

Diversity, Equity, and Inclusion

Policy Statement

Introduction

The Diversity, Equity, and Inclusion Policy Statement (the Policy) outlines the commitment of Ittihad International Investment LLC (III) and its subsidiaries (henceforth referred to as 'III' or 'the Group') to promote diversity, equity, and inclusion in its workforce.

This Policy applies to III and any of its subsidiaries that do not have dedicated policies in place suitable to their operations. The Policy applies to all areas of the Group's business operations and covers all directors, executives, and employees working for or on behalf of the Group. The Policy also covers outsourced or seconded employees working exclusively for or on behalf of the Group as well as any third parties working at the Group's premises.

The commitments outlined in this Policy are also referenced in the Group's Code of Ethics and Business Conduct Policy Statement.

Policy Commitments

III is committed to creating a workplace culture that is diverse, equitable, and inclusive where every employee feels valued, respected, and included in all aspects of work.

III is a proponent of the International Labor Organization (ILO) Convention No. 111, also known as the "Discrimination (Employment and Occupation) Convention, 1958" where it promotes equality of opportunity and treatment in employment and occupation.

The Group supports relevant ILO conventions to the extent that there is no contradiction with the laws and regulations of the host country of its operations.

III recruits employees based on merit, skills, and qualifications and is committed to fair and equitable treatment of all employees.

The Group promotes these principles in all aspects of its human resource management approach including, but not limited to, recruitment and selection, opportunities for learning and development, compensation and benefits, employee relations and culture, performance management, and employee wellbeing.

III does not tolerate any discrimination against its employees, candidates, or stakeholders with regard to their race, color, gender, age, national origin, disability, marital status, political, or religious beliefs, in accordance with the laws and regulations of the jurisdictions it operates in.

The Group will look to continuously improve its approach to diversity, equity, and inclusion in the workplace and will define initiatives, set targets, and measure progress, starting with gender representation.

Stakeholder Engagement

III engages with relevant stakeholders to better understand their diversity, equity, and inclusion concerns and endeavors to integrate these considerations into this Policy and its underlying procedures, as appropriate.

Training and Awareness

III provides appropriate training and awareness for its employees to enable them to uphold the provisions of this Policy and to understand how violations could negatively impact the Group's operations and its stakeholders.

Compliance

III complies with applicable laws and regulations of the United Arab Emirates (UAE) and/or any jurisdiction in which the Group operates. Subsidiaries registered and operating in countries other than the UAE comply fully with the laws of the host country in addition to any applicable laws of the UAE. In the event that the host country's requirements are less comprehensive than III's standards, the Group's standard will apply.

Roles and Responsibilities

The Board of Directors is responsible for overseeing the implementation and effectiveness of this Policy. All stakeholders covered by the Policy are responsible for complying with its requirements. The Human Resources Department oversees the practical implementation and ensures compliance with the approved Policy against plans outlining specific Key Performance Indicators (KPIs), objectives, and benchmarks for evaluating progress in promoting diversity and inclusion within the organization.

Reporting and Transparency

Any employee or individual covered by this Policy that identifies a violation, or a suspected violation, of this Policy is encouraged to report the matter. As per III's Whistleblower Policy, they can submit a report to the official Whistleblower Service through the following email: whistleblower.iii@ittihadinvestment.ae. Reports can be submitted in confidence, anonymously, and free from fear of retaliation. The Group will investigate all reports in accordance with defined guidelines provided they are submitted in good faith.

Policy Review

The Group will review this Policy annually, or sooner if required, and revise this to ensure it remains up-to-date and aligned with the company's Mission, Vision, core values, laws, and regulations of the UAE and/or host country of its operations, and with global best practices. The Group shall make available on the appropriate channels any changes to this Policy, and every version will have an updated effective



date.



The Board of Directors has reviewed and approved this Diversity, Equity, and Inclusion Policy Statement.