

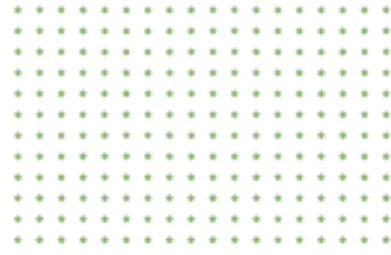
SUSTAINABILITY REPORT 2023



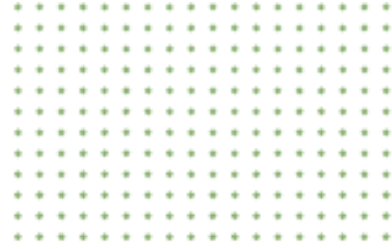
UMM AL QAIWAN GENERAL INVESTMENTS P.S.C



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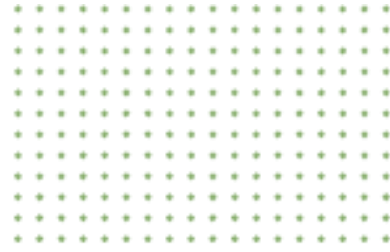
INTRODUCTION

This report, prepared by Umm Al Qaiwain General Investment Company p.s.c (the Company), provides an overview of the important sustainability management initiatives undertaken by the company.

In compliance with the disclosure guidelines set by the Abu Dhabi Securities Exchange regarding disclosure related to the environment, society and governance of listed companies, this report for Umm Al Qaiwain general Investments in the United Arab Emirates reveals the period from January 1, 2023 until December 31, 2023.

Our report focuses on supporting the UAE vision and international goals to provide a sustainable business environment and urge the business community to adopt social sustainability practices, as well as raise standards of governance.





THE COMPANY

Umm Al Quwain General Investment Company is one of the investment companies listed on the Abu Dhabi market that seeks to develop its investment activities.

Umm Al Qaiwain General Investment Company PJSC (previously Umm Al Quwain Cement Industries Company PJSC) was established by Emiri Decree No. 2/82 issued on February 11, 1982 and on April 18, 2015 the Ordinary General Assembly decided to stop the production and sale of cement and focus exclusively on investment operations and work on amending the activity, the trade name and the articles of association. On March 19, 2016, the company's general assembly was held and a special decision was issued to amend the articles of the company's articles of association to convert it into an investment company in accordance with Federal Law No. (2) of 2015 regarding commercial companies, provided that the approval of the competent authorities is obtained in this regard. The company obtained approvals from the Securities and Commodities Authority to amend the activity and the trade name to become Umm Al Quwain Public Investments Company PJSC. It also obtained the commercial license from the Department of Economic Development - Umm Al Quwain.

OUR VISION

We look forward to achieving a distinguished investment climate by achieving and implementing sustainability, in line with the vision of the United Arab Emirates to achieve global leadership in the field of sustainability, best business practices, knowledge and entrepreneurship. We seek to be one of the leading companies in the field of investments in the United Arab Emirates through the application of best practices in the field of sustainability and social responsibility.

OUR STRATEGY

Commitment to achieving sustainability in operational processes by reducing risks and governance practices through technical and digital innovation, enhancing the role of responsibility towards society, preserving the environment and achieving successful business that benefits shareholders. At Umm Al Qaiwain General Investment Company, we devote our efforts to continuous improvement and concern for the interests and aspirations of our valued shareholders, whether inside or outside the United Arab Emirates.

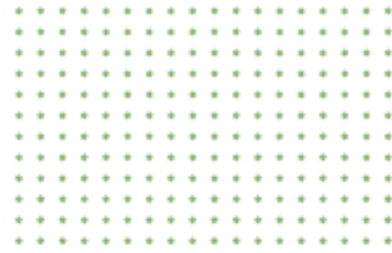


OUR VALUES



We seek to achieve transparency by disclosing all the terms and conditions related to our activities through the use of simplified language on our website and on the website of the Abu Dhabi Securities Exchange as well as the Kuwait Stock Exchange. Recognizing that we are accountable to our shareholders, we place a strong emphasis on maximizing the long-term value of our stocks and assets

HIGHLIGHTS



Net Profit

AED **26,966,864**

Total Assets

AED **698,999,298**

Shareholders
Equity

AED **610,521,053**

33%

Representation of
Female Employees

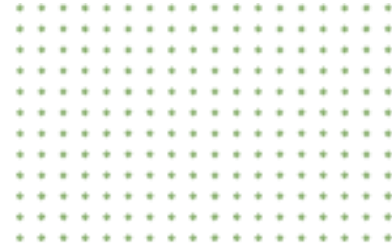
20%

Emiratization

11%

Representation of
Females on the
Board of Directors

OUR APPROACH



Our Company is committed to fostering positive change and contributing to a sustainable future by aligning our business practices with the United Nations Sustainable Development Goals (SDGs). Our approach is grounded in a holistic perspective, addressing key social, environmental, and economic challenges. By integrating sustainability into our operations. We prioritize transparency to ensure that our commitment to the SDGs is not just a corporate pledge but a tangible reality. We strive to be a catalyst for positive change, working towards a world where business success is synonymous with global well-being.





Environmental Perspective

As our company does not produce tangible products, our environmental perspective is centered on responsible stewardship and sustainable financial practices.

In educating our staff, the company has sought to understand how incorporating sustainability into their practices can provide multiple long-term benefits. It is determined what sustainability means for each area of the company's investment decisions or services and how sustainability has an increasingly central role in these decisions.

- Commitment to achieving sustainability in operational processes.
- Ensuring the efficient and sustainable use of natural resources.
- The development of economic activity in the region towards the axis of natural values.
- Monitoring progress towards achieving environmental objectives through regular audits and other environmental initiatives.

We have implemented multiple procedures that promote sustainable practices, such as reducing energy consumption, waste, and water usage.



“ We are proud of the progress we have made in advancing our environmental responsibility initiatives and will continue to work towards creating a more sustainable future for all shareholders.”



Social Perspective

SOCIAL RESPONSIBILITY

At Umm Al Quwain General Investments Company, we believe that corporate social responsibility is an essential pillar, so we aim to make a positive impact within the community in which we operate. By participating in the sustainable development process for the community as a whole, by providing greater added value for the shareholders, the market, the environment, society, and employees.

In order to implement this policy, we will continue to focus on the following:

- Working to improve the working life of employees by providing them with training, support and rewards.
- Work to provide our shareholders with all the correct information by publishing it on the company's website and the websites of the Abu Dhabi Securities Exchange and the Kuwait Stock Exchange.
- Create a comfortable work environment for employees to help business growth.
- Creating a diverse work environment that provides equal opportunities for employees and promotes justice alike.
- Work to enhance the value of the institution to the shareholders.



Social Perspective

EMPLOYEE WELFARE

HUMAN RESOURCES

In our company, we recognize that our most valuable asset is our people. We are devoted to creating a workplace that is safe, healthy, and supportive for our employees' well-being. We strive to create an environment where our employees can thrive and contribute to the company's sustainability goals.

We are dedicated to providing competitive wages and benefits, as well as opportunities for professional development and career advancement. We believe in creating a culture of respect, diversity, and inclusion in the workplace. We have implemented policies and procedures that promote fairness and equity in all aspects of employment.





Social Perspective

EMPLOYEE WELLNESS

At Umm Al Qaiwain General Investment company, we believe that employee wellness is an essential part of our sustainability efforts. We are committed to providing our employees with the resources they need to stay healthy and productive in their work lives.

We recognize the importance of providing our employees with the tools they need to maintain their well-being. To this end, we are encouraging open communication, and bringing diversions of activities in the office to help reduce stress level in the workplace.

We are committed to providing a safe working environment for all of our employees. We have implemented safety protocols and ensured that our employees are well-aware of all risks so that they can report unsafe conditions quickly.

All of our employees are on full-time basis. We offer multiple incentives to keep them motivated such as, rewards and bonuses based on employee performance, health insurance, and home travel tickets.





Social Perspective

GENDER EQUALITY



DIVERSITY & EQUAL OPPORTUNITY

While our company currently exhibits a gender distribution of 70% male and 30% female, we are committed to fostering a workplace that champions diversity and inclusivity. Recognizing the importance of gender equality, we actively seek to address any disparities and promote a more balanced representation across all levels of our organization. Our ongoing efforts include providing equal opportunities for professional growth, and fostering a supportive work environment where individuals of all genders feel valued and empowered. Through these initiatives, we aspire to not only achieve greater gender equality but also cultivate a corporate culture that reflects the richness of diverse perspectives and experiences.

The company is making huge efforts in working toward gender equality in the workplace. Since last year, female empowerment has increased by 10%. When gender equality is present, employees feel respected and valued, which can lead to increased job satisfaction, motivation, and loyalty. This can result in higher productivity and better performance. Additionally, equality can help to create a more diverse workforce that is better equipped to meet the needs of customers.



Social Perspective

EMIRATISATION

Emiratization is an important part of the sustainability strategy of any company operating in the United Arab Emirates. It is a policy that encourages companies to hire and promote UAE nationals in order to provide benefit for the company and the UAE's economy as a whole.

As for our company, an Emiratization rate of 20% was achieved in 2023, this percentage is consistent with the Emiratization requirements approved in the UAE. We are proud to of our contribution with the UAE government efforts to boost employment of UAE nationals.



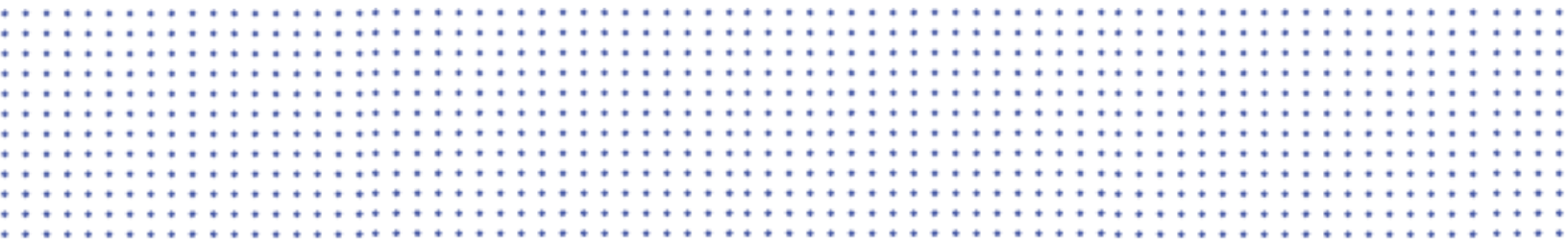


Social Perspective

TRAINING AND DEVELOPMENT

At our company, we recognize that an investment in our employees' skills is an investment in our collective success. Demonstrating our unwavering commitment to fostering a culture of continuous improvement, we take pride in offering comprehensive training and development opportunities.





“By investing in our people, we are ensuring that our company remains a leader in sustainability for years to come.”



Economic Perspective

CORPORATE GOVERNANCE



Umm Al Quwain General Investments Company is committed to maintaining the highest standards of corporate governance practices in accordance with the highest standards of integrity and transparency to ensure the protection of shareholders' rights and attract more investments.

The primary role of the Board of Directors (the "Board") is to protect and enhance the long-term value of our stakeholders, particularly the shareholders. The board is responsible for setting the company's general strategy, and it also supervises the executive management to ensure the adoption of the highest standards of corporate governance practices within the company.



Economic Perspective

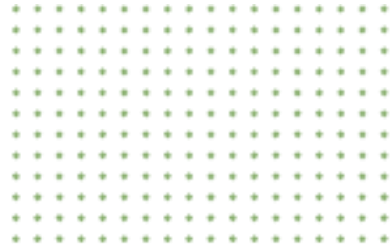
BOARD DIVERSITY

The inclusion of females in the board of directors of our company is not only a step towards fostering diversity and gender equality but also a strategic move that positively impacts the economic perspective and corporate governance. Reflecting our commitment to fostering diversity and inclusivity at the highest levels of leadership. We recognize the importance of diverse perspectives in driving innovation and strategic decision-making.





“As an embodiment of our unwavering commitment to economic excellence, we prioritize diversity and inclusion, leveraging varied perspectives to ensure sustained financial success.”



CONCLUSION

We strive to promote sustainability and corporate social responsibility initiatives. We will continue to manage the current business and apply it in a broader context in response to an effective social, environmental and economic environment to achieve improved operational results while reducing negative societal impacts and emphasizing positive societal impacts.

