



Date: 11/5/2026

To: Boursa Kuwait Company

Dear Sirs,

**Subject: Sustainability Report of The Commercial Real Estate Company (K.P.S.C) for FY2025**

In reference to the above subject, and to comply with article (1-17) of Module Twelve (Listing Rules) regarding the instructions of the Capital Markets Authority related to the regulatory rules for publishing the sustainability report of listed companies. We are pleased to attach the sustainability report of The Commercial Real Estate Company (K.P.S.C.) for the financial year 2025. This report displays the impact of the company's activities on the environment, society, governance, and economy; as well as the company's opportunities and risks associated with these areas, and how the company manages these opportunities and risks.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) standards, and in alignment with the Sustainable Development Goals issued by the United Nations Global Compact (UNGC), as well as the Environmental, Social and Governance (ESG) reporting guidelines published by Boursa Kuwait, which is in accordance with the objectives of Kuwait Vision 2035. The report contains disclosures about the company's alignment with the principles of the United Nations Global Compact.

Sincerely Yours,



صالح أحمد العريان

الرئيس التنفيذي لمجموعة الموارد البشرية والشؤون القانونية

Saleh Ahmad Al Aryan

C.E.O - Human Resources & Legal Affairs Group

التاريخ: 2026/5/11

السادة / شركة بورصة الكويت المحترمين

تحية طيبة وبعد،

**الموضوع: تقرير الاستدامة للشركة التجارية العقارية (ش.م.ك.ع) عن**

**السنة المالية 2025**

بالإشارة الى الموضوع أعلاه، وإلتزاماً بالمادة (1-17) من الكتاب الثاني عشر (قواعد الإدراج) بشأن تعليمات هيئة أسواق المال المتعلقة بالقواعد التنظيمية الخاصة بإصدار تقرير الاستدامة للشركات المدرجة، يسرنا أن نرفق لكم تقرير الإستدامة للشركة التجارية العقارية (ش.م.ك.ع) عن السنة المالية 2025. يستعرض هذا التقرير تأثير أنشطة الشركة على البيئة والمجتمع والحوكمة والاقتصاد، وفرص ومخاطر الشركة المرتبطة بهذه المجالات، وكيفية إدارة الشركة لهذه الفرص والمخاطر.

تم إعداد هذا التقرير وفقاً لمعايير المبادرة العالمية لإعداد التقارير (GRI)، وتماشياً مع أهداف التنمية المستدامة الصادرة من الميثاق العالمي للأمم المتحدة (SDG's)، وكذلك دليل إعداد التقارير البيئية والاجتماعية والحوكمة (ESG) المنشور من قبل بورصة الكويت، والذي يتماشى مع مستهدفات رؤية الكويت 2035. يحتوي التقرير على إفصاحات حول توافق الشركة مع مبادئ الميثاق العالمي للأمم المتحدة (UNGC).

وتفضلوا بقبول فائق الإحترام والتقدير،





# SUSTAINABILITY

## REPORT 2025

Building A Better Tomorrow

# Table of Contents

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

03	<b>Introduction</b>
04	About Al-Tijaria
05	Our Vision, Mission & Values
05	Values, focus areas and commitments of Al-Tijaria
06	Global Presence and Strategic Expansion
06	Properties of Al-Tijaria
06	Al-Tijaria's Strategic Business Units
07	Al-Tijaria's Key Properties
09	Properties in Bahrain
10	Al-Tijaria's Commitment to Global Sustainability
12	Economic Value Generated
13	About this Report
13	Purpose and Scope
13	Reporting Boundary
13	Reporting Framework
13	External Assurance
14	Message from the Chairman

15	Sustainability Highlights 2025
16	Sustainability Impact
16	Our Sustainability Journey
17	Sustainability Purpose, Values and Goals
18	Integrating Sustainability into Business Operations
18	Planning and Development Phase
18	Construction Phase
18	Operational Phase
19	Alignment with UN SDGs
22	Alignment with UN Global Compact
24	Stakeholder Engagement
25	Materiality Assessment

## Governance

26	<b>Governance</b>
27	Data Privacy & Security
28	Business Ethics
29	Corporate Governance
31	Risk Management at Al-Tijaria
33	Digital Transformation
33	Green Responsible Investment
34	ESG Governance and Leadership
34	Grievance Management(Whistleblowing)

## Environmental Stewardship

35	<b>Environmental Stewardship</b>
36	Energy Management
39	Opportunities in Green / Sustainable Buildings
40	Waste Management
41	Water Management
43	Climate Change Mitigation
44	Biodiversity
45	GHG Emissions

## Social Responsibility

46	<b>Social Responsibility</b>
47	Health & Safety
47	Strengthening Workplace safety through training & Investment
49	Tenant Satisfaction
51	Human Capital Development
51	Training and Development
54	Human Rights
55	Kuwaitization
56	Diversity & Equal Opportunities
57	Employee Representation and Inclusion
59	Local Communities

## GRI Content-Index

71	<b>Bursa Kuwait Sustainability Disclosures</b>
----	--

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

# Introduction



# Introduction

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Boursa Kuwait Sustainability Disclosures

## About Al-Tijaria

Al-Tijaria Real Estate Company K.P.S.C. was established in 1968 and restructured in 2000, continuing its pioneering journey with over 58 years of experience in real estate investment and development. The company was listed on the Kuwait Stock Exchange (KSE) at the end of 2004, and its successful journey was crowned by its promotion to the Premier Market of Boursa Kuwait in 2023, reaffirming its position as one of the leading and largest real estate companies in Kuwait in terms of paid-up capital.

The company focuses on investing in commercial properties within Kuwait, the GCC countries, and the Middle East and North Africa (MENA) region, in addition to its diversified international investments. It also holds a wide portfolio of real estate and investment activities; all managed in accordance with Islamic Sharia principles. Al-Tijaria has been awarded ISO certifications across several of its sectors, in recognition of its continuous commitment to the highest standards of quality and excellence in performance.

The group's corporate expansion has been marked by strategic ventures in Bahrain, Morocco, Saudi Arabia, and the United Arab Emirates, amongst other locations. This geographic diversification showcases Al-Tijaria's commitment to embracing opportunities beyond its national borders, adapting to different market dynamics, and meeting the multifaceted demands of a global clientele.

Through this expansion, Al-Tijaria demonstrates its ambition to be a global player in the real estate and property development industry, reinforcing its dedication to sustainable growth and long-term stakeholder value. This below table showcases the various companies and the countries where they have a presence.

S. No.	Subsidiaries - Company Name	Country of Presence
1	Al-Salmiya Group for Enterprise Business Development	State of Kuwait
2	Al-Mutajara Real Estate Company	State of Kuwait
3	The Commercial Real Estate Development Company	Kingdom of Bahrain
4	The Commercial Real Estate Development Company	Kingdom of Morocco
5	First Kuwait Front Company for Land and Real Estate Management and Development	State of Kuwait
6	Symphony Company for Receiving and Delivering Cloth from Laundry	State of Kuwait
7	Tijaria GD	Cayman Islands
S. No.	Associates - Company Name	Country of Presence
8	Kuwait Resorts Company	State of Kuwait
9	Hajar Tower Real Estate Company	State of Kuwait
10	Kuwait Commercial Markets Complex Company	State of Kuwait
11	Afkar Holding Company	State of Kuwait
12	Gulf Opportunities Company	State of Kuwait
13	Al-Jahra Touristic Company	State of Kuwait
14	Bayan Realty Company	Kingdom of Saudi Arabia
15	Mozon Investment Holdings Company	Kingdom of Morocco
16	Vacation Club Venture Company	United Arab Emirates
17	Waves Budaiya Development Company	Kingdom of Bahrain
18	The Commercial Resorts Real Estate Development Company	Kingdom of Bahrain
19	KREC Investment LTD	Cayman Islands

Table- 1: Al-Tijaria Group & its Overseas Presence



## Our Vision, Mission & Values

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures



### Vision

“To lead in the development, investment, and management of innovative real estate projects that adhere to the highest global quality standards, enriching Kuwait’s real estate market while expanding regionally and internationally, and upholding governance and professional expertise to maximize sustainable value for our shareholders.”



### Mission

Developing effective business strategies aimed at achieving optimal income and stable growth, enhancing returns and sustainable cash flows to increase project value and deliver the best outcomes for shareholders and stakeholders, while focusing on acquiring high-quality assets and maintaining balanced and diversified real estate portfolios across local, regional, and global markets.”



### Values

Al-Tijaria upholds its core values of trust, transparency, and teamwork to drive innovation, sustainability, and integrity in all aspects of our business.



## Values, Focus Areas And Commitments Of Al-Tijaria



### The 5T's Model

Time Management, Trust, Transparency, Teamwork, and Task Cognition.



### Sustainability

Al-Tijaria operates its business to the best serve of the interest of our economy shareholders and stakeholders by maintaining revenue and driving prosperity.



### Innovation

We are committed to continually enhancing our services by embracing creativity and encouraging the pursuit of new opportunities.



### Governance

The conscience within everyone. It grows and matures to the extent of compliance with the laws and instructions issued by the company and regulators and its impact reflected positively on both personal and professional levels



### Ethics

Respect for the work and colleagues, and discipline.



### Integrity

Honesty is essential to the way we do business and how we interact with stakeholders, clients, and tenants.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Boursa Kuwait Sustainability Disclosures

## Global Presence and Strategic Expansion

Al-Tijaria has successfully established itself on the international stage, extending its real estate services across diverse markets and strategically expanding its footprint worldwide. This broad presence underscores the company's dedication to innovation, sustained growth, and its position as a leader in the global real estate industry.

### Geographic Presence

Kuwait, Bahrain, KSA, UAE, Morocco, USA, Europe, UK, Turkey



Figure- 1: Al-Tijaria's Global Operations

## Al-Tijaria's Strategic Business Units

### The Lobby

Led by our chairman, Mr. Abdul Fatah Marafie, Al-Tijaria introduced The Lobby initiative to support and inspire young Kuwaiti entrepreneurs. This program provides a launching pad for startups, offering them prime retail spaces within our properties at highly competitive rates. The Lobby locations include Al-Tijaria Tower, Symphony Style Mall, and Boulevard, creating opportunities for ambitious businesses to thrive.

### Symphony Furnished Apartments (SFA):

SFA offers exceptional luxury apartments, meticulously furnished to the highest standards for short-term guests. As the latest venture by Al-Tijaria Group, SFA delivers world-class accommodations with top-tier services and amenities. Currently, SFA is situated in the Thatcher Residential Complex in Mahboula, providing a refined living experience.

### Edara

Edara, a specialized business unit of The Commercial Company, excels in delivering high-quality real estate management services designed to align with market needs. With over 15 years of industry experience, Edara provides expert advisory solutions that help clients maximize the value of their real estate assets while reducing risk. Dedicated to excellence, Edara enhances the real estate journey for property owners across Kuwait, ensuring seamless management, security, and comfort—no matter the scale of their portfolio.



The following table represents the properties of Al-Tijaria – some of which are directly owned, and some are managed, while others belong to Al-Tijaria Bahrain.

S. No.	Owned Properties	Managed by Al-Tijaria	Al-Tijaria Bahrain (Owned)
1	Abuhalifa Food Court	Boulevard Mall (Al-Tijaria Subsidiary Al Salmiya Group)	Remal Plaza
2	Mahboula Complexes	Al Rehab Complex (Owned by Al-Tijaria Subsidiary Al Mutajara Real Estate Company)	Jawahara Plaza
3	Salwa Buildings	Sandy Complex	Janusan Complex
4	Lothan Complex	Lubna Complex	Meena 7 Complex
5	Al-Shorouq 3 (Head Office)	Hend Complex	Sitra Showroom
6	Gulf Plaza Complex	Talal Complex	Riffa - Residential
7	Al-Manar Complex	Sixty Complex	Symphony Tower - Residential
8	Al-Shorouq 1 Tower	Mariam Complex	Al Khodar Land
9	Al-Shorouq 2 Tower	Al Sheikh Mohammad Al-Sabah Building	
10	Al-Bedour Tower	Al Summit Building – Jabriyah -94	
11	Al-Shawafat Complex		
12	Dome Complex		
13	Al-Tijaria Tower Al-Tijaria Mall		
14	Symphony Style Hotel Symphony Style Tower & Mall		
15	Juman Complex		
16	Thatcher Complex		
17	Abu Halifa Villas		
18	Light Complex		
19	Dine Zone		

Table- 2: Properties of Al-Tijaria:

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Al-Tijaria's Key Properties



Al Manar – Residential



Juman Complex- Residential



Al-Tijaria-Tower



Boulevard Mall



Lothan Complex



Light Complex – Malls/ Restaurant



Symphony Style - Hotel & Mall



Dine Zone Complex -Restaurants



Abu Halifa Food Court Complex & Restaurants



Al Rehab Complex



Salwa Buildings



Al Shawafat Complex

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Al-Tijaria's Key Properties



Al Dome- Malls/  
Restaurant Complex



Al-Shorouq 1 & 2 - Office  
Towers



Al Bedour – Office  
Towers



Gulf Plaza - Residential



Abu Halifa Villas



Mahbula A,B,C Buildings



Thatcher Complex – Residential

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Properties in Bahrain



Remal Plaza - Residential



Jawhara Plaza - Commercial



Janusan Complex - Residential & Commercial



Meena7 Complex - Residential



Riffa - Residential



Sitra Showroom - Commercial



Symphony Tower - Residential

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Boursa Kuwait Sustainability Disclosures

## Al-Tijaria's Commitment to Global Sustainability - Sustainable Investments



Siemens NEM Headquarters. Leiden, Netherlands

### Set Sustainability Measures

The Siemens headquarters is a premium office building certified by BREEAM, a leading global standard for sustainable and eco-friendly architecture. Committed to environmental responsibility, Siemens has implemented a strong recycling policy, eliminated plastic use in its offices, and actively supports the advancement of green technologies.



Centrica Energy Limited HQ. Stavanger, Norway

### Maintain Sustainable Investments

Centrica's office building has earned BREEAM certification, a globally recognized standard for sustainable and eco-friendly architecture. Al-Tijaria is dedicated to integrating stronger sustainability practices into its investment strategies, striving to set higher environmental goals and drive long-term positive impact.



Eempolis Office Building. Amersfoort, Netherlands

### Promote Sustainability

In the Netherlands, the Eempolis building sets a strong example in sustainability by cutting down on carbon emissions, energy consumption, and reliance on plastic and paper. Recognized for its efficiency, it holds a BREEAM (A) certification for energy performance. Al-Tijaria prioritizes investments in environmentally conscious buildings that reduce hazardous waste by incorporating recycling facilities instead of landfill disposal.



The Green Student Housing. Bradford, UK

### Invest in Green Buildings

Designed with sustainability in mind, the student accommodation has been awarded BREEAM certification, a globally respected standard for eco-friendly and energy-efficient buildings. Al-Tijaria focuses on investing in green properties that inspire both students and employees to adopt more responsible consumption habits and embrace environmentally friendly practices.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Al-Tijaria's Commitment to Global Sustainability - Sustainable Investments



Kering Office Building. Milan, Italy

### Kering Office in Milan: A Benchmark in Sustainable Design

The Kering office building in Milan is designed with high-efficiency features and holds the LEED Platinum Certification, demonstrating its excellence in Energy and Environmental Design.



Goknur, Turkey

### Goknur Foods: Pioneering Sustainable Fruit Processing

Goknur Foods, a leading Turkish producer of fruit juice and puree, adopts zero-waste methods, transforming fruit waste into electricity. The company holds several prestigious certifications, including KRAV Organic Certification, essential for the Swedish Organic market, and Japanese Agricultural Standard (JAS) Certification for organic agriculture, livestock products, organic feed, and processed organic food. Additionally, Goknur has obtained the Environmental Permission and License, covering air emissions and biodegradable waste processing through bio-methanization.



International Fund for Agricultural Development Office. Rome, Italy

### IFAD Building: A Model of Sustainable Excellence

The international Fund for Agricultural Development (IFAD) building implements an eco-friendly design and has earned LEED Platinum Certification for its commitment to high-performance green building standards in both design and operation.



Topsu Ltd, Turkey

### Topsu: Committed to Sustainable and Safe Agriculture

Topsu is Good GAP certified, adhering to rigorous standards for the safe and sustainable production of crops and livestock. This certification supports farm owners in maximizing yields, optimizing business operations, and reducing both production costs and environmental impact. Additionally, the Environmental Permission and License granted to Topsu's agricultural fields ensures compliance with air emission regulations and biodegradable waste processing.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Economic Value Generated

In 2025, Al-Tijaria demonstrated a robust financial performance, contributing significantly to various stakeholders and government entities, as illustrated below:

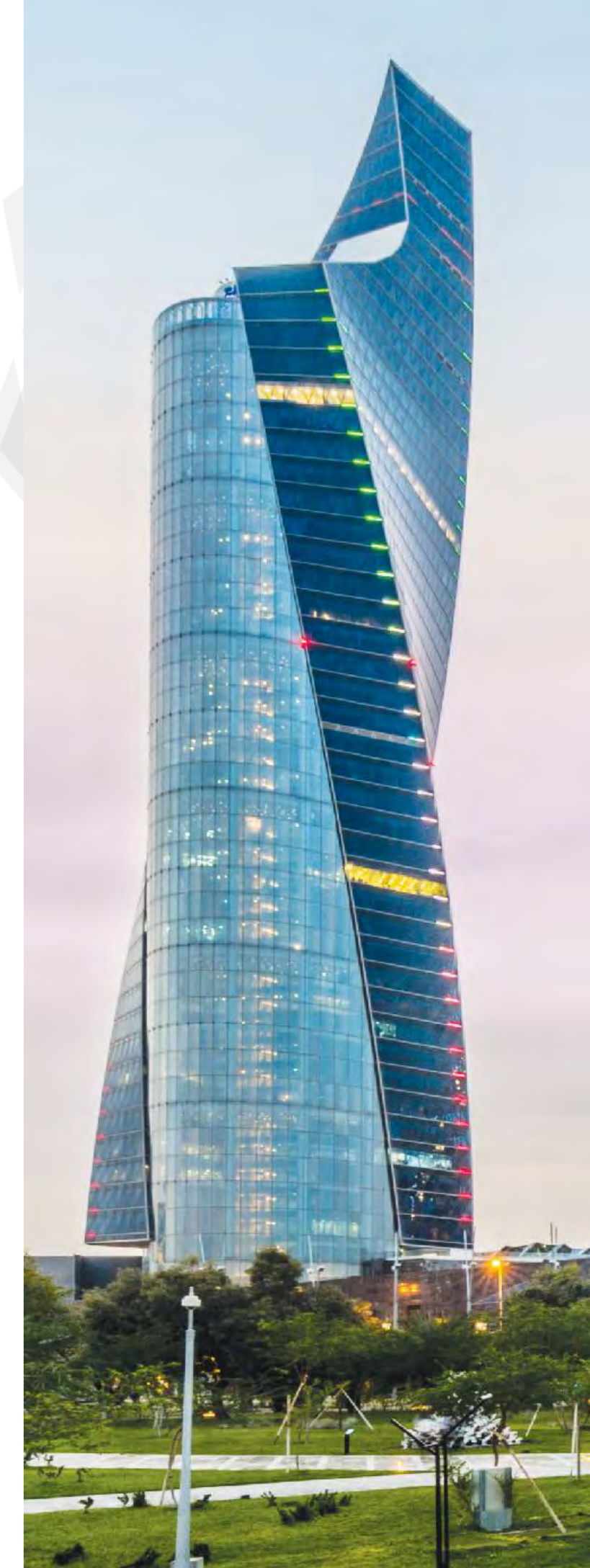
Amount (KWD)	Total amount of shareholder dividends	Contribution to the Kuwait Foundation for the Advancement of Science (KFAS)	Contribution to National Support Labor Support Tax (NLST)	Contribution to Zakat	Total payment amount to shareholders and government entities
Al-Tijaria Standalone	11,305,323	71,244	426,436	83,934	11,886,937
Al Mutajara Real Estate Co.	2,175,182	51,619	0	52,394	2,279,195
Al Salmiya Group for Enterprise Development Company	2,250,000	31,153	0	27,505	2,308,658
Al-Tijaria Group	15,730,505	154,016	426,436	163,833	16,474,790

Table- 3: Snapshot of 2025 Financial Performance

*Note: The figures in the above table are indicative and provided during the development of the report; they remain subject to change pending final distribution.*

The table demonstrates Al-Tijaria's dedication to its shareholders, scientific and labor support organizations, and religious obligations by making Zakat contributions. The figures highlight the company's strategic approach to financial management and its role in supporting economic and societal development by making substantial payouts to various stakeholders and government bodies.

Through these contributions, Al-Tijaria not only upholds its corporate responsibilities but also strengthens the economic and social infrastructure of Kuwait, highlighting its commitment to sustainable business practices and community development.



- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Boursa Kuwait Sustainability Disclosures

# About this Report

## Purpose and Scope

The Commercial Real Estate Company (“Al-Tijaria” or “the Company” or “the Organization” or “We”) is pleased to present its fifth Sustainability Report for the calendar year 2025 (hereinafter referred to as “the Report”).

At Al-Tijaria, we are dedicated to managing our Environmental, Social, and Governance (ESG) impacts while fostering a culture of progress and excellence. By integrating ESG principles as a key measure of our success, we reaffirm this commitment through the publication of our Sustainability Report, which provides a detailed overview of our ESG achievements.

This Report aims to showcase the positive impact of Al-Tijaria’s activities on our diverse stakeholders, including shareholders, community members, customers, employees, suppliers, government entities, and more.

## Reporting Period

This report details our sustainability performance for the period covering January 1, 2025, to December 31, 2025.

## Reporting Framework

In alignment with the Global Reporting Initiative (GRI) Standards 2021 and the United Nations Sustainable Development Goals (SDGs), we emphasize our commitment to sustainability. We continue to uphold the Ten Principles of the United Nations Global Compact, focusing on Human Rights, Labour, Environment, and Anti-Corruption. Additionally, by mapping our initiatives to the Boursa Kuwait Index, we reinforce our dedication to the New Kuwait Vision 2035.

As the operator of the Kuwait Stock Exchange, Boursa Kuwait has developed an ESG reporting guide to help Kuwaiti-listed companies enhance transparency in disclosing their Environmental, Social, and Governance (ESG) efforts and corporate sustainability initiatives. This guide is designed to meet the increasing demand for regular and reliable ESG data from key stakeholders, including investors, customers, suppliers, and regulators.

## External Assurance

External validation has not been sought for this report. The information contained herein has been examined and approved by relevant subject matter experts within Al-Tijaria and has received the endorsement of our senior management team.

## Restatements of Information

We have restated FY2024 water consumption for the Boulevard Complex based on the corrected meter readings and verified billing data.

## Communication

Registered/ Corporate Office:

Al-Sharq, Jaber Al Mubarak St.

Al-Tijaria Head Office Building.

State of Kuwait - P.O Box: 4119, Safat 13042

For any queries related to the contents of this report, please contact us by phone, fax, email or online:



Tel: +965 2290-2900



Fax: +965 2290-2901



Email: [info@altijaria.com](mailto:info@altijaria.com)



Website: [www.altijaria.com](http://www.altijaria.com)



## Reporting Boundary

This report highlights the ESG performance of The Commercial Real Estate Development Company (Al-Tijaria) from January 1, 2025, to December 31, 2025, emphasizing sustainability efforts across its operations in Kuwait. The sustainability accomplishments detailed in this report pertain to various operational assets and properties managed by Al-Tijaria Group companies.

S.No.	Building/Property Name	Building Property Type	Owned by	
1	Abuhalifa Food Court	Commercial	Al-Tijaria Standalone	
2	Mahboula Complexes	Residential		
3	Salwa Buildings			
4	Lothan			
5	Al-Shorouq 3 (Head Office)	Commercial / Offices		
6	Gulf Plaza Complex	Residential		
7	Al-Manar Complex			
8	Al-Shorouq 1 Tower	Commercial / Offices		
9	Al-Shorouq 2 Tower			
10	Al-Bedour Tower			
11	Al-Shawafat Complex	Commercial		
12	Dome Complex			
13	Al-Tijaria Tower	Mall (Commercial /offices)		
14	Symphony Style Tower	Mall (Commercial /offices) / Hotel		
15	Juman Complex	Residential		
16	Thatcher Complex			
17	Light Complex	Commercial		
18	Abu Halifa Villas			
19	Dine Zone Complex			
20	Al Rehab Complex	Commercial / Offices		Al-Tijaria Subsidiary Al Mutajara Real Estate Company
21	Boulevard Mall	Mall (Commercial)		Al-Tijaria Subsidiary Al Salmiya Group
22	Al Qairawan (Under Construction)	Enterprise Development Company		Al-Tijaria Subsidiary Al Salmiya Group

Table- 4: Reporting Boundaries

# Message from the Chairman



Dear Stakeholders,

I am pleased to present our Sustainability Report for FY2025, which reflects our continued commitment to strong Environmental, Social, and Governance (ESG) performance. The report outlines the progress and key achievements delivered across our operations, including the meaningful advances made by Al-Tijaria during 2025. We view sustainability not only as a responsibility, but as a strategic priority that strengthens resilience, supports long-term value creation, and reinforces our position as a trusted leader. Through ethical conduct, transparent disclosure, and a focus on continuous improvement, we aim to create enduring value for our stakeholders and contribute to a more sustainable future.

For FY2025, as a step forward in our sustainability journey, the Corporate Governance and Sustainability Committee, has met several times to reflect our ongoing commitment to making Al-Tijaria a sustainable company built on strong governance principles. We have further strengthened our framework through strict compliance and ethical standards, ensuring they guide our operations and stakeholder interactions. On a yearly basis, we enhance our governance structures to drive greater accountability and transparency, reinforcing stakeholder trust and cementing our reputation as a principled leader in the real estate sector.

Al-Tijaria Group has invested cumulative amount of 32.7 million KWD in environmentally responsible properties, reinforcing our commitment to assets that generate both financial returns and a positive environmental impact. Our commitment to green building practices is demonstrated through the growing number of BREEAM, LEED Platinum, and Good GAP-certified properties. This year, Al-Tijaria has achieved ISO 37000 certificate regarding Governance of Organizations which reflects our commitment to strengthening the governance principles in the company. performance and environmental sustainability.

Our health and safety programs are a cornerstone of our social initiatives, integrating advanced technologies and wellness strategies to safeguard the well-being of all stakeholders. These efforts have led to safe man-hours, underscoring our commitment to a secure and resilient work environment. Simultaneously, we prioritize tenant satisfaction through tailored services and ongoing engagement, ensuring our properties uphold the highest standards of comfort and functionality. Our community outreach programs further amplify our impact and align our growth with societal progress. This commitment is reflected in our increased community investment through a variety of CSR initiatives which amount to 72,553 KWD during 2025.

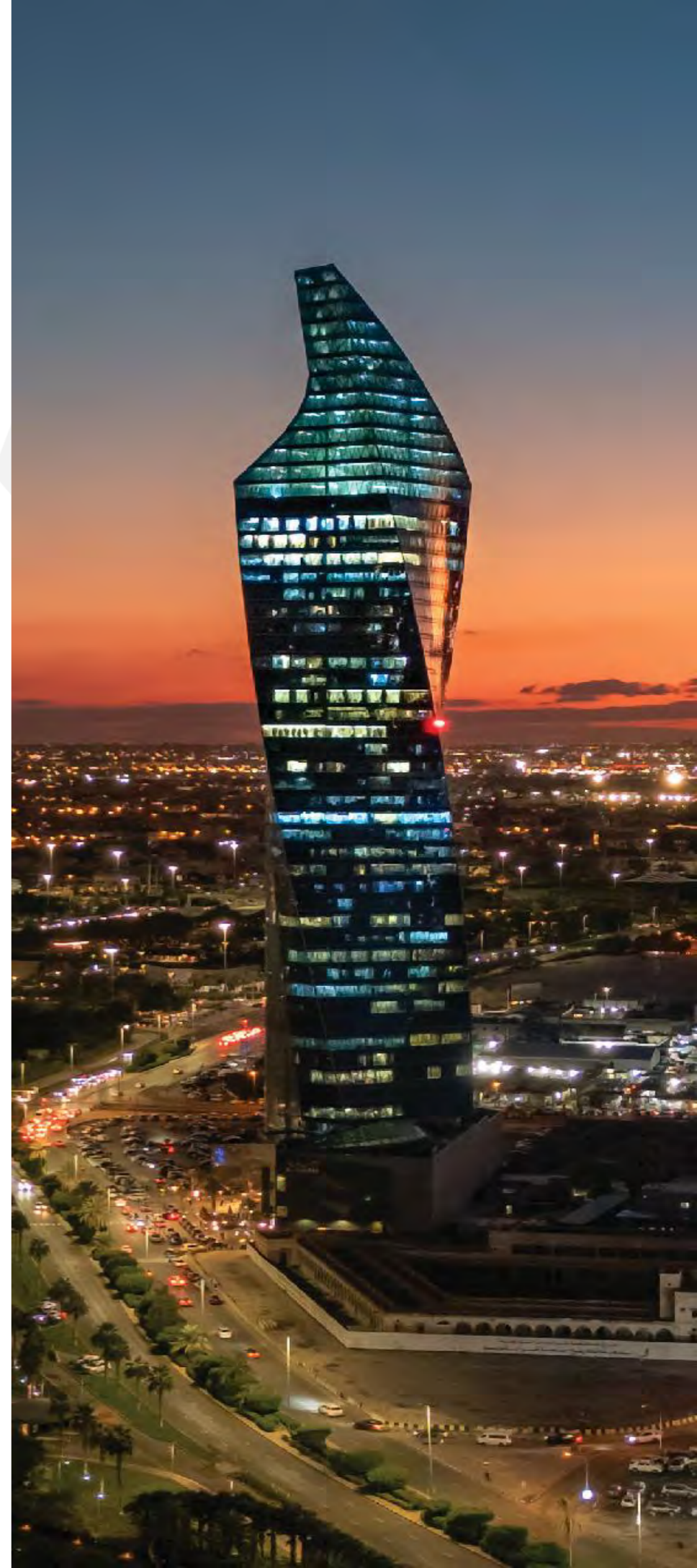
Our primary objective is to maintain sustainable growth and achieve operational excellence. I am enthusiastic about the future of Al-Tijaria, as we are driving our sustainability agenda forward; we continue to embrace the challenges and opportunities of sustainable development. I am confident that Al-Tijaria will remain at the forefront of the real estate sector, setting new benchmarks for responsible and innovative practices that contribute to a more sustainable future.

We deeply appreciate your continued support and trust in Al-Tijaria. Together, we are shaping a legacy - one that not only delivers value to our stakeholders today but also creates a positive and enduring impact for future generations.

Abdulfatah M. R. H. Marafie


Chairman of the Board of Directors

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures




## Sustainability Highlights 2025

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

 Environment	KWD 32.7 million Cumulative amount Invested in Green Investments by Al-Tijaria Group	9.50% Reduction in Energy consumption from 2024
	15% Reduction in Water Consumption	0 Spills & Environment Violations

 Social	0 Incidents of Occupational Injury	0 Incidents of Human Rights Violations
	72,553 KWD spent in FY2025 towards CSR	30% Female Employee New Hires

 Governance	0 Incidents of data breaches, data privacy violations
	0 Incidents of Board Violations, Conflicts of Interest
	0 Incidents of Discrimination, Corruption and Money laundering

### MSCI

MSCI is a prominent provider of analytical tools and services that assist the global investment community in making informed decisions. Companies utilize its research-backed solutions to refine their investment approaches.

As of 2025, Al-Tijaria holds an MSCI ESG Rating of BBB.

### MSCI ESG RATINGS



CCC B BB BBB A AA AAA



- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Sustainability Impact

### Our Sustainability Journey

- → 2025
  1. CSR Amount Spent : In 2025, we spent 72,553 Kuwaiti Dinars (KWD) on CSR initiatives.
  2. Key Additional Initiatives Introduced in 2025: Al Tijaria introduced a number of additional CSR initiatives, including the sponsorship of the "Most Sustainable Product or Service" Award in collaboration with INJAZ Kuwait, student internship programs to enhance job market readiness, and the "Ishraqat Amal" Art Exhibition, supporting the empowerment and inclusion of individuals with special needs.
- → 2024
  1. CSR Amount Spent: Al-Tijaria has spent 41,939 Kuwaiti Dinars (KWD) in FY2024 towards CSR, demonstrating its ongoing commitment to community development and support.
  2. Aid for Refugees: AL-Tijaria contributed by supporting the United Nations High commissioner for refugees (UNHCR) that has been working tirelessly to support the internally displaced Lebanese populations. The effort are focused on providing critical assistance. Including cash for shelter and essential relief items(blankets, mattresses, sleeping mats, jerry can, solar lamp and kitchen set)
- → 2023
  1. CSR Amount Spent: Al-Tijaria has spent 41,256 Kuwaiti Dinars (KWD) in FY2024 towards CSR, demonstrating its ongoing commitment to community development and support.
  2. Implementation of CSR Initiatives: Successfully implemented 12 corporate social responsibility initiatives throughout the year, reflecting the company's strategic approach to addressing various social, environmental, and community needs.
- → 2022
  1. UN Global Compact Commitment: On May 31st, 2022, Al-Tijaria joined the UN Global Compact, committing to uphold the ten principles related to human rights, labor, environment, and anti-corruption, signifying a major step towards international standards of ethical business practices.
  2. Sustainability Alignment: Aligned its business operations with the 17 Sustainable Development Goals (SDGs) of the United Nations, reinforcing its commitment to sustainable business practices that benefit society and contribute to the company's long-term success.
  3. Sustainability Reporting: Published a consolidated sustainability report for the fiscal years 2021 and 2022, detailing its achievements and ongoing efforts in sustainable development.
- → 2021
  1. Support for Rehabilitation Center: Contributed an additional 10,200 Kuwaiti Dinars to a rehabilitation center in Lahore, Pakistan, aimed at treating and managing difficult patient cases, demonstrating its support for critical healthcare initiatives.
  2. Aid for Gaza: Extended support to the people of Gaza by providing medical supplies, food, and other necessary aid to assist the Palestinian community in times of need, reflecting Al-Tijaria's commitment to international humanitarian efforts.
- → 2020
  1. Stakeholder Engagement: Highlighted the significance of various internal and external stakeholders, linking stakeholder engagement to materiality assessments to prioritize sustainability topics that are most important to them.
  2. First Sustainability Report: Al-Tijaria published its first sustainability report, aligning with the Global Reporting Initiative (GRI) standards and the United Nations Sustainable Development Goals (UN SDGs), establishing a foundational framework for future sustainability reporting.



- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Sustainability Purpose, Values and Goals



### Sustainability Purpose:

The purpose of our sustainability endeavors is rooted in the need to fulfill societal obligations and drive sustainable development. We are committed to deploying finance responsibly, supporting our company and its associates with empathy and integrity, advocating for innovation and sustainability, and ensuring the common good in both the short and long term.



### Sustainability Values:

- Trust: Building and maintaining the trust of our stakeholders through consistent and ethical actions.
- Transparency: Ensuring clear and open communication about our practices and impacts.
- Teamwork: Collaborating effectively within the company and with external partners to achieve shared goals.
- Task and Time Management: Prioritizing efficiency and effectiveness in all sustainability initiatives.
- Integrity: Upholding the highest standards of integrity in every aspect of our operations.
- Excellence: Striving for excellence in sustainability performance and outcomes.



### Sustainability Goals:

- Certify: Achieve sustainability certifications that affirm our commitment and progress.
- Challenge: Continuously challenge our processes and practices to improve our sustainability performance.
- Conduct: Uphold ethical conduct in all aspects of our business to ensure sustainable success.

These components collectively influence our mission to deliver futuristic, investor-centric financial services and reports, while also driving sustainable growth in real estate and supporting the transition to an eco-friendly world. This approach not only helps us achieve our internal sustainability goals but also produces positive outcomes for our stakeholders, including tenants, suppliers, government entities, shareholders, society, and investors.

Al-Tijaria has integrated sustainability and ESG principles extensively throughout all of its departments. This approach guarantees consistency and coherence in how ESG considerations are approached and managed across the entire organization. By doing so, we not only establish clear ESG guidelines for our employees but also enhance their comprehension and dedication to these vital practices.

The implementation of these ESG-focused guidelines aligns our operations with the United Nations Sustainable Development Goals (UN SDGs) and bolsters our efforts to mitigate potential risks associated with environmental, social, and governance factors. It also aids in streamlining our operations, ensuring that every department contributes to our overarching sustainability goals in a consistent and effective manner. This initiative represents a significant step in our commitment to upholding high standards of ESG compliance, fostering a culture of responsibility, and achieving long-term sustainable success for Al-Tijaria.



Figure -2: Sustainability Purpose, Values and Goals

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Integrating Sustainability into Business Operations

Al-Tijaria is committed to incorporating sustainability into all facets of its corporate activities. This dedication is especially demonstrated by the creation and upkeep of environmentally friendly structures, careful environmental impact analyses, and tight construction guidelines.



### Planning and Development Phase

1. **Environmental Impact Assessment:** Al-Tijaria undertakes extensive environmental impact assessments before starting any development projects. The purpose of these evaluations is to identify any ecological effects and guarantee adherence to environmental laws, such as Kuwait's Law No. 42 of 2014. Al-Tijaria can minimize any adverse effects on nearby ecosystems and water sources by carrying out these studies and creating efficient mitigation plans. The business also uses continuous monitoring during the course of the project, which enables it to use adaptive management techniques that guarantee environmental stewardship over the long run.
2. **Sustainable Design:** Al-Tijaria prioritizes sustainable design by incorporating environmentally friendly materials, such as recycled and locally sourced components, to minimize environmental impacts. The design approach includes energy-efficient systems, including high-efficiency HVAC and LED lighting, as well as water conservation techniques, such as low-flow fixtures and rainwater harvesting systems. Green spaces, including green roofs and vertical gardens, are integrated to improve biodiversity and air quality. Additionally, the buildings are oriented to maximize natural lighting and minimize energy consumption, ensuring operational efficiency and occupant comfort.
3. **Stakeholder Involvement:** Al-Tijaria regularly engages community members in the planning phase to guarantee that project aims are in line with regional requirements and sustainability objectives. Proactive engagement enables the initiatives to serve the community in an efficient and sustainable manner. The business fosters community trust by keeping lines of communication open and transparent while reporting on project progress and environmental impacts. This strategy helps to guarantee that improvements fulfill more general social and environmental goals while establishing a solid base of community support.

### Construction Phase

Al-Tijaria demonstrates its commitment to sustainability during the building phase by closely following energy efficiency guidelines and making large investments in environmental, health, and safety requirements. We reduce any adverse effects on the environment and give the welfare of its employees top priority by making sure that all construction operations adhere to Kuwait's established standards and laws. The company's observance of these rules and investments demonstrates its dedication to sustainable practices.

1. **Compliance with Energy and Environmental Standards** Al-Tijaria complies with KFF Code 2020, which is a set of building insulation regulations set forth by the Ministry of Electricity & Water (MEW). This pledge guarantees that every building project satisfies strict energy efficiency requirements, lowering the buildings' overall energy usage after they are put into use.
2. **Health and Safety Regulations:** Al-Tijaria adheres strictly to Law No. 6/2010, which deals with private sector labor. To safeguard construction workers' health and safety, this law requires extensive safety precautions. We enforce stringent safety procedures, such as wearing protective gear and holding frequent safety training sessions, to stop workplace mishaps and provide a secure working environment.
3. **Sustainable Procurement:** Our company actively incorporates social and environmental considerations into key procurement processes, ensuring that our supply chain reflects our commitment to ethical, sustainable, and responsible business practices. We evaluate suppliers based on their adherence to responsible labor practices, ethical sourcing, diversity and inclusion, and environmental sustainability, ensuring alignment with our core values. By prioritizing suppliers who share our commitment to sustainability, we foster a more equitable and environmentally responsible business ecosystem. Our procurement strategy also emphasizes minimizing waste and reducing environmental impact, including initiatives such as sourcing from sustainable suppliers, transitioning to energy-efficient LED lighting, and selecting furniture made from sustainable materials. Through these efforts, we reinforce our dedication to creating a supply chain that upholds the highest standards of quality, efficiency, and corporate responsibility.
4. **Water Management and Environmental Protection** Water management is a critical aspect of Al-Tijaria's construction phase, adhering to Law No. 12/1964, which focuses on preventing water pollution by oil and other contaminants. We employ advanced water management systems that segregate sewer and rainwater networks, significantly reducing the risk of water pollution and ensuring sustainable water use on construction sites.

### Operational Phase

1. **Energy and Resource Management:** Al-Tijaria's operations are defined by a strategic approach to managing energy and resources, ensuring sustainable building performance. Advanced building management systems play a crucial role in monitoring and regulating energy consumption, allowing for continuous adjustments that enhance efficiency. This proactive approach not only minimizes environmental impact but also optimizes operational costs, reinforcing our commitment to sustainability and resource conservation.
2. **Facility Upkeep and Environmental Sustainability:** During the maintenance phase, Al-Tijaria conducts regular audits to ensure optimal performance of all building systems. This involves periodic upgrades and repairs to mechanical systems, enhancing their longevity and maintaining environmental efficiency. Our proactive approach to infrastructure maintenance underscores our commitment to sustainability, supporting long-term goals while minimizing the overall carbon footprint of our operations.
3. **Waste Management and Recycling:** During the operational phase, effective waste management practices are implemented to efficiently handle waste generated from building activities. Al-Tijaria remains committed to reducing, reusing, and recycling materials as part of its broader environmental responsibility. These efforts align with global sustainability standards, aiming to minimize landfill waste and reduce pollution. This commitment reinforces Al-Tijaria's role as an environmental steward. By integrating sustainable operational and maintenance strategies, Al-Tijaria ensures that its properties are not only designed with sustainability in mind but are also managed with the highest environmental standards. This holistic approach underscores the company's dedication to long-term sustainability and responsible business practices.

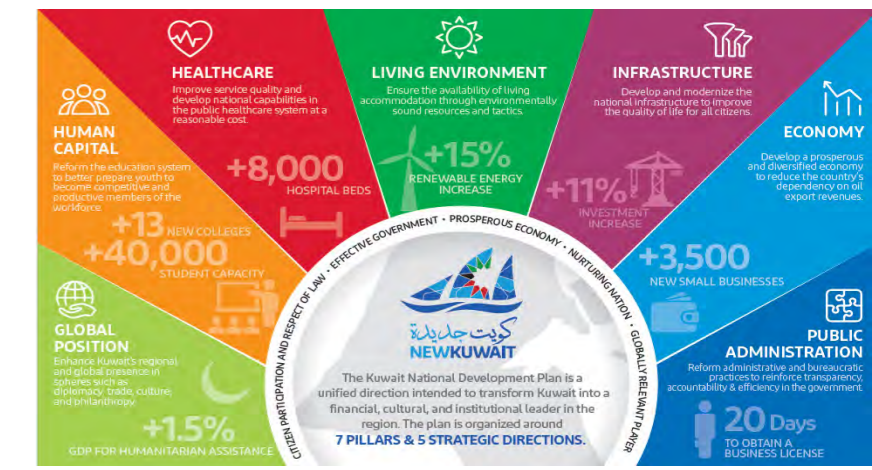
## Alignment with UN SDGs

Al-Tijaria has aligned its core sustainability priorities with the United Nations Sustainable Development Goals (UN SDGs) to demonstrate its dedication to global sustainability principles. This integration ensures that Al-Tijaria's efforts extend beyond business improvements, actively supporting solutions to worldwide challenges. Through collaboration with stakeholders and industry experts, each significant topic has been linked to specific SDGs to maximize the effectiveness of the company's initiatives. This structured strategy allows Al-Tijaria to monitor its impact efficiently and guarantees that its sustainability efforts remain focused, impactful, and in harmony with global initiatives aimed at fostering growth while preserving the environment.

### Environment →

Material Topics	UN SDGs Alignment	Kuwait's 2035 National Development Plan	SDG Alignment With Kuwait National Development Plan
Energy Management	7 AFFORDABLE AND CLEAN ENERGY, 11 SUSTAINABLE CITIES AND COMMUNITIES, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION	Sustainable Diversified Economy, Developed Infrastructure, Effective Government Administration	
Water Management	6 CLEAN WATER AND SANITATION, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 14 LIFE BELOW WATER	Sustainable living environment	
Opportunities in Green / Sustainable Buildings	7 AFFORDABLE AND CLEAN ENERGY, 11 SUSTAINABLE CITIES AND COMMUNITIES, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION	Sustainable Living Environment, Developed Infrastructure	
Waste Management	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION, 15 LIFE ON LAND	Sustainable Living Environment, Developed Infrastructure	
Climate Change Mitigation	7 AFFORDABLE AND CLEAN ENERGY, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION	Developed Infrastructure, Sustainable Living Environment	
GHG Emissions	7 AFFORDABLE AND CLEAN ENERGY, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION	Sustainable Living Environment	
Biodiversity	13 CLIMATE ACTION, 14 LIFE BELOW WATER, 15 LIFE ON LAND	Sustainable Living Environment	

Table- 5: Alignment of Materiality topics with UN SDG's

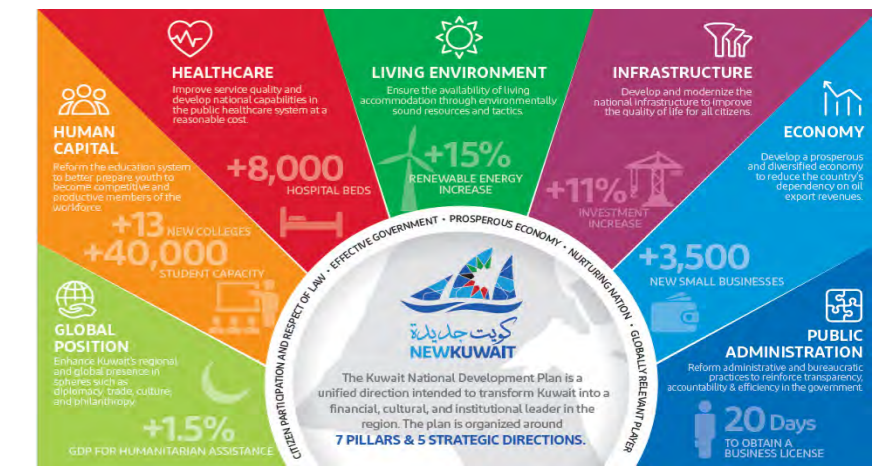


## Alignment with UN SDGs

Social →

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Boursa Kuwait Sustainability Disclosures

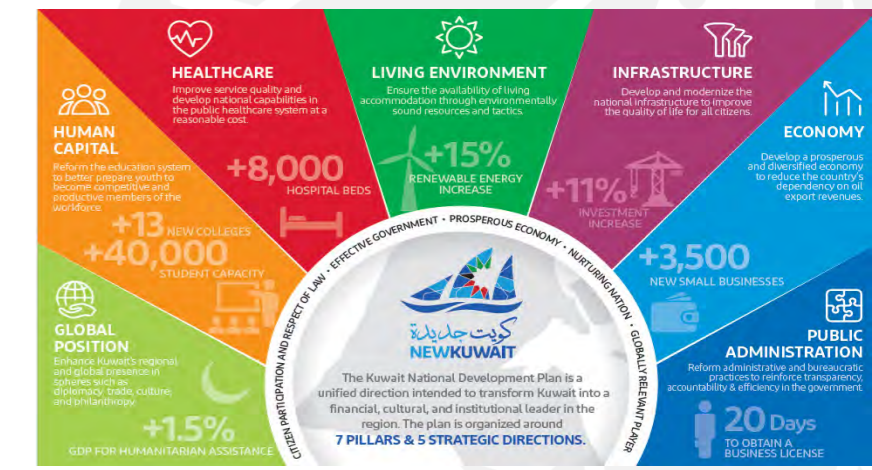
Material Topics	UN SDGs Alignment	Kuwait's 2035 National Development Plan	SDG Alignment With Kuwait National Development Plan
Health & Safety		High quality Health care, Sustainable Diversified Economy, Effective Government Administration, Global Positioning	
Tenant / Occupant Satisfaction		Sustainable Living Environment	
Human Capital Development		Creative Human Capital, Sustainable Diversified Economy, Effective Government Administration, Global Positioning	
Human Rights		Creative Human Capital, Sustainable Diversified Economy	
Kuwaitization		Creative Human Capital, Sustainable Diversified Economy, Effective Government Administration	
Diversity & Equal Opportunities		Creative Human Capital, Sustainable Diversified Economy, Developed Infrastructure, Effective Government Administration, Global Positioning	
Local Communities		Creative Human Capital, High quality Health care, Sustainable Diversified Economy, Sustainable Living Environment, Global Positioning	




## Alignment with UN SDGs

### Governance →

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures



Material Topics	UN SDGs Alignment	Kuwait's 2035 National Development Plan	SDG Alignment With Kuwait National Development Plan
Corporate Governance	8 DECENT WORK AND ECONOMIC GROWTH, 17 PARTNERSHIPS FOR THE GOALS	Creative Human Capital, Sustainable Diversified Economy, Developed Infrastructure, Sustainable Living Environment, Global Positioning	
Business Ethics	8 DECENT WORK AND ECONOMIC GROWTH, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Effective Government Administration, Global Positioning	
Risk Management	8 DECENT WORK AND ECONOMIC GROWTH, 13 CLIMATE ACTION, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Effective Government Administration, Sustainable Diversified Economy, Global Positioning	
ESG Governance and Leadership	16 PEACE, JUSTICE AND STRONG INSTITUTIONS, 13 CLIMATE ACTION, 17 PARTNERSHIPS FOR THE GOALS	Effective Government Administration, Sustainable Living Environment, Sustainable Diversified Economy, Global Positioning, Creative Human Capital	
Data Privacy & Security (Information Security)	8 DECENT WORK AND ECONOMIC GROWTH, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Effective Government Administration, Global Positioning	
Grievance Management (Whistleblowing)	8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY INNOVATION AND INFRASTRUCTURE, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Effective Government Administration, Global Positioning, Sustainable Diversified Economy	
Digital Transformation	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Developed Infrastructure, Sustainable Diversified Economy, Creative Human Capital, Global Positioning	
Green responsible Investment	13 CLIMATE ACTION, 17 PARTNERSHIPS FOR THE GOALS	Sustainable Living Environment, Sustainable Diversified Economy, Global Positioning	

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Alignment with UN Global Compact

Since May 31, 2022, Al-Tijaria has been a committed participant in the United Nations Global Compact (UNGC), aligning its operations with the ten principles covering human rights, labor, the environment, and anti-corruption. This commitment has enhanced stakeholder engagement, fostering stronger relationships with shareholders, investors, employees, and local communities. By integrating these principles into its business strategy, Al-Tijaria has strengthened transparency, trust, and accountability, reinforced its corporate values while driving significant positive impacts across its operations.



## Outcomes of UNGC Commitment

Al-Tijaria's commitment to the UNGC has significantly enhanced its corporate reputation, attracted like-minded investors and strengthened stakeholder relationships. This alignment has also contributed to improved risk management, enhanced environmental, social, and governance (ESG) performance, and fostered a culture of integrity and accountability. By integrating these principles, Al-Tijaria not only advances the Sustainable Development Goals (SDGs) but also ensures long-term business resilience and positive societal impact.



### Human Rights

Al-Tijaria is dedicated to upholding and promoting human rights across its operations and business relationships. The company ensures that all business practices adhere to the principles of equality and non-discrimination while proactively preventing human rights violations within its supply chain and operations. This commitment also includes active engagement with local communities and stakeholders to identify and mitigate potential adverse impacts, ensuring that its projects contribute to community well-being and uphold human dignity.



### Labor

Al-Tijaria upholds the UNGC's Labor Principles, emphasizing fair labor practices and safe working conditions. The company ensures full compliance with both local and international labor laws, supporting freedom of association, recognizing the right to collective bargaining, and strictly prohibiting forced or child labor. Al-Tijaria prioritizes employee well-being through comprehensive training programs, competitive compensation, and a strong commitment to workplace diversity and inclusion.



### Environment

Al-Tijaria is dedicated to environmental sustainability in alignment with the UNGC's principles, striving to minimize its ecological footprint. The company implements strategies focused on energy efficiency, reducing greenhouse gas emissions, adopting sustainable building practices, and ensuring responsible waste management. Through initiatives such as investing in green buildings and supporting global reforestation efforts, Al-Tijaria reinforces its commitment to combating climate change and promoting environmental stewardship.



### Anti-corruption

Al-Tijaria upholds the highest standards of integrity and transparency in all business dealings, in line with the UNGC's Anti-Corruption principle. The company has established strong policies and procedures, including a comprehensive code of conduct, to proactively prevent corruption, bribery, and unethical behavior at all levels of its operations. Regular training programs ensure that employees fully understand and comply with these policies. Additionally, Al-Tijaria's transparent governance structure fosters accountability, allowing all business practices to be subject to stakeholder and regulatory scrutiny.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

Material Topic	UN Global Compact									
	Human Rights		Labor				Environment			Anti-corruption
	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	Principle 2: Make sure that they are not complicit in human rights abuses	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective Bargaining Human Rights	Principle 4: The elimination of all forms of forced and compulsory labour	Principle 5: The effective abolition of child labour	Principle 6: The elimination of discrimination in respect of employment occupation	Principle 7: Businesses should support a precautionary approach to environmental challenges	Principle 8: Undertake initiatives to promote greater environmental responsibility	Principle 9: Encourage the development and diffusion of environmentally friendly technologies	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery
Corporate Governance		✓								✓
ESG Governance and Leadership										✓
Business Ethics		✓		✓	✓					✓
Health & Safety	✓	✓								
Data Privacy & Security								✓		✓
Risk Management										✓
Human Capital Development	✓									
Human Rights	✓									
Tenant/Occupant satisfaction								✓	✓	
Grievance Management (Whistleblowing)										✓
Digital Transformation									✓	
Energy Management							✓	✓	✓	
Water Management							✓	✓	✓	
Local Communities	✓	✓	✓	✓	✓	✓				
Kuwaitization			✓							
Opportunities in Green/ Sustainable Buildings								✓	✓	
Green responsible Investment								✓		
Diversity & Equal Opportunities						✓				
Waste Management							✓	✓	✓	
Climate Change Mitigation							✓			
GHG Emissions							✓	✓	✓	
Biodiversity							✓			

Table- 6: Alignment of Materiality topics with UN Global Compact

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Stakeholder Engagement

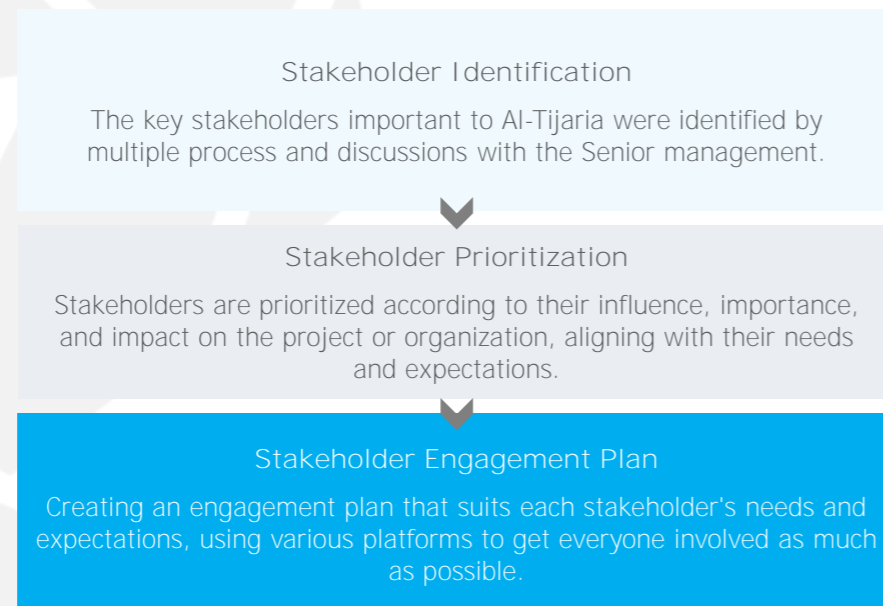
At Al-Tijaria, stakeholder engagement constitutes a fundamental component of our sustainability framework. Stakeholders are defined as any individuals, groups, or organizations that exert influence on, or are affected by, our business operations. This broad category encompasses internal stakeholders, including employees, shareholders, and investors, as well as external stakeholders, such as customers, tenants, suppliers, governmental entities, and the broader community.

During the 2025 reporting period, a series of newly identified material topics with potential implications for our operations were systematically assessed. This process was conducted through an extensive engagement initiative that involved consultations with both internal and external stakeholders, as well as subject matter experts. A comprehensive benchmarking exercise was undertaken against prevailing industry standards to ensure that these material topics align with our strategic organizational objectives and the complex interdependencies of our stakeholder relationships.

Our stakeholder engagement strategy is designed with precision to evaluate the economic, environmental, and social impacts of our operations, incorporating considerations related to human rights. Throughout these engagements, each material topic undergoes a rigorous analysis to determine its potential or actual impacts, both positive and negative. This dual-faceted evaluation framework is critical in facilitating well-informed decision-making processes that not only enhance operational efficiency but also contribute positively to environmental sustainability and societal well-being.

This comprehensive engagement process enables us to remain responsive and adaptive, ensuring that our business practices remain aligned with our overarching commitment to sustainable development. By adopting this approach, we endeavor to create long-term value for all stakeholders while upholding our corporate responsibility towards sustainable and ethical business practices.

## Stakeholder Engagement Process



## Stakeholder Groups and Engagement Methods

Stakeholder	Why They are Important	Material Topic Alignment	Selected Method of Engagement	Frequency
Shareholders and Investors	Provide essential financial resources and expect attractive returns.	<ul style="list-style-type: none"> <li>• Opportunities in Green / Sustainable Buildings</li> <li>• Corporate governance</li> <li>• Business ethics</li> <li>• ESG Governance and Leadership</li> <li>• Risk Management</li> <li>• Grievance Management (Whistleblowing)</li> </ul>	<ul style="list-style-type: none"> <li>• Annual General Meeting</li> <li>• Annual Reports</li> <li>• Emails</li> <li>• Meetings</li> <li>• Phone calls</li> <li>• Quarterly reports</li> <li>• Website disclosures</li> <li>• Analyst Conference</li> </ul>	Quarterly / annually
Customers and Tenants	Essential revenue generators, their satisfaction drives occupancy rates.	<ul style="list-style-type: none"> <li>• Health &amp; Safety</li> <li>• Tenant / Occupant Satisfaction</li> <li>• Digital Transformation</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Website</li> <li>• Social media</li> <li>• Press releases</li> <li>• Phone calls</li> <li>• Emails</li> <li>• Contracts</li> <li>• WhatsApp messages</li> </ul>	Throughout the year
Suppliers	Crucial for timely and cost-effective property maintenance and development.	<ul style="list-style-type: none"> <li>• Business ethics</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Phone calls</li> <li>• Emails</li> <li>• Annual Reports</li> <li>• Website</li> <li>• Contracts</li> </ul>	Throughout the year
Employees	Vital for operational efficiency and customer satisfaction.	<ul style="list-style-type: none"> <li>• Corporate governance</li> <li>• Human Capital development</li> <li>• Health &amp; Safety</li> <li>• Kuwaitization</li> <li>• Diversity &amp; Equal Opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Training</li> <li>• Meetings</li> <li>• Phone calls</li> <li>• Emails</li> <li>• Employee initiatives</li> <li>• Website</li> <li>• Social media</li> <li>• Contracts</li> </ul>	Daily
Governmental Entities	Crucial for regulatory compliance and public funding.	<ul style="list-style-type: none"> <li>• Corporate governance</li> <li>• Business ethics</li> <li>• Labor management</li> <li>• Energy Management</li> <li>• Waste Management</li> <li>• Water Management</li> <li>• GHG Emissions</li> <li>• ESG Governance and Leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with rules and regulation</li> <li>• Meetings</li> <li>• Website</li> <li>• Phone calls</li> <li>• Quarterly reports</li> <li>• Annual Reports</li> </ul>	When required
Local Communities	Support for projects, regulatory compliance, and long-term success.	<ul style="list-style-type: none"> <li>• Business ethics</li> <li>• Human Rights</li> </ul>	<ul style="list-style-type: none"> <li>• Social media</li> <li>• CSR initiatives</li> <li>• Annual Reports</li> <li>• Phone calls</li> <li>• Emails</li> <li>• Press releases</li> <li>• Website</li> </ul>	Throughout the year

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Boursa Kuwait Sustainability Disclosures

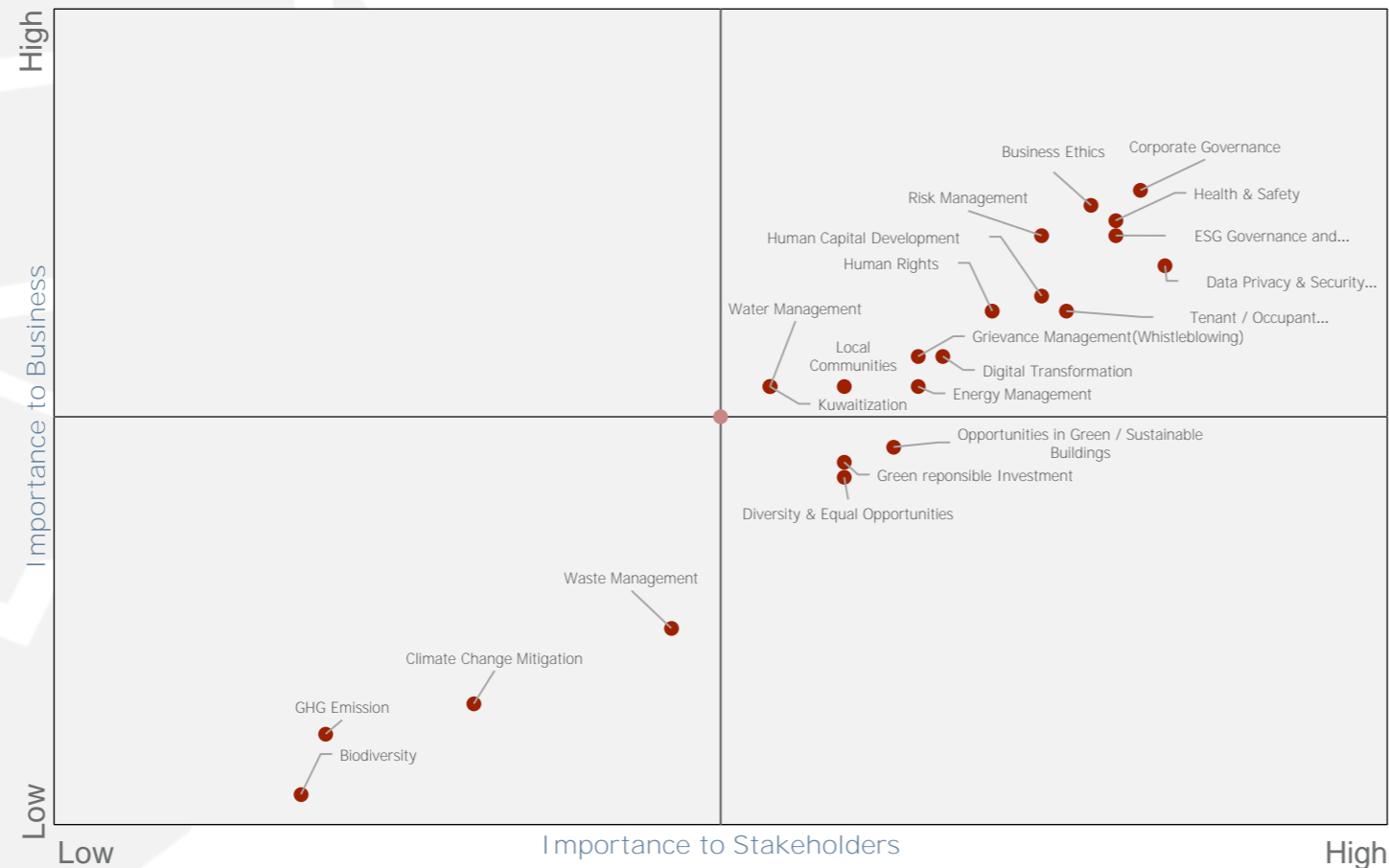
## Materiality Assessment

Al-Tijaria's 2025 materiality assessment was refreshed through strong internal stakeholder participation and a structured benchmarking exercise. The benchmarking systematically compares Al-Tijaria's sustainability priorities against leading peers in the real estate and property development sector, as well as the requirements of the GRI Standards and Boursa Kuwait guidelines. These inputs directly inform stakeholder engagement and underpin the definition of the report's sustainability focus areas, ensuring the resulting disclosures remain decision useful, credible, and aligned with the company's strategic direction.

Through this approach, Al-Tijaria confirmed and refined its material topics for the 2025 reporting cycle. Compared to the previous assessment, this year's refresh reflects an enhanced governance emphasis. Five new material topics were added under the Governance pillar. In addition, one existing topic previously referenced as Labour Management has been renamed to Kuwaitization to better reflect the company's workforce nationalization focus and local context.

In line with the GRI Standards, the report explains how the materiality assessment has progressed from the prior fiscal year to the current reporting period. The 2025 refresh demonstrates a more mature view of Al-Tijaria's impacts, risks, and opportunities, and responds proactively to evolving stakeholder expectations and industry practices. Overall, this strengthened approach reinforces transparency and accountability across operations while keeping Al-Tijaria's sustainability agenda aligned with business priorities and emerging governance requirements.

Figure -3: The Materiality Matrix



## Blueprint for determining Key Material Topics

### Identification of Material Topics

- Compare current material topics with those from previous years.
- Benchmark material topics against industry peers relevant to the business.
- Conduct benchmarking of material topics with industry-standard frameworks like GRI, and Boursa Kuwait.

### Stakeholder interactions

- Virtual stakeholder engagements with management, investors were conducted.
- Online surveys were employed to get stakeholders' perspectives on the governance, social, and environmental performance, to validate identified material topics

### Finalization of material topics

- The materiality assessment study revealed 22 identified issues, categorized under Environment, Social, and Governance.
- The consolidated material issues were validated through feedback from the senior management.
- The ESG risk and opportunities are integrated into Al-Tijaria's Sustainability strategy along with preparation of corresponding action plans.

Environment	Social	Governance
Energy Management	Health & Safety	Corporate Governance
Water Management	Human Capital Development	Business Ethics
Opportunities in Green / Sustainable Buildings	Human Rights	Risk Management
Waste Management	Tenant / Occupant Satisfaction	ESG Governance and Leadership
Climate Change Mitigation	Local Communities	Data Privacy & Security
GHG Emission	Kuwaitization	Grievance Management (Whistleblowing)
Biodiversity	Diversity & Equal Opportunities	Digital Transformation
		Green responsible Investment

Table- 7: Key Material Topics

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures



# Governance

# Governance

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Data Privacy & Information Security

As business operations become increasingly technology-driven, data privacy and security has emerged as a critical priority for organizations across sectors including real estate and property development firms such as Al-Tijaria.

Protecting sensitive information, from customer and tenant data to proprietary business insights, is not only a regulatory expectation but also a key pillar of corporate responsibility and customer trust. Recognizing the need for strong cybersecurity, Al-Tijaria is committed to enhancing its information security controls and conducting periodic IT audits to identify and mitigate risks that could impact data confidentiality, integrity, and availability. To strengthen data protection, the company has implemented the following initiatives:

### Commitment to Information Security

Al-Tijaria demonstrates its commitment to the highest standards of information security through robust IT audits and the successful attainment of ISO 27001:2022 and Cyber Essentials certifications. These milestones reflect our ongoing focus on strengthening security controls to protect internal operations while safeguarding the interests of external stakeholders.

In parallel, Al-Tijaria invests in building in-house cybersecurity capability by encouraging globally recognized professional credentials such as Certified Information Security Manager (CISM), Microsoft Certified Professional (MCP), and other relevant certifications. This approach ensures our teams remain well-prepared to manage evolving cyber threats and implement industry-leading practices to secure our digital assets.

### Cybersecurity Measures to Mitigate Emerging Threats:

Al-Tijaria recognizes that cyber risks are becoming increasingly sophisticated and has adopted a proactive approach to continuously enhance its information security framework. Ongoing employee engagement such as periodic cybersecurity awareness communications helps build a strong culture of vigilance and reinforces safe digital practices across the organization.

To reduce the risk of unauthorized access and cyber incidents, Al-Tijaria has implemented multi-factor authentication and carries out routine vulnerability assessments to identify and remediate weaknesses. The company also conducts penetration testing and regularly reviews and updates its information security policies to keep pace with evolving threats and technological changes. Together, these measures support a robust, responsive, and resilient cybersecurity posture.

### Advanced Security Infrastructure

At Al-Tijaria, protecting our IT infrastructure is a core priority covering the head office as well as every property across our portfolio. Our IT team takes a proactive stance by deploying advanced firewalls, modern endpoint protection (antivirus), and secure email gateways. These controls are reinforced through robust network and system monitoring tools that provide continuous visibility and enable rapid identification of unusual activity. Together, these measures support reliable operations and strengthen stakeholder confidence through strong risk management.

### Training and awareness program

Al-Tijaria places a strong emphasis on information security through dedicated training and awareness programs. We regularly conduct sessions on data protection and cyber threat awareness, complemented by a comprehensive induction program for new employees. This initiative ensures that all new team members gain essential information security knowledge from day one, fostering a culture of security awareness across the organization.

Al-Tijaria's information security framework takes a comprehensive approach to cybersecurity combining employee awareness, strong technical controls, rigorous audits, and continuous policy enhancements. Together, these measures help protect the integrity and resilience of our IT environment, allowing the organization to operate confidently in an increasingly digital landscape. As cyber risks evolve, Al-Tijaria remains focused on strengthening its defenses and leveraging advanced technologies to safeguard our assets and maintain stakeholder trust.

Data Privacy & Security Compliance: Al-Tijaria reported zero incidents across various data & security breaches during the reporting period. Al-Tijaria aims to target zero tolerance for Non-Compliance



- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## International Certifications



## Information Confidentiality Policy

This policy establishes strict confidentiality protocols for all board members and employees, prohibiting the misuse, duplication, or unauthorized disclosure of sensitive information both during and after their tenure. Additionally, it mandates the enforcement of confidentiality agreements with external entities that have access to company data, ensuring the prevention of unauthorized information sharing. Compliance with these regulations is overseen by the Compliance and Governance Department, reinforcing the organization's commitment to maintaining data security and regulatory adherence.

## Business Ethics

Al-Tijaria holds strong business ethics as a cornerstone of operational integrity and stakeholder confidence. Our ethics framework—approved by the Board of Directors and codified in the Corporate Governance Manual sets out the key policies and controls that guide ethical conduct across the organization. It also ensures full compliance with the requirements of the Kuwait Capital Markets Authority (CMA), reinforcing Al-Tijaria's commitment to responsible, transparent, and accountable business practices.



### Ethical framework

Al-Tijaria's ethical framework is supported by a structured suite of internal policies, including the Internal Policy, Disciplinary Policy, Code of Conduct, Business Ethics Policy, and Health & Safety Policy. Together, these documents define clear expectations for behavior and decision-making, ensuring employees consistently act in line with the company's values. This approach promotes a strong culture of integrity, accountability, and professionalism across all levels of the organization.



### Grievance reporting mechanism

A key component of the framework is the Grievance Reporting Mechanism, which provides employees and stakeholders with a formal channel to raise ethical concerns or report suspected breaches. The process begins with submission of an official complaint and follows a defined escalation pathway. Matters that do not involve reputational impact, financial loss, or legal breaches—such as employee relations, compensation, benefits, and workplace concerns—are managed through the Group Human Resources Department. This mechanism helps ensure transparent handling, timely resolution, and documented accountability.



### Compliance mechanism

Al-Tijaria's Compliance Mechanism ensures business activities remain aligned with applicable laws, regulatory expectations, and internal policies. Regular audits and structured reviews are used to assess compliance performance, identify gaps early, and reduce exposure to non-compliance risks. As part of the broader governance system, it reinforces adherence to high regulatory and ethical standards across operations.

### Whistleblowing mechanism

To strengthen transparency and accountability, Al-Tijaria maintains a whistleblowing channel accessible to both internal and external stakeholders. Individuals can confidentially report misconduct, ethical breaches, or other concerns through the whistleblowing form available on the Corporate Governance webpage or via email at [whistleblowing@altijaria.com](mailto:whistleblowing@altijaria.com). This secure and responsive reporting channel supports early detection of issues and reinforces corporate integrity.



### Anti-corruption and fraud prevention

Al-Tijaria maintains a strict zero-tolerance stance on corruption and fraud. The Anti-Corruption and Bribery Policy prohibits any form of bribery, whether offered or accepted, and sets clear expectations for ethical conduct. Employees are supported through periodic training to strengthen awareness, improve risk recognition, and encourage prompt reporting. In addition, annual audits include focused checks to detect potential fraud and strengthen preventative controls, helping ensure operations remain compliant, transparent, and ethical.



### Training and awareness programs

Ethics and compliance are strengthened through ongoing training and awareness initiatives that provide employees with practical guidance on expected conduct, anti-fraud controls, and clear reporting channels. These programs embed ethical decision-making into day-to-day operations and ensure employees can identify, report, and escalate concerns appropriately. In addition, we conducted targeted trainings on corporate governance, material information disclosure, and the regulation of insider transactions.

Number of hours of training employees received in 2025 for Ethics and Compliance Programme **25 hours**

## Incidents of Ethical Violations

Al-Tijaria reported zero incidents across various ethical considerations during the reporting period. These include:

0 Incidents

discrimination

0 Incidents

corruption

0 Regulatory

regulatory money laundering

0 Incidents

anti-competitive behavior and business ethics

0 Regulatory

warnings issued

## Whistleblowing Policy



This policy establishes comprehensive mechanisms that allow employees and stakeholders to confidentially report unethical or suspicious activities while ensuring their protection. By promoting a culture of transparency and accountability, the policy reinforces the organization's commitment to ethical conduct. Additionally, it facilitates independent investigations into reported concerns, thereby safeguarding the integrity of operations and upholding the well-being of both the workforce and stakeholders.

## Code of Conduct and Ethical Values



This policy outlines a comprehensive framework designed to uphold the highest ethical standards and ensure strict compliance with legal regulations. By fostering transparency, it aims to enhance investor confidence while prioritizing the interests of shareholders and stakeholders. The charter requires all employees, including board members and executive management, to demonstrate unwavering integrity, place corporate interests above personal gain, and adhere to ethical conduct. Through this commitment, the organization reinforces a culture of trust, accountability, and ethical business practices across all levels of operation.

## Corporate Governance

At Al-Tijaria, corporate governance is treated as a strategic enabler not simply a compliance requirement. It underpins business integrity, strengthens decision-making, and builds sustained confidence among shareholders and wider stakeholders. The Board of Directors sits at the core of this framework, providing oversight and setting the company's long-term direction and priorities. A well-structured governance model aligns the Board and executive management around shared objectives, with clear roles, incentives, and performance expectations. It embeds accountability and transparency into how decisions are taken and monitored, enabling robust evaluation of business performance and disciplined use of resources. Ultimately, this approach ensures the company operates in a manner that protects stakeholder interests and supports sustainable value creation.

### Board of Directors (BoD)

Al-Tijaria is guided by an eight-member Board of Directors that brings diverse expertise to the company's leadership and oversight. The Board is responsible for steering long-term strategy while strengthening governance, risk management, and compliance. It regularly reviews and updates policies to ensure alignment with the company's vision, mission, and objectives, and to meet the expectations of shareholders and broader stakeholders. Board performance is monitored through defined KPIs, including—where relevant—the integration of sustainability considerations into the corporate strategy, annual workplans, and the organization's risk assessment and management processes. To safeguard the company's interests and uphold independence, the Board enforces clear controls to prevent conflicts of interest and ensure robust decision-making. The appointment and composition of the highest governance body follow the Capital Markets Authority's executive bylaws, reinforcing Al-Tijaria's commitment to regulatory compliance and sound governance practices.

Sustainability is increasingly embedded into Al-Tijaria's business approach, reflecting its link to resilience and long-term value creation. To support informed oversight, senior executives may provide periodic ESG updates to the Board. The Chairman also holds a senior executive role within the organization, supporting continuity between strategic direction and day-to-day leadership.

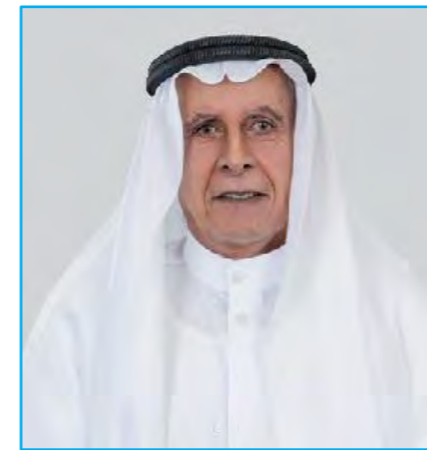
Al-Tijaria also maintains a stringent Related Party Transactions Policy to ensure transparency and proper governance of any potential conflicts. In line with IFRS requirements, transactions involving related parties are disclosed appropriately, and any contracts, investments, or services that may pose a conflict of interest are subject to detailed review by Risk Management and the Audit & Risk Committee before receiving final Board approval.

Al-Tijaria's Board of Directors comprises eight members appointed for a three-year term, as approved at the Ordinary General Assembly. The Board is accountable to the General Assembly of shareholders and is responsible for safeguarding the company's interests, guiding business development, and overseeing the delivery of Al-Tijaria's vision, mission, objectives, and overall strategy in line with shareholder expectations.

The Board prioritizes effective governance and the prevention of conflicts of interest, ensuring that decisions are taken in the best interest of the company. To strengthen oversight and support informed decision-making, the Board establishes committees in accordance with applicable governance requirements, ensuring an appropriate mix of expertise and specialized skills. The Board is primarily composed of non-executive directors and includes independent directors, with independent representation not exceeding half of total Board members. This structure supports objective judgement and enables independent members to contribute to Board deliberations and decisions without undue influence.



Mr. Abdulfatah M. R.  
Marafie  
Chairman



Mr. Adwan M. Aladwani  
Vice-Chairman



Eng. Ibrahim M. Alghanim  
Board Member (Non-Executive)



Eng. Abdulmutaleb A.M.  
Marafie  
CEO & Board Member (Executive)



Mr. Husam A. Albassam  
Board Member (Independent)



Mr. Feras F. Albahar  
Board Member (Independent)



Mr. Talal J. Albahar  
Board Member (Non-Executive)



Mr. Yousef Y. Alawadhi  
Board Member (Non-Executive)

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Boursa Kuwait Sustainability Disclosures

## Board of Directors (BoD)

The Board of Directors (BoD) provides oversight of the effectiveness of Al-Tijaria’s governance and operational processes. It approves the company’s strategies, key policies, and annual budgets to ensure alignment with overall economic priorities and business objectives. The BoD also reviews the performance of the Risk and Audit Committee and considers relevant consultant reports to strengthen risk management, internal controls, and compliance. From an environmental and social governance perspective, the Corporate Governance Committee works with the BoD to develop and approve the annual Corporate Social Responsibility (CSR) plan. This includes defining CSR priorities, allocating budgets for programs and related campaigns, and presenting the final CSR budget to the Annual General Meeting (AGM) for shareholder approval.

Al-Tijaria appoints its highest governance body—the Board of Directors (BoD)—through a structured and rigorous selection process that supports strong governance and regulatory compliance. Board appointments follow the requirements of the Capital Markets Authority (CMA) (Executive Bylaws, Module Fifteen: Rules I, II & III), along with Al-Tijaria’s Articles of Association (Rules 16 & 17) and Commercial Law No. 1 of 2016. These requirements ensure that all directors meet the necessary regulatory and organizational eligibility criteria.

To further strengthen governance and manage potential conflicts of interest, Al-Tijaria maintains a robust Related Party Transactions Policy. In line with IFRS requirements, any related party transactions and conflicts of interest are transparently disclosed in the financial statements. In addition, any contract, investment, or service that may give rise to a potential conflict is subject to review by Risk Management and the Audit & Risk Committee before being escalated for final approval by the BoD.

To reinforce the company’s vision and integrate ESG across decision-making, Al-Tijaria has merged the Sustainability Committee with the Corporate Governance Committee to form the Corporate Governance & Sustainability Committee. This integration strengthens Board-level oversight by embedding environmental, social, and governance considerations into core governance processes. The Committee supports the Board and Chairman in overseeing ESG-related matters, with key responsibilities including:



1. Policy and Procedure Development – Guiding the creation and revision of policies and procedures to align with the company’s ESG objectives and targets (as outlined in Section 5).



2. Oversight of ESG Strategies – Supervising the development and execution of strategies related to environmental, social, and governance initiatives.



3. Monitoring and Reporting – Tracking the company’s ESG performance and practices, with a responsibility to report findings to the Board, Chairman, and relevant stakeholders.



4. Stakeholder Engagement – Engaging with stakeholders on ESG matters and incorporating their feedback into the company’s ESG framework to enhance transparency and accountability.

Al-Tijaria’s Corporate Governance & Sustainability Committee convenes periodically to oversee the implementation of ESG initiatives and to review governance policies, procedures, and compliance with applicable regulatory executive bylaws.

As an early adopter of corporate governance practices in Kuwait, Al-Tijaria also invests in organization-wide capacity building. Through the Compliance and Governance Department, employees receive structured training on corporate governance and sustainability, complemented by additional sessions delivered by certified external consultants to further strengthen governance awareness and implementation across the company.

Al-Tijaria’s Board of Directors (BoD) provides oversight of the company’s strategic direction and financial stewardship. The BoD reviews and approves strategic plans and budgets, monitors performance by assessing targets against actual results, and sets business priorities to support effective execution of key initiatives. It also promotes continuous enhancement of governance practices to remain aligned with evolving business needs and stakeholder expectations.

In addition, the BoD together with senior management guides the development, approval, and periodic updating of the company’s purpose, values, mission, and strategies, including policies and objectives linked to sustainable development. The BoD oversees due diligence processes used to identify, assess, and manage the company’s impacts on the economy, the environment, and people. This includes ensuring appropriate stakeholder engagement and incorporating relevant findings into decision-making. The BoD also periodically reviews the effectiveness of these governance and due diligence processes to confirm they remain fit for purpose, robust, and aligned with recognized best practices. The frequency of such reviews is determined to maintain accountability and responsiveness to changing conditions and stakeholder priorities.



- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Risk Management at Al-Tijaria

At Al-Tijaria, robust risk management is essential to long-term financial stability and operational continuity. The company operates a structured, integrated Enterprise Risk Management (ERM) framework to consistently identify, assess, and address risks across the organization. This enables Al-Tijaria to navigate uncertainty effectively, safeguard business continuity, and sustain stakeholder confidence.

### ERM Framework Implementation

Al-Tijaria's Enterprise Risk Management (ERM) model provides a structured end-to-end approach to managing risk across the organization. Key elements include:

**Objective setting:** Defining clear objectives to align risk management with corporate strategy.

**Risk identification:** Systematically identifying risks that could affect operations and performance.

**Control implementation:** Establishing and applying controls to manage and reduce identified risks.

**Residual risk assessment:** Assessing the level of risk that remains after controls are implemented.

**Mitigation and action planning:** Developing targeted action plans to reduce risks to acceptable levels.

**Ongoing monitoring and review:** Continuously tracking the risk environment and evaluating the effectiveness of mitigation measures.

### Risk Control and Monitoring

Al-Tijaria ensures broad risk coverage through a robust control framework that classifies controls as preventive, detective, corrective, and directive. Regular risk updates submitted to the Risk and Audit Committee strengthen transparency and enable timely, proactive risk management.

### Commitment to Best Practices and Compliance

Al-Tijaria's risk governance is designed in line with recognized international best practices, with the Board of Directors providing oversight to ensure the effectiveness of risk management across the organization. The company's risk policies are aligned with Governance framework, supporting a consistent, structured approach to identifying, assessing, and managing risks across operations.

Through this framework, Al-Tijaria strengthens its ability to mitigate potential threats while also enabling informed decision-making to capture opportunities within a controlled risk environment. This proactive approach supports the company's strategic objectives and helps safeguard stakeholder interests.

**Corporate Governance Achievements:** Al-Tijaria reported zero incidents across various governance considerations during the reporting period. These include:

### Risk Control Mechanisms

Al-Tijaria has established a structured risk control mechanism to ensure each identified risk is addressed through appropriate and timely actions. Controls are grouped by their purpose:

**Preventive controls:** Designed to reduce or avoid the likelihood of a risk occurring (e.g., access controls, approvals before execution).

**Detective controls:** Intended to identify and flag risk events when they occur (e.g., CCTV monitoring, exception/variance reports).

**Corrective controls:** Focused on restoring systems, resources, or performance after an incident (e.g., system backups, remedial training).

**Directive controls:** Set expectations and steer behavior toward desired practices that support risk mitigation (e.g., policies, procedures, and management directives).

Risks are managed through defined response strategies to ensure appropriate and proportionate treatment:

**Avoid:** Discontinue or redesign activities that create unacceptable risk exposure.

**Mitigate:** Implement measures to reduce the likelihood of occurrence and/or limit potential impacts.

**Transfer:** Shift risk to external parties where feasible (e.g., insurance, outsourcing, contractual arrangements).

**Accept:** Retain risks that are within the company's risk appetite, with ongoing monitoring as needed.



## Conflict of Interest Policy

This policy establishes procedures for identifying and managing conflicts of interest, ensuring that all decisions prioritize the long-term interests of the company and its stakeholders, without granting undue advantage to any individual. The Board of Directors remains dedicated to maintaining the highest standards of professional conduct, implementing robust measures to prevent conflicts, and regularly reviewing potential issues to uphold transparency and integrity in all operations.



0 Incidents

Board Violations

0 Incidents

Conflicts of Interest

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

Name of Each Executive Management (EM) Member	Position	Nationality
Eng. Abdulmutaleb A.M. Marafie	Chief Executive Officer (CEO)	Kuwaiti
Mr. Saleh Ahmad Al Aryan	CEO HR & Legal Affairs Group	Kuwaiti
Eng. Yousef Ghazi AlSaqabi	CEO Technical Affairs Group	Kuwaiti
Mr. Mohammad Haider Ghadhanfari	Deputy CEO HR & Legal Affairs Group	Kuwaiti
Mr. Fuad Hasan Zarour	Accounting Department Manager	Jordanian
Mr. Walid Wizani	Finance & Strategic Planning Department Manager	Lebanese

Table- 8: Executive Management



## Board Committees

The Board of Directors has established three specialized committees, each entrusted with distinct responsibilities to oversee specific aspects of the company's operations. These committees operate in accordance with the company's strategic objectives and relevant regulatory guidelines. Vital issues are relayed to the highest governance body via risk reports, meticulously prepared by the risk management unit under the purview of the Risk and Audit Committee. Additionally, training sessions and awareness programs are conducted to ensure that board members are informed about the latest updates and developments.

Name of Committee	Members	Memberships
Audit and Risk Committee	Eng. Ibrahim M. Alghanim	Chairman (Non-Executive)
	Mr. Yousef Y. Alawadhi	Vice-Chairman (Non-Executive)
	Mr. Feras F. Albahar	Member (Independent)
	Mr. Hosam S. Habib	Committee Raporteur
Remuneration and Nomination Committee	Mr. Talal J. Albahar	Chairman (Non-Executive)
	Mr. Adwan M. Aladwani	Vice-Chairman (Non-Executive)
	Mr. Husam A. Albassam	Member (Independent)
	Mr. Mohammad Ghadhanfari	Committee Raporteur
Governance & Sustainability Committee	Mr. Abdulfatah M. R. Marafie	Chairman (Non-Executive)
	Eng. Abdulmutaleb A.M. Marafie	Vice-Chairman (Executive)
	Mr. Husam A. Albassam	Member (Independent)
	Eng. Yousef G. Alsaqabi	Member (Executive)
	Mr. Mansour Kamal	Member (Non-Executive)
	Mr. Jaber K. Marafie	Member (Non-Executive)
	Mrs. Eman Al Muqadem	Committee Raporteur

Table- 9: Board Committees

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Digital Transformation

Al-Tijaria’s digital transformation agenda focuses on improving operational efficiency, service quality, data reliability, and oversight across property operations. Digital initiatives are implemented to strengthen coordination between functions, enhance responsiveness to tenant needs, and support more effective monitoring of operational performance. The company prioritizes secure adoption of technology, ensuring that digital improvements contribute to business continuity and stakeholder confidence.

Cybersecurity is embedded as a foundational element of digital transformation. Al-Tijaria deploys strong technical safeguards such as multi-factor authentication, vulnerability assessments, penetration testing, secure firewalls, endpoint protection, email security gateways, and continuous network/system monitoring. These measures are reinforced through regular IT audits and periodic updates to information security policies, supported by employee awareness and induction training so that secure practices are consistently applied across the organization.

## Green Responsible Investment

Al-Tijaria integrates sustainability into investment planning and asset enhancement to strengthen long-term value creation, improve portfolio performance, and reduce operational risk across its properties. Green and responsible investments are prioritized where they deliver measurable improvements in building efficiency, tenant experience, and asset resilience particularly through energy efficiency, water stewardship, waste management, and emissions reduction initiatives. This disciplined approach helps lower lifecycle costs, supports business continuity, and enhances the competitiveness of the portfolio while reinforcing the company’s broader sustainability commitments.

In practice, this includes targeted building performance upgrades such as energy-efficient lighting retrofits, HVAC optimization and controls tuning, and other operational improvements that reduce energy intensity without compromising comfort or reliability. Al-Tijaria also undertakes energy audits and technical feasibility assessments to identify additional high-impact opportunities, including renewable energy options where site conditions and economics are viable. On water stewardship, efforts typically focus on strengthening monitoring and controls through improved metering, identifying leakage and loss points, and implementing conservation measures that reduce consumption while maintaining service levels.

Waste management improvements are driven through better segregation at source, enhanced collection systems, and recycling partnerships with specialized vendors to increase diversion from landfill and improve overall waste handling performance. Collectively, these measures aim to reduce environmental footprint and operational disruptions, while aligning the portfolio with evolving tenant expectations and regulatory requirements.

Progress and outcomes are monitored through defined performance indicators—such as electricity and water consumption trends, waste generation and diversion metrics, and Scope 1 and Scope 2 emissions allowing management to track performance, assess returns, and refine investment priorities over time based on evidence and results.

In 2025, Al-Tijaria Group invested KWD 32.7 million in green investments, underscoring its commitment to responsible asset enhancement and resilient, sustainable growth.



## ISO 20000:2018 Information Technology – Service Management System

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Grievance Management and Whistleblowing

Al-Tijaria maintains structured grievance and whistleblowing mechanisms to strengthen ethical conduct, transparency, and accountability across the organization. These mechanisms provide employees and external stakeholders with clear and confidential channels to raise concerns related to misconduct, policy breaches, or unethical practices, supporting early identification and effective resolution of issues. The company promotes responsible reporting and ensures concerns are handled through defined procedures and escalation routes.

Grievances are managed through a formal process beginning with the submission of an official complaint, with matters routed to the appropriate function based on their nature. Workplace-related issues such as employee relations, compensation, benefits, and similar concerns are managed through Human Resources, while ethical and compliance-related concerns follow governance-led review pathways. In parallel, Al-Tijaria's related party and conflict-of-interest safeguards ensure transparency in line with IFRS requirements, and potential conflict cases are reviewed by Risk Management and the Audit & Risk Committee before final Board approval.

A whistleblowing policy has been handed over to our respective office, anybody can whistle blow through the company's website and internally, in accordance with the policy.

## ESG Governance and Leadership

Al-Tijaria's ESG governance structure is designed to embed sustainability considerations into strategy, risk management, and decision-making. Oversight is supported by the Corporate Governance & Sustainability Committee, which convenes periodically to monitor ESG implementation, review governance policies and procedures, and ensure compliance with applicable regulatory bylaws. This committee provides a formal mechanism to coordinate ESG priorities, strengthen accountability, and support Board-level oversight of sustainability matters. AL-Tijaria approved its inaugural ESG Policy in May 2024, applicable across all business units, operations, and subsidiaries. The policy has since been reviewed and enhanced, with the third version approved in November 2025.

Leadership commitment is reinforced through ongoing capacity building and clear governance processes. Employees receive training on corporate governance and sustainability through the Compliance and Governance Department, complemented by sessions led by certified external consultants. ESG performance and updates may be periodically presented to senior leadership and the Board to support informed decision-making, ensuring that the company's governance practices remain responsive to evolving stakeholder expectations, regulatory developments, and emerging ESG risks.

Al-Tijaria is recognized as one of the earliest adopters of corporate governance standards in the State of Kuwait. The Board of Directors is responsible for upholding the governance principles endorsed at the Ordinary General Assembly for the financial year ended 31 December 2011, supported by a structured set of governance policies, procedures, and mechanisms.

To enhance the Company's vision and implement the ESG framework throughout the organization, in accordance with Al-Tijaria's Sustainability Policy & Procedures – Environmental, Social, and Governance (ESG), the Sustainability Committee has been integrated with the Corporate Governance Committee to form the Corporate Governance & Sustainability Committee. This integration strengthens Board/Chairman oversight of environmental, social, and governance matters and embeds sustainability into core decision-making processes.

In line with its mandate, the Committee supports the Board/Chairman by guiding the development and revision of ESG-related policies and procedures aligned with the Company's ESG objectives and targets, overseeing the development and implementation of ESG strategies, ensuring compliance with ESG-related regulatory requirements and standards and managing ESG-related risks, monitoring ESG performance and reporting results to the Board/Chairman and relevant stakeholders, and engaging stakeholders on ESG matters by incorporating their feedback into ESG practices. The Committee may seek third-party consultant support as needed to effectively discharge these duties and fulfill ESG commitments.

The Company's eight-member Board has established a governance guide defining responsibilities, delegated authorities, and communication channels across management levels, and formalizing relationships among shareholders, the Board, executive management, and other stakeholders. The Company continued to apply governance standards in line with leading practices and submitted required reports to regulatory authorities within stipulated timelines. No deviations were identified from approved policies, governance rules, or applicable supervisory instructions.

## Whistleblowing Policy



This policy establishes comprehensive mechanisms that allow employees and stakeholders to confidentially report unethical or suspicious activities while ensuring their protection. By promoting a culture of transparency and accountability, the policy reinforces the organization's commitment to ethical conduct. Additionally, it facilitates independent investigations into reported concerns, thereby safeguarding the integrity of operations and upholding the well-being of both the workforce and stakeholders.



ISO 37000:2021  
Governance of Organization



- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

# Environmental Stewardship

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

# Environmental Stewardship

## Energy Management Management Approach


Al-Tijaria prioritizes the assessment and management of its environmental footprint as a core element of its business practices, with a strong focus on the responsible use and conservation of key resources such as electricity. As part of its energy-efficiency programme and the ESG Risk register, the Company is converting all Compact Fluorescent Lamp (CFL) and Metal Halide (MH) lighting to Light-Emitting Diode (LED) fixtures and installing motion sensors in hallways and corridors to reduce electricity consumption.


Al-Tijaria also implements the annual "Plant a Tree in My Country" campaign to raise awareness on the benefits of tree plantation in mitigating global warming and supporting a healthier environment. In parallel, the Company continues to invest in sustainable buildings globally, with an emphasis on minimising environmental impacts and improving resource efficiency.


Al-Tijaria has an Environmental Policy and an ISO 14001-certified Environmental Management System in place. Our environmental practices follow industry best standards and are checked regularly through audits and management reviews, which are included in the company's annual audit plan. Al-Tijaria also places the health and safety of its employees as a key priority across operations. Throughout 2025, key implementation initiatives included the replacement of metal halide lighting with Light-Emitting Diode (LED), and the upgrade of high power-consuming cooling towers at the Rehab Complex.

### Initiatives taken:


Under the guidance of management Al-Tijaria has implemented several energy-efficient measures to reduce electricity consumption and minimize environmental impact. These initiatives include:

- 

1. LED Lighting Conversion: By year-end, approximately 80–90% of metal halide/CFL lights had been replaced with LED. In addition, motion sensors were installed at Shorouq 1 & 2, Bdour, and Al Tijaria Tower to support energy efficiency and reduce associated emissions.
- 

2. Chiller Replacement: The FM Department recently upgraded the chiller system, optimizing energy efficiency by reducing KW/TR consumption, leading to significant electricity savings.
- 

3. Motion Sensor Installation: Motion sensors have been installed in corridors and lobbies of properties such as Almanar, Juman, and Thatcher Complex to improve energy conservation. Additional motion sensors are scheduled for installation in Shrouq 1 & 2, Bdour, Tijaria Tower, and Mahboula 55, 56, and 57 in 2025 to further enhance energy efficiency.

Through these initiatives, Al-Tijaria continues to strengthen its commitment to sustainability, ensuring responsible resource management and a reduced environmental footprint.
- 

4. Green Key Certificate: Symphony Style Hotel has been awarded the Green Key Certification, recognizing its commitment to sustainable and environmentally responsible hospitality. Valid until December 2025, this certification highlights the hotel's adherence to strict eco-friendly standards set by the Foundation for Environmental Education (FEE). By implementing efficient resource management and green initiatives, Symphony Style Hotel aims to reduce its environmental impact while promoting responsible tourism. The certification is facilitated by the Kuwait Water Association, reinforcing the hotel's dedication to sustainable operations.



### EcoQuest – Sustainability Challenge

Al Tijaria Real Estate participated in EcoQuest, an environmental initiative organized by LOYAC, as a venue sponsor at Boulevard Mall, reflecting its commitment to sustainability and youth engagement. The initiative brings together students from schools across Kuwait in an interactive platform that promotes environmental awareness and innovative thinking, focusing on key areas such as energy efficiency, water conservation, recycling, and environmental responsibility through activities that encourage collaboration and practical solutions. This participation reflects Al Tijaria's role in supporting impactful community programs and contributing to the development of a more aware and responsible generation.

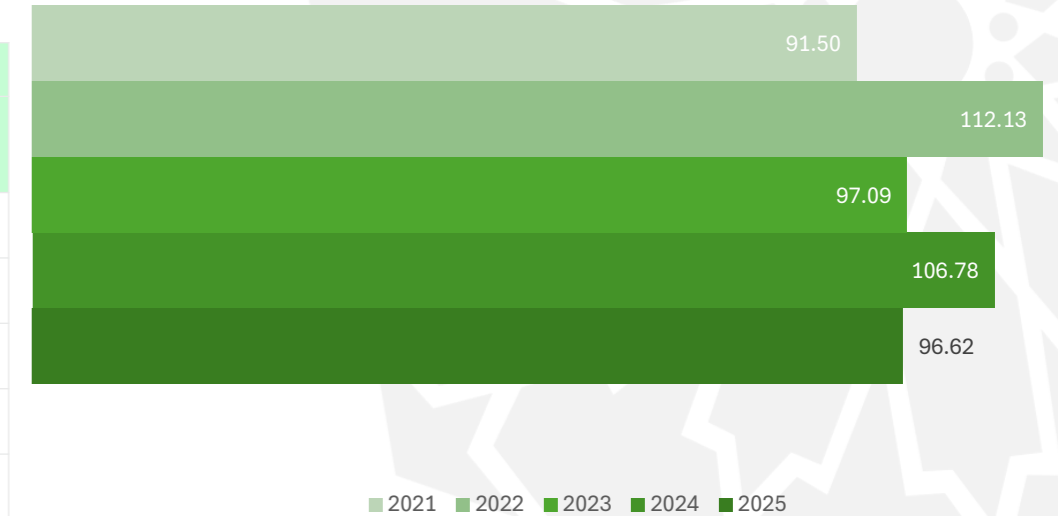
# Environmental Stewardship

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

Sl. No	Building	2025	2024	2023	2022	2021
		Electricity Consumption	Electricity consumption	Electricity consumption	Electricity consumption	Electricity consumption
1	Abu Halifa Entertainment	1,341,011	1,247,745	1,440,025	1,787,893	980,649
2	Mahboula Complexes	1,222,580	1,599,356	1,245,217	1,206,781	1,291,176
3	Salwa	186,026	207,496	195,108	216,230	381,036
4	Lothan	771,619	989,668	900,731	1,127,911	870,931
5	Al-Shorouq 3 (Head Office)	1,406,618	1,422,200	1,456,300	1,522,100	1,282,200
6	Gulf Plaza	535,429	529,188	441,413	511,893.40	459,004
7	Al-Manar	4,523,689	5,076,200	4,433,900	5,189,722	4,584,400
8	Al-Shorouq 1	1,227,287	1,341,990	1,123,680	1,104,740	1,024,220
9	Al-Bedour	1,300,041	1,404,800	1,286,100	1,366,700	1,192,800
10	Al-Shorouq 2	1,291,166	1,534,290	1,315,230	1,384,190	1,183,170
11	Al-Shawafat	3,957,791	4,322,721	5,309,608	3,429,006	2,246,840
12	Al Dome	4,593,362	4,353,820	3,805,400	3,731,220	2,382,270
13	Al-Tijaria Tower	14,535,507	17,530,700	14,459,500	17,196,100	13,619,300
14	Symphony hotel & mall	4,011,468	5,482,888	4,017,265	3,416,790	3,050,770
15	Juman	7,982,816	7,969,830	8,201,360	9,649,830	9,098,110
16	Thatcher	7,831,223	7,933,690	8,246,230	8,759,750	9,973,950
17	Light	3,588,231	3,189,800	2,466,400	2,796,450	2,110,100
18	Abu Halifa Villas	140,001	137,794	120,334	153,579	98,372.80
19	Al Rehab Complex	7,536,889	5,431,889	9,991,404	16,857,161	9,817,592
20	Dine Zone	1,930,850	1,727,371	2,388,529	3,306,454	664,130
21	Boulevard	26,716,020	33,342,870	24,242,560	27,410,730	25,191,780
<b>Total</b>		<b>96,629,623</b>	<b>106,776,308</b>	<b>97,086,294</b>	<b>112,125,232</b>	<b>91,502,801</b>

Table- 10: Electricity consumption (kWh)

Electricity Consumption (in Millions)



Graph- 1: Electricity consumption (kWh) Y-o-Y

In 2025, consumption declined to 96,629,623 kWh, a 9.50% reduction versus 2024, suggesting that recent efficiency actions, operational changes, or boundary/occupancy shifts have started to translate into measurable savings. While this improvement is encouraging, sustaining and scaling the reduction will require continued focus on targeted optimization initiatives, stronger monitoring and controls, and ongoing investments in energy-saving and sustainable technologies.



- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Approach to Energy Management



### Advanced Building Management Systems (BMS)

Our investment in Building Management Systems (BMS) has substantially reduced energy consumption, particularly in climate control. This has been achieved through the implementation of advanced and adaptive heating, ventilation, and air conditioning (HVAC) systems, which enhance operational efficiency and sustainability.



### Energy Audits and Optimization

Our dedication to continuous improvement is demonstrated through the implementation of routine energy audits. These audits play a crucial role in identifying opportunities for further reductions in energy consumption, thereby facilitating the adoption of targeted efficiency measures to enhance overall sustainability and operational performance.



### Responsible Energy Consumption

The significant reduction in electricity consumption in properties such as Symphony reflects the effective implementation of our energy management strategies. In contrast, areas including the Dine Zone and Abo Halifa Entertainment, which have experienced an increase in energy usage, have been identified as priority targets for targeted efficiency improvement initiatives.



### Future Outlook →

As we align our sustainability agenda with global benchmarks including the UN Sustainable Development Goals and the New Kuwait Vision 2035 our commitment to reducing Al-Tijaria's environmental footprint remains firm. We view sustainable growth as an ongoing journey, and the insights from our 2025 energy performance strengthen our focus on advancing energy management practices so that our operations support a healthier shared environment.

To better monitor and optimise tenant electricity consumption, Al-Tijaria CRC has commenced the rollout of smart electricity meters across select properties. Installation and commissioning are currently underway, including at the Dome Complex and the Head Office building. While renewable energy has not yet been integrated into our operations, management is actively evaluating feasible renewable options and is in ongoing discussions with relevant stakeholders.



- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Opportunities in Green / Sustainable Buildings

- ❖ At Al-Tijaria, sustainability is a core principle embedded in every aspect of our real estate developments. Understanding the fundamental importance of environmentally responsible buildings, we incorporate sustainable practices at every stage of a property's lifecycle. Our commitment to green infrastructure is not only a pledge to environmental stewardship but also a strategic investment in long-term value creation for our stakeholders and the wider community.
- ❖ From the initial design phase, environmental impact assessments ensure that ecological considerations are prioritized, influencing choices in materials, energy-efficient solutions, and waste management practices throughout construction and operation. This comprehensive, forward-thinking approach reflects our commitment to driving sustainable development.
- ❖ Al-Tijaria's dedication to advancing eco-friendly infrastructure, combined with a holistic approach to construction and facility management, underscores our broader mission: to lead in sustainable real estate development and contribute to a greener, healthier future for generations to come.

### Al-Jahra Touristic Company – Salayl Al Jahra

Al-Jahra Touristic Company (Salayl Al Jahra), an associate of Al-Tijaria based in Kuwait, develops tourism, entertainment, cultural, and environmental offerings with a strong focus on biodiversity conservation and environmental restoration. The company undertakes ecosystem enhancement programmes, green building initiatives, and related ecological actions aimed at restoring degraded habitats, expanding green spaces, and adopting sustainable construction practices that reduce environmental impacts and support ecological balance.

These initiatives align with Al-Tijaria's broader commitment to ESG principles and reinforce its focus on investing in green development. Al-Tijaria remains committed to supporting enterprises that advance sustainability and promote environmentally responsible growth, contributing to long-term positive environmental outcomes.



Al-Jahra Touristic Company – Salayl Al Jahra

## Management Approach

Al-Tijaria remains deeply dedicated to a future where sustainability is a key pillar of its investment approach. Its diversification strategy, embedded within its operational framework, prioritizes the incorporation of eco-friendly buildings as a fundamental aspect of its core investments, as illustrated in the table below:

Company	2025	2024	2023	2022	2021
Al-Tijaria Standalone	<b>14.4</b>	9.4	9.4	9.4	7.6
Al Mutajara Real Estate Company	<b>13.7</b>	12.5	8.7	8.7	7.4
Al Salmiya Group for Enterprise Development Company	<b>4.6</b>	3.6	2.7	2.7	1.7
Al-Tijaria Group	<b>32.7</b>	25.5	20.8	20.8	16.7

Table- 11: Cumulative amount Invested in Green Investments (million KWD)

Al-Tijaria's cumulative investments in sustainable projects highlight its unwavering commitment to environmental responsibility by integrating green building principles into its portfolio. These financial commitments reflect not only a strong corporate ethos but also align with the company's broader strategic vision of promoting a more sustainable and resilient future.

The company prioritizes investments in properties that meet Building Research Establishment Environmental Assessment Methodology (BREEAM) standards and those recognized for their eco-friendly design. These initiatives extend across multiple sectors, demonstrating a balanced yet strategic approach to sustainability-driven investments.



### Future Outlook →

Our journey is ongoing, with a continuous commitment to enhancing our green building initiatives. We are steadfast in our goal to reduce our carbon footprint, manage resources responsibly, and innovate for a sustainable future. The implementation of green building practices is an investment in a legacy that will transcend generations, ensuring that Al-Tijaria is synonymous with both prosperity and sustainability.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Waste Management

The construction sector is a major consumer of resources and a significant generator of waste, presenting notable environmental challenges if not properly controlled. Managing waste reduction efforts can be complex, especially with building operations relying on outsourced service providers. However, Al-Tijaria recognizes the critical importance of sustainable waste management and remains committed to implementing effective strategies to minimize waste generation and enhance recycling efforts from 2024 onward.

Our waste management framework is designed to align with our broader sustainability objectives and adheres to the United Nations Global Compact (UNGC) principles, particularly those emphasizing environmental responsibility. By integrating best practices in waste reduction and resource efficiency, we aim to mitigate environmental impact while fostering a more circular and responsible approach to material usage within our operations. Al-Tijaria has adopted segregation practices at Symphony Hotel, including separation of plastic, paper, and metal waste streams.

Our service provider collects the waste and transports it to an authorised recycling facility. The recycled material is not reintroduced into our operations and is not used again by the Company.

## Unique Challenges

In the year 2025, waste generation increased slightly to 68,870 cubic meters from 67,616 cubic meters in 2024, as shown in the table below. Managing waste effectively remains a challenge, particularly as our properties are handled by outsourced services, which can complicate the implementation of reduction strategies. Nevertheless, we continue to prioritize safe waste storage and remain committed to minimizing the environmental impact by addressing associated greenhouse gas emissions.

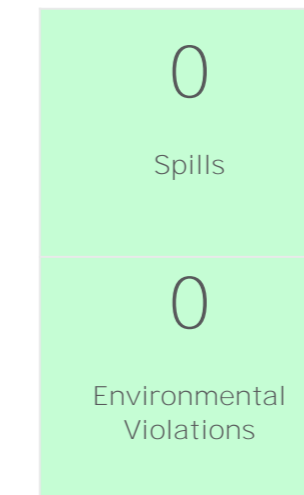
Particulars	2025	2024	2023	2022	2021
Waste generated (m3)	68,870	67,616	67,000	42,000	38,800
Total GHG emissions (mtCO2e)	15,549.52	12,416.75	12,303.63	7,712.72	7,125.09

Table- 12: Waste Generated

GHG emissions from waste are an important measure of our environmental impact. In 2025, these emissions increased along with the rise in waste generation, reaching 15,549.52 mtCO2e. While this growth reflects our expansion, it also highlights the need to improve our waste management and reduction efforts.

## Management Approach

- ❖ Al-Tijaria takes a proactive approach to responsible waste management, going beyond regulatory compliance to actively engage with stakeholders. Recognizing that effective waste management requires collective effort, we work closely with partners to drive sustainable practices. Our operations align with Kuwait Environment Public Authority's Law No. 42 of 2014, ensuring that environmental responsibility is embedded in our policies and decision-making.
- ❖ Our commitment to sustainability is reflected in our investments in green-certified buildings, as well as initiatives such as zero-waste food and beverage production and agricultural lands certified by Global Good Agricultural Practices. These efforts demonstrate our dedication to not only managing waste but also preventing it at the source.
- ❖ Waste management plays a crucial role in Al-Tijaria's broader sustainability strategy. By fostering collaboration, adopting responsible waste reduction measures, and investing in sustainable solutions, we strive to minimize our environmental impact. Our long-term vision is to integrate sustainability into all aspects of real estate development, benefiting both the community and the environment.
- ❖ Al-Tijaria is exploring innovative waste management solutions, including recycling initiatives and waste-to-energy programs, to further minimize landfill contributions and reduce environmental impact. These strategies align with our goal of promoting circular economy principles across our operations.
- ❖ We continuously track our waste generation and disposal practices, ensuring transparency in our sustainability reporting. Regular assessments allow us to identify areas for improvement and refine our waste management strategies to achieve long-term environmental benefits.



## Future Outlook →

Our waste management approach focuses on reducing waste at source to minimise environmental impacts and support long-term sustainability. It emphasises practical measures such as robust waste segregation, improved collection and recycling processes, and initiatives that encourage stakeholder participation. By promoting practices like composting of organic waste and exploring resource-efficient solutions, we aim to reduce reliance on landfilling while conserving materials and natural resources. Strong policies, clear procedures, and ongoing awareness programmes help build a culture of environmental responsibility—contributing to cleaner communities and more sustainable outcomes over time.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Water Management

The growing demand for water, intensified by climate change and population growth, highlights the urgent need for responsible water reuse as a key strategy in preserving this essential resource. As a fundamental resource that sustains our daily operations, water conservation is not just a priority it's a responsibility.

At Al-Tijaria, we recognize the vital role water plays in both our business and the communities we serve. Our approach to water management is built on sustainable practices, ensuring efficient usage across our properties while actively promoting water stewardship. By engaging stakeholders and fostering awareness, we aim to create a lasting impact that extends beyond our operations and into the broader community.

Sl. No	Building	2025	2024	2023	2022	2021
		Water consumption	Water consumption	Water consumption	Water consumption	Water consumption
1	Abu Halifa Entertainment	84,470	132,652	58,368	68,453	269,785
2	Mahboula Complexes	2,160,793	2,141,355	1,273,326	1,617,790	1,098,408
3	Salwa	365,527	486,160	435,840	517,902.5	831,440
4	Lothan	815,341	894,146	1,527,000	1,424,932	745,000
5	Al-Shorouq 3 (Head Office)	824,315	823,000	1,292,000	1,571,000	1,016,000
6	Gulf Plaza	1,481,331	1,123,105	996,500	1,881,218	1,470,100
7	Al-Manar	4,666,997	8,752,432	2,921,178	2,880,117	4,227,324
8	Al-Shorouq 1	895,785	750,465	605,622	560,160	373,571
9	Al-Bedour	1,013,417	539,500	481,200	609,000	628,000
10	Al-Shorouq 2	1,054,285	1,249,450	976,510	1,083,590	720,980
11	Al-Shawafat	3,589,482	4,874,590	4,190,068	5,271,890	3,078,104
12	Al Dome	4,566,342	4,261,000	3,508,000	3,434,000	2,108,000
13	Al-Tijaria Tower	23,607,992	23,648,900	18,972,290	20,722,360	18,903,270
14	Symphony hotel & mall	27,929,263	29,473,600	26,198,300	28,119,925	25,344,800
15	Juman	18,325,810	19,252,774	9,814,997	17,438,040	16,160,428
16	Thatcher	6,378,348	5,039,063	621,577	1,044,321	4,924,474
17	Light	2,049,147	3,972,197	3,442,506	4,376,408	3,659,839
18	Al Rehab Complex	12,360,722	14,983,199	19,198,841	16,163,900	13,708,500
19	Dine Zone	3,657,355	3,431,000	3,902,500	6,200,298	-
20	Boulevard	35,432,391	52,680,085	37,440,933	47,547,400	44,026,100
<b>Total</b>		151,259,114	178,508,673	137,857,556	162,532,704	143,294,123

Table- 13: Water consumption (Imperial Gallons)

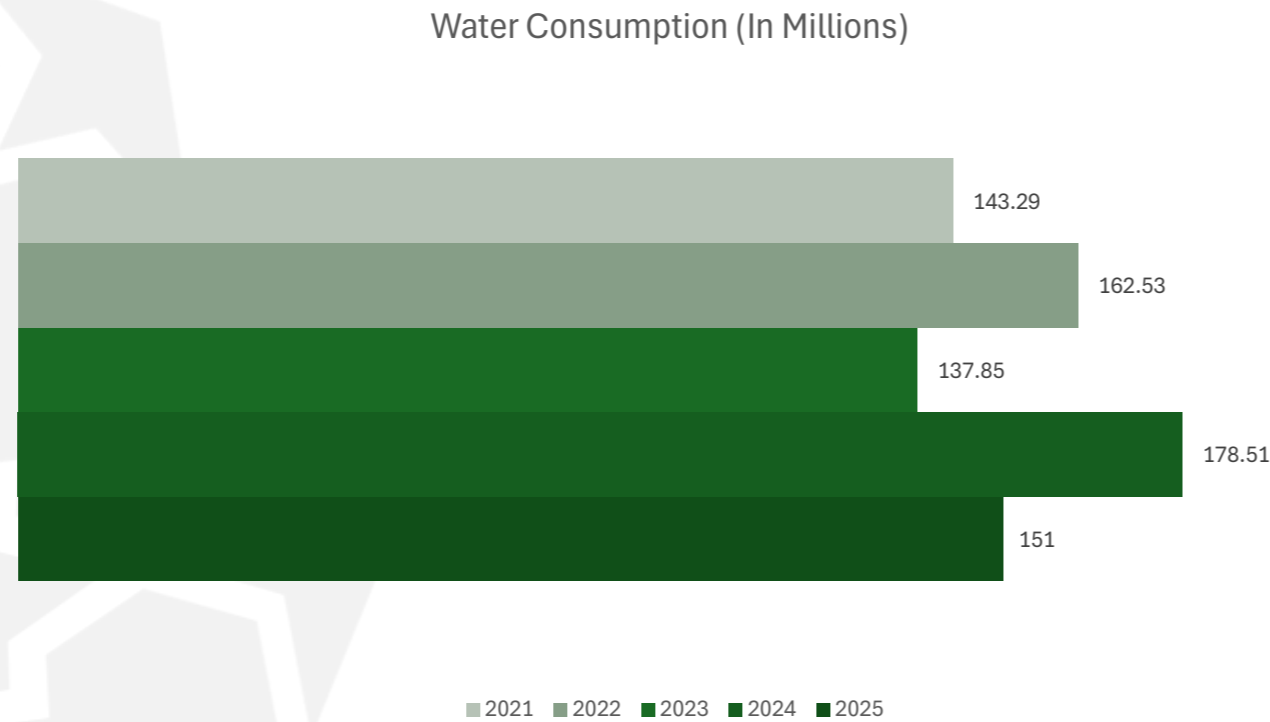


- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Water Management

Al-Tijaria is committed to responsible water management as part of its broader sustainability efforts. Recognizing the increasing global need for water conservation, we have taken proactive measures to enhance resource efficiency and minimize our water footprint.

Graph- 2: Water consumption (in million Imperial Gallons) Y-o-Y



Note: In 2025, water consumption decreased to 151, primarily due to the restoration of correct meter readings following the identification of a faulty meter at one of Al-Tijaria’s properties. The elevated consumption recorded in 2024 compared to 2023 was attributable to incorrect readings from this meter, and the Company has taken corrective action in coordination with the relevant authority. The meter readings for 2024 has been readjusted, freshwater consumption for the Boulevard Complex was overstated due to a meter malfunction from 22 February 2023, during which MEW billed on estimated consumption (23 February 2023 to 28 November 2024). Following a joint review of 2020–2025 bills and verification by MEW’s Consumer Affairs Department, the average daily consumption was corrected to 144,329 imperial gallons/day (replacing 184,000 gallons/day).

## Management Approach

### Water Consumption and Efficiency Measures

To optimize water usage across our operations, we have implemented strategic measures such as setting water pumps at minimum pressure to reduce consumption. This initiative reflects our proactive stance in minimizing unnecessary water use while maintaining operational efficiency. Although water recycling has not been historically incorporated into our processes, it is a key consideration for future projects, demonstrating our commitment to evolving water management practices.

### Monitoring and Performance Improvement

While we do not currently have predefined targets for reducing water consumption, continuous monitoring of water use remains an integral part of our environmental strategy. By tracking consumption patterns and making necessary adjustments, we ensure that our operations align with best practices in water stewardship. Our ongoing efforts contribute to responsible resource management and lay the foundation for potential efficiency improvements in the future.

### Future Outlook

Looking ahead, Al-Tijaria remains dedicated to exploring innovative solutions for water conservation, including potential recycling initiatives. We aim to strengthen our engagement with stakeholders, integrating sustainable water practices into our operations while fostering awareness within the broader community. Through these initiatives, we strive to uphold our environmental responsibility and contribute to the long-term preservation of this critical resource.



### Future Outlook →

Our strategic approach to water management reflects our broader commitment to sustainability, as highlighted in this year’s sustainability report. Through continuous monitoring, adaptive practices, and the exploration of innovative solutions like water recycling for future projects, Al-Tijaria reinforces its dedication to responsible water stewardship, making it a fundamental pillar of our environmental initiatives.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Climate Change Mitigation

As climate change intensifies due to human activities such as fossil fuel combustion and deforestation, adaptation is increasingly critical to reduce risk and strengthen the resilience of communities, ecosystems, and economies. The real estate sector responsible for nearly 40% of global greenhouse gas emissions faces escalating physical and transition risks. As the global economy shifts toward low-carbon pathways to meet climate goals, the industry must proactively manage these risks while capturing emerging opportunities.

Al-Tijaria recognizes its role in addressing climate change and remains committed to reducing its environmental footprint. As an active participant in the real estate sector, we are implementing measures that support a more sustainable built environment. Guided by the principles of the United Nations Global Compact (UNGC), we have introduced targeted initiatives to respond to climate challenges and contribute to the transition toward a greener, low-emission economy.

## Management Approach

Al-Tijaria's sustainability approach is anchored in material, long-term investment in green real estate and operational improvements that reduce environmental impact while protecting asset value. By 2025, the company allocated KWD 32.7 million towards green buildings reinforcing a portfolio strategy that prioritizes resource-efficient properties with strong market performance. A key focus area is energy management, as purchased electricity remains the most significant contributor to our operational footprint. We therefore track and manage greenhouse gas emissions on a continual basis, supported by structured processes and performance oversight. In 2025, our Scope 2 emissions decreased to 72,472 mtCO<sub>2</sub>, down from 80,120.6 mtCO<sub>2</sub> in 2024 a reduction approximately 9.5%. This decrease reflects our continuous efforts and energy-reduction initiatives implemented across properties, including improved monitoring, better control of building systems, and targeted efficiency actions informed by operational data.

To enhance building performance and ensure sustained improvements, we have implemented a Building Management System (BMS) to optimize equipment operations and energy consumption. The BMS enables remote monitoring, early identification of abnormal consumption patterns, tighter operational control, and more consistent implementation of efficiency measures. Recognizing that meaningful progress requires collaboration, we also engage stakeholders investors, tenants, service partners, and the wider community to support energy-conscious operations and responsible practices across the value chain. Through transparent communication and coordinated actions (including awareness, operational coordination, and improvement planning), we continue to align our environmental objectives with stakeholder expectations while advancing a resilient, responsible real estate portfolio.



## Future Outlook →

Building on the Scope 2 reduction achieved in 2025, Al-Tijaria will continue to lower its operational footprint by scaling energy-efficiency initiatives across the portfolio. We will further strengthen BMS-enabled optimization to improve equipment performance, reduce avoidable energy use, and sustain savings through better monitoring and controls. Alongside this, we will continue investing in green buildings and certifications to enhance long-term asset resilience and resource efficiency.

We will also deepen our focus on waste reduction and recycling to minimise waste-related emissions, supported by our ISO 14001 Environmental Management System to drive consistent implementation, stronger oversight, and continual improvement.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Biodiversity

Al-Tijaria is committed to protecting biodiversity as part of its sustainability agenda. The Company recognises that healthy ecosystems are vital for ecological balance, climate resilience, and human well-being. Biodiversity underpins essential ecosystem services, including air and water purification, soil fertility, and carbon sequestration, which are critical to mitigating climate change and sustaining life.

As a leading real estate company, Al-Tijaria recognizes its responsibility to minimize environmental disturbance and support biodiversity conservation. Biodiversity considerations are integrated across project planning, construction, and operations to reduce ecological impacts. Through the provision of green spaces, sustainable landscaping, and habitat protection measures, the Company aims to enhance urban biodiversity and ensure its developments remain compatible with the natural environment. This commitment is reflected in policies and initiatives aligned with global sustainability frameworks, supporting a healthier and more resilient environment for future generations.

## Management Approach

Before initiating any construction activities, we conduct thorough environmental impact assessments at all project sites to evaluate and mitigate potential ecological effects. Our commitment extends to protecting biodiversity and reducing our environmental footprint through responsible development practices. Even after project completion, we continue to monitor the surrounding environment to ensure minimal disruption to local ecosystems. Based on our current business operations, Al-Tijaria does not have a direct material impact on biodiversity.

While biodiversity is not identified as a primary material topic for Al-Tijaria, the Company undertakes sustainability initiatives that support environmental well-being. Investments in sustainable buildings are designed to minimize environmental impacts through improved energy efficiency, water conservation, and reduced emissions, aligned with recognized green building practices. These measures also contribute indirectly to biodiversity outcomes by reducing overall pressure on natural resources.

As a case study, Al-Tijaria is advancing initiatives at Boulevard, including the operation of greenhouses and participation in the annual "Plant a Tree in My Country" programme. The Company is also coordinating with the relevant ministry to secure treated sewage effluent (TSE) for greenhouse irrigation and is planning to gradually expand the number of greenhouses.



Future Outlook →

Al-Tijaria can further strengthen its environmental strategy by incorporating biodiversity considerations through enhanced stakeholder engagement and alignment with recognised global sustainability standards. As the Company expands its real estate footprint, there is an opportunity to deliver projects that are both economically viable and environmentally positive by integrating nature-based features into developments, prioritising native vegetation, and adopting construction and operational practices that minimise ecological disturbance.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## GHG Emissions

Our approach to managing GHG emissions aligns with the UN Sustainable Development Goals (UN SDGs) and Kuwait Vision 2035. By measuring and analyzing emissions from purchased electricity, business travel, and waste generation, we have identified that a substantial share of our total GHG footprint is driven primarily by purchased grid electricity and waste generated from our operations.

Owned Car Fuel Consumption	2025	2024	2023	2022	2021
Number of Cars	15	11	11	11	NA
Fuel Consumption (liters)	24,276	18,200	<b>22,000</b>	26,190	NA
Generator Fuel Consumption (liters)	5,710	4,150	3,100	NA	NA
GHG Scope 1 Emissions (mtCO <sub>2</sub> e)	72	53.4	59.39	60.75	NA

Table- 14: Scope 1 GHG Emissions

GHG Emissions	2025	2024	2023	2022	2021
Electricity consumption (kWh)	96,629,623	106,776,308	97,086,294	112,125,232	91,502,801
GHG Scope 2 Emissions (mtCO <sub>2</sub> )	72,472	80,082	61,251	70,639	57,647
Intensity per employee (mtCO <sub>2</sub> / employee)	409	501	390	456	377

Table- 15: Scope 2 GHG Emissions

Business Air Travel	2025	2024	2023	2022	2021
Business class trips	16	<b>13</b>	4	9	4
Economy class trips	8	<b>4</b>	3	10	2
GHG Emissions (mtCO <sub>2</sub> )- Air Travel	8.07	7.67	0.07	0.6	0.07

Table- 16: Scope 3 GHG Emissions – Category 6 (Business Travel)

## Management Approach

To improve the efficiency of our building operations, we have implemented a Building Management System (BMS) that optimizes equipment performance and energy use. The BMS supports stronger energy conservation through remote monitoring and improved operational control. Al-Tijaria remains committed to further reducing greenhouse gas emissions by advancing additional sustainability initiatives. This includes investing in environmentally responsible properties across our portfolio, designed to minimize ecological impact while maximizing resource efficiency. We are also strengthening waste management practices by promoting recycling and ensuring responsible disposal. Together, these measures help reduce waste-related emissions and reinforce our broader commitment to sustainability and environmental stewardship.

Waste Generation	2025	2024	2023	2022	2021
Total Waste (m3)	68,870	67,616	67,000	42,000	38,800
GHG Scope 3 Emissions (mtCO <sub>2</sub> e)	15,549.52	12,416.75	12,303.63	7,712.72	7,125.09

Table- 17: Scope 3 GHG Emissions – Category 5 (Waste Generated in Operations)

GHG Emissions Intensity	2025
Scope 1 (mtCO <sub>2</sub> e/employee)	0.40
Scope 2 (mtCO <sub>2</sub> /employee)	409.45
Scope 3 (mtCO <sub>2</sub> /employee) *	87.89

Note: Scope 3 Category 5 is reported in mtCO<sub>2</sub>e while Category 6 is reported in mtCO<sub>2</sub>.

Table- 18: GHG Emissions Intensity



### Future Outlook →

At Al-Tijaria, we are committed to reducing our environmental footprint through proactive GHG emissions management and continuous improvement of our operational practices. Our GHG emissions management strategy reflects our broader commitment to sustainability, as we strive to meet our responsibility to the environment and contribute to the global efforts against climate change. Through transparent reporting and strategic environmental initiatives, we aim to maintain our leadership in sustainable real estate development and uphold our commitment to the environment and society.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

# Social Responsibility



# Social Responsibility

## Health & Safety

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

At Al-Tijaria, health and safety is embedded in the way we operate and reflects a core value of the organization. We meet all applicable local regulatory requirements and incorporate relevant international best practices to provide a safe and secure environment for employees, contractors, and other stakeholders. Our Quality, Health, Safety and Environment (QHSE) Policy sets clear expectations and controls for both employees and contractors, reinforcing a proactive, prevention-led safety culture across all levels. We continuously strengthen our safety management system through periodic audits, corrective actions, and ongoing improvements to procedures and controls. These efforts support consistent implementation across operations and underpin our ISO certifications, demonstrating Al-Tijaria's sustained commitment to high standards and operational excellence.

### Management Approach

At Al-Tijaria, our health and safety program is built around comprehensive controls designed to maintain a safe, compliant, and well-managed work environment across all operations and properties. Key measures include:

#### Routine safety inspections and audits

We conduct regular inspections and audits to verify adherence to applicable safety requirements, identify hazards early, and ensure consistent implementation of controls across sites.

#### Emergency response preparedness

Emergency drills and response training are carried out periodically to ensure employees are prepared to respond effectively during incidents and minimize risk to people and assets.

#### Health and safety training

Health and safety training is integrated into induction for new employees and reinforced through ongoing sessions for existing staff to build awareness of workplace hazards and safe work practices.

#### Incident reporting and response mechanisms

A structured incident reporting process enables timely reporting, investigation, and corrective action for accidents, near misses, and safety concerns—supporting accountability and continuous improvement.

#### Contractor compliance with HSE standards

Contractors are required to follow Al-Tijaria's HSE expectations and site requirements. Compliance is monitored through routine site visits, inspections, and periodic training. Contractors also maintain dedicated HSE teams to supervise their workforce and ensure safety controls are consistently applied.

### Ensuring Safety, Compliance, and Operational Excellence

At Al-Tijaria, we regularly evaluate the effectiveness of our health and safety program through defined key performance indicators. We track incidents and near-misses, analyze trends, and implement timely corrective and preventive actions to reduce risk and continuously strengthen our safety controls. This structured monitoring approach supports a safer and more secure work environment across our operations. We also engage relevant stakeholders including employees, tenants, and regulatory authorities to ensure health and safety expectations are clearly communicated, understood, and consistently implemented. For Al-Tijaria, adherence to health and safety requirements is not only a compliance obligation; it is a core element of operational discipline and service excellence.

As part of Al-Tijaria's commitment to occupational health and safety, we have implemented a structured safety initiative to equip employees with the knowledge and practical skills needed to maintain a safe workplace and reduce potential risks. A core element of this initiative is the IOSH Working Safely program, which builds foundational awareness of workplace hazards and reinforces safe working practices. In addition, we deliver First Aid and CPR awareness training in collaboration with Emergency Medical Services – Kuwait, enabling employees to respond promptly and effectively in emergency situations.

To strengthen emergency readiness, we also conduct mock fire evacuation drills. These exercises help employees and relevant stakeholders understand evacuation procedures, clarify roles and responsibilities, and improve response coordination in the event of an actual incident.

Through this systematic approach, Al-Tijaria reinforces a safety-first culture that protects employees, tenants, and other stakeholders. Beyond meeting legal and regulatory requirements, these efforts support operational reliability, strengthen trust, and contribute to the long-term sustainability of our business.

Our commitment to maintaining internationally recognized standards is demonstrated through the continuous renewal of ISO 9001, ISO 45001, ISO 14001, certifications. These accreditations reinforce our dedication to quality management, occupational health and safety, environmental responsibility, and information security, highlighting our adherence to global best practices across all critical areas of our operations.

### Strengthening Workplace Safety Through Training and Investment

Al-Tijaria and Symphony Style Hotel prioritize employee health and safety by participating in targeted training programs focused on preventing workplace incidents and injuries. These sessions cover key areas such as hazard identification, safe working procedures, and emergency response, ensuring employees are equipped to manage risks effectively. As part of the FY2025 program, the organization also introduced IOSH training to further strengthen safety awareness and reinforce compliance across operations.

To further support employee well-being, Al-Tijaria and the hotel plan to enhance preparedness through first aid awareness training in collaboration with Emergency Medical Services – Kuwait. This initiative is intended to build practical response capability, enabling staff to act quickly and appropriately in the event of injury or other emergencies, while reinforcing a culture of safety across the workplace.

Al-Tijaria has also committed resources to continuously strengthen its health and safety system. In 2025, the company invested 520 KWD in health and safety training, demonstrating a focused approach to maintaining strong safety standards and effective resource allocation. This investment was complemented by multiple training programs delivered at no cost during the reporting period, ensuring safety remains embedded in day-to-day operations.



- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Future Outlook

At Al-Tijaria, we strengthen workplace safety through a disciplined focus on prevention, continuous improvement, and the effective use of technology. We leverage digital tools such as monitoring systems and structured, real-time reporting—to improve hazard identification, accelerate incident response, and enhance visibility of safety performance across our operations and properties. Our health and safety training is reviewed and refreshed regularly to reflect evolving risks, regulatory expectations, and operational needs. Programs emphasize practical application, including hazard prevention, safe work procedures, emergency preparedness, and compliance requirements, ensuring employees and contractors understand their roles and responsibilities. We also reinforce a strong safety culture through active engagement with employees, contractors, and relevant authorities. Clear communication, routine coordination, and collaborative initiatives help align expectations and improve consistency of implementation. Through this approach, Al-Tijaria maintains robust health and safety standards and supports a safe, compliant, and resilient work environment.

Al-Tijaria reported zero incidents across various health & safety considerations during the reporting period. These include:

## Health & Safety Achievements

0 Incidents Health and safety violations	0 Incidents Occupational injury	0 Incidents Work-related injuries	0 Regulatory Fatal accidents	8 Employees Attended OSHA training and were certified.
---	------------------------------------	--------------------------------------	---------------------------------	---

## QHSE Policy

This policy enables the continual enhancement of environmental performance and safety standards, promoting rigorous compliance with ISO certifications and minimizing adverse impacts on health and the environment. This policy enables a supportive and safe workplace, actively fostering the welfare of employees and the community, thereby aligning business practices with sustainable development goals.



## ISO Certifications



ISO-9001: 2015  
Quality management systems



ISO-14001: 2015  
Environmental management systems



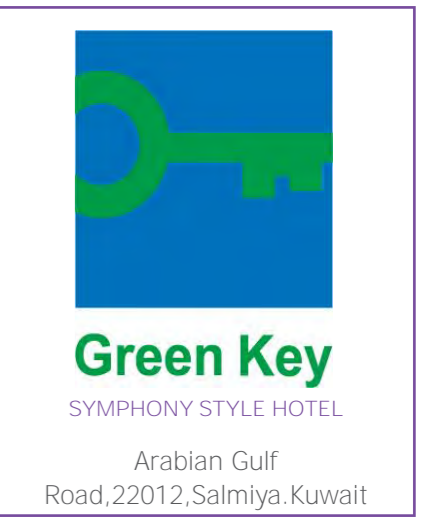
ISO-45001: 2018  
Occupational health and safety management systems



## Green Key Certification

Symphony Style Hotel has received the Green Key Certification, a globally recognized eco-label that acknowledges strong environmental performance and sustainable practices in the hospitality sector. The certification is valid until December 2025 and is awarded by the Foundation for Environmental Education to establishments that meet rigorous environmental criteria. This recognition reflects the hotel's continued focus on sustainability, including energy efficiency and waste reduction.

The certification process was supported by the Kuwait Water Association, further underscoring the hotel's commitment to responsible operations. By embedding green initiatives and efficient resource management across its services, the hotel aims to reduce its environmental footprint while contributing to broader sustainable tourism goals.



- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Tenant Satisfaction

At Al-Tijaria, tenant satisfaction is a core operational priority and a key driver of long-term business performance. We recognize that strong tenant relationships support occupancy stability, protect asset value, and reinforce our reputation across the portfolio. Accordingly, we apply structured practices to enhance the day-to-day experience of occupants and maintain consistent service standards.

Al-Tijaria focuses on attracting and retaining tenants through competitive rental positioning, responsive service delivery, and active tenant engagement. Our approach is designed to build loyalty by ensuring service expectations are met consistently. Where vacancy requests arise due to service-related concerns, we proactively investigate root causes and implement timely corrective actions to resolve issues, reduce tenant dissatisfaction, and strengthen the overall customer experience.

### Comprehensive Services and Amenities

The range of products and services offered to tenants is comprehensive, designed to meet a wide array of needs and enhance the living and working environments within Al-Tijaria's properties. These include:



Air conditioning maintenance



Provision of furnished and semi-furnished apartments



Laundry services



Robust security services



Access to fitness facilities including gyms and swimming pools



Regular cleaning services

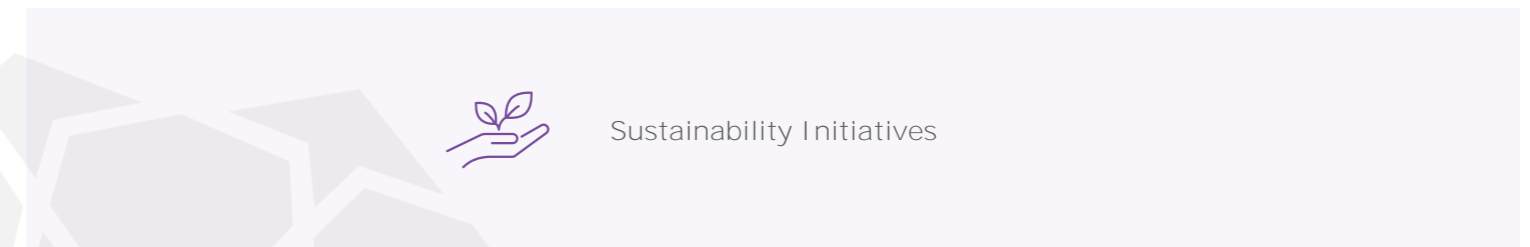
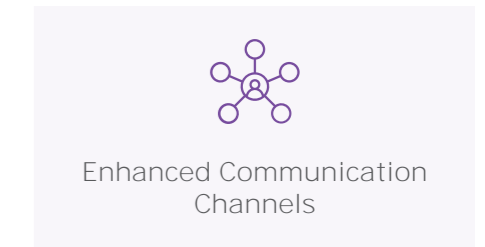
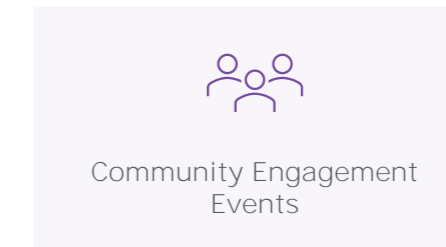
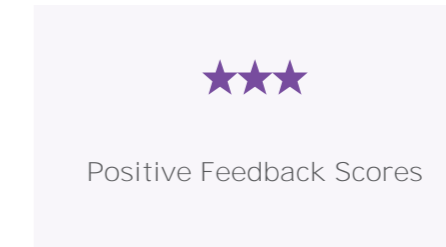
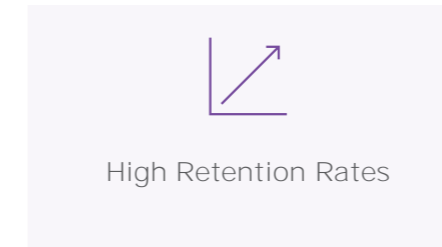


Well-maintained landscaping

These amenities contribute significantly to the quality of life and satisfaction of tenants, ensuring that all occupants enjoy a comfortable, convenient, and safe living or business environment.

### Key Achievements in Tenant Satisfaction

Al-Tijaria has made significant strides in enhancing tenant satisfaction during the reporting period. Our focused efforts have yielded tangible results that not only underscore our commitment to our tenants but also reflect our dedication to maintaining high standards of service and amenities. These achievements include



### Future Outlook

Al-Tijaria is committed to excellence in tenant satisfaction, offering high-quality living and working environments with top-tier amenities and services. With a strong focus on customer care, the company ensures prompt issue resolution, upgraded facilities, and community engagement to foster long-term relationships. Through continuous improvements and sustainability initiatives, Al-Tijaria sets a benchmark in premium property management and tenant experience.



- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Tenant Satisfaction

### Management Approach

Al-Tijaria applies a proactive, structured approach to managing health and safety and tenant satisfaction, supporting operational excellence and effective risk management across its portfolio. The company implements clear HSE requirements, periodic audits, and compliance processes to prevent incidents, reduce adverse impacts, and enhance service outcomes. Al-Tijaria's ISO certifications ISO 9001, ISO 45001, ISO 14001, and ISO 27001 demonstrate alignment with recognized standards for quality management, occupational health and safety, environmental management, and information security.

Key measures include tenant and employee safety awareness, emergency preparedness drills, strengthened site security, and improved maintenance and inspection protocols. Performance is monitored through defined indicators such as safety audits, incident and near-miss reporting, tenant satisfaction surveys, and real-time reporting tools, enabling data-driven decisions and continuous improvement. Stakeholder engagement remains central to this approach, with input from tenants, employees, contractors, and regulators informing policy updates and service enhancements. Through ongoing innovation, collaboration, and systematic improvement, Al-Tijaria aims to provide safe, reliable, and sustainable environments for living and work.

### The Tenant Satisfaction Survey

2025 highlights strong overall satisfaction among tenants regarding property management responsiveness, security, cleanliness, and communication. A majority of tenants rated management's handling of requests and emergency responses positively, with over 60% expressing high satisfaction with safety measures and security services. Maintenance services, including AC efficiency, and energy-saving initiatives, were also well received, though some tenants suggested improvements. The survey identified a few unresolved issues and areas for enhancement, particularly in maintenance response times and emergency preparedness. With an average rating of over 4 out of 5 across key metrics.

The findings reinforce Al-Tijaria's commitment to high-quality property management while providing insights for continuous improvement to enhance the tenant experience further.



86%

Expressed either "Satisfied" or "Very Satisfied" in Tenant Satisfaction survey

These achievements are a testament to Al-Tijaria's proactive approach to tenant management and our ongoing commitment to providing exceptional occupancy experience.

Further enhancing tenant satisfaction, Al-Tijaria employs strategic marketing campaigns to fill vacant units and maintains excellent relationships with tenants. This dual approach not only helps in retaining current tenants but also attracts new ones by showcasing the high standards of living and professional service provided by the company.



### Future Outlook

Al-Tijaria's future tenant satisfaction strategy will center on cutting-edge technology, sustainability, and personalized services to enhance the overall living and working experience. By leveraging smart innovations, eco-friendly initiatives, and proactive engagement, the company aims to create a seamless, secure, and high-quality environment for tenants. Additionally, strong stakeholder collaboration through continuous feedback, regulatory enhancements, and strategic partnerships will drive service excellence and innovation. By integrating these forward-thinking solutions, Al-Tijaria will elevate tenant satisfaction, reinforce operational excellence, and ensure sustained long-term success in the real estate sector.



- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Human Capital Development

At Al-Tijaria, we acknowledge the significant role our employees play in driving our growth and success. Our dedication to human capital development is reflected in our comprehensive training programs, career advancement initiatives, and a supportive work environment that aligns with our business objectives and sustainability commitments. Our strategy for human capital development emphasizes cultivating a skilled and motivated workforce. In 2025, Al-Tijaria prioritized attracting the right talent and equipping them with the necessary training to thrive in their roles. This initiative was part of a broader talent pipeline strategy, which proved essential during the pandemic and remained a key focus throughout the post-pandemic recovery.

### Training and Development – Management Approach

#### Cultivating National Talent

Attracting national talent is a key component of Al-Tijaria's human resources strategy, aimed at cultivating a robust local workforce that supports the company's growth and success. Al-Tijaria provides structured career development pathways, training initiatives, and mentorship opportunities to enable national talents to improve their skills and progress within the organization. Additionally, at Al-Tijaria, we uphold open and transparent communication regarding career opportunities, company objectives, and expectations, which fosters trust and enhances engagement among national talents.

#### Employees Well-being

Al-Tijaria provides its employees with a comprehensive benefits package, including annual bonuses, medical insurance, life insurance coverage, leave encashment, and premium training programs. These benefits reflect our commitment to supporting the well-being and financial security of our workforce. While no new benefits were introduced this year, the continuation of these valuable offerings reinforces our dedication to recognizing and rewarding our employees.

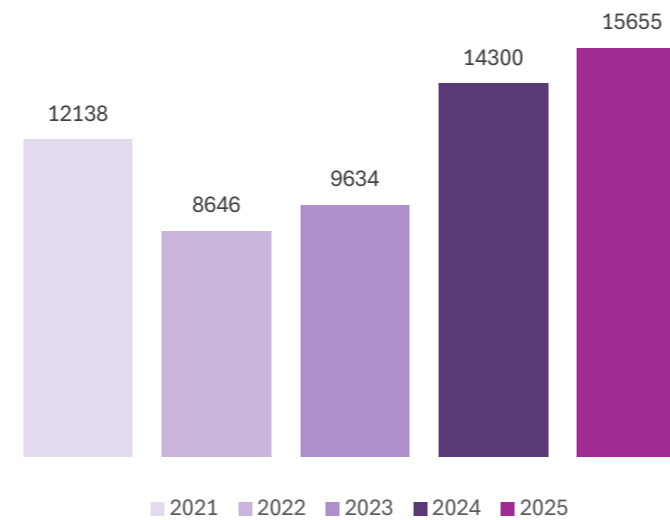
- Maternity Leave Duration: Female employees at Altijaria are entitled to a maternity leave of 70 days with full pay. This leave period includes both pre-delivery (antenatal) and post-delivery (postnatal) time.
- Feeding Breaks: Female employees who are nursing their infants are entitled to two additional breaks during their working hours for breastfeeding until the infant reaches two years of age.
- Additional Unpaid Leave: After the 70 days of paid maternity leave, female employees can take additional unpaid leave for a period not exceeding 4 months. This unpaid leave is optional and can be taken if required and should be approved by her direct manager.
- Maternity leave provisions under Kuwaiti labor law primarily apply to female employees. Male employees generally do not have specific parental leave entitlements related to childbirth. However, they may be entitled to other forms of leave, such as annual leave or unpaid leave, to support their family responsibilities. For male employees, while specific parental leave for childbirth isn't stipulated, they may utilize other leave options such as annual or unpaid leave to fulfill family responsibilities.

#### Training and Development

Al-Tijaria is committed to implementing its training and development programs on an ongoing basis to invest in and enhance the functional and technical skills of its employees. The company's Learning and Development Unit designs and implements numerous specialized training programs that contribute to the continuous development of departments and employees. Investing in employees is a key opportunity for professional development. These include the following process:

- Training Needs Assessment and Analysis: Regular evaluations are conducted to identify skill gaps and learning needs across departments and employee levels, ensuring targeted development efforts.
- Career Development: Based on the identified training needs and analysis and a discussion with the department managers and section heads, a comprehensive curriculum is developed, covering a range of topics from technical skills to soft skills development.
- Training Programs: Various training programs are offered, including workshops, seminars, online courses, and hands-on training sessions. These programs are tailored to address the specific needs of different employee groups and are delivered by qualified centers and trainers.

Invested in employee trainings (KWD)



- Training Facilities: Altijaria invests in dedicated training facilities equipped with modern technology and resources to facilitate effective learning experiences. These facilities include multimedia rooms and Smartboards.
- E-Learning Platforms and Online Training: In addition to traditional training methods, Altijaria provides access to e-learning platforms where employees can access self-paced courses, video tutorials, and other online resources to enhance their skills and knowledge.
- Cross-Learning and Coaching: Altijaria encourages a culture of cross-learning and experience exchange coaching, where experienced employees provide guidance and support to their colleagues to help them grow and develop professionally.
- Performance Evaluation and Feedback: Regular performance evaluations are conducted to assess the effectiveness of the training programs and identify areas for improvement. Feedback from employees is also collected to ensure that their training needs are being met and that the programs are aligned with Altijaria's objectives and to the employees career goals.

In 2025, the company delivered an extensive 16-hour Health, Safety, and Security training program per employee, led by our Learning & Development Unit. The session strengthened employee awareness of workplace safety practices, risk prevention, and security protocols. This initiative reflects our commitment to fostering a safe, resilient, and responsible workplace culture.



- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Human Capital Development

At Al-Tijaria, we acknowledge the significant role our employees play in driving our growth and success. Our dedication to human capital development is reflected in our comprehensive training programs, career advancement initiatives, and a supportive work environment that aligns with our business objectives and sustainability commitments. Our strategy for human capital development emphasizes cultivating a skilled and motivated workforce. In 2025, we continued to strengthen our talent development approach by fostering a skilled, motivated, and engaged workforce—supported by structured learning opportunities, leadership development, and ongoing employee engagement initiatives.

### Employee Satisfaction -Management Approach

The "Value of One" and "5T's" programs at Altijaria are designed to improve employee engagement. The "Value of One" program emphasizes the significance of each individual and reinforces the corporate culture. Conversely, the "5T's" Model is centered around five essential principles: task management, time management, teamwork, trust, and transparency. This approach seeks to cultivate a supportive and collaborative work atmosphere that motivates all employees to actively participate and remain committed. These programs are fundamental to Altijaria's strategy for fostering employee engagement and improving overall job satisfaction. Performance evaluations at Al-Tijaria are rigorous and conducted quarterly, focusing on Objectives and Key Results (OKR) and specific Key Performance Indicators (KPIs) for each department. This systematic evaluation helps in recognizing and rewarding high performance through promotions, increments, and yearly bonuses, thereby fostering a culture of achievement.

In 2025, Al-Tijaria administered its annual employee satisfaction survey to assess employee sentiment and identify areas for improvement. Employee engagement reached 66.10% of full-time employees completing the survey (excluding internal porters and office boys). These insights support ongoing improvements in employee experience and engagement priorities across teams.

To strengthen connection from the beginning of the employee journey, Al-Tijaria also implemented a more personalized orientation experience for new employees, introducing them to the Company's culture, values, and engagement programs. This ensures that new team members feel welcomed, informed, and connected from day one.

In addition, internal communications continue to play an important role in sustaining engagement. Regular presentations in team meetings highlight the benefits of the "Value of One" and "5T's" programs, including improved efficiency in time and task management, stronger teamwork, enhanced transparency, and greater trust. Interactive workshops and training sessions further support employees with practical tools and skills that can be applied in day-to-day responsibilities, reinforcing a culture of continuous improvement and ongoing development.

### Empowering Leaders and Elevating Expertise

Through our leadership programs in 2025, participants strengthened their capabilities through practical learning experiences, including case studies, role-playing exercises, and interactive workshops. These initiatives enhanced leadership competencies and supported stronger decision-making, equipping our management team with the skills needed to drive strategic growth and advance the organization's long-term development objectives.

In addition, Al-Tijaria continued to foster leadership and professional growth through structured coaching. Experienced senior coaches provided tailored guidance to help employees refine core competencies, strengthen confidence, and support career progression, reinforcing a culture where expertise is continuously elevated.

### Empowering Growth Through Continuous Learning

At Al-Tijaria, we are committed to nurturing the professional development of our employees through dynamic coaching and specialized training programs. Altijaria's Learning & Development Unit provides structured opportunities for employees to enhance technical and behavioral competencies. In 2025, Altijaria delivered 525 total training days, averaging around 3 training days per employee, reflecting our continued investment in capability building across the organization.

Our investment in coaching is tailored to individual career aspirations, with experienced senior coaches providing personalized guidance to refine skills, expand knowledge, and support career progression.

We offer a diverse array of training courses, covering technical expertise, specialized industry knowledge, and essential soft skills such as time management, communication, teamwork, and problem-solving. These programs equip employees with the tools they need to excel in their roles.

In 2025, Al-Tijaria also participated in a comprehensive training program focused on corporate governance principles, with an emphasis on environmental and social awareness. This supports alignment with best practices and sustainability standards and reinforces responsible decision-making across the organization.

Fostering a culture of learning, Al-Tijaria encourages knowledge sharing, collaboration, and cross-learning initiatives, ensuring that employees continuously grow and contribute to the organization's success.



- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Driving Growth Through Human Capital Development

At Al-Tijaria, we recognize that our employees are the driving force behind our growth and success. Our dedication to human capital development is reflected in comprehensive learning programs, career advancement initiatives, and a supportive work environment aligned with our business objectives and sustainability commitments. In 2025, Al-Tijaria continued to strengthen its people strategy by fostering an engaged and motivated workforce, supported by structured development pathways, leadership capability building, and a culture of continuous improvement.

In 2025, Al-Tijaria upheld its commitment to equitable compensation, detailed in the table below, highlighting its approach to rewarding the Board of Directors and employees in accordance with governance standards.

Entity	Total amount paid towards BoD remuneration	Total amount paid towards compensation (consolidated) – Bonus	Total compensation and remuneration
Al-Tijaria Standalone	128,000	343,453	471,453
Al Mutajara Real Estate Co.	16,000	0	16,000
Al Salmiya Group for Enterprise Development Company	15,000	11,950	26,950
Symphony Style Hotel	0	44,006	44,006
Al-Tijaria Group	159,000	399,409	558,409

Table- 18: Employee Compensation and Remuneration (KWD)

This compensation structure ensures alignment with corporate objectives and individual performance, emphasizing substantial remuneration for leadership and significant bonuses for staff efforts. Al-Tijaria continues to prioritize transparent and fair compensation practices, enhancing its integrity as an employer and aligning employee motivation with its strategic goals for sustained business success.

### Human Capital Achievements

During the reporting period, Al-Tijaria achieved notable successes in human capital development, underscoring our commitment to fostering a skilled and motivated workforce. These achievements include

Enhanced Training Programs  
*525 total training days delivered*

Increased Employee Retention  
*Value of One" and "5T's" reinforced*

Successful Talent Acquisition  
*Enhanced onboarding orientation*

Recognition and Reward System  
*5T's performance culture*

Leadership Development Initiatives  
*Interactive leadership workshops*

Employee Well-being Programs  
*Employee engagement workshops*



### Empowering Growth: Workshop on "The 5T's" and AI Innovation

In 2025, Al-Tijaria continued to strengthen employee engagement by emphasizing "Value of One" and the "5T's Model" as core cultural initiatives. "Value of One" reinforces that every employee contribution matters and supports a workplace where individuals feel valued and empowered. The "5T's Model" is centered around five essential principles: Task Management, Time Management, Teamwork, Transparency, and Trust. Through regular internal presentations and interactive workshops, employees were equipped with practical tools that enhance day-to-day performance, strengthen collaboration, and reinforce accountability and openness. To further support engagement, Al-Tijaria also enhanced its onboarding approach through a personalized orientation experience for new employees, introducing them to the Company's culture, values, and engagement programs to ensure team members feel welcomed, informed, and connected from day one.



### Future Outlook →

Looking forward, Al-Tijaria remains committed to enhancing its human capital development strategies by strengthening employee engagement and expanding continuous learning to build a skilled workforce aligned with our corporate values and sustainability commitments.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Human Rights

### Commitment to Human Rights at Al-Tijaria

At Al-Tijaria, respect for human rights is at the core of our corporate values, shaping the way we operate and engage with stakeholders. We are committed to upholding and promoting human rights across all aspects of our business. This commitment goes beyond compliance and supports our ethical business conduct, long-term sustainability, and corporate integrity. By fostering a culture of fairness, inclusivity, and accountability, we strengthen our relationships with employees, tenants, partners, and the wider community while enhancing our reputation as a responsible organization.

### Management Approach

#### Embedding Human Rights and Inclusivity

At Al-Tijaria, human rights principles are deeply embedded in our operations, ensuring equal opportunities, non-discrimination, and respect for the dignity of every individual within the organization. We are committed to fair employment practices by strictly enforcing non-discriminatory policies that cultivate an inclusive and equitable work environment.

Our commitment to human rights is reflected in our unwavering adherence to equal treatment for all employees, irrespective of gender, race, religion, or any other characteristic. We rigorously comply with our internal policies, procedures, and Kuwaiti labor law, ensuring that human rights are protected, and violations are prevented. This proactive approach not only safeguards employee well-being but also strengthens our corporate culture of fairness, respect, and accountability. By fostering a workplace built on inclusivity and ethical governance, Al-Tijaria reaffirms its dedication to human rights, employee empowerment, and a culture of integrity.

#### Training and Awareness

Al-Tijaria continues to reinforce awareness of workplace standards and responsible conduct through internal policies and ongoing engagement, supporting consistent implementation of ethical and inclusive practices across the organization. This enables employees to understand expected behaviors and supports a respectful working environment aligned with our corporate values.

Demonstrating its commitment to diversity and social responsibility, Al-Tijaria participated in a specialized workshop, "The Inclusion of Disability in the Workplace," organized by the Public Authority for Disability Affairs, Kuwait Autism Society, and Kuwait Center for Autism. This engagement highlights the company's proactive approach to fostering an inclusive work environment, advocating for the rights of individuals with disabilities, and promoting a culture of equality, respect, and accessibility.

#### Engagement and Impact Assessment

Al-Tijaria actively engages with local communities by conducting social impact assessments, which play a vital role in identifying and addressing potential human rights implications. These assessments enable the company to proactively mitigate risks, integrate community perspectives into its projects, and ensure that development initiatives align with the socio-economic and cultural needs of local stakeholders. By prioritizing inclusivity and ethical business practices, Al-Tijaria reinforces its commitment to respecting human rights and fostering sustainable community relationships.

#### Management and Oversight

Al-Tijaria's commitment to human rights is upheld at the highest levels of corporate governance, ensuring that human rights principles are integrated into strategic decision-making and organizational policies. We strictly adhere to Kuwaiti labor law and its bylaws, ensuring full compliance with legal and ethical employment practices. Our recruitment process is meticulously structured to align with these regulations, guaranteeing that all hiring decisions are fair, transparent, and in accordance with labor laws. This commitment underscores our dedication to upholding legal standards, safeguarding employee rights, and fostering a work environment based on integrity, equity, and respect.

### Human Rights Achievements

During the 2025 reporting period, Al-Tijaria reported zero incidents related to human rights violations, forced labor, and child labor. No grievances raised during the reporting period were related to human rights violations, and no formal grievances were filed regarding incidents of workplace discrimination or harassment.

0 Incidents

Human Rights Violations

0 Incidents

Forced Labor

0 Incidents

Child Labor



Future Outlook →

Looking forward, Al-Tijaria remains committed to maintaining a respectful and inclusive workplace by strengthening policy implementation, ensuring effective grievance escalation, and continuing alignment with applicable laws and human rights safeguards.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Kuwaitization

At Al-Tijaria, Kuwaitization is a core pillar of our people strategy and long-term sustainability. We are committed to strengthening national talent participation by creating an enabling workplace that supports the recruitment, development, and retention of Kuwaiti nationals across the organization. Our approach focuses on building clear career pathways, providing learning and development opportunities, and fostering an inclusive environment where employees can grow professionally and contribute meaningfully to business performance.

We maintain fair and ethical employment practices and ensure alignment with applicable local requirements, reinforcing transparency, equal opportunity, and a respectful workplace culture. By prioritizing employee engagement, wellbeing, and continuous capability building, we aim to enhance national workforce readiness and leadership representation over time. In 2025, Al-Tijaria supported the Kuwaiti national workforce by recruiting 5 Kuwaiti nationals across different sectors in the company.

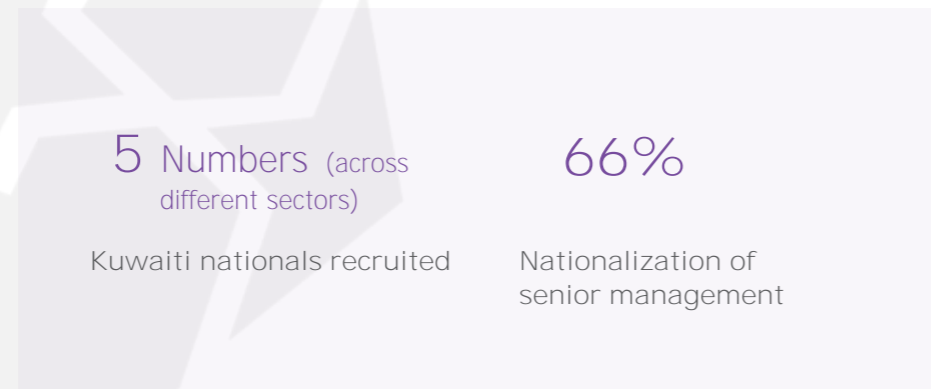
### Management Approach

At Al-Tijaria, Kuwaitization initiatives are overseen by senior leadership to ensure total alignment with national employment objectives and our corporate sustainability commitments. Through systematic monitoring of nationalization quotas and internal evaluations, the company upholds strict compliance with regulatory frameworks regarding the employment of citizens, reinforcing its dedication to an ethical and national-centric workforce management model.

Acknowledging that the development of local human capital is integral to organizational progress, Al-Tijaria places a strong emphasis on the professional growth of our Kuwaiti staff. This approach equips our national workforce with the necessary expertise to lead in evolving business landscapes. Additionally, our performance management system facilitates a transparent evaluation process specifically designed to provide Kuwaiti employees with the constructive feedback required for continuous learning and rapid career advancement into leadership roles.

### Achievements

Al-Tijaria reported significant milestones in our mission to increase the presence of citizens in the private sector during the reporting period:



### Future Outlook →

Al-Tijaria is dedicated to the continuous improvement of our Kuwaitization programs. Future plans include enhancing recruitment strategies for fresh Kuwaiti graduates, further developing leadership programs for national employees, and continually upgrading our retention initiatives to ensure Al-Tijaria remains a top employer of choice for Kuwaiti citizens.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Diversity & Equal Opportunities

Al-Tijaria is built on the belief that diversity is not just an obligation—it is a strategic advantage that fuels innovation, enhances collaboration, and drives lasting success. Committed to fostering an inclusive culture, the company ensures equal opportunities at every level, embedding diversity, equity, and inclusion into its core values and business strategies while upholding global standards and local regulations.

Al-Tijaria’s approach to diversity transcends demographics, embracing differences in thought, experience, and background. Regardless of religion, race, beliefs, marital status, gender, age, nationality, or ethnicity, every individual is valued, respected, and empowered to reach their full potential. The company’s policies are designed to eliminate barriers, promote fairness, and ensure that career growth is driven solely by talent, dedication, and merit.

### Management Approach

At Al-Tijaria, we are deeply committed to fostering a workplace where respect, inclusion, and ethical integrity are not just policies but core values. Our dedication to upholding the highest standards is reflected in a robust Code of Conduct that serves as the foundation of our zero-tolerance approach to discrimination and harassment. Proactive measures support a safe and inclusive workplace, including

- **Clear Policies:** Our Code of Conduct explicitly defines expectations for respectful behavior, non-discrimination, and anti-harassment. This essential framework empowers employees, reinforcing our unwavering commitment to a fair and inclusive work environment.
- **Awareness & Training:** We go beyond policies by actively educating our workforce. Regular awareness sessions instill the importance of diversity, inclusion, and respect, equipping employees with the knowledge to identify, prevent, and report any form of workplace misconduct.
- **Continuous Improvement:** We continuously refine our ethical standards, ensuring they evolve with global best practices and legal advancements. This commitment to progress keeps our workplace culture strong, fair, and forward-thinking.
- **Recruitment & Representation:** In 2025, we recruited female employees across different departments, with females representing 30% of all new joiners

### Empowering Gender Equality & Career Growth

Al-Tijaria stands at the forefront of gender equality, ensuring equal pay for equal work and providing fair promotion opportunities for women to advance into senior leadership roles. Our dedication extends beyond policies—through tangible benefits such as maternity insurance, we actively support women in their careers, reinforcing our belief that a truly inclusive workplace is one where everyone thrives.



### Future Outlook →

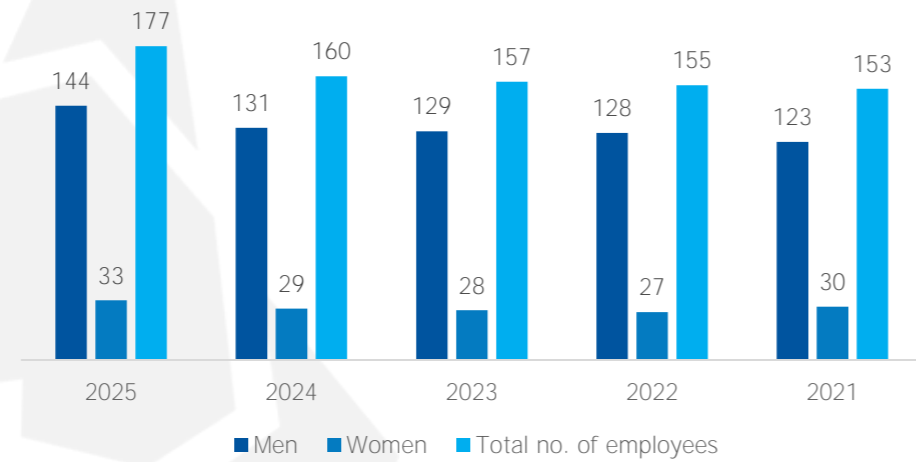
Looking ahead, we will further elevate our commitment to gender equality by expanding initiatives that ensure equal pay, foster career advancement, and provide comprehensive support systems that empower women to thrive and lead in the workplace.

## Employee Representation and Inclusion

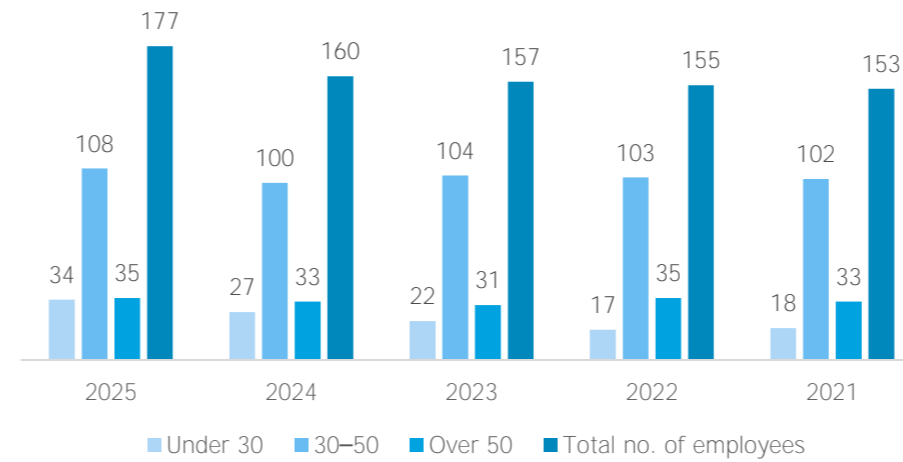
Al-Tijaria is committed to equal opportunity and a work environment free from discrimination, where decisions on hiring, development, and advancement are guided by competence, conduct, and performance. By removing systemic barriers and promoting equitable practices, Al-Tijaria enables employees to grow and succeed based on merit.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

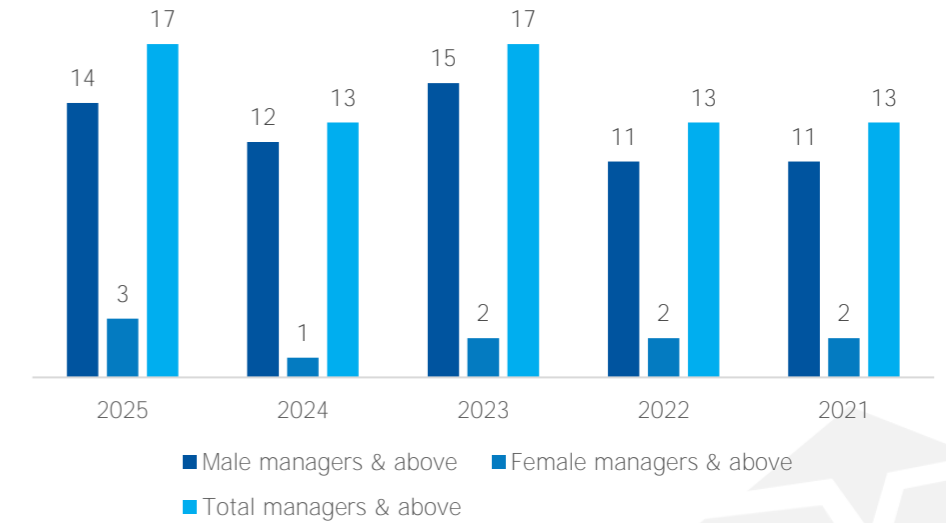
Employees as Per Gender



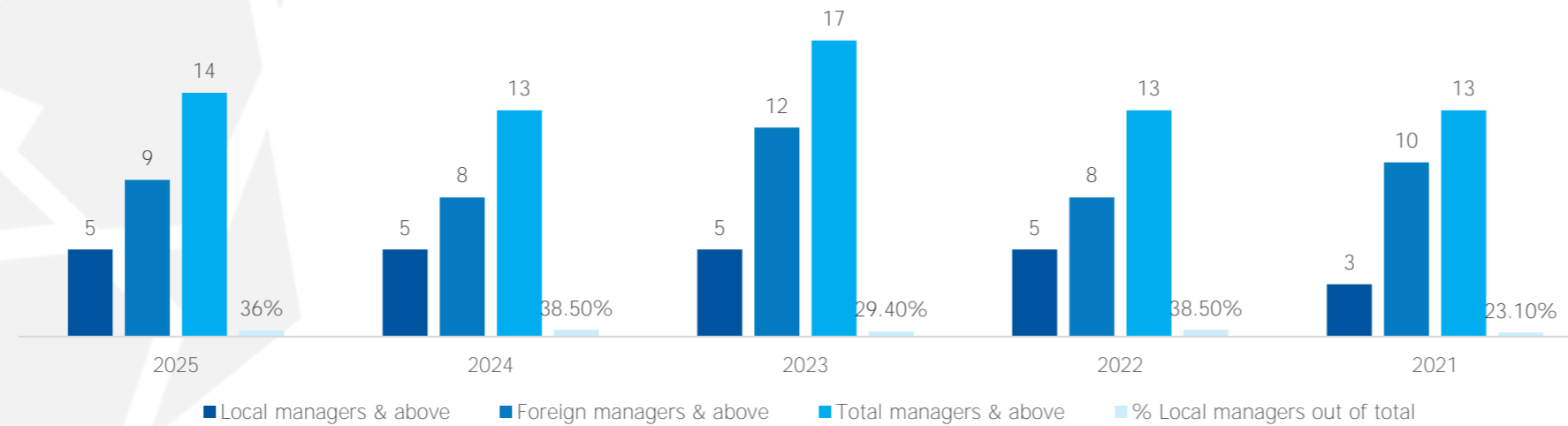
Employees per age group



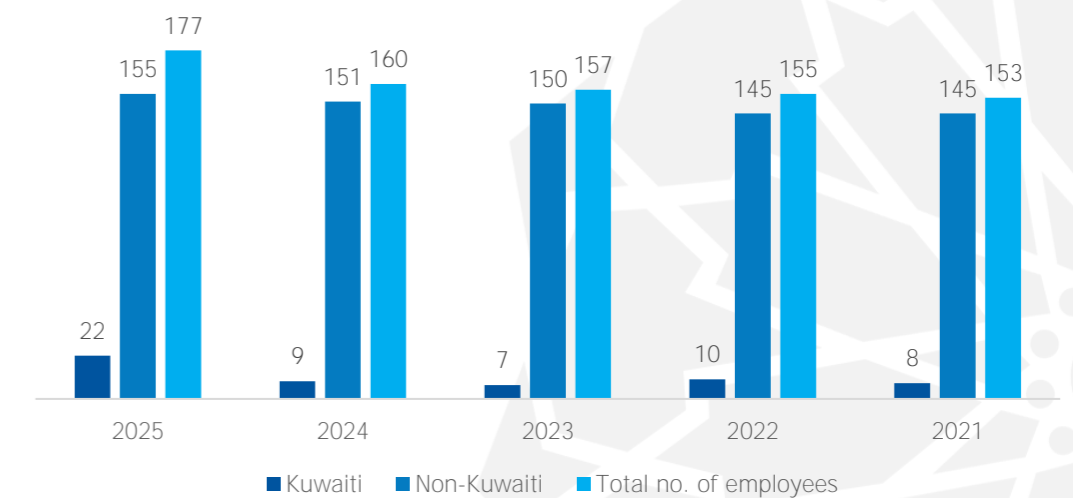
Managers & above per gender



Managers & above per nationality



Number of employees per nationality



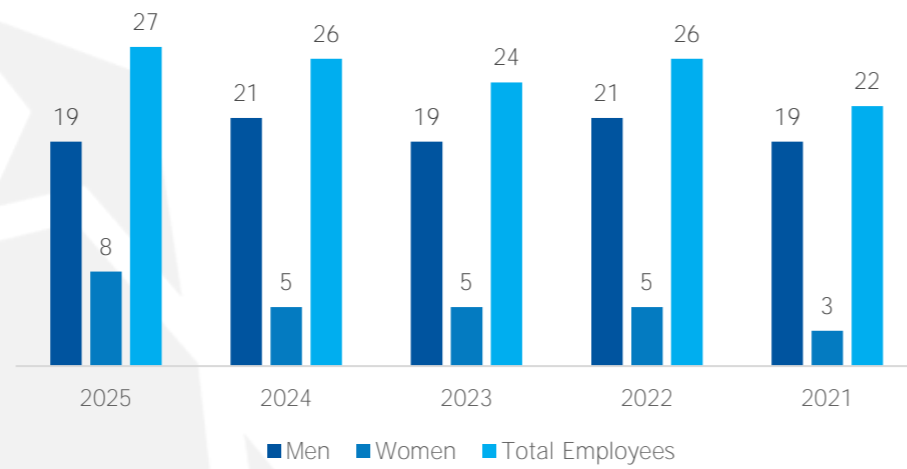
### Future Outlook →

While significant progress has been made, achieving full gender parity—particularly in managerial roles—remains an ongoing challenge as female representation continues to grow. Al-Tijaria remains committed to bridging this gap by consistently reviewing and refining its policies and practices, ensuring they evolve to meet the changing needs of its workforce and align with global best practices.

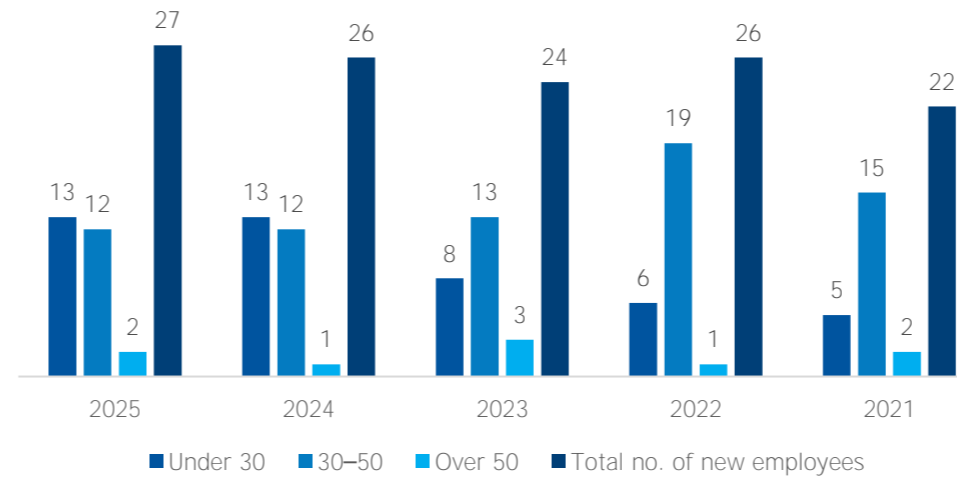
- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Employee Representation and Inclusion

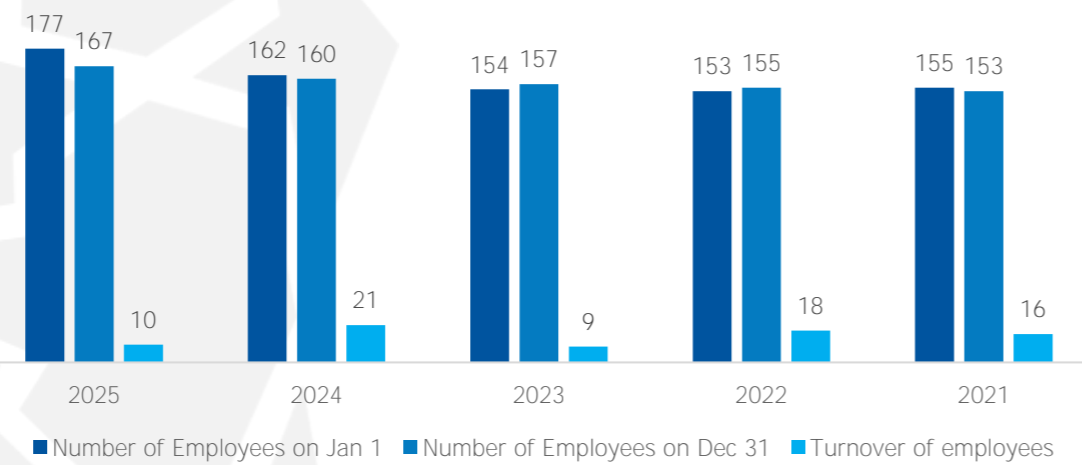
New Employees as per Gender



New Employees as per age group



Turnover



The turnover rate decreased from about 13.0% in 2024 to around 5.8% in 2025, showing a strong improvement in employee retention and organizational stability that supports a more cohesive, engaged, and productive work environment.

### Achievements

Al-Tijaria reported zero incidents across diversity and equal opportunities considerations during the reporting period. These include

- 0 Incidents  
Gender Discrimination
- 0 Incidents  
Racial Discrimination
- 0 Incidents  
Disability Discrimination



### Future Outlook →

While significant progress has been made, achieving full gender parity—particularly in managerial roles—remains an ongoing challenge as female representation continues to grow. Al-Tijaria remains committed to bridging this gap by consistently reviewing and refining its policies and practices, ensuring they evolve to meet the changing needs of its workforce and align with global best practices.



- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Local Communities

Al-Tijaria believes that meaningful engagement with local communities is essential to creating shared value and long-term resilience. We support community well-being by strengthening local economic participation, maintaining responsible business practices, and partnering with stakeholders to ensure our operations contribute positively to Kuwait’s development priorities. Our approach reflects the ethos of “Al-Tijaria We Care”, reinforcing social responsibility as a core pillar of our sustainability strategy.

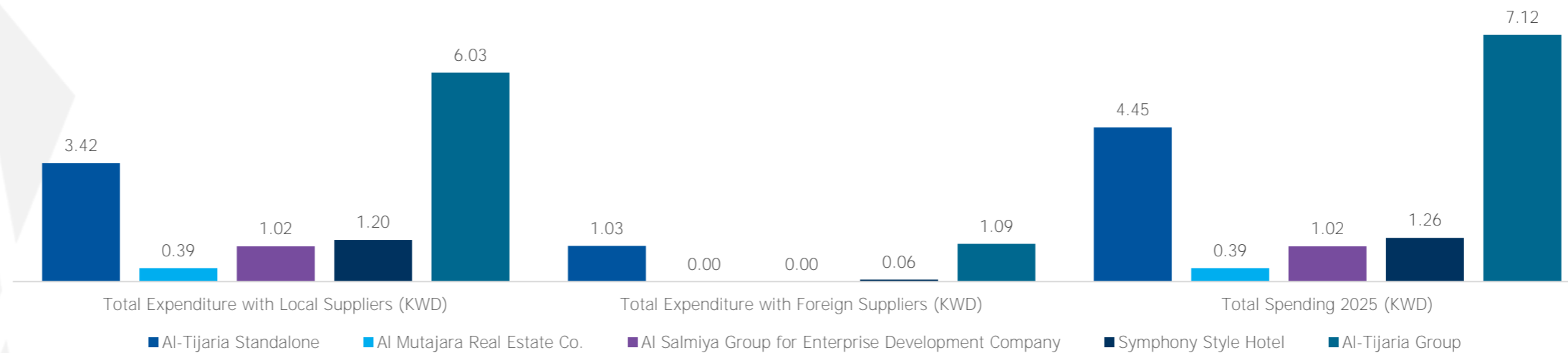
### Management Approach

#### Impact Assessments and Inclusion

Al-Tijaria engages local communities through ongoing stakeholder dialogue and operational practices that promote inclusive growth. We integrate community considerations into decision-making by prioritizing local supplier engagement and ensuring that procurement activities reflect responsible sourcing principles. This approach helps us support local enterprises, enhance supply continuity, and reinforce community trust through transparent and ethical purchasing practices.

In 2025, Al-Tijaria continued to strengthen local economic contributions by maintaining a predominantly local supplier base and prioritizing spend within Kuwait wherever goods and services are available locally. Local sourcing remains a strategic priority due to operational efficiency, alignment with local market requirements, and long-term business sustainability.

Spending on Local Suppliers (in million KWD)



These figures highlight Al-Tijaria’s strategic commitment to strengthening local business networks and supporting the domestic economy by prioritizing engagement with local suppliers. The significant investment in local procurement reflects the company’s dedication to fostering local industries, generating employment opportunities, and driving economic growth in the regions where it operates. Of the 192 suppliers engaged, 189 were local suppliers.

This strategy aligns with Al-Tijaria’s overarching sustainability objectives, which prioritize economic resilience and community support through strategic procurement. The company remains committed to building strong partnerships with local suppliers, promoting mutual growth, and making lasting economic contributions.

#### Community Initiatives

Al-Tijaria’s community support is advanced through responsible procurement and operational standards that contribute to community well-being. In 2025, our commitment was reinforced through recognized practices and certifications, including Green Key and HACCP, supporting responsible hospitality operations, quality assurance, and sustainability outcomes. We also uphold strict supplier expectations on ethical labor practices, prohibiting forced and child labour, and applying escalation measures for non-compliance that may include supplier blacklisting where necessary.

In parallel, supplier governance remained a key focus, with structured procurement controls and supplier audits supporting transparency and accountability. During 2025, 48 suppliers were subject to audit, with no suppliers identified as having significant actual or potential negative impacts, and no supplier relationships terminated because of audit.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Local Communities

### Community Initiatives

Al Tijaria Real Estate implemented a diverse range of community development initiatives, focusing on empowering youth by supporting sustainable initiatives and projects led by them, as well as the inclusion and support of people with disabilities. These efforts also covered areas such as health awareness, environmental sustainability, and cultural and educational initiatives, in addition to charitable activities and donations. These initiatives aim to contribute to improving the social and economic conditions of the communities served by the Company.

The Company also leverages its marketing channels, including social media and digital platforms, to raise awareness of these initiatives and enhance community engagement. CSR plans are developed on an annual basis and are subject to review by the Corporate Governance Committee and approval by the Board of Directors, ensuring alignment with long-term sustainability objectives.

During the financial year 2025, the Company Spent KWD 72,553 on CSR initiatives. The table below outlines the key activities and financial contributions made toward community programs during the reporting period.

Event Name	Period	Event Details	Financial contributions (KWD)
Sponsoring Graduation Projects – Kuwait University (Engineering Department)	2025	Supporting graduation projects for Engineering students at Kuwait University, contributing to innovation and strengthening the link between academic learning and practical application.	2,500
Sponsoring Student Sustainability Projects – in collaboration with INJAZ Kuwait	2025	Promoting sustainability and innovation by supporting student-led projects for school and university students in collaboration with INJAZ Kuwait, enabling them to develop solutions that address environmental and social challenges.	4,000
Student Internship Programs – in collaboration with INJAZ Kuwait	2025	Enhancing students’ professional skills and readiness for the job market through structured internship programs delivered in collaboration with INJAZ Kuwait.	5,830
“Plant a Tree in My Country” Initiative – with Schools	2025	Promoting a greener Kuwait by encouraging students to participate in tree planting while raising awareness of the environmental benefits of trees, including their role in improving air quality and producing oxygen.	1,889
“Ishraqat Amal” Event	2025	Supporting the empowerment of individuals with Disabilities by providing a platform to showcase their talents and creativity, while promoting inclusion and confidence within the community.	27,300
Blood Donation Campaign – Al Tijaria Tower	2025	Contributing to public health by supporting blood donation initiatives in collaboration with Kuwait Blood Bank and enhancing community awareness of the importance of blood donation.	642
Blood Donation Campaign – Symphony Mall	2025	Contributing to public health by supporting blood donation initiatives in collaboration with Kuwait Blood Bank and enhancing community awareness of the importance of blood donation.	642
Blood Donation Campaign – Boulevard Mall	2025	Contributing to public health by supporting blood donation initiatives in collaboration with Kuwait Blood Bank and enhancing community awareness of the importance of blood donation.	642
“Arabic Language ” Initiative	2025	Promoting the Arabic language among the younger generation and strengthening their connection to cultural identity through engaging and interactive educational activities.	8,000
Beach Cleanup Campaign	2025	Promoting environmental responsibility through participation in a beach cleanup campaign in collaboration with Spread the Passion, supporting efforts to protect marine ecosystems and reduce pollution.	1,000
Ishraqat Amal Art Exhibition	2025	Empowering individuals with special needs by providing a platform to showcase and sell their artwork, supporting their confidence and social inclusion.	15,550
Children’s Cancer Hospital Visit	2025	Supporting the emotional well-being of children undergoing treatment by providing engaging activities that help create a positive and uplifting experience.	1,108
“Donate a Toy... Share the Joy” Campaign	2025	Supporting children in need by encouraging toy donations and promoting a culture of giving and community participation through a structured charity initiative.	3,450
Total CSR Amount Spent			72,553

Table- 23: Community Initiatives

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Community-Oriented Events and Programs

During the reporting period throughout 2025, Al Tijaria continued to implement an integrated ESG program through various events and initiatives, including charity fundraisers, health drives, and environmental activities such as the “Plant A Tree In My Country” campaign. These efforts support community well-being and responsible growth, while strengthening the Company’s engagement with local stakeholders and fostering trust and collaboration. To uphold accountability and transparency, detailed reports on implemented activities are regularly submitted to the governance committee, and periodic updates are shared with stakeholders highlighting the Company’s initiatives, contributions, and overall impact.

### “Ishraqat Amal Festival”

Al Tijaria continues to organize the “Ishraqat Amal” Festival for the tenth consecutive year, reflecting a sustained commitment to supporting and empowering individuals with special needs and promoting social inclusion. The festival serves as an annual platform that highlights participants’ talents and creative abilities across arts, handicrafts, and expressive performances within an inclusive community environment. The festival promotes positive interaction between participants and the broader community, strengthening awareness, acceptance, and inclusivity. It also provides a supportive platform that enhances self-confidence, skill development, and community participation, reinforcing long-term social integration.



### Ishraqat Amal Art Exhibition

As an extension of the festival, Al Tijaria organized the “Ishraqat Amal” Art Exhibition as a specialized platform enabling individuals with special needs to display and sell their artwork. The exhibition supports artistic expression, economic empowerment, and confidence building while reinforcing inclusive cultural participation. The initiative reflects the Company’s commitment to providing sustainable platforms that support empowerment, dignity, and community engagement within structured and professionally managed environments.



### “Arabic Is My Language” Initiative

Al Tijaria launched the third edition of the “Arabic Is My Language” initiative under the theme “Let’s Read Together,” hosted at Symphony Mall. The initiative focused on promoting Arabic language literacy and strengthening cultural identity among children and youth. The program featured interactive educational and cultural activities, including guided reading sessions and learning workshops, which encouraged children to engage positively with the Arabic language through modern and innovative approaches. The initiative contributed to nurturing reading habits, enhancing linguistic confidence, and reinforcing cultural belonging within a safe and inclusive community environment.



### Bashasha Initiative (Away from Screens)

Al Tijaria implemented the “Bashasha Initiative (Away from Screens)” across several locations, including Al Tijaria Tower, Boulevard Mall, Dome Complex, and Symphony Mall, with the objective of promoting balanced digital habits and strengthening community engagement among children. The initiative encouraged children to participate in creative educational and recreational activities away from electronic devices through art workshops, interactive games, and group-based learning activities. These activities fostered creativity, social interaction, emotional wellbeing, and healthy lifestyle behaviors while creating safe, structured environments that support positive child development.



### Blood Donation Campaigns

Under the theme “Share Life... Donate Blood, Al Tijaria organized blood donation campaigns in collaboration with the Kuwait Central Blood Bank across its key locations: Al Tijaria Tower, Symphony Style Mall, and Boulevard Mall. The campaigns witnessed strong participation from employees, tenants, and visitors, and were conducted under the supervision of specialized medical teams. These campaigns aim to raise awareness about the importance of blood donation and its vital role in saving lives, while encouraging a culture of volunteering and community engagement, and supporting the national healthcare system.



### Breast Cancer Awareness Lecture – In Collaboration with New Mowasat Hospital

Al Tijaria Real Estate organized an internal awareness session for its employees in collaboration with New Mowasat Hospital, highlighting the importance of early detection of breast cancer, methods of prevention, and overall health awareness. The session covered key information on the importance of regular screenings and maintaining a healthy lifestyle, helping to raise awareness among employees and encouraging greater attention to their health. This initiative comes as part of the company’s efforts to support employee well-being.



- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Community-Oriented Events and Programs

During the reporting period throughout 2025, Al Tijaria continued to implement an integrated ESG program through various events and initiatives, including charity fundraisers, health drives, and environmental activities such as the “Plant A Tree In My Country” campaign. These efforts support community well-being and responsible growth, while strengthening the Company’s engagement with local stakeholders and fostering trust and collaboration. To uphold accountability and transparency, detailed reports on implemented activities are regularly submitted to the governance committee, and periodic updates are shared with stakeholders highlighting the Company’s initiatives, contributions, and overall impact.

### Sponsoring Graduation Projects – Kuwait University (Engineering Department)

As part of its commitment to youth empowerment and sustainable development, Al Tijaria sponsors graduation projects for students at Kuwait University’s Engineering Department. Through year-round financial support, the company enables aspiring engineers to develop innovative, practical solutions while strengthening their technical capabilities. This initiative reflects Al Tijaria’s dedication to investing in national talent and contributing to long-term socio-economic growth under its ESG framework



### INJAZ Internship Career Fair 2025

Al Tijaria participated as a sponsor and supporter of the INJAZ Internship Opportunities Fair 2025, which served as a platform to connect students with public and private sector organizations. The participation aimed to introduce students to practical training opportunities and facilitate their transition from academic studies into the labor market through structured internship programs that enhance professional competencies and workforce readiness. This initiative supports youth capacity building, strengthens employability, and contributes to the sustainability of the local labor market.

### Donate a Toy... Share the Joy Campaign

An annual initiative implemented by Al Tijaria aimed at collecting new and pre-loved toys to support children from underprivileged families. The campaign is organized at Boulevard Mall and The Dome Complex, in collaboration with the Humanitarian Charity Society. The initiative seeks to bring joy to children and put smiles on their faces by encouraging community members to donate and contribute, reflecting the spirit of giving and social responsibility. It also creates a direct humanitarian impact by ensuring the toys reach those in need, while promoting a sense of community solidarity and reinforcing the concept of shared responsibility among individuals.



### Visit to NBK Specialized Children’s Hospital

Al Tijaria organized a visit to NBK Specialized Children’s Hospital, aimed at uplifting the spirits of young patients through a range of fun, educational, and interactive activities that brought joy to them during their treatment period. The visit included entertainment segments and gifts for the children, along with activities tailored to their ages enhancing their sense of comfort and care. The team also ensured creating a positive atmosphere that helped ease the challenges children face throughout their treatment journey. This initiative comes as part of the company’s commitment to social responsibility and its continuous efforts to support the community.

### Sponsorship of the “Most Sustainable Product or Service” Award – INJAZ Kuwait

In support of innovation and sustainable entrepreneurship, Al Tijaria sponsored the “Most Sustainable Product or Service” Award within the INJAZ Kuwait Company Program, targeting high school and university students. The sponsorship encouraged students to develop innovative solutions that integrate environmental and social considerations, while strengthening their understanding of sustainability principles within entrepreneurial practices. The initiative also enhanced applied learning through direct engagement with the private sector, supporting youth readiness for future careers and alignment with Kuwait Vision 2035 and the United Nations Sustainable Development Goals.



### Plant a Tree in My Country – Ninth Edition

Al Tijaria organized the ninth edition of its “Plant a Tree in My Country” initiative at Boulevard Park, in collaboration with several schools, as part of its efforts to promote environmental awareness and sustainability among younger generations. The initiative focused on the importance of tree planting and its role in improving the environment, through engaging students in hands-on activities that encourage environmental responsibility. It included tree planting, distribution of seedlings, and interactive workshops on planting and plant care, along with guidance on environmental protection and reducing carbon footprint. The initiative reflects the company’s support for building long-term environmental awareness and contributing to a more sustainable future.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

## Community-Oriented Events and Programs

Throughout the reporting period, Al-Tijaria organized several events and programs such as charity fundraising, health drives, and environmental campaigns like "Plant A Tree In My Country." These initiatives not only contribute to community welfare but also enhance Al-Tijaria's engagement with local stakeholders, building a foundation of trust and cooperation.

To ensure accountability and transparency, regular reports detailing the executed activities are presented to the governance committee. Furthermore, periodic updates are disseminated to stakeholders, highlighting the company's implemented events and contributions, and providing insights into the nature and impact of these endeavors.

### Beach Clean up

Al Tijaria Real Estate participated in a beach cleanup campaign in observance of World Cleanup Day, in collaboration with Spread the Passion, the official organizer of the campaign in Kuwait. This participation reflects the company's ongoing commitment to environmental protection and combating marine pollution.

The campaign took place at Kuwait Towers Beach, with wide participation from volunteers, highlighting the spirit of teamwork and collaboration among various stakeholders in serving the environment.



### Diabetes Awareness Lecture

Al Tijaria Real Estate organized an awareness lecture for its employees on diabetes, in collaboration with Dasman Diabetes Institute, in observance of World Diabetes Day. This initiative forms part of the company's ongoing corporate social responsibility efforts to promote health awareness within the workplace.

### Ongoing Commitment

Al Tijaria Real Estate remains committed to advancing integrated ESG initiatives that strengthen environmental stewardship, social responsibility, and governance excellence. The Company continues to enhance partnerships, strengthen internal controls, and align programs with national priorities and international sustainability frameworks to ensure sustainable long-term impact.



### Social Responsibility Policy

This policy empowers us to improve social and economic conditions for both our employees and the wider community by fostering job creation, enhancing employability, and promoting sustainable environmental practices. It also establishes a self-regulatory framework that ensures adherence to legal and ethical standards, actively contributing to societal development, community well-being, and the reduction of environmental impacts..



### Future Outlook →

Looking ahead, Al-Tijaria is dedicated to strengthening its community ties through enhanced local engagement and strategically focused social impact programs. The company will continue supporting educational and environmental initiatives, reinforcing its role as a key contributor to community development in the regions where it operates.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

# GRI Content- Index

# GRI Content-Index

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Boursa Kuwait Sustainability Disclosures



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	OMISSION
<b>GENERAL DISCLOSURES</b>			
GRI 2: General Disclosures 2021	2-1 Organizational details	About Al-Tijaria	-
	2-2 Entities included in the organization's sustainability reporting	Table- 4: Reporting Boundaries	-
	2-3 Reporting period, frequency and contact point	About this Report	-
	2-4 Restatements of information	We have restated FY2024 water consumption for the Boulevard Complex based on the corrected meter readings and verified billing data.	-
	2-5 External assurance	External Assurance	-
	2-6 Activities, value chain and other business relationships	About Al-Tijaria	-
	2-7 Employees	Table- 19: Employees	-
	2-8 Workers who are not employees	N/A since no temporary worker	-
	2-9 Governance structure and composition	Corporate Governance	-
	2-10 Nomination and selection of the highest governance body	Corporate Governance	-
	2-11 Chair of the highest governance body	Corporate Governance	-
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance	-
	2-13 Delegation of responsibility for managing impacts	Corporate Governance	-
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance	-
	2-15 Conflicts of interest	Conflict of Interest Policy	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	OMISSION
<b>GENERAL DISCLOSURES</b>			
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Business Ethics	-
	2-17 Collective knowledge of the highest governance body	Corporate Governance	-
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance	-
	2-19 Remuneration policies	Corporate Governance	-
	2-20 Process to determine remuneration	Corporate Governance	-
	2-21 Annual total compensation ratio	Human Capital Development	-
	2-22 Statement on sustainable development strategy	Sustainability Purpose, Values and Goals	-
	2-23 Policy commitments	Highlights of the Policies are available on Al-Tijaria's website: Al Tijaria.com	-
	2-24 Embedding policy commitments	Al-Tijaria Policies	-
	2-25 Processes to remediate negative impacts	Code of Conduct, Whistleblower policy	-
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics	-
	2-27 Compliance with laws and regulations	None	-
	2-28 Membership associations	Alignment with UN Global Compact	-
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	-
	2-30 Collective bargaining agreements	NA	-

# GRI Content-Index

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	OMISSION
<b>MATERIAL TOPICS</b>			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment	-
	3-2 List of material topics	Materiality Assessment	-
<b>Economic performance</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Table- 3: Snapshot of 2025 Financial Performance	-
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Table- 3: Snapshot of 2025 Financial Performance	-
	201-2 Financial implications and other risks and opportunities due to climate change	NA	-
	201-3 Defined benefit plan obligations and other retirement plans	NA	-
	201-4 Financial assistance received from government	NA	-
<b>Market presence</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	NA	-
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	NA	-
	202-2 Proportion of senior management hired from the local community	NA	-
<b>Indirect economic impacts</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Opportunities in Green / Sustainable Buildings	-
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Opportunities in Green / Sustainable Buildings	-
	203-2 Significant indirect economic impacts	Local Communities	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	OMISSION
<b>MATERIAL TOPICS</b>			
<b>Procurement practices</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Local Communities	-
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Table- 22: Spending on Local Suppliers	-
<b>Anti-corruption</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics	-
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics	-
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics	-
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics	-
<b>Anti-competitive behavior</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics	-
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics	-
<b>Tax</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	NA	-
GRI 207: Tax 2019	207-1 Approach to tax	NA	-
	207-2 Tax governance, control, and risk management	NA	-
	207-3 Stakeholder engagement and management of concerns related to tax	NA	-
	207-4 Country-by-country reporting	NA	-

# GRI Content-Index

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	OMISSION
<b>MATERIAL TOPICS</b>			
<b>Materials</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	NA	-
GRI 301: Materials 2016	301-1 Materials used by weight or volume	NA	-
	301-2 Recycled input materials used	NA	-
	301-3 Reclaimed products and their packaging materials	NA	-
<b>Energy</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Management	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Table- 10: Electricity consumption (kWh) * <i>Electricity consumption for the reporting period has been estimated, i.e., apportioned for 365 days, based on invoices received between November 2024 – December 2025.</i>	-
	302-2 Energy consumption outside of the organization	NA	-
	302-3 Energy intensity	NA	-
GRI 302: Energy 2016	302-4 Reduction of energy consumption	Table- 10: Electricity consumption (kWh)	-
	302-5 Reductions in energy requirements of products and services	NA	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	OMISSION
<b>MATERIAL TOPICS</b>			
<b>Water and effluents</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Management	-
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Table- 13: Water consumption (Gallons)	-
	303-2 Management of water discharge-related impacts	NA	-
	303-3 Water withdrawal	NA	-
	303-4 Water discharge	NA	-
	303-5 Water consumption	Table- 13: Water consumption (Gallons) * <i>Water consumption for the reporting period has been estimated, i.e., apportioned for 365 days, based on invoices received between July/November 2024 – December 2025.</i>	-
<b>Biodiversity</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Biodiversity	-
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity	-
	304-2 Significant impacts of activities, products, and services on biodiversity	Biodiversity	-
<b>Emissions</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	3.2	-
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Table 14	-
	305-2 Energy indirect (Scope 2) GHG emissions	Table 15	-
	305-3 Other indirect (Scope 3) GHG emissions	Table 16,17	-
	305-4 GHG emissions intensity	Table 18	-

# GRI Content-Index

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	OMISSION
<b>MATERIAL TOPICS</b>			
<b>Waste</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Management	-
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management	-
	306-2 Management of significant waste-related impacts	Waste Management	-
	306-3 Waste generated	Waste Management	-
	306-4 Waste diverted from disposal	NA	-
	306-5 Waste directed to disposal	NA	-
<b>Supplier environmental assessment</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	NA	-
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	NA	-
	308-2 Negative environmental impacts in the supply chain and actions taken	NA	-
<b>Employment</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity & Equal Opportunities	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Table- 20: New Employees & Table- 21: Turnover	-
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	NA as Al-Tijaria has no part time employees	-
	401-3 Parental leave	Human Capital Development	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	OMISSION
<b>MATERIAL TOPICS</b>			
<b>Labor/management relations</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	NA	-
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	NA	-
<b>Occupational health and safety</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Health & Safety	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Performance and Monitoring	-
	403-2 Hazard identification, risk assessment, and incident investigation	Not Reported	-
	403-3 Occupational health services	Not Reported	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	Not Reported	-
	403-5 Worker training on occupational health and safety	Health & Safety	-
	403-6 Promotion of worker health	Not Reported	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not Reported	-
	403-8 Workers covered by an occupational health and safety management system	NA	-
	403-9 Work-related injuries	Health & Safety Achievements	-
	403-10 Work-related ill health	Health & Safety Achievements	-

# GRI Content-Index

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	OMISSION
<b>MATERIAL TOPICS</b>			
<b>Training and education</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Capital Development	-
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Human Capital Development	-
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Capital Development	-
	404-3 Percentage of employees receiving regular performance and career development reviews	Human Capital Development	-
<b>Diversity and equal opportunity</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity & Equal Opportunities	-
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Table- 19: Employees	-
	405-2 Ratio of basic salary and remuneration of women to men	No discrimination in salary between men and women	-
<b>Non-discrimination</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics	-
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Business Ethics	-
<b>Freedom of association and collective bargaining</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Not Reported	-
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not Reported	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	OMISSION
<b>MATERIAL TOPICS</b>			
<b>Child labor</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	None	-
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	None	-
<b>Forced or compulsory labor</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	None	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	None	-
<b>Security practices</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	None	-
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	None	-
<b>Rights of indigenous peoples</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	None	-
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	None	-
<b>Local communities</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Local Communities	-
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Local Communities	-
	413-2 Operations with significant actual and potential negative impacts on local communities	Local Communities	-

# GRI Content-Index

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	OMISSION
<b>MATERIAL TOPICS</b>			
Supplier social assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	None	-
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	None	-
	414-2 Negative social impacts in the supply chain and actions taken	None	-
Public policy			
GRI 3: Material Topics 2021	3-3 Management of material topics	None	-
GRI 415: Public Policy 2016	415-1 Political contributions	None	-
Customer health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Tenant / Occupant Satisfaction	-
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Tenant / Occupant Satisfaction	-
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Tenant / Occupant Satisfaction	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	OMISSION
<b>MATERIAL TOPICS</b>			
Marketing and labeling			
GRI 3: Material Topics 2021	3-3 Management of material topics	NA	-
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	NA	-
	417-2 Incidents of non-compliance concerning product and service information and labeling	NA	-
	417-3 Incidents of non-compliance concerning marketing communications	NA	-
Customer privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Data Privacy & Security	-
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy & Security	-
<b>Non-GRI Topics</b>			
Opportunities in Green Buildings/ Sustainable Buildings			
GRI 3: Material Topics 2021	3-3 Management of material topics	Opportunities in Green / Sustainable Buildings	-
Climate Change Mitigation			
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Change Mitigation	-
Tenant / Occupant Satisfaction			
GRI 3: Material Topics 2021	3-3 Management of material topics	Tenant / Occupant Satisfaction	-

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Bursa Kuwait Sustainability Disclosures

# Bursa Kuwait Sustainability Disclosures

# Boursa Kuwait Sustainability Disclosures

This sustainability report has been initiated to fulfill the requirements of Article No. (1-17-3) of Module Twelve (Listing Rules) of the Executive Regulations of the Capital Markets Authority (CMA), in compliance with Article (42) of Law Number 7 of 2010 regarding the establishment of the Capital Markets Authority and Regulating Securities Activities and its amendments, which states that Boursa Kuwait shall prepare a comprehensive guide for Listed Companies to refer to when preparing their Sustainability reports, and this guide shall be approved by the CMA. This guide proposes an initial set of corporate sustainability indicators that are in line with the State of Kuwait's sustainable development ambitions as set out by the "New Kuwait 2035" vision National Development Plan and Kuwait's commitment to reach carbon neutrality by 2060.

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Boursa Kuwait Sustainability Disclosures

Metric	Calculation	Disclosure / Page Number
<b>Environmental</b>		
GHG Emissions	E1.1) Total amount, in CO2 equivalents, for Scope 1 (if applicable)	45
	E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)	45
	E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)	45
Emissions Intensity	E2.1) Total GHG emissions per output scaling factor	45
	E2.2) Total non-GHG emissions per output scaling factor	NA
Energy Usage	E3.1) Total amount of energy directly consumed	<b>37</b>
	E3.2) Total amount of energy indirectly consumed	NA
Energy Intensity	Total direct energy usage per output scaling factor	NA
Energy Mix	Percentage: Energy usage by generation type	NA
Water Usage	E6.1) Total amount of water consumed	<b>41</b>
	E6.2) Total amount of water reclaimed	NA
Environmental Operations	E7.1) Does your company follow a formal Environmental Policy? Yes, no	Yes
	E7.2) Does your company follow specific waste, water, energy, and/or recycling polices? Yes/No	Indirectly embedded, into our policies
	E7.3) Does your company use a recognized energy management system? Yes/No	No
Environmental Oversight	Does your Board/Management Team oversee and/or manage climate-related risks? Yes/No	Yes
Environmental Oversight	Does your Board/Management Team oversee and/or manage other sustainability issues? Yes/No	Yes
Climate Risk Mitigation	Total amount invested, annually, in climate-related infrastructure, resilience, and product development?	39 - Green Investment

Metric	Calculation	Disclosure / Page Number
<b>Social</b>		
Gender Pay Ratio	Ratio: Median male compensation to median female compensation	1 to 1
Employee Turnover	S2.1) Percentage: Year-over-year change for full-time employees	58 -Diversity & Equal Opportunities
	S2.2) Percentage: Year-over-year change for part-time employees	N/A since Al-Tijaria has no part time employees
	S2.3) Percentage: Year-over-year change for contractors and/or consultants	Not recorded
Gender Diversity	S3.1) Percentage: Total enterprise headcount held by men and women	57 -Diversity & Equal Opportunities
	S3.2) Percentage: Entry- and mid-level positions held by men and women	Not recorded
Temporary Worker Ratio	S3.3) Percentage: Senior- and executive-level positions held by men and women	Diversity & Equal Opportunities
	S4.1) Percentage: Total enterprise headcount held by part-time employees	N/A since Al-Tijaria has no part time employees
Non-Discrimination	S4.2) Percentage: Total enterprise headcount held by contractors and/or consultants	Not recorded
	Does your company follow a sexual harassment and/or nondiscrimination policy? Yes/N	Yes. The Code of Conduct.
Injury Rate	Percentage: Frequency of injury events relative to total workforce time	None
Global Health and Safety	Does your company follow an occupational health and/ or global health and safety policy? Yes/No	Yes. Quality Health, Safety, and Environment (QHSE)
Child and Forced Labor	S8.1) Does your company follow a child and/or forced labor policy? Yes/No	Yes
	S8.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No	Yes
Human Rights	S9.1) Does your company follow a human rights policy? Yes/No	Yes
	S9.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	Yes
Nationalization	S10.1) Percentage of national employees	12.43%
	S10.2) Direct and indirect local job creation	55 - <b>5</b> Kuwaiti employees

# Boursa Kuwait Sustainability Disclosures

- Introduction
- Governance
  - Data Privacy & Security
  - Business Ethics
  - Corporate Governance
  - Risk Management at Al-Tijaria
  - Digital Transformation
  - Green Responsible Investment
  - ESG Governance and Leadership
  - Grievance Management (Whistleblowing)
- Environmental Stewardship
  - Energy Management
  - Opportunities in Green / Sustainable Buildings
  - Waste Management
  - Water Management
  - Climate Change Mitigation
  - Biodiversity
  - GHG Emissions
- Social Responsibility
  - Health & Safety
  - Tenant / Occupant Satisfaction
  - Human Capital Development
  - Human Rights
  - Kuwaitization
  - Diversity & Equal Opportunities
  - Local Communities
- GRI Content-Index
- Boursa Kuwait Sustainability Disclosures

Metric	Calculation	Disclosure / Page Number
<b>Governance</b>		
Board Diversity	G1.1) Percentage: Total board seats occupied by men and women	29 - Corporate Governance
	G1.2) Percentage: Committee chairs occupied by men and women	32 - Corporate Governance
Board Independence	G2.1) Does your company prohibit its CEO from serving as board chair? Yes/No	Yes
	G2.2) Percentage: Total board seats occupied by independents	29 - Corporate Governance
Incentivized Pay	Are executives formally incentivized to perform on sustainability? Yes/No	53 - Corporate Governance
Collective Bargaining	Percentage: Total enterprise headcount covered by collective bargaining agreement(s)	NA
Supplier Code of Conduct	G5.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No	No
	G5.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?	NA
Ethics and Anti-Corruption	G6.1) Does your company follow an Ethics and/or Anti-corruption policy? Yes/No	28 - Yes
	G6.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	100%
Data Privacy	G7.1) Does your company follow a Data Privacy policy? Yes/ No	27- Yes
	G7.2) Has your company taken steps to comply with GDPR rules? Yes/No	No
Sustainability Reporting	G8.1) Does your company publish a sustainability report? Yes/No	Yes
	G8.2) Is sustainability data included in your regulatory filings? Yes/No	Yes
Disclosure Practices	G9.1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No	25- Yes
	G9.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No	19-22 - Yes
	G9.3) Does your company set targets and report progress on the UN SDGs? Yes/No	19-22 - Yes
External Assurance (Recommended)	Are your sustainability disclosures assured or validated by a third party? Yes/No	No

# Building a Better Tomorrow

