



**Sustainability Report 2023**  
**Abu Dhabi National Company for Building Materials PJSC**  
**(BILDCO)**



Abu Dhabi National Company for Building Materials PJSC

The main activity of the company is to serve the local markets by importing and marketing all building materials such as iron, wood and cement.

Other investments:

- Bildco Insulating Aerated Concrete Products LLC (100%)
- Bildco Rebar Services (100%)
- Bildco Cement Products LLC (80%)
- Free Busaid for Trade and Development 5%.



Content:

- Our strategy and pillars of sustainability.
- Providing and making available building technology solutions and services.
- Staff welfare.
- Work in an ethical and responsible manner.



Abu Dhabi National Company for Building Materials PJSC (BILD CO) exerts all its energies for sustainability, achieving the goals for which it was established, maximizing the company's revenues, developing and strengthening its business by adopting an ambitious business plan by adding new production lines and establishing a factory for the production of adhesives building materials, which contributes to supporting the comprehensive economic development of the Emirate of Abu Dhabi.

We are pleased to present the Sustainability Resolution for the year 2023, as it represents one of the most important and latest mirrors of the company itself, its current and potential customers, and our strategic partners, whom we are all proud of.

Thanks to the continuous effort and hard work of our team, Abu Dhabi National Group for Building Materials PJSC (BILD CO) was able to achieve a qualitative leap in the level of providing its products and services (iron, wood and cement products). Conformity to the highest standards of quality and efficiency that are comparable to those provided by major international companies, thereby reinforcing its natural position as a leading industrial and economic group that enjoys reliability and distinction, and making it a fundamental pillar in order to achieve economic and social growth and prosperity during the past forty years.

With our assurance - through our accumulated experience and the confidence of our customers and strategic partners - we were able to overcome all the challenges and urgent difficulties that the real estate market is going through at the present time, looking forward to a brighter future.

Despite the challenges facing any economic establishment at the present time, the most important of which is achieving financial sustainability, and expanding the market for its products so that it is able to fulfill its obligations towards shareholders. Since its inception, the company has succeeded in achieving many goals, and the result was the expansion of activity and the increase in confidence



in its products and quality, as well as the increasing confidence of companies, institutions, banks and local departments in the country and the Gulf Cooperation Council countries, which qualifies us during the coming years to attract more customers to benefit from the company's products, as the company worked to provide more products and equipment needed by the contracting and construction market, as well as parallel products.



\* Our strategy and pillars of sustainability

Our goal is to provide environmentally conscious solutions and services with a responsible corporate approach and to raise the levels of happiness for our employees and our communities. These three sustainability goals represent the basis of our policy and practice at Abu Dhabi National Building Materials Company. In the year 2020-2021, and in the light of the emerging Corona virus pandemic, the services we provide have helped enrich the economic life and companies in the United Arab Emirates.



During the same year, we implemented a new operating model for the company. This model is in line with our sustainability goals, in line with many objectives at the company level, such as:

- Exceeding customer expectations.
- The creation of an advanced engine.
- Develop a culture of purpose and performance.

Our goal in 2024 is to increase focus on specific areas in which we believe we can make significant contributions to achieving the UAE's sustainability ambitions and global sustainability goals.

In our endeavor to achieve our ambitions in the field of sustainability in cooperation with the relevant authorities, we will maintain our official strategic partnerships with all economic agencies and activities in the country, especially in the field of serving the local markets by importing and marketing all building materials such as iron, wood and cement.



\* Vision:

We aspire to be the first Arab and regional company to supply the construction sector with all the products and tools needed by this sector according to the highest international standards.

\* Mission:

To be a beacon to other companies and a locomotive that pulls them to the highest levels of development and real estate development.

\* Objectives:

Abu Dhabi Building Materials Company (BILDCO) is the name of many of the most trusted and recognized brands in the market in the provision and manufacture of building products and residential and commercial construction projects.

We operate in high standard manufacturing facilities and through a strong distribution network to serve our customers across the UAE, and because these products come from BILDCO our customers can be certain that our products are manufactured up to the relevant building standards in doing the mission.

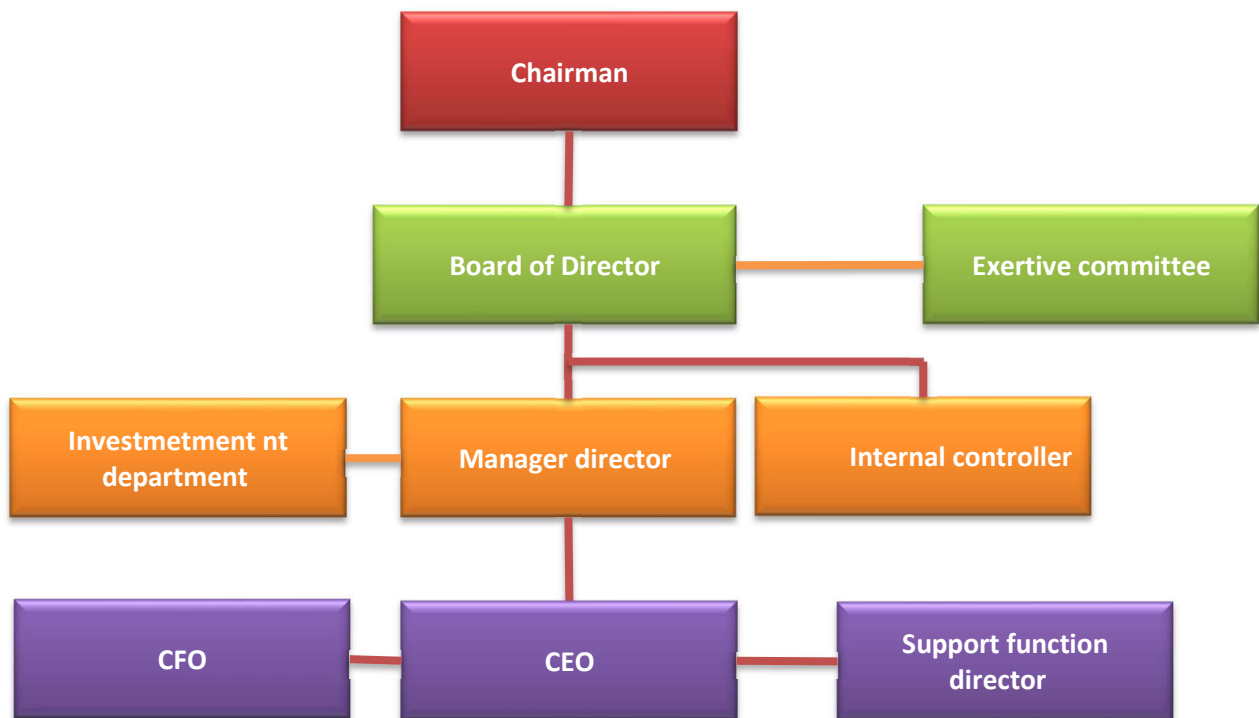
\* Our main goals are:

- Re-investing in our business in facing new challenges in construction.
- Developing more innovative products to continue our investment in future buildings.
- Continuous improvement so that our customers benefit from our knowledge and experience.
- Obtaining new materials to offer our customers the services they need.



**\* Quality**

BILD CO building products brands are diverse, but they all share the company's vision and common goal of providing reliable products and services. The ISO 9002 Quality Management System has been accredited, which means that we constantly strive to provide certainty of quality, delivery and integrity in everything we do. BILD CO continues to grow by enhancing products, services and developing new brands, so that our customers can continue to rely on the quality that BILD CO is known for.





<b><u>Setting the vision and mission of the company</u></b>	
1	Attached is the organizational map of the company, showing the establishment of an investment department, and the administrative and financial regulations clarify its specializations and tasks assigned to it.
2	Setting institutional discipline standards.
3	Amending the company's articles of association in accordance with the provisions of the Companies Law.
3	Develop a list of professional ethics standards in the performance of work.
4	Develop a list of professional ethics standards in the performance of work.
5	Disclosure and full transparency of all the company's business.
6	The female component was represented in the Board of Directors for the year 2023.



- A statement of the measures taken to complete the sustainability system during the year 2023 and how to implement them.

Statement of shareholder ownership distribution as of 31/12/2023 (individuals, companies - governments) classified as follows:

Percentage of Shares Owned				Classification of Shareholder	No.
Total	Government	companies	Individuals		
277,474,500	----	28,823,318.00	248,651,182	Local	1
19,377,300	----	9,814,196	9,563,104	Arab	2
3,148,200	----		3,148,200	Foreign	3
<b>300,000,000</b>	----	<b>38,637,514</b>	<b>261,362,486</b>	المجموع	

- A statement of the shareholders who own 5% or more of the company's capital as of 31/12/2023 according to the following table:

Percentage of shares owned in the capital of the company	Number of shares owned	Name	م
% 20.94	62,813,806	Mr. Khaled Ali Rashid Al Ameera	1
% 20.64	61,925,309	Mr. Ali Rashid Nasser Al Ameera	2



A statement of the distribution of shareholders according to the size of ownership as of 31/12/2023 according to the following table:

Percentage of shares owned in the capital of the company	Number of shares owned	Number of shareholders	Share Ownership (Share)	No.
% 3.41	10,218,965	1148	less than 50,000	1
% 9.9	29,709,129	218	From 50,000 to less than 500,000	2
% 19.18	57,557,724	44	From 500,000 to less than 5,000,000	3
% 67.50	202,514,182	14	More than 5,000,000	4





## **Diversity**

Our company includes employees of different nationalities and believes that diversity is the basis of the culture of prosperity in Abu Dhabi National Building Materials Company, which positively affects all our employees as well as our customers.

We seek to provide equal career opportunities for all without any discrimination based on age, gender, race or religion, whether in career opportunities or professional development. On the other side, we support people of determination so that they can build long-term opportunities in our company.

### **\* Celebrations of special moments for the United Arab Emirates.**

Raising the UAE flag on Flag Day On the occasion of the Flag Day celebration in 2023, we invited our frontline employees, along with the CEO's board and our board of directors, to raise the UAE flag in celebration and honor of this great country. This came with the aim of paying tribute to the frontline employees, whose efforts had an effective role in fulfilling our commitment to our customers and communities across the country.

### **\* Commemorating our dear memories on the fiftieth National Day.**

In celebration of the fiftieth National Day of the United Arab Emirates, we have uploaded a video clip that sheds light on a group of wonderful moments and memories that the country has experienced during the past 50 years and aspirations for the future during the next 50 years.



### \* **Youth Empowerment**

The company is keen to empower national cadres and provide them with technical, behavioral and professional competencies, target areas of strategic knowledge in the workplace and allow Emirati youth in "BILDCO" to exchange their experiences with youth in other institutions and agencies for a period of time agreed upon. This will not only encourage the exchange of knowledge and experiences, but will also help increase cooperation between the government and private sectors. During the year, we also signed a memorandum of understanding with the Department of Education and Knowledge in Abu Dhabi to organize training courses.

- **Equality in roles**

In early 2021, we adopted the Gender Balance Council, with the goal of increasing inclusion and equalizing roles for all genders within the company. The council aims to raise awareness, encourage discussions, drive sustainable businesses, and provide an environment that supports gender equality and empowers women at all stages of their professional development.

The Board continues to work through four main pillars, which are leadership mentality, behavior, culture, policies and organizational structure, and internal and external communications. The Board will continue to strive to implement the gender balance program throughout Abu Dhabi National Company for Building Materials by increasing the presence of women, enhancing the representation of women in leadership positions, and promoting the next generation of women leaders throughout the organization.

The Gender Balance Council was previously involved in promoting the vision of the UAE in collaboration with the Executive Leadership Team, which led to making the selection process for the new operating model more gender inclusive.



- **Work in an ethical and responsible manner.**
- **Environmental footprint.**
- **Energy efficiency in our company.**

Our company boasts of well-maintained plants and workshops with a significant environmental impact due to its high energy consumption. In order to address this key issue, we have invested in a range of energy-respecting technologies, including:

- **Economical hybrid power generators**
  - We currently have a total of 8 factories and workshops that depend on generators, 3 of which operate with normal generators and 5 with hybrid generators.
  - Hybrid generators reduce our diesel consumption by up to 40%

In addition to our customers, suppliers, companies, educational and contracting agencies, business continuity plans, disaster recovery plans, crisis management plans and simulations contribute to strengthening the business continuity management system, and this system has proven its effectiveness during the emerging corona virus (Covid-19) pandemic.

- **Violations management**

In our endeavor to reduce waste across all of the company's operations, we launched a set of measures and initiatives, on top of which is the initiative to



manage the waste of the main materials that you consume (such as paper, plastic, paperboard, wood, metals, etc.). 50% of the materials used in our factories are made of recycled materials.

We donated a number of used properties such as IT equipment and furniture to registered charities in the UAE. Under the umbrella of this policy, we donated this year printers, laptops, desks, chairs and other pieces of furniture for the benefit of a group of charities and local community institutions in the United Arab Emirates.