for use-phase efficiency	Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	Safety, health and well-being	ESG: 53		
			Not disclosed as this information is not currently quantified			
Safety and environmental stewardship of chemicals	(1) Percentage of products that contain Globally Harmonised System of Classification and Labelling of Chemicals (GHS) Category 1	RT-CH-410b.1	Not disclosed as this information is not currently quantified			
			Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human or environmental impact	RT-CH-410b.2	Sustainable economic growth	ESG: 37
					Climate change, decarbonisation and our energy transition	ESG: 42
			Biodiversity, land use and environmental stewardship	ESG: 49		

SASB content index *continued*

Topic	Metric	Code	Section	Report and page
Genetically modified organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	Zero	
Management of the legal and regulatory environment	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	ESG Strategy	ESG: 14
			Environmental management and compliance	ESG: 49
			Ethical standards, policies and regulatory compliance	ESG: 65
Operational safety, emergency preparedness and response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	Five-year sustainability performance: Human capital	ESG: 70
	Number of transport incidents	RT-CH-540a.2	Zero	
Activity metric		Code	Section	Report and page
Production by reportable segment		RT-CH-000.A	Agriculture segment	IAR: 52
			Mining segment	IAR: 54
			Chemicals segment	IAR: 56

Independent assurance report to the directors of Omnia Holdings Limited

Introduction

IBIS Environmental Social Governance Consulting Africa Pty Ltd (IBIS) was appointed by Omnia Holdings Limited (Omnia) to conduct an independent third-party assurance over selected sustainability subject matter for disclosure in Omnia’s FY2025 Environmental, Social and Governance Report (the Report).

Assurance standard applied

The independent third-party assurance was conducted using the AccountAbility AA1000 Assurance Standards v3 (2020) (AA1000AS) for a Moderate assurance level. IBIS conducted a Type II assurance engagement in accordance with AA1000AS for selected disclosures.

IBIS independence and competence

IBIS is an independent licensed provider of sustainability assurance services. The assurance team was led by Petrus Gildenhuys who is a Lead Certified Sustainability Assurance Practitioner (LCSAP) with more than 25 years’ experience in sustainability performance measurement involving both advisory and assurance work.

IBIS applies a strict independence policy and confirms its impartiality to Omnia in delivering the assurance engagement. This assurance engagement is the eighth consecutive assurance engagement conducted for Omnia by IBIS.

Respective responsibility of IBIS and the directors of Omnia

IBIS’ responsibility is to the Directors of Omnia alone and in accordance with the terms of reference agreed with Omnia.

The Directors of Omnia are responsible for the collection, preparation, and presentation of sustainability information within the report and ultimately, the integrity of Omnia’s Reports.

Omnia satisfy themselves that there is an adequate and effective control environment, which supports the integrity of information used in the Reports and the preparation and presentation of sustainability information within the Reports. This responsibility includes the identification of stakeholders and stakeholder requirements, material issues and commitments with respect to sustainability performance, as well as for the design, implementation, and maintenance of internal controls relevant to the preparation of the report that is free from material misstatement.

Assurance objectives

The objective of the assurance engagement is to provide the Directors of Omnia with an independent Moderate level assurance opinion on whether the report meets the following objectives:

- Adherence to the AA1000AP (2018) AccountAbility Principles of Inclusivity, Materiality, Responsiveness, and Impact
- Fair reporting on a selection of disclosures defined as operational Key Performance Indicators (KPIs) related to the identified material issues disclosed in the report.

Subject matter in scope

The following KPIs are in the assurance scope as agreed with Omnia:

Environmental

KPI
Total energy used (material fuels consumed)
Scope 1 and 2 (location-based) greenhouse gas emissions
Total volume of water consumed from all sources
Total volume of authorised effluent discharged
Total volume of water recycled
Tonnes of hazardous/non-hazardous waste generated
Tonnes of hazardous/non-hazardous waste disposed
Tonnes of hazardous/non-hazardous waste recycled
Energy and Water Efficiency (per ton of product produced)
Net Energy Efficiency (per ton of product produced)
GHG Intensity (per ton of product produced)*

* Included in the Assurance scope for the first time in the 2025 financial period.

Production

KPI
Production volumes

Health and safety

KPI
Lost Time Injury Frequency Rate (LTIFR)
Fatal Injury Frequency Rate (FIFR)
Recordable Case Rate (RCR)
Total number of occupational diseases
Process Safety FER rate

Work performed by IBIS

IBIS performed the assurance engagement in accordance with the AA1000AS Type II requirements. The following suitable assessment criteria were used in undertaking the work:

- AccountAbility AA1000 Accountability Principles (2018) (AA1000AP) adherence criteria for the Principles of Inclusivity, Materiality, Responsiveness and Impact
- Omnia’s Sustainability Guideline Reporting Procedure that specifies definitions, reporting processes, controls and responsibilities

Our assurance methodology included:

- Interviews with relevant functional managers from head office and operations to understand and test the processes in place for adherence to the AA1000AP stakeholder engagement principles and disclosure of the selected KPIs in the assurance scope.
- On-site visits and desktop reviews were performed at the following operations:

Agriculture	Chemicals	Mining
<ul style="list-style-type: none"> • Sasolburg • Dryden • Danielsrus • Morwell 	<ul style="list-style-type: none"> • Wadeville 	<ul style="list-style-type: none"> • Losberg • Dryden • Wadeville • Kalumbila

Inspection and corroboration of supporting evidence to evaluate the data generation, calculation, and reporting processes against the assurance criteria.

- This involved testing, on a sample basis, the measurement, correct calculation, collection, aggregation, and reporting of selected sustainability information.
- Reporting the assurance observations to management as they arose to provide an opportunity for corrective action prior to completion of the assurance process.
- Assessing the presentation of information relevant to the scope of work in the Reports to ensure consistency with the assurance observations.

Engagement limitations

IBIS planned and performed the work to obtain all the information and explanations believed necessary to provide a basis for the assurance conclusions for a Moderate level of assurance in accordance with AA1000AS.

The procedures performed in a Moderate assurance engagement vary in nature from and are less in extent than for a High assurance engagement. As a result, the level of assurance obtained for a Moderate assurance engagement is lower than for High assurance as per AA1000AS.

Conversion factors used to derive emissions and energy used from fuel and electricity consumed, are based upon information and factors derived by independent third parties. The assurance work did not include an examination of the derivation of those factors and other third-party information.

The scope of work did not extend to any subject matter other than those specified in this assurance statement. IBIS experienced no limitations to the agreed extent of work required for the engagement.

Assurance conclusion

In our opinion, based on the work undertaken for Moderate assurance as described, we conclude that the subject matters in the scope of this assurance engagement have been prepared in accordance with the defined reporting criteria and are free from material misstatement in respect of:

- Omnia’s adherence to the AA1000AP Principles of Inclusivity, Materiality, Responsiveness and Impact;
- The selected KPIs as identified under the assurance objectives above and as presented in the published and online Reports.

Independent assurance report to the directors of Omnia Holdings Limited *continued*

Key observations and recommendations

Based on the work set out above, and without affecting the assurance conclusions, the key observations and recommendations for improvement are as follows:

In relation to the inclusivity principle

Omnia has publicly committed to being accountable to its stakeholders, and these commitments are reflected in its Stakeholder Engagement Framework. This Framework outlines the objectives of stakeholder engagement, the processes undertaken, the governance structure in place, and the roles, responsibilities, and personnel accountable for the implementation and management of stakeholder engagement. Omnia also makes use of digital tools digital tools to monitor stakeholder engagement and relationships.

In relation to the materiality principle

Omnia conducts an annual double materiality assessment to identify key sustainability-related risks and opportunities. Included in this process is the identification, evaluation and prioritisation of material matters based on their importance to Omnia and its stakeholders. Their annual reporting suite provides stakeholders with a comprehensive and balanced understanding and prioritisation of material issues.

In relation to the responsiveness principle

Omnia's Stakeholder Engagement Framework documents their approach to how responses to stakeholders should be developed,

who should develop them, and how to evaluate and report responses from stakeholder engagement to management for oversight purposes. The Framework is also integrated into various other policies and processes within the organisation.

In relation to the impact principle

Omnia has incorporated the United Nations Sustainable Development Goals (SDGs) into its Sustainability Strategy and their public reporting suite has identified specific SDGs that the organisation impacts based on its activities. Omnia also reports on its impact performance through its Integrated Annual Report.

In relation to the selected KPIs

IBIS observed that systems and processes are in place to provide reliable source data related to the selected sustainability disclosures in the assurance scope for FY2025. Additionally, both site and group management demonstrated an in-depth understanding of the sustainability reporting process and were dedicated to improving the quality of the sustainability data, as well as the processes and systems in place to report this information. Lastly the shift from a manual to automated data consolidation process has enhanced data accuracy in FY2025.

Data inconsistencies identified during the final consolidation of the sustainability information at both site- and group-level, were subsequently corrected and IBIS is satisfied with the accuracy of the final data in the assurance scope.

A comprehensive management report detailing specific findings and recommendations for continued sustainability reporting improvement has been submitted to Omnia for consideration.



Petrus Gildenhuys

Director

IBIS ESG Consulting Africa (Pty) Ltd
Johannesburg, 18 July 2025



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The assurance statement provides no assurance on the maintenance and integrity of sustainability information on the website, including controls used to maintain this. These matters are the responsibility of Omnia.

Terms and acronyms

AEL	Atmospheric emission licence
AET	Adult education and training
Agronomist	A person engaged in the scientific study of soil management and crop production, including irrigation and the use of herbicides, pesticides and fertilizers. Accordingly, an agronomist is a scientist who studies and works in these areas of agriculture
AgTech	Agriculture technology
AMCU	Association of Mineworkers and Construction Union
Ammonium nitrate	Ammonium nitrate is a salt of ammonia and nitric acid, used mostly in the production of fertilizers and explosives
AXXIS™	Patented electronic delay detonators
B-BBEE	Broad-based black economic empowerment is a process by which the South African government is aiming to ensure economic equity among race groups, governed by the Broad-based Black Economic Empowerment Act 53 of 2003
Black	Defined by the Broad-based Black Economic Empowerment Act 53 of 2003 and the Employment Equity Act 55 of 1998 to include Africans, Coloureds and Indians
BlastMap™	BlastMap™, is a blast planning, design and analysis software application used in surface and underground mining. The digital tool has simulation and prediction features, for blast planning. Together with the Mining division's Xplog™ and AXXIS™ systems, BlastMap™ provides planned data overlapped by actual data to make informed decisions and optimise blast outcomes
BME	BME is a division of Omnia that manufactures and supplies explosives, technical services, mining chemicals and value-add technology to the mining, quarrying and construction industries
BUSA	Business Unity South Africa
CAIA	Chemical & Allied Industries' Association – South African industry body that promotes responsible behaviour, supports education initiatives and facilitates government engagement on behalf of chemicals companies
Carbon credits	Carbon emission reduction credits are permits that allow a country or organisation to produce a certain amount of carbon emissions which can be traded internationally if the full allowance is not used
CEO	Chief executive officer
COAS	South African Carbon Offset Administration System
CO₂	Carbon dioxide
CO₂e	Carbon dioxide equivalent
CoE	Centre of excellence
Corporate governance	Framework of rules and practices by which a board of directors ensures accountability, fairness and transparency in a company's relationship with all its stakeholders
CSI	Corporate social investment – an organisation's contribution to social development activities; component of an organisation's greater corporate social responsibility
CSRD	Corporate Sustainability Reporting Directive – a law that requires companies to report on the environmental, social and governance performance of their operations
DFFE	Department of Fisheries, Forestry and the Environment
EAP	Employee assistance programme
Earnings per share	Earnings per share is the portion of a Group's profit allocated to each outstanding share of common stock; indicator of a group's profitability
EDGE programme	Executive Development for Growth and Excellence programme

Employment equity	Employment equity applies to all employers and employees and protects employees and job seekers from unfair discrimination and also provides a framework for implementing affirmative action; regulated by Employment Equity Act 55 of 1998
Emulsion	An emulsion is a mixture of two liquids that do not naturally remain mixed together, for example, oil and water. In the emulsion produced by Omnia's Mining segment, these two liquids are kept mixed together by blending them to form tiny droplets of the water-based component with each droplet being covered by a thin skin of oil. The oil and water are kept together by small amounts of a special chemical called an emulsifier. In BME's emulsions, the water-based component contains the nitrates and the oil component comprises mainly used engine oil
Enterprise development EnviNOx®	The fostering and promotion of entrepreneurship, typically in the form of small businesses A catalyst system that converts the N ₂ O and NOx gases generated during the production of nitric acid into nitrogen, oxygen and water
Earnings per share	Earnings per share is the portion of a Group's profit allocated to each outstanding share of common stock; indicator of a group's profitability
ESG	Environmental, social and governance
FER	Fire, explosion and release
FY	Financial year refers to the period from 1 April to 31 March
GHG	Greenhouse gas, a gas in the atmosphere that absorbs and emits radiation within the thermal infrared range
GHG intensity	This metric represents the ratio of total GHG emissions, measured in tonnes of carbon dioxide equivalent (tCO ₂ e), to the total production volume
GIWUSA	General Industries Workers Union of South Africa
GJ	Gigajoules, a measurement unit of energy
GRI	Global Reporting Initiative – a reporting standard generally accepted to be the leading international standard for reporting social, environmental and economic performance
HDSA	Historically Disadvantaged South Africans
Headline earnings per share	The profit attributable to ordinary shareholders after adjusting for non-headline earnings items, divided by the weighted average number of ordinary shares in issue during the year, excluding shares held by the various share incentive schemes
HR	Human resources
IAR	Integrated Annual Report
IFA	International Fertilizer Association
IFRS	International Financial Reporting Standards
ISO	International Organization for Standardization
ISO 9001	The internationally recognised standard for a quality management system
ISO 14001	The internationally recognised standard for environmental management systems
ISO 45001	The internationally recognised standard for health and safety at work
JSE	JSE Limited (previously the JSE Securities Exchange and the Johannesburg Stock Exchange) is the largest stock exchange in Africa. It is situated in Sandton, Johannesburg, South Africa
King IV	King IV Report on Corporate Governance for South Africa 2016 – relates to corporate governance and a company's triple bottom line
kL	Kilolitre, a metric unit of volume, equal to 1 000 litres
KPIs	Key performance indicators
KWh	Kilowatt hour is a derived unit of energy equal to 3.6 megajoules

Terms and acronyms *continued*

LDAR	Leak detection and repair
LEAP	Leadership Excellence in Action Programme
LTI	Long-time injury
LTIFR	Lost-time injury frequency rate
ML	Megalitre, a unit of volume equal to one million litres
MWh	A megawatt (MW) is one million watts, kilowatt-hour (kWh), a thousand watts of power produced or used for one hour, equivalent to 3 600 million joules (MJ)
NAP	Nitric acid plant
NAP1	Nitric acid plant 1 at Sasolburg fertilizer factory
NAP2	Nitric acid plant 2 at Sasolburg fertilizer factory
NBCCI	National Bargaining Council for the Chemicals Industry
Net energy	Net energy used refers to the total energy consumed in operational activities, excluding energy sourced from renewable resources and is a key input in calculating net energy efficiency, which assesses how effectively energy resources are utilised relative to production output
Net energy efficiency	The ratio of net energy used to production volume which describes efforts to use energy in a responsible manner such that maximum benefit is achieved for the resources consumed
NOx	Nitrogen oxide
NQF	National Qualifications Framework
NSD	Nutriology® Solutions Development
NUM	National Union of Mineworkers
NUMSA	National Union of Metalworkers of South Africa
Nutriology®	Omnia's Nutriology® model is a science-based approach to growing, which promotes resource efficiency, optimises yields and crop quality, and maximises returns, all while reducing farming risks and minimising environmental impact
Omnia/the Group	Omnia Holdings Limited and its subsidiaries
OmniSap™	Patented technology used to measure crop growth
Oro Agri	Oro Agri formed part of the Agriculture segment and is an international company involved in the research and development, production, distribution and sales of a unique range of biological products. Omnia disposed of its investment in Oro Agri in 2021
Preferential procurement	A government affirmative action policy that encourages government departments and agencies to buy goods and services from previously disadvantaged individuals or businesses
Production volume	Total production is all products produced or manufactured (but not necessarily sold) by the division/site for both internal and external customers. Production includes the mixing, blending dilution of one or more chemicals to form a new product with different chemical, physical and hazardous characteristics.
Protea Chemicals	Omnia's Chemicals division, Protea Chemicals, is a well-established manufacturer and distributor of specialty, functional and bulk chemicals and polymers
Protea Mining Chemicals	One of the business units in Omnia's Mining segment; supplier of an extensive range of specialty and commodity chemicals specifically required by the processing and recovery plants in the mining industry in Africa
PMC	Protea Mining Chemicals
PWD	People with disabilities

QCTO	Quality Council for Trades & Occupations
R&D	Research and development
RCR	Recordable case rate is a safety indicator – a recordable case in any incident resulting in occupational illness and/or injury which arises out of or during an employee's normal course of duty and the execution of work-related responsibilities and which, as a result, requires medical treatment excluding diagnostics. Medical treatment is defined as treatment above and beyond first aid, administered by a recognised professional medical practitioner such as a medical doctor, paramedic or nurse. RCR is therefore the number of recordable cases per year or 200 000 working/exposure hours
RDI	Research, development and innovation
Renewable energy	Self-generated electricity using Solar PV or co-generation plants (e.g. Triveni at Sasolburg)
Responsible Care®	Omnia is a voluntary signatory to the International Council of Chemical Associations (ICCA) that promotes the chemical industry's unique global initiative for continuous improvement in health, safety and environmental performance, together with open and transparent communication with stakeholders run under the auspices of CAIA
RSA	Republic of South Africa
SACWU	South African Chemical Workers Union
SADC	The Southern African Development Community – a regional economic community comprising 16 member states: Angola, Botswana, Comoros, Democratic Republic of the Congo, eSwatini, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Tanzania, Zambia and Zimbabwe
SDG	Sustainable Development Goal
SEC	Social and ethics committee
SETA	Sector Education and Training Authority, a vocational skills training organisation in South Africa
SBTi	Science Based Targets initiative
SHEQ	Safety, health, environment and quality
SHERQ	Safety, health, environment, risk and quality
Solidarity	A South African trade union
SQAS	Safety and Quality Assessment for Sustainability
TCFD	Task Force on Climate-related Financial Disclosures
The board	Omnia Holdings Limited board of directors
Total energy	Total energy consists of fossil fuel, purchased energy, renewable energy
Umongo Petroleum	Umongo Petroleum formed part of the Chemicals segment until its disposal on 31 January 2022
UN	United Nations
Water efficiency	The ratio of total water used during production and the total production volume
Water recycled	Water that has been used more than once in a single process or used in other processes, with/without treatment as appropriate, to reduce freshwater withdrawal or purchased
Water use	The total water used is the sum of all water drawn into the boundaries of the reporting organisation
Xplocharge™	Xplocharge™ enables business and customers to use the latest digital technology available to optimise and automate the charging process. The Xplocharge™ control panel provides safety and operational advantages for customers and employees. The integration between our software suite of products also decreases charging time per hole and provides an instant view of the volume of explosives that have been discharged, allowing for data accumulation for effective reporting and improved decision making
Xplog™	Xplog™ is a BME developed tool for measuring planned values against actual values. The data helps track accountability for quality, customer billing and inventory forecasting for operational efficiency management

Corporate information

Omnia Holdings Limited

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

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ISIN: ZAE000005153

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Executive: SHEQ and sustainability

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