

ESG Policy Statement

Our Commitment to ESG

This Environmental, Social and Governance (ESG) Policy Statement affirms Ittihad International Investment LLC's (Ittihad) commitment to integrating ESG into our strategy and business model to effectively manage ESG risks and opportunities and create sustainable value for all key stakeholders while delivering positive social and environmental impacts.

This document, which applies to all Ittihad subsidiaries unless otherwise stated, guides the Board of Directors and Executive Management Team in the development and evolution of Ittihad's ESG commitments and priorities.

As a UAE-based organization, Ittihad is fully committed to aligning its ESG approach with local and national sustainability strategies, including the UAE Net Zero by 2050 strategic initiative, as well as global initiatives such as the 2030 Agenda for Sustainable Development and the 17 Sustainable Development Goals (SDGs).

Our Approach

Ittihad is committed to:

- Defining our ESG pillars and strategic priorities through continuous stakeholder engagement
- Identifying our key ESG material topics by conducting materiality assessments according to established global standards and practices
- Integrating ESG into performance management by setting appropriate Key Performance Indicators (KPIs) and targets
- Disclosing our ESG performance and progress annually in accordance with accepted global reporting standards
- Continuously reviewing and enhancing ESG processes where necessary

We structure our approach to ESG around four main pillars, as reflected in our ESG integration framework. These are:

- **Responsible Corporate Citizen**
- **Responsible Asset Owner**
- **Responsible Investor**
- **Continuous Innovation**

Through this approach, Ittihad can identify specific ESG risks and develop appropriate controls while identifying opportunities for sustainable growth and value creation for key stakeholders.

Our ESG Priorities

The following ESG priorities reflect the material ESG topics of our subsidiaries.

Environment

Ittihad is committed to managing the impact of its operations on the environment and taking action to tackle climate change and protect biodiversity by:

- Setting short- and long-term targets to reduce our direct GHG emissions and those of our supply chain
- Consuming energy, water and other resources responsibly
- Disposing of waste, including wastewater and hazardous waste, responsibly
- Reducing, reusing and recycling waste wherever possible
- Producing products and services in an environmentally sustainable way
- Working with our suppliers to integrate ESG into their business models

Social

Ittihad is committed to managing the impact of its operations on society by:

Employees

- Prioritizing the health, safety and well-being of all employees
- Investing in their training & development
- Providing equal and fair treatment for all employees
- Maintaining a diverse and inclusive workforce

Customers

- Maintaining the well-being and satisfaction of all our customers
- Ensuring affordable access to products and services
- Manufacturing products in accordance with the highest health & safety standards
- Safeguarding customer data and privacy

Community

- Supporting and investing in local communities
- Developing and strengthening local supply chains
- Manufacturing products responsibly, including within our supply chain, in accordance with applicable labor laws and with respect for human rights

Governance

Ittihad is committed to the highest standards of corporate governance and ethical business conduct. This commitment is underpinned by our Code of Conduct which governs the behavior we expect from our employees when representing the company. In addition, we continuously strive to develop robust policies and processes to ensure that we:



- Fully comply with all applicable rules and regulations
- Assess and manage all relevant risks in an appropriate manner
- Are fully transparent with respect to financial accounting practices, tax payments, and Board and senior leadership nomination and remuneration

ESG Oversight

The Board of Directors is responsible for setting and approving Ittihad's ESG commitments and creating the necessary structures and mechanisms for effective ESG oversight, including this Policy.

In addition, Ittihad is committed to developing a comprehensive list of ESG specific business policies and to reviewing and enhancing all policies and practices annually to ensure they remain up to date with global best practices.

The Board of Directors has reviewed and approved this ESG Policy Statement.

Approved by
Ittihad CEO

Approved by
Ittihad Chairman