

ESG REPORT

DFM Disclosures

Sustainability and social impact are core priorities in Amanat's business strategy, with ESG principles embedded in every decision it makes.



Environmental, Social, and Governance Report

Environmental

Amanat recognises the importance of transparency in its environmental impact. As such, we are disclosing our greenhouse gas (GHG) emissions, including Scope 1 and Scope 2. For its calculation we applied the methodology published by the internationally recognised GHG Protocol. This report provides data on our emissions, energy usage, and related intensity metrics, offering stakeholders insights of our current environmental footprint.

E1. GHG Emissions				
Indicator		2022	2023	2024
E1.1	Total amount of Scope 1 emissions (kg CO ₂ e) ¹	NA	70,076	15,534
E1.2	Total amount of Scope 2 emissions (kg CO ₂ e) ²	NA	NA	32,941
E1.3	Total amount of Scope 3 emissions (kg CO ₂ e)	NA	NA	NA
E1.4	Please describe investments, initiatives and projects to reduce CO ₂ emissions	NA	NA	NA

¹ Scope 1: GHG emissions for Scope 1 have been calculated using the carbon conversion factors published in June 2023 by the Department of Environment, Food and Rural Affairs (DEFRA).

² Scope 2: GHG emissions for Scope 2 have been calculated using the country grid electricity emission factors published in 2023 by the Carbon Database Initiative (DaDI).

E2. Emission Intensity				
Indicator		2022	2023	2024
E2.1	GHG emissions intensity (kg CO ₂ e / per employee)	NA	2,803	1,864
E2.2	Non-GHG-emissions intensity	NA	NA	NA
E3. Energy Usage				
E3.1	Total amount of direct energy consumed (liters of petrol)	28,600		6,600
E3.2	Total amount of indirect energy consumed (kilowatt/hour of electricity)	NA	NA	63,720
E4. Energy Intensity				
E4.1	Direct energy use intensity (liters of petrol / employee)	1,144		253
E4.2	Total indirect energy usage per output scaling factor (kw/h per employee)	NA	NA	2,450
E4.3	Please describe investments, initiatives and projects to reduce energy consumption and to increase energy efficiency	No initiatives or projects have been conducted or invested in.		
E5. Energy Mix				
E5.1	Renewable energy used	NA	NA	Amanat sources its electricity from DEWA, Dubai's primary utility provider. As of December 2024, DEWA reported that clean energy accounts for approximately 17% of its total installed power generation capacity.
E5.2	Non-renewable energy used	NA	NA	

E6. Water and Effluents				
Indicator		2022	2023	2024
E6.1	Total amount of water withdrawn	NA	NA	NA
E6.2	Total amount of water discharged	NA	NA	NA
E6.3	Total amount of water consumed – liters of utility water	NA	NA	NA
E6.4	Water recycled	NA	NA	NA
E6.5	Please describe investments, initiatives and projects to reduce water consumption and to increase water recycling	NA	NA	NA

E7. Waste				
Indicator		2022	2023	2024
E7.1	Total amount of waste generated (if possible, broken down by Hazardous and Non-hazardous)	NA	NA	NA
E7.2	Total amount of waste diverted from disposal (if possible, broken down by Hazardous and Non-hazardous)	NA	NA	NA
E7.3	Total amount of waste directed to disposal (if possible, broken down by Hazardous and Non-hazardous)	NA	NA	NA
E7.4	Total number and volume of oil spills (if applicable)	NA	NA	NA
E7.5	Please describe investments, initiatives and projects to reduce waste generation consumption and to increase waste recycling	NA	NA	NA

E8. Environmental Management				
Indicator		2022	2023	2024
E8.1	Does your company follow a formal Environmental Policy?	No	Yes	
E8.2	Does your company follow specific waste, water, energy, and/or recycling polices?	No	No	No
E8.3	Does your company adopt a recognized environment and energy management systems such as ISO14001 and ISO50001?	No	No	No
E8.4	Does your company have targets in place with regards to environment, energy, water and waste?	No	No	No
E8.5	Please indicate if any fines received (> USD 10000) for non-compliance with laws and regulations regarding environmental management during the last reporting period	No fines were received		

Risk Management

We integrate ESG risks into our Enterprise Risk Management (ERM) framework, ensuring a structured approach to identifying, assessing, and mitigating climate-related and broader sustainability risks. Our ESG risk policy covers workplace safety, HSE performance monitoring, net-zero commitments, environmental impact assessments, and supplier sustainability standards.

Climate risk, a key component of our ERM, is regularly monitored through Risk Councils and senior leadership reviews, considering physical, transitional, and reputational impacts. We also embed ESG considerations across our investments, including WELL and LEED-certified real estate developments, and engage key stakeholders through sustainability training and targeted risk assessments.

E9. Climate Risk Management and Oversight				
Indicator		2022	2023	2024
E9.1	Does your Board/Management Team oversee and/or manage climate-related risks and opportunities? If yes, describe	The Board/Management team oversees waste and energy reduction issues.		
E9.2	Please describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	NA	NA	1. Corporate sustainability obligations (local, regional and network) and their implications. 2. The impact of physical risks and related disruption due to climate. 3. The impact of transitional risks on certain clients, sectors, economies and on our services. 4. Implications on our brand/reputation in the market.
E9.3	Please describe the organisation’s processes for identifying and assessing climate-related risks	NA	NA	Climate risk is integrated into our ERM framework. Risk Owners provide periodic updates, and senior leadership reviews top risks and mitigation strategies through two Risk Councils.
E9.4	Please describe the impact of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning	NA	NA	NA
E9.5	Total amount invested, periodically, in climate-related infrastructure, resilience and product development	NA	NA	NA
E9.6	Please describe the greenhouse gas emission targets (Scope1, Scope 2 and Scope3) and the related risks	NA	NA	NA
E9.7	Please share your actions to align with UAE's Net Zero Commitment by 2050. Do you have a net zero emissions target in place?	No	No	No

E10. Biodiversity				
Indicator		2022	2023	2024
E10.1	Please share number of operational sites owned, managed and/or leased in or adjacent to protected areas and areas of high biodiversity value.	NA	NA	NA
E10.2	Please describe significant impacts of activities, products and services on biodiversity	NA	NA	NA

Social

Amanat is committed to being a responsible corporate citizen. We have a number of initiatives in place to promote social responsibility, such as our programs to support education and healthcare. We also have a strong commitment to human rights and employee health and safety.

S1. CEO Pay Ratio				
Indicator		2022	2023	2024
S1.1	CEO total compensation to median full-time employee (FTE) total compensation ²	3.70	4.76	5.22 <small>(CEO's compensation = 5.22 x Median compensation)</small>
S1.2	Does your company report this metric (above) in any regulatory filings?	We report on this metric under our ESG reporting practices.		

Employee Demographic

Amanat's commitment to its employees is reflected in our comprehensive approach to human capital management. We strive to create a workplace that is inclusive, equitable, and supportive of our employees' professional growth and well-being. This section provides insights into the composition of our workforce, highlighting key demographic factors and our dedication to fostering a diverse and high-performing team.

S3. Breakdown with Staff				
Indicator		2022	2023	2024
S3.1	Total number of full-time employees	29	26	19
	Total number of full-time female employees	7	10	5
	% of full-time female employees	24%	38%	26%
	Total number of full-time male employees	22	16	14
	% of full-time male employees	76%	62%	74%
	Total number of full-time employees aged above 50 years old	0	0	1
	% of full-time employees aged above 50 years old	0%	0%	5%
	Total number of full-time employees aged 30–50 years old	23	23	15
	% of full-time employees aged 30–50 years old	79%	88%	79%
	Total number of full-time employees aged under 30 years old	6	3	3
	% of full-time employees aged under 30 years old	21%	12%	16%
	Total number of full-time entry and mid-level positions employees	25	22	14
	% of full-time entry and mid-level positions employees	86%	85%	73%
	Total number of full-time senior and executive-level positions employees	4	4	5
	% of full-time senior and executive-level positions employees	14%	15%	27%
S3.2	Total number of part-time employees	0	3	0
	Total number of part-time female employees	0	3	0
	Total number of part-time male employees	0	0	0
	Total number of part-time employees aged above 50 years old	0	0	0
	Total number of part-time employees aged 30–50 years old	0	1	0
	Total number of part-time employees aged under 30 years old	0	2	0
	Total number of part-time entry and mid-level positions employees	0	3	0
	Total number of part-time senior and executive-level positions employees	0	0	0
S3.3	The total enterprise headcount held by contractors and/or consultants	3	7*	3
S3.4	Total number of national employees	2	3	2
	% of national employees ²	7%	10%	11%
	The total of national female employees	1	2	2
	% of national female employees	3%	7%	11%
	The total of national male employees	1	1	0
	% of national male employees	3%	3%	0%
	National employees aged 30–50 years old	2	3	1
	National employees in entry position	1	2	2
	National employees in mid-level position	1	1	0

¹ Four out of the seven contractors are full-time, and three are part-time.

² Percentage of national employees is calculated based on the total number of employees (29); i.e. full-time employees and contractors/consultants

S4. Employee Turnover and New Hires				
Indicator		2022	2023	2024
S4.1	% year-over-year change for full-time employees	0%	0%	-27%
	% year-over-year change for full-time female employees	0%	0%	-50%
	% year-over-year change for full-time male employees	0%	0%	-12.5%
	% year-over-year change for senior and executive level employees	0%	-25%	0%
	% year-over-year change for employees older than 50 years old	0%	0%	0%
	% year-over-year change for employees aged 30–50 years old	0%	28%	-35%
	% year-over-year change for employees under 30 years old	0%	-29%	0%
S4.2	% year-over-year change for part-time employees	0%	NA	NA
S4.3	% year-over-year change for contractor employees	NA	250%	NA
	% year-over-year change for consultant employees	NA	NA	NA
S4.4	Total new hires for the year ¹	9	7	6
	Female new hires for the year	0	5	5
	Male new hires for the year	9	2	1

¹ Calculations include contractors and consultants

S5. Gender Diversity and Equality				
Indicator		2022	2023	2024
--	Total number of employees (full, part-time, consultants, and contractors)	29	29	22
S5.1	Number of male employees	22	19	15
	% of male employees out of the total workforce	76%	66%	74%
	Number of female employees	7	10 ²	7
	% of female employees out of the total workforce	24%	34%	26%
S5.2	Total entry and mid-level positions held by men	18	16	8
	% of entry and mid-level positions held by men	62%	55%	42%
	Total entry and mid-level positions held by women	7	9	4
	% of entry and mid-level positions held by women	24%	31%	21%
S5.3	Total senior and executive-level positions held by men	4	3	6
	% of senior and executive-level positions held by men	14%	10%	32%
	Total senior and executive-level positions held by women	0	1	1
	% of senior and executive-level positions held by women	0%	3%	5%
S5.4	The ratio of median male employee compensation to median female employee compensation	2.35	1.99	1.8
S5.5	Please describe your company's initiatives or programs to support the recruitment and retention of female employees, and to support female employees to advance to management positions.	Amanat provides additional benefits to the women in its workplace: Increased maternity to 4 months, flexibility for the mothers.		

² Includes full and part-time employees

³ Gender diversity calculations include contractors and consultant employees

Human Rights and Employee Health and Safety

Amanat maintains various policies and procedures that protect the well-being, safety, and rights of its employees. These include the Employee Handbook, which outlines our commitment to human rights, non-discrimination, and health and safety. We also have a whistleblowing policy and multiple channels for

reporting any concerns, including directly to HR, the General Counsel, or the Chairman of the Audit, Risk, and Compliance Committee. We provide training on these policies and procedures to all new employees, and we regularly review and update them to ensure they remain relevant and effective.

S6. Human Rights	
Indicator	2024Performance
Does your company follow a harassment and/or non-discrimination policy?	Yes, harassment and non-discrimination are managed through the Employee Handbook guidelines.
Does your company have a formal grievance mechanism in place?	Yes, grievance mechanisms are tackled in the Employee Handbook, Employees Code of Conduct, and the Whistleblowing Policy.
Does your company follow a child and/or forced labor policy?	Amanat strictly adheres to the UAE labor law.
Does your company follow a human rights policy?	Amanat addresses human rights-related concerns within its Employee Handbook.
Does your company provide training on human rights and related internal policies for your employees?	No

S7. Health and Safety			
Indicator	2022	2023	2024
Does your company follow an occupational health and safety policy?	Yes, Amanat’s Employee Handbook addresses health and safety concerns.		
Does your company adopt a recognized health and safety management systems, such as ISO45001?	No, Amanat does not adopt a recognised health and safety management systems such as ISO45001. However, it abides by the UAE health and safety laws.		
Please share the total employee and total contractors (if available) in manhours*	NA	187.5 hours per day	0
Please share the total employee fatalities	0	0	0
Please share the employee lost time injury (LTI)	0	0	0
Please share the lost time injury frequency (LTIF)	0	0	0
Please share the total health and safety training provided to employees	0	0	0

Amanat is dedicated to contributing to the communities in which we operate. We actively support educational, healthcare, and other vital community initiatives. We also encourage our employees to engage in volunteer activities with local organisations.

S8. Community Engagement			
Indicator	2022	2023	2024
Please share the total amount invested in the community, including philanthropy, donations, and sponsorships.	0	0	0
The total employee volunteering completed during the reporting period.	0	0	0



Environmental, Social, and Governance Report

Governance

Upholding strong corporate governance is fundamental to Amanat's operations. We have implemented robust policies and procedures to ensure ethical and transparent practices. Our board of directors provides independent oversight, reinforcing our commitment to sound governance.

Board of Directors

Amanat's Board of Directors is responsible for the overall governance of the company. The Board is composed of experienced and independent members. The Board has a

number of committees, including the Audit Committee and the Nomination and Remuneration Committee.

As mandated by the UAE Commercial Companies Law and the Securities and Commodities Authority (SCA) Governance Code, we have established the required board committees: the Audit Committee and the Nomination and Remuneration Committee (NRC). The Audit Committee consists of five (5) members, while the NRC consists of three (3) members.

G1. Board Diversity				
Indicator		2022	2023	2024
--	Total number of Board members	7	7	7
G1.1	Total Board seats occupied by men	5	6	6
	% of Board seats occupied by men	71%	86%	86%
	Total Board seats occupied by women	2	1	1
	% of Board seats occupied by women	29%	14%	14%
--	Total committee chairs	4	2	2
G1.2	Total committee chairs occupied by men	3	2	2
	% of committee chairs occupied by men	75%	100%	100%
	Total committee chairs occupied by women	1	0	0
	% of committee chairs occupied by women	25%	0%	0%
G2. Board Independence				
G2.1	Does the company prohibit CEO from serving as board chair?	Yes	Yes	Yes
G2.2	Please share the total board seats occupied by independents	7	6	6
	% of board seats occupied by independents	100%	86%	86%
G3. Collective Bargaining				
G3.1	Please share the total enterprise headcount covered by collective bargaining agreement(s)	Collective bargaining is prohibited under the Federal Decree-Law No. 33 of 2021 on the Regulation of Labour Relations (UAE Labour Law).		

Supply Chain Management

Amanat does not have a dedicated Vendor Code of Conduct; however, all parties are required to adhere to the Amanat Procurement Policy, which serves a similar purpose. This policy aligns with key ESG principles, setting guidelines for responsible procurement, ethical business conduct, and environmental and social responsibility. It ensures that our suppliers operate in a manner consistent with these principles.

G4. Supply Chain Management				
Indicator		2022	2023	2024
G4.1	Are your vendors or suppliers required to follow a Code of Conduct?	Yes	Yes	Yes
G4.2	Percentage of suppliers formally certified and compliant with the Code?	100% adherence with Amanat's Procurement Policy		
G4.3	Please share the suppliers that underwent a supplier's environmental audit during the reporting period	NA	NA	NA
G4.4	Please share the suppliers that underwent a supplier's social audit during the reporting period	NA	NA	NA
G4.5	Please share the new suppliers receiving warning due to the environmental/social screening	NA	NA	NA

Ethics and Anti-Corruption

To address and avoid corruption-related risks, we have implemented a stringent gift-giving policy with a low-value threshold. Additionally, our procurement policy and expense approvals undergo multiple layers of review to prevent potential risks. To ensure all employees are aware of and up to date on these policies, we provide annual training on this and other compliance policies. In 2024, 100% of our members of staff have received training on anti-corruption.

If wrongdoing or unethical behaviour is observed, employees can report the incident—either anonymously or by name—to HR, the General Counsel, the Board Secretary, or the Chairman of the Audit, Risk, and Compliance Committee via email or an in-person meeting. Upon receiving a report, a fair, independent, and professional investigation will be initiated in compliance with the applicable UAE laws and regulations. This process includes gathering relevant facts to ensure a credible assessment of the allegations or suspected violations.

G5. Ethics and Anti-Corruption				
Indicator		2022	2023	2024
G5.1	Does your company follow an Ethics and/or Anti-Corruption policy?	Yes	Yes	Yes
G5.2	Please share the workforce formally compliant with the Anti-Corruption Policy	100%	100%	100%
G5.3	Please share the confirmed incidents of corruption during the reporting period	0	0	0
G5.4	Please share the corrective measures taken corresponding to the confirmed incidents of corruption	NA	NA	NA

To ensure good business conduct at Amanat, we have seven (7) internal company policies, in place which are governed by the Legal Department:

Policy Name	Anti-Bribery and Corruption Policy	Anti-Money Laundering Policy	Code of Ethics
Conflicts of Interest Policy	Data Privacy Policy	Insider Trading Policy	Whistleblowing Policy

Data Security

Amanat upholds a stringent Data Privacy Policy to safeguard the confidentiality, integrity, and security of personal and business data. The company adheres to relevant data protection regulations and employs robust security measures, including data encryption, access controls, and regular audits, ensuring

compliance with industry standards. Secure storage practices are maintained to prevent unauthorised access or breaches. In 2024, Amanat reported no data breaches, reflecting the effectiveness of its privacy safeguards and commitment to maintaining the highest level of data security.

G6. Data Security				
Indicator		2022	2023	2024
G6.1	Does your company follow a Data Privacy policy?	Yes	Yes	Yes
G6.2	Has your company taken steps to comply with GDPR rules or similar standards?	No	Yes	Yes
G6.3	Data security breaches during the reporting period (if any)	0	0	0

Sustainability Practices

Amanat is committed to sustainability. We have a number of initiatives in place to reduce our environmental impact, promote social responsibility, and ensure good corporate governance. We also publish a sustainability report each year as part of the integrated annual report.

G7. Sustainability Practices				
Indicator		2022	2023	2024
G7.1	Does your company publish a sustainability report?	Yes	Yes	Yes, part of the integrated annual report
G7.2	Does your company publish a GRI, WEF SCM, SASB, IIRC, UNGC, or CDP based reporting?	Yes	Yes	Yes, part of the integrated annual report
G7.3	Does your company provide training to its employees regarding topics related to sustainability (environment, human rights, ethics, etc.)?	NA	Yes	Yes
G7.4	Please share the total sustainability-related training hours provided to all employees.	NA	2 hours	NA

G9. External Assurance				
G9.1	Are your sustainability disclosures assured or validated by a third party?	No	No	No