



# AL KHALEEJ INVESTMENT PSC SUSTAINABILITY REPORT 2024



# Foreword

The Sustainability Report has been developed to emphasize our dedication to sustainability practices in relation to our primary stakeholders. These commitments include working towards a sustainable future, supporting our employees and our local community, and demonstrating via our shared values that we have made significant efforts to address the climate issue.



This report will cover why sustainability is at the top of our priority list, our accomplishments to date, and our future aims and goals.

Sustainability is more than just lowering or offsetting carbon emissions; it also includes minimizing waste production through better recycling activities as well as encourage our staff to acquire and maintain environmentally responsible behaviors.

# Our Chairman's Message



**H.E. Khalifa Yousif Al khoori**  
**Chairman**

We are responsible to preserve this planet, and the way forward is to implement a sustainable business model that is economically viable, environmentally friendly, and socially acceptable. Despite our proud accomplishments and ambitions, we still have a long way to go, and we must do more to achieve our objectives in accordance with the UAE's vision.

The UAE is primarily concerned with Sustainable Development Goals ('SDGs'), that allow us to have access to clean energy and adequate food at affordable prices, as well as quality

education and health care, sustainable economic growth, healthy ecosystems, and enhanced resource efficiency. All of these topics resonate deeply in the UAE. By continuing to collaborate and emphasize sustainability, we will ensure that future generations have a green future.

I want to express my gratitude to our esteemed stakeholders for their unwavering support and faith in us throughout the year. I am excited to put our planned economic and sustainability achievements into action, as well as to continue to engage all stakeholders.

We are pleased to share with you our 2024 sustainability report herewith, which highlights our performance and initiatives in the fields of governance, social justice, and the environment.



# Our Company

- » Our company was established in 1982, in the Emirate of Ras Al Khaimah by an Amiri decree issued by His Highness the Late Sheikh Saqr bin Mohammed Al Qasimi, Ruler of Ras Al Khaimah, under the name Gulf Livestock PJSC.
- » Since 2005, we shifted our business focus from Livestock supply to Investments; gradually increasing our investments in Real Estate and the Equities market.
- » In 2014, the company underwent a significant rebranding, changing its name from Gulf Livestock Company PJSC to Al Khaleej Investment PSC. This change represented a strategic shift towards larger investing activities, particularly in real estate development and management, establishing itself as a prominent player in the UAE's real estate sector.
- » Today, Al Khaleej Investment is looking beyond real estate to analyze potential in futuristic areas such as energy, technology, logistics, commodities, financial services and more, with an emphasis on long-term growth and diversification of its investment portfolio.



# Our Sustainability Focus



## Our Goals



To meet the needs of investors and customers, exceed their expectations, and connect effectively with them.

- » Operate and develop our businesses in compliance with the highest ethical and professional standards.
- » Provide high-quality and useful offerings.
- » Being our clients' preferred partner.
- » Building effective, long-term partnerships with our clients based on our core beliefs.
- » Provide support to the community.
- » Develop our task forces' abilities to achieve the greatest levels of excellence and innovation.

## Sustainability goals



- » We promise to raising owners' understanding of our core Environmental, Social, and Governance ('ESG') themes, as well as determining how our non-financial measures can help create long-term value and a sustainable, responsible, and client-centered business model.
- » We launched the Sustainability Report to highlight our commitment to sustainable practices with important stakeholders.
- » These commitments include striving toward a more sustainable future, as well as supporting our employees and the local community, based on trust.
- » This paper describes our ESG practices, which aims to provide long-term sustainable value as active investors and co-owners.



# 1. Environmental

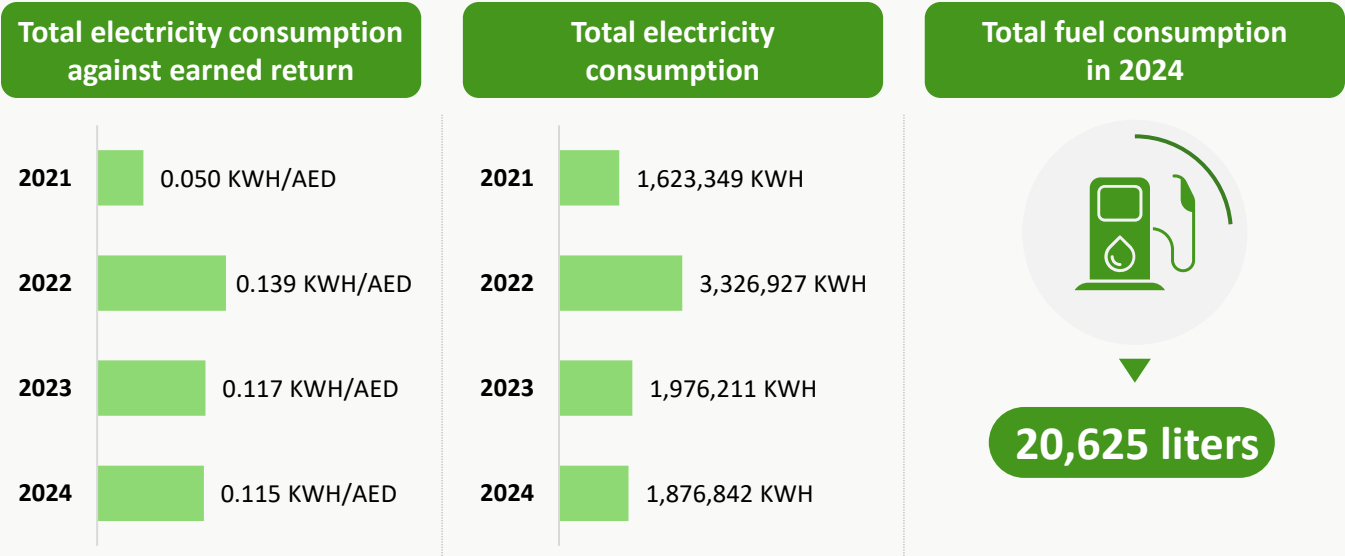


- Responsible environmental management contributes to the reduction of negative environmental effects as it is our greatest responsibility towards future generations.
- We strive to reduce our environmental impact and improve our efficiency in optimizing resource utilization over time, recognizing the importance of our efforts in protecting the integrity of the environment.
- As a result, we ensure that buildings are maintained on a regular basis in accordance with the welfare elements of living-in units, and we work hard to reduce environmental impact while still preserving energy and exterior desirable appearances.
- Carbon footprint is a worldwide issue, and its reduction is dependent on our actions and behaviors. We want to lower our carbon footprint and raise awareness among our personnel.

# 1.1 Energy Use and Greenhouse Gas Emissions

Excessive use of energy and gases absorbs greenhouse gases and emits radioactive energy in the thermal infrared spectrum, resulting in the Greenhouse Effect. The real estate sector accounts for c.30% of worldwide CO<sub>2</sub> emissions, coming 60% from building operations and 30% from construction.

When direct and indirect emissions are measured, the relevance of GHG reduction becomes clear in terms of sustainability. Greenhouse gas control is critical for maintaining an ideal temperature; thus, we measure these factors in accordance with our environmental and sustainability objectives.



Net greenhouse gas emissions intensity for revenue is 208 metric tons of carbon dioxide equivalent.

20.80 tons per year

First Domain

861.10 tons per year

Second Domain

4.79 tons per year

Third Domain

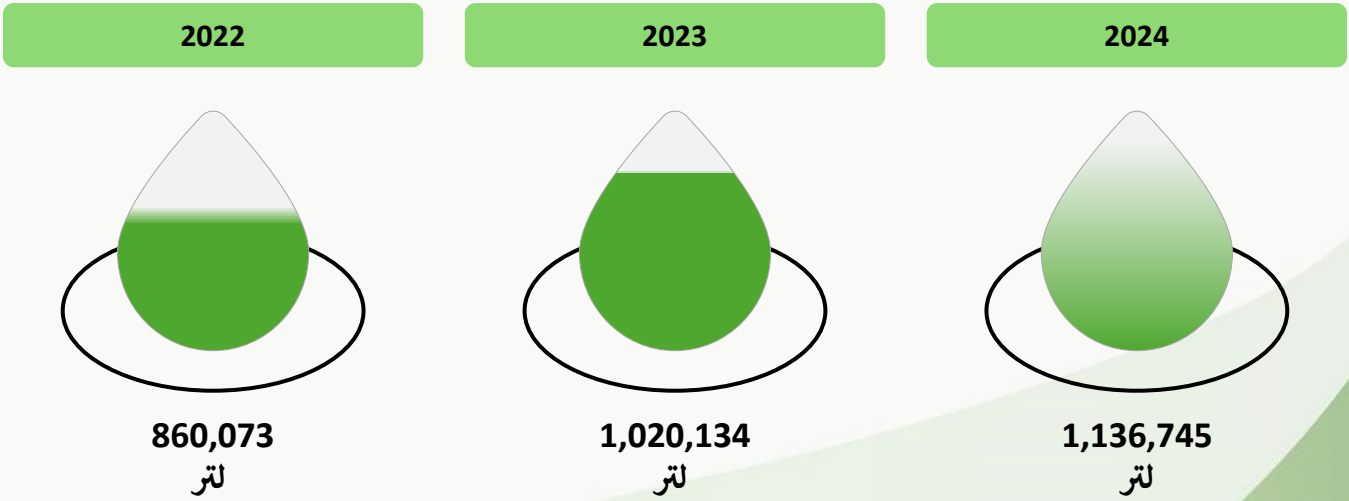
# 1.2 Water Use



The company has no excess water consumption because of its real estate and equity investment activities, as the water consumption is attributed to employee use at their workplaces and public service buildings for rent. One of our primary goals is to minimize the environmental impact of our business activities.

In a few years, we intend to mitigate our environmental effect by establishing eco-friendly policies and activities. We also track our annual water and energy consumption to show that serious efforts and measurable results are helping us accomplish our sustainability targets more quickly. We aspire to consistently improve our operational performance, thereby making a significant contribution to a sustainable future.

## Total water consumed





# 1.3 Environmental Processes

Waste management and safe disposal are critical components of environmental and resource conservation efforts. As a result, the Company's real estate portfolio uses a garbage collection system linked to the municipal system, so that waste is disposed of by Municipalities based on the Al Khaleej Investment property area.

We want to introduce more ecologically friendly measures to reduce / recycle waste from our office premises. As part of our waste management strategy, we clean and sterilize the garbage stream system every year.

In terms of wastewater, the company's real estate is part of our managed real estate portfolio and is connected to a municipal wastewater harvesting system.



## The following environmentally friendly activities were carried out:



► lights being replaced with LED

Pest control in the service area.



► Installation of solar-powered lamps

Every week, we polish and sanitize the lift.



► Clean and disinfect the water tanks.

Installed occupancy-sensitive lighting in certain buildings' corridors.



## 2. Social



Our company's performance is directly proportional to the success of its employees. They are the foundation of the company's strength.

We are continually aware of their requirements and concerns. CSR actions help to improve employees' performance and overall performance.

We also organize CSR events and intend to hold several workshops in the near future, understanding how

they contribute to both individual growth and environmental concern.

It is also crucial to pay attention to our social roots (i.e., employees), always appreciating their accomplishment, and to focus more on giving diverse and equal options for everybody, allowing us to give opportunities to people of all genders and backgrounds.

Employees are vital to the company's success, thus they must be nurtured and cared for.



## 2.1 Salary Rate and Job Turnover

Total full-time staff	47	Total part-time staff	N/A
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Change in the full-time system	N/A
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Lower Positions - Men	19	Lower Positions - Women	N/A
Middle Positions - Men	20	Middle Positions - Women	5
Senior Positions - Men	2	Senior Positions - Women	1

Number of male employees

41

6

Number of female employees

The average male to female remuneration in the Al Khaleej Investment is:





## 2.2 Infection Rate



Our employees' health and safety are our primary concern, and we prioritize ensuring their safety at work. We instruct them to adopt necessary safety precautions at work in order to avoid endangering employees' health or safety, which is crucial to stakeholders.

We take care of our customers by protecting our employees, because it is our employees who are in charge of accomplishing our customers' and stakeholders' goals and aspirations while ensuring that they are not at risk.

2024

We dealt with **3** consultants , **123** contractors and **274** suppliers in 2024.

Number of deaths in 2024 = **0**

## 2.3 Children, Compulsory Employment and Human Rights



We are dedicated to upholding all components of UAE Human Resources Law and human rights principles.

This is based on the UAE's perspective, cultural heritage, and Constitution, which guarantee civil liberties for all, as well as its legislative system, which promotes the principles of justice, equality, tolerance, respect for rights, humanitarian and relief work, non-discrimination, and sexual harassment, all of which are consistent with the Universal Declaration of Human Rights.



## 2.4 Health Global Safety



The company provides comprehensive insurance coverage for its employees, including treatment at numerous private health care facilities, broader geographical coverage, and other medical benefits.

If staff members' health and safety are jeopardized, which can affect their productivity, it is critical to constantly monitor their health and safety and ensure that they are not at risk.





## 2.5 Emiratizations



AL Khaleej Investment is committed to providing employment opportunities for UAE citizens and recognizes that UAE citizens must be given appropriate job opportunities and training to contribute to the country's prosperity, in accordance with the UAE Government's vision.

**The percentage of Emirati employees in the company is 6.1% in 2024, with the Company dedicated to expanding this ratio.**

## 2.6 Community Development and Environmental Conservation



The company has not previously engaged in any such operations.

The Management has looked into the problem of community support and development.

This year, the Department aims to make tangible progress towards this goal, emphasizing its importance.





## 3. Governance



The Board of Directors of AL Khaleej Investment, through its committees, attaches great importance to the subject of governance and institutional discipline by overseeing the management of the Company and the implementation of its responsibilities and duties through its powers, as well as overseeing the application and development of the Company's policies and procedures to ensure the efficiency and effectiveness of the Company's internal controls.

The Company's statute states that the Company will be managed by a Board of Directors elected by the Company's General Assembly through a vote in compliance with the Securities and Commodities Authority's legislation and the relevant laws.

The Board of Directors shall serve for a term of three years.



# 3.1 Diversity and Independence of the Board of Directors

The Board of Directors of the Company consists of seven members elected at the Regular General Assembly



**H.E. Khalifa Yousif Abdulla  
Husain Alkhoori**  
*Chairman- Independent*



**H.E. Alia Abdulla Al Mazrouei**  
*Vice Chairman- Independent*



**Mr. Nasser Abdulrahman  
AlKhazraji**  
*Board Member- Independent*



**Mr. Ahmad Omar Balfaqeeh**  
*Board Member- Independent*




**Ms. Shaikha Nasser Ali Alnwais**  
*Board Member- Independent*



**Mr. Samer Abudlrahman Katerji**  
*Board Member- Independent*



**Mr. Munther Jawdat Aldajani**  
*Board Member- Independent*  
*On November 9, 2024, he resigned  
from BOD*



Constitutes **100%** of  
board seats for  
independent members



Currently, **2** Emirati women are proudly  
Board members of our esteemed  
Company

## 3.2 Ethics and Anti-corruption



According to reports submitted by the Department of Internal Oversight and the External Auditor on a regular basis to the Board of Directors and its committees, no material irregularities were identified in 2024 relating to financial markets or applicable laws.

### 3.3 Data Specificities



Work on implementing the Board of Directors' approved insider trading policy.

A three-member committee was constituted to oversee the actions of company insiders in 2024. It covers the follow-up committee's activities and duties, as well as overseeing the dealings of personnel familiar with the following:



Propose changes to the insider trading policy to better match with the Company's governance requirements and structure.



Meetings to investigate and follow up on informed individuals and their interactions.



Inform the compliance officer of any transactions involving informed personnel while they are present in the Executive Department.

The Committee ensured that no insider trading infractions occurred throughout 2024. The list of new board members and top executives appointed in 2024 has also been updated.



# Appendix: Metrics

Environmental	
Greenhouse gas emissions	
Total direct greenhouse gas emissions	Page 7
Total GHG indirect energy emissions	Page 7
Total other indirect greenhouse gas emissions	Page 7
Energy use	
Total amount of energy consumed directly	Page 7
Total quantity of energy consumed indirectly	Page 7
Use water	
Total quantity of water consumed	Page 8
Total processing quantity	Page 8
Environmental processes	
Is your company following an official environmental policy?	Page 9
Does your company pursue specific waste, water, energy and/or recycling policies? Yes/No	Yes
Does your company use a recognized energy management system?	Potential journals are being evaluated for coverage in future reports
Environmental control	
Does the management team oversee and/or manage sustainability issues? Yes/No	Yes
Climate risk mitigation	
Total amount invested annually in climate infrastructure, resilience and product development	Potential journals are being evaluated for coverage in future reports
Social	
Executive Director's salary rate	
Ratio: C.E.O.'s total compensation compared to average gross full-time remuneration	Page 11
Does your company report this measure in regulatory filings? Yes/No	Yes
Salary rate between men and women	
Average male to female remuneration	Page 11
Employee turnover	
Percentage: annual change of full-time staff	Page 11
Percentage: annual change of part-time staff	The institution has no part-time staff.
Percentage: annual change of contractors/consultants	Page 12
Gender diversity	
Percentage: Total number of employees in the institution occupied by men and women	Page 11
Percentage: lower and middle positions held by men and women	Page 11
Percentage: Senior and executive positions held by men and women	Page 11
Proportion of temporary workers	
Percentage: total number of posts in the organization held by part-time staff	Page 11
Percentage: Total number of posts in the enterprise occupied by contractors and/or consultants	Page 12
Non-discrimination	
Does your company pursue a policy of non-discrimination? Yes/No	Page 10-13
Infection rate	
Percentage: frequency of injury incidents relative to total workforce time	Page 12



# Appendix: Metrics

Social	
Global Health and Safety	
Does your company follow the Global Occupational Health and/or Health and Safety Policy? Yes/No	Yes, page 14
Children and compulsory employment	
Is your company pursuing a policy to combat child labor and/or forced labor? Yes/No	Yes
Social Human Rights	
Does your company pursue human rights policy? Yes/No	Yes
If yes, does human rights policy include suppliers and vendors? Yes/No	Yes
Emiratizations	
Does your company pursue a policy of non-discrimination? Yes/No	Page 13
Community investment	
The amount invested in the community as a percentage of the company's revenue	Work is underway next year 2025
Governance	
Diversity of the Board of Directors	
Percentage: Total board seats held by men and women	Page 18
Percentage: Chairmanship of commissions held by men and women	Page 18
Diversity of the Board of Directors	
Percentage: Total board seats held by men and women	Page 18
Percentage: Committee seats held by men and women	Page 18
Independence of the Board of Directors	
Does the company prevent the CEO from serving as Chairman of the Board of Directors? Yes/No	Yes
Percentage: Total board seats held by independent board members	Page 18
Salaries and incentives	
Do executives get incentives for sustainability? Yes/No	No
Supplier's Behavioral Rules	
Are sellers and suppliers obliged to comply with behavioral rules? Yes/No	Yes
If yes, what percentage of suppliers have officially proven their compliance with the Code?	80%
Ethics and Anti-Corruption	
Does your company pursue ethics and/or anti-corruption policy? Yes/No	Yes
If the answer is yes, what percentage of your workforce has officially proven their compliance with the policy?	100%
Data privacy	
Does your company publish sustainability reports? Yes/No	Yes
Disclosure practices	
Does your company provide sustainability data for sustainability reporting frameworks? Yes/No	No, we are working towards this goal, to be disclosed in other reports.
Is your company focused on specific United Nations sustainable development goals? Yes/No	Yes
Does your company set goals and report on progress in the UN Sustainable Development Goals? Yes/No	This is us fifth report. In the future, we will provide data.
External authentication	
Are sustainability disclosures guaranteed or verified by external auditors? Yes/No	No, we chose the internal guarantee of this year's report as our fifth report.