

SUSTAINABILITY REPORT

2024



UMM AL QAIWAIN 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, 2024 until December 31, 2024.

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.



We aspire to create an exceptional investment climate by achieving and implementing sustainability, in line with the UAE's vision to lead globally in sustainability, best business practices, knowledge, and entrepreneurship.

We aim to be one of the leading investment companies in the UAE by adopting best practices in sustainability and corporate social responsibility.

We are committed to achieving sustainability in our operational processes by mitigating risks and enhancing governance practices through technological and digital innovation. This includes strengthening our responsibility toward the community, protecting the environment, and ensuring successful operations that benefit our shareholders.

At Umm Al Qaiwain Investments Company, we dedicate ourselves to continuous improvement, prioritizing the interests and aspirations of our valued shareholders both within the UAE and internationally.

We strive for transparency by disclosing all terms and conditions related to our activities using clear language on our website and on the websites of the Abu Dhabi Securities Exchange and the Kuwait Stock Exchange. Recognizing our accountability to our shareholders, we place a strong emphasis on the long-term value of our shares and assets.

VISION

STRATEGY

VALUES

HIGHLIGHTS

Net Profit

• AED 25,399,353

Total Assets

• AED 717,003,599

Shareholders' Equity

• AED 653,948,780

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.



SUSTAINABLE MANAGEMENT PRACTICES

As our company does not produce tangible products, our environmental perspective centers around responsible management and sustainable financial practices.

The company has worked to educate our team on how integrating sustainability into their practices can provide multiple long-term benefits. Sustainability is defined for each area of the company, from investment decisions to services, highlighting the increasingly central role of sustainability in these decisions:

1. Commitment to achieving sustainability in operational processes.
2. Ensuring the efficient and sustainable use of natural resources.
3. Fostering economic activity in the region towards a focus on natural values.
4. Monitoring progress toward environmental goals through regular audits and other environmental initiatives.

We have implemented various measures to enhance sustainability practices, such as reducing energy consumption, waste, and water usage.



DIGITAL TRANSFORMATION

As part of our commitment to environmental sustainability, the company has implemented digital transformation in a way that helps reduce our environmental impact. We have minimized our reliance on physical resources such as paper and printing, significantly reducing waste. We have also adopted virtual meeting tools, which have allowed us to decrease the need for transportation, thus lowering carbon emissions associated with commuting. Through these initiatives, we aim to reduce our environmental footprint and contribute to achieving our sustainability goals.





“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 RESPONSIBILITY

At Umm AlQaiwain Investments Company, we believe that corporate social responsibility is a fundamental pillar, which is why we aim to create a positive impact within the community in which we operate. By participating in the sustainable development of the community as a whole, we strive to provide greater added value to our stakeholders, the market, the environment, the community, and our employees.

1. To implement this policy, we will continue to focus on the following:
2. Improving the working life of our employees by providing them with training opportunities, support, and rewards.
3. Providing our shareholders with accurate information by publishing it on the company's website and the Abu Dhabi Securities Exchange and Kuwait Stock Exchange websites.
4. Creating a comfortable work environment for employees to foster business growth.
5. Establishing a diverse workplace that offers equal opportunities and promotes fairness for all employees.
6. Enhancing the value of the organization for our shareholders.



EMPLOYEE WELFARE

HUMAN RESOURCES

At our company, we recognize that our employees are our most valuable asset. We are committed to creating a safe, healthy, and supportive workplace that promotes the well-being of our staff and strive to cultivate an environment where they can thrive and contribute to the company's sustainability goals.

We are dedicated to providing competitive salaries and benefits, as well as opportunities for professional development and career advancement. We believe in fostering 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.



EMPLOYEE HEALTH

At Umm Al-Quwain Public Investments Company, we believe that employee health is a fundamental 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 equipping our employees with the tools necessary to maintain their well-being. To this end, we encourage open communication and bring in activities to help reduce stress levels in the workplace.

We are dedicated to providing a safe work environment for all our employees. We have implemented safety protocols and ensured that our staff are well-informed about all potential hazards so they can quickly report unsafe conditions.

All our employees work full-time. We offer various incentives to keep them motivated, such as performance-based bonuses, health insurance, and travel tickets.



GENDER EQUALITY

DIVERSITY & EQUAL OPPORTUNITY

While our company currently has a gender distribution of 70% male and 30% female, we are committed to fostering a workplace that supports diversity and inclusion. Recognizing the importance of gender equality, we strive to address any disparities and promote a more balanced representation at all levels of our organization. Our ongoing efforts include providing equal opportunities for professional growth and enhancing a supportive work environment where individuals of all genders feel valued and empowered.

The company is making significant efforts to achieve gender equality in the workplace. We believe that when gender equality is present, employees feel respected and valued, leading to higher job satisfaction, motivation, and loyalty. This can result in increased productivity and better performance. Additionally, gender equality can help create a more diverse workforce that is better equipped to meet customer needs. Through our initiatives, we aspire to cultivate an organizational culture that reflects the richness of diverse perspectives and experiences.



EMIRATIZATION

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

For our company, we achieved an Emiratization rate of 20% in 2024, which aligns with the approved Emiratization requirements in the UAE. We take pride in our contribution to the UAE government's efforts to enhance the employment of its citizens.



TRAINING & DEVELOPMENT

Investing in employee skills is an investment in our collective success. This year, we have reinforced our commitment to fostering a culture of continuous improvement by offering a variety of training and development opportunities, empowering our employees to acquire the skills needed for the changing market demands. We take pride in continuing to support their professional growth, which contributes to achieving the company's long-term goals.





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

CORPORATE GOVERNANCE

Umm Al Qaiwain Investments Company is committed to upholding the highest standards of corporate governance practices, adhering to the utmost integrity and transparency to ensure the protection of shareholder rights and attract further investments.

The primary role of the Board of Directors is to protect and enhance the long-term value for stakeholders, particularly shareholders. The board is responsible for setting the overall strategy of the company and overseeing the executive management to ensure the implementation of the highest corporate governance standards within the organization.



BOARD DIVERSITY




The inclusion of women on our company's Board of Directors is not just a step toward enhancing diversity and gender equality; it is also a strategic move that positively impacts economic perspectives and corporate governance. This reflects our commitment to promoting diversity and inclusion at the highest levels of leadership. We recognize the importance of diverse viewpoints 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.”





2025 SUSTAINABILITY GOALS





Recycling and waste separation






Raising awareness among employees about sustainability practices and their importance



Improve energy efficiency



Promote digital transformation and reduce paper consumption



CONCLUSION



We strive to enhance our sustainability and corporate social responsibility initiatives and will continue to manage and implement existing businesses in a broader context in response to an effective social, environmental and economic environment to achieve improved operational results while minimizing negative societal impacts and emphasizing positive societal impacts.