

اشراف

ESHRAQ

# Sustainability Report 2023



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# Message from the CEO

**We are proud to present our Sustainability Report for 2023, which reflects our continued commitment to incorporating sustainability into our business practices as the Company enters a new phase of expansion and development.**

At Eshraq, sustainability has become a core business principle as we continue to develop our environmental, social, and governance strategy, which aligns with the United Arab Emirates (UAE)'s national roadmap.

We recognize that we have an important role to play in protecting our environment and combatting climate change which is why we are dedicated to implementing sustainable practices and reducing our use of natural resources. We also recognize that our people are our greatest asset and that we have a responsibility to provide a safe and positive work environment, where our employees can continue to grow and thrive. Last but not least, we recognize

the importance of local communities to the success of our business and are proud to contribute to building vibrant and prosperous communities.

This report outlines the progress we have made along our sustainability journey. It details the efforts we have made to reduce our environmental impact while also outlining the steps we have taken to safeguard our employees' well-being and the initiatives we have supported in the communities in which we operate.

On behalf of all at Eshraq Investments, I would like to extend my deepest gratitude to the visionary leaders of the UAE who have provided exceptional guidance

along this journey, and who have shown unwavering commitment to the growth and prosperity of all in the UAE. I would also like to express my sincere thanks to the entire Eshraq family, partners, communities, and stakeholders for their continued support and trust in our operations and we look forward to continuing to strengthen these relationships in the years ahead.

**Mohamed Al Sayed Al Hashimi**

Chief Executive Officer



# About this Report

## REPORTING SCOPE

Welcome to Eshraq Investments PJSC's (hereafter Eshraq) sustainability report, which in addition to Eshraq's HQ accounts for the following portfolio companies: Nuran Marina Serviced Residences (Nuran Marina), Marina Rise Tower, Beans & Pages, and Burj Daman 58 Units. It is worth noting that Nuran Marina and Burj Daman's 58 Units were sold in 2023. However, Eshraq continues to run Nuran Marina's operation as a management company. Accordingly, the presented data includes the aforementioned scope unless stated otherwise (Burj Daman and Nuran Marina's data is included up until April and October 2023 respectively).

Our sustainability approach is aligned with internationally accepted best practice standards to measure and report on our environmental, social and governance activities. This report demonstrates our actions to deliver Eshraq's sustainability vision to our stakeholders.

## REPORTING PERIOD

This report presents Eshraq's approach and commitment towards sustainable development in the UAE and covers environmental, social, economic, and governance performance and activities from 1st January 2023 to 31st December 2023.

## REPORTING STANDARDS

This report has been prepared using guidance from the Abu Dhabi Securities Exchange (ADX) ESG Reporting Guide for listed companies, including making reference to the Global Reporting Initiative (GRI) and the United Nations Sustainable Development Goals (SDGs).

## INQUIRIES AND FEEDBACK

Eshraq would be happy to receive feedback or inquiries related to this report on the following email:

[INFO@ESHRAQUAE.COM](mailto:INFO@ESHRAQUAE.COM)



# Eshraq at a Glance

## ABOUT US

Translated as ‘sunrise’ in Arabic, Eshraq is a public shareholding company built on the values of trust and stability. The Company is primarily engaged in commercial enterprise investment and real estate business and is listed on the ADX. Eshraq was first registered as a private joint stock company on the 24 December 2006 in the Emirate of Abu Dhabi, before converting to a public joint stock company in 2011.

Eshraq Investments is currently entering a new phase of expansion and development. This is supported by its ongoing portfolio diversification strategy which aims to continue to grow its investment portfolio from mostly real estate towards a more diversified multi-asset class investment fund. By doing so, the Company will be able to offer highly competitive long-term returns while also improving its resilience to market volatility.

Nuran Marina Serviced Residences (Nuran Marina) draws its inspiration from its Arabic name meaning ‘two lights’, or more specifically the sun and the moon and reflects its commitment to providing exemplary service to its residents both day and night. Located in Dubai Marina, these residences are equipped with home comforts, ample leisure facilities, and a conference venue. In addition, our friendly and competent staff ensure that Nuran Marina Serviced Residences (Nuran Marina) are the preferred choice for business and leisure travellers alike.



## OUR VISION

Eshraq envisions a future where the Company stands as a symbol of excellence. To this end, the Company strives to be a pioneering force in the global real estate and investment landscape. Eshraq is working to redefine industry standards using innovative and sustainable strategies while keeping our commitment to creating long-term value for our stakeholders at the forefront of our operations.



## OUR MISSION

To create enduring value for our shareholders, clients, and the communities we serve.



## OUR VALUES



### Integrity

Upholding the highest ethical standards in all business dealings



### Community Engagement

Actively contributing to improving the communities where we operate



### Innovation

Embracing innovation to derive sustainable growth and enhance the performance of assets



### Sustainability

Prioritizing environmental responsibility across development projects and investment decisions





## CHAPTER 1

# OPERATIONS AT ESHRAQ

Since beginning our operation in 2006, we have continued to evolve by diversifying our investment portfolio from primarily real estate assets towards a diversified multi-asset class investment fund, with allocation across multiple sectors.

We are making solid progress on our roadmap to selectively extract value from our land portfolio and reinvest the proceeds in assets that present both a capital appreciation and income opportunity.

# Our Corporate Governance

**Our corporate governance framework outlines the rules, practices, and processes by which Eshraq is directed and managed.**

This framework is composed of several policies and guidelines that is built upon four key principles: accountability, transparency, fairness, and responsibility, which enables the Company to create value while providing accountability and ensuring that control systems are in place that are commensurate with the risks involved. This framework also influences how the objectives of the Company are set and achieved, how risk is monitored and assessed and how performance is optimized. Our commitment to transparency and accountability is reflected in the timely issuance of our Corporate Governance Report.

Our success is guided by a team of visionary leaders who steer us towards our mission to create long-term value for our shareholders, clients, and the communities we serve, while also upholding our core values. Our Board of

Directors is composed of accomplished and seasoned professionals who bring a wealth of experience and expertise across investments and capital markets and who are committed to the strategic development of policies and ESG initiatives.

Eshraq's Board of Directors comprises five members, one of which is female. Our female board member was appointed in 2021. To maintain board independence and strengthen overall integrity of the organisation, the role of the CEO and Board Chair remain separate.

The Board of Directors is overseen by the Nomination and Remuneration Committees of the Board of Directors, who evaluate and assess the overall performance of each Board member. A codified Terms of Reference outlines details of membership, powers, duties, and responsibilities of the Committee. The Committee meets quarterly and otherwise as required and the Chairman

reports formally to the Board on its proceedings after each meeting. At present, Eshraq does not evaluate Board members from an ESG perspective, but this will be considered in the future.

The Board undergoes regular training, with the next training being scheduled for January 2024.

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The table below provides information on the composition of the Board of Directors at Eshraq.

Board of Directors	2021	2022	2023
Total number of board members (#)	7	7	5
Total number of independent members (#)	5	5	4
Total number of non-independent members (#)	2	2	1
Total number of executive members (#)	0	0	0
Total number of non-executive members (#)	7	7	5
Total board seats occupied by men (#)	6	6	4
Total board seats occupied by women (#)	1	1	1

Scope: Eshraq Investments PJSC





# Financial Performance

Eshraq is a stable and high-growth potential company, offering attractive investment opportunities for investors looking to gain exposure to the Gulf Cooperation Council (GCC)'s most dynamic property market.

Eshraq is working to expand its investment potential through a sustainable and well-devised strategy that will be combined with disciplined execution and oversight.

Finance	2021	2022	2023
Revenues (million AED)	26.2	41.0	31.6
Operating Costs (million AED)	12.8	15.9	11.2
Employee wages and benefits (million AED)	6.0	7.7	7.9
Payments to the government (million AED)	3.4	4.3	3.4
Total tax paid (million AED)	N/A	N/A	3.8

## AED 31.6 M

Revenues

## AED 7.9 M

Employee wages and benefits

## AED 3.4 M

Payments to the government





## CHAPTER 2

# SUSTAINABILITY AT ESHRAQ

Here at Eshraq, we are taking every step to incorporate sustainability into our operation. The Company recognizes that incorporating sustainability into our business practices is important to ensure that our businesses are future-fit and can learn, grow, and adapt quickly to change. As such, Eshraq aims to adopt sustainable investing strategies that not only provide long-term value for our clients but also for the communities we serve.

To this end, we have undertaken a materiality assessment and incorporated a management framework that is informed by the SDGs insofar as they are relevant to the built environment.



# Materiality Assessment

**Materiality assessment is an important exercise for identifying, refining, and assessing potential environment, social, and governance issues that could impact our business and is built upon data generated by stakeholder consultations.**

In 2021, Eshraq conducted a materiality assessment to identify topics that represent the organization's most significant impacts. In 2022, this assessment was reviewed to ensure that the topics that had been selected continued to be relevant. This review also included a review of international and national standards and priorities including but not limited to

Sustainability Accounting Standards Board (SASB), GRI, SDGs, and the Strategic Plan 2021 - 2025.

This process enabled us to identify issues and group them depending on priority, with high priority topics receiving the most attention. The issues we will prioritize for this reporting period include:

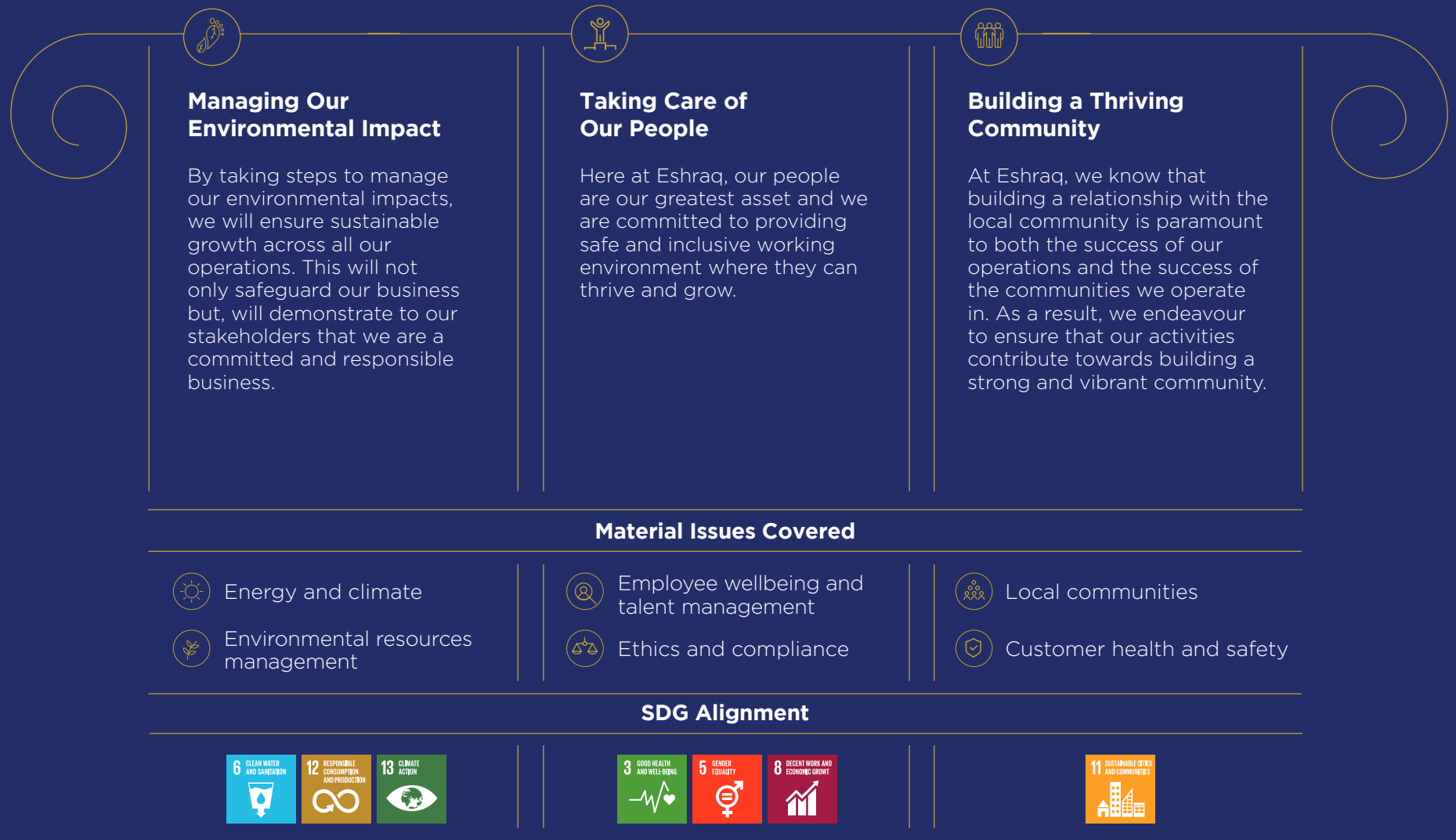
-  **Energy and climate**
-  **Environmental resource management**
-  **Employee wellbeing and talent management**

-  **Ethics and compliance**
-  **Local communities**
-  **Customer health and safety**

## SUSTAINABILITY FRAMEWORK

Following on from the materiality assessment, Eshraq developed a sustainability framework to help guide its sustainability strategy and define its sustainability goals and objectives, demonstrating how they align with the SDGs and what key performance indicators (KPIs) Eshraq will use to assess them.

The framework is built around three key pillars.







CHAPTER 3



# MANAGING OUR ENVIRONMENTAL IMPACT

Eshraq has taken several steps to better understand the impacts that our operations have on the environment and to look for opportunities and solutions to manage these effectively. To this end, we aim to better understand and monitor both our impact on the climate and resource consumption across all our operations, including but not limited to water, energy, and paper. Eshraq supports internal initiatives and community programs that promote behavioural change around energy and resource consumption.

### MATERIAL ISSUES COVERED

-  Energy and climate
-  Environmental Resources management

### SDG ALIGNMENT



# Energy and Climate

**Eshraq is committed to reducing our energy consumption and has taken several steps to raise awareness of this issue amongst our employees, intending to foster long-term behavioural changes that will help ensure this continues.**

Some examples of these measures include ensuring that all equipment is turned off when not in use, switching off lights, and running air-conditioning on auto mode to ensure a temperature of between 22 °C and 24 °C is maintained. In addition, we have implemented several measures to improve the efficiency of the chilled water systems in all our buildings.

The Development Department at Eshraq HQ has also implemented a number of energy management initiatives to help reduce chilled water consumption and save energy in an Eshraq-owned building. For example, the chilled water system runs on an energy efficient model to reduce energy usage, and is regularly maintained to ensure optimal performance. In addition, the team has initiated a campaign to raise awareness

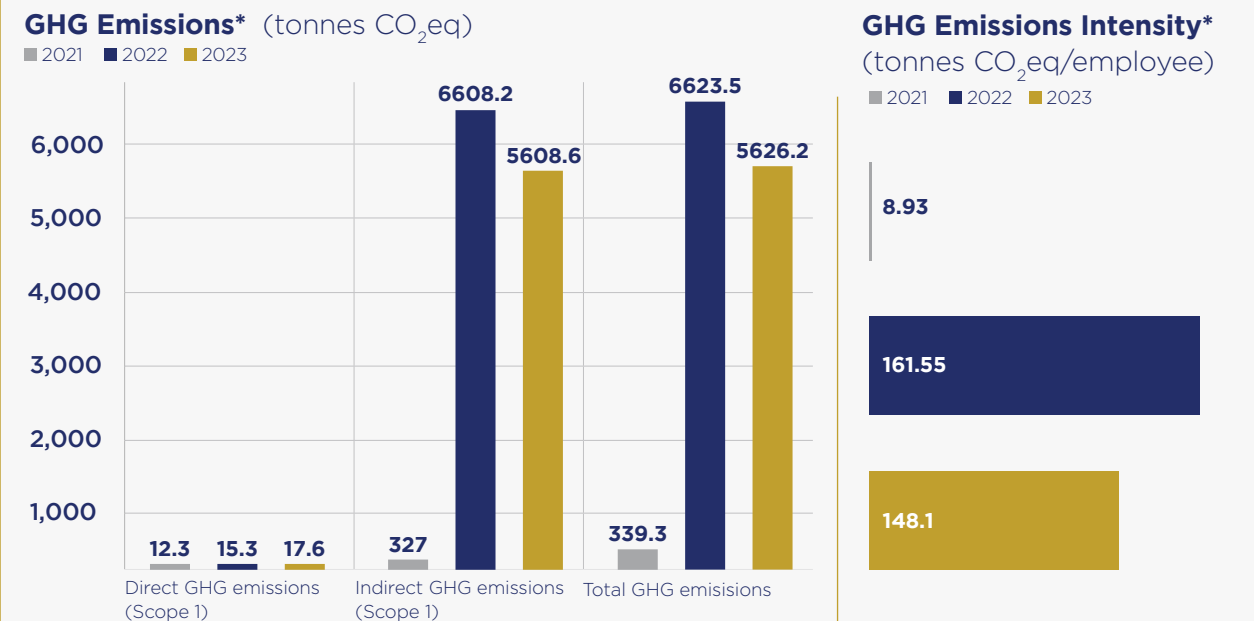
among tenants by pasting posters and messages sharing tips and guidelines that encourage responsible use over the building premises. Smart meters have also been installed to monitor chilled water consumption and help identify ways it can be reduced. The implemented initiatives bore fruit in 2023 with a 15% decrease in electricity consumption.



The table below outline energy consumption data at Eshraq.

Energy consumption*	2021	2022	2023
<b>Direct energy consumption</b>			
Petrol consumption from operations and vehicles (L)	5,332	6,598	7,599
<b>Indirect energy consumption</b>			
Electricity consumption (office, storage, facilities, etc.) (kWh)	483,684	9,775,307	8,296,741
<b>Total energy consumption</b>			
Total direct and indirect energy consumed (GJ)	1,920.02	35,412.31	30,123.0
Energy intensity (GJ/employee)	50.53	863.71	792.7

The charts below provide an outline of GHG consumption data at Eshraq.



\*2021 Scope: Eshraq Investments PJSC, Nuran Marina and Marina Rise Tower.  
2022 Scope Eshraq Investments PJSC, Nuran Marina, Marina Rise Tower, and Beans & Pages’.



# Environmental Resource Management

**Eshraq is committed to responsibly managing its resource consumption and has implemented many initiatives to ensure that all resources are managed effectively, reducing both consumption and waste.**

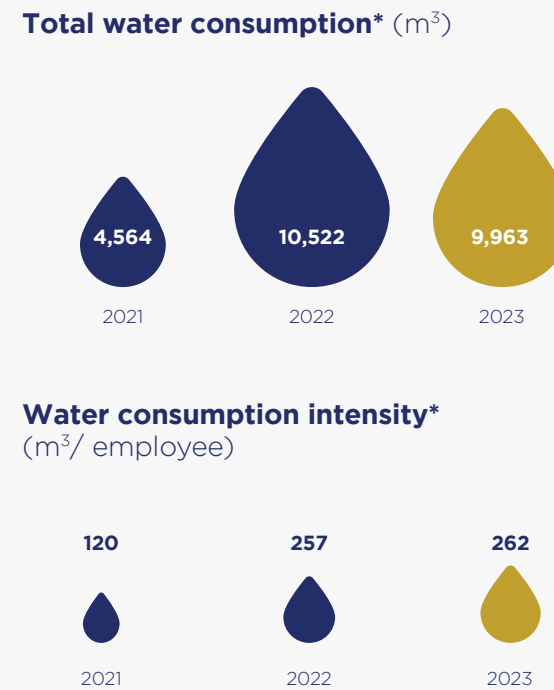
Eshraq has embraced the move towards digitalization and set several goals to become a paperless business. For example, in 2018, we began the use of ACONEX software in our workflows and emails to obtain digital approval/e-signatures on documents rather than paper-based signatures. In addition, all our policy documents are now available on company shared drives and paper records have been converted into digital content to reduce the amount of paper being used. We understand that some printing is necessary so environmentally friendly paper is available in this instance to ensure we are still reducing our environmental impacts. Eshraq also encourages employees to reuse stationary wherever possible.

In 2023, Nuran Marina initiated detailed tracking of its waste. A total non-hazardous waste generation of 239,652 kg was

reported. Out of the waste generated, 1,852 kg was successfully recycled.

The Development Department has also worked on raising awareness of recycling amongst our tenants by posting posters and messages all over the building premises. These posters aim to educate tenants on the importance of recycling and how to effectively use the existing waste management including designated bins and the segregation system. The Development Department also ensured that the Marina Rise soft cleaning service provider and car wash company used waterless tools to help reduce the overall consumption of water.

This year marks the initiation of a positive trend in our water consumption with a 5% decrease compared to 2022. The infographic provides an overview of the water consumption\* data for Eshraq during the reporting period of 2023.



\*Nuran Marina provided data for 2022 and 2023 only.

## SPOTLIGHT

### Nuran Marina's Environmental Program

Nuran's Building Management System underwent a major environmental improvement program. This program gave a better insight into the building's energy consumption which enabled us to take control of costs. This led to the introduction of several technological enhancements which have made it possible for Nuran to always be proactive, monitoring energy consumption readings and making real-time changes to the units. Nuran Marina also follows Dubai Sustainable Tourism Guidelines by promoting guest education and implementing energy-saving and water-saving prompts for its occupants. Some of these measures include the placement of notices in bathrooms for guests to save water by using specially designed showers that reduce water use and by placing messages by balcony doors to encourage them to keep these closed to save energy. Nuran has also placed messages in apartments outlining the importance of the sustainability actions which it is initiating.





CHAPTER 4



# TAKING CARE OF OUR PEOPLE

Eshraq recognizes that its people are its greatest asset and strives to foster a safe and inclusive working environment throughout the organization. We believe that the well-being and growth of our employees are pivotal to our success. With a commitment to nurturing talent and fostering a harmonious workplace, we continuously develop strategies and programs that prioritize the development of every team member.

### MATERIAL ISSUES COVERED

-  Employee Wellbeing and Talent Management
-  Ethics and Compliance

### SDG ALIGNMENT



# Employee Wellbeing and Talent Management

**Eshraq understands the importance of providing a safe and inclusive working environment and strives to ensure that the work environment at the Company is free of harassment and discrimination. We are committed to ensuring that all employees feel supported, and we do not tolerate the mistreatment of any of our employees.**

Eshraq follows all Security and Commodities Authority (SCA) regulations and the laws of the UAE to prevent and address any incidents of workplace discrimination or harassment. Harassment and discrimination include but are not limited to, any undesirable, unreasonable or offensive behaviour that may make employees feel uncomfortable, humiliated, intimidated, or threatened.

Eshraq ensures there remains an open and active dialogue between management and employees to safeguard the physical and mental well-being of its workforce. This ensures that we foster a supportive and understanding work culture which helps our workforce overcome any challenges.



The table below provides an overview of the workforce data at Eshraq.

Workforce size	2021*	2022**	2023
<b>Total number of employees</b>	<b>55</b>	<b>60</b>	<b>66</b>
Full-time employees	38	41	38
Part-time employees	0	0	0
Total number of contractors and/or consultants	17	19	28
<b>Workforce by employment level</b>			
<b>Full time employees in senior management</b>	<b>7</b>	<b>7</b>	<b>7</b>
Female	1	1	1
Male	6	6	6
<b>Full time employees in middle management</b>	<b>6</b>	<b>6</b>	<b>3</b>
Female	3	3	1
Male	3	3	2
<b>Full time employee staff (other levels)</b>	<b>25</b>	<b>28</b>	<b>28</b>
Female	7	7	6
Male	18	21	22
<b>Workforce by gender profile</b>			
Female full-time employees	10	10	8
Male full-time employees	26	29	30

\*Scope: Eshraq Investments PJSC, Nuran Marina and Burj Daman Tower.

\*\*Scope: Eshraq Investments PJSC and Nuran Marina, Beans & Pages and Burj Daman Tower

As a company, we are proud to have a highly qualified and diverse team that has included a female Emirati employee at a senior management level since 2021.

In addition, we also hired a full-time male Emirati employee in 2023 to support the UAE's efforts towards nationalization.

Nationalization	2021	2022	2023
Female National full-time employees (#)	1	1	1
Male National full-time employees (#)	0	0	1

Scope: Eshraq Investments PJSC



**At Eshraq, we believe that continual learning and development are the cornerstones to a productive and efficient workforce.**

Eshraq takes health and safety management very seriously and is proud to report that there were no fatalities, recordable injuries, and lost time injuries reported for employees and contractors during this reporting period. Eshraq also ensures that all of our service providers have a dedicated health and safety policy. At Eshraq, we believe that continual learning and development are the cornerstones to a productive and efficient workforce. As a result, Eshraq provides on the job training or access to virtual courses. For example, all training at Nuran Marina is completed as part of the Department of Tourism and Commerce Marketing (DTCM) and the Security Industry Regulatory Authority (SIRA) guidelines. These courses

are comprehensive and cover a range of topics including guest service, UAE tourism targets, as well as hospitality rules and regulations.

Online tests are carried out as part of this training process to help ensure that all of our employees have a solid understanding of the training material. The tests must be taken at the end of each chapter and passed before proceeding to the next chapter. If the test is not passed with a score of at least 80%, employees are encouraged to review the material and retake the test until they achieve a passing grade. This helps ensure that the employees have grasped the concepts presented in the courses.



# Ethics and Compliance

**Eshraq adheres to the highest ethical and professional standards and takes every necessary step to ensure that we comply with all relevant laws, regulations, and rules across the Company. This includes all applicable laws and regulations under the Ministry of Human Resources & Emiratization.**

As such, Eshraq has several policies in place to help guide employees on their conduct and how to manage concerns or conflicts should they arise. These policies include Code of Ethics, Whistleblowing, Conflict of Interest, and Information Security.

We also have an audit committee that reviews the Company's governance, risk management, and internal control practices.

The audit committee performs its role by providing independent oversight to the board which also serves to provide confidence in the integrity of these practices. There were no incidents of corruption involving the organization in 2023.

## CODE OF ETHICS

Eshraq's Code of Ethics Policy aims to raise awareness amongst our employees of the laws, policies, and procedures that they must adhere to, and all employees are required to certify their compliance with this policy. In addition, this policy is also applicable to authorities or other entities dealing with the Company.

## CONFLICT OF INTEREST

The Company is also committed to maintaining the highest level of ethical standards in the conduct of its business affairs. As a result, we strive to ensure that the actions and conduct of the Company's employees as well as others acting on the Company's behalf align with the Company's core principles. Acting in circumstances where a conflict of interest may have a detrimental impact on the Company is contrary to Eshraq's business principles and puts the business, resources, and reputation of the Company at risk. The Company's Conflict of Interest Policy sets out a framework for identifying, managing, and mitigating potential or actual conflicts of interest inherent within the Company's business and guides how to manage a conflict should it arise.

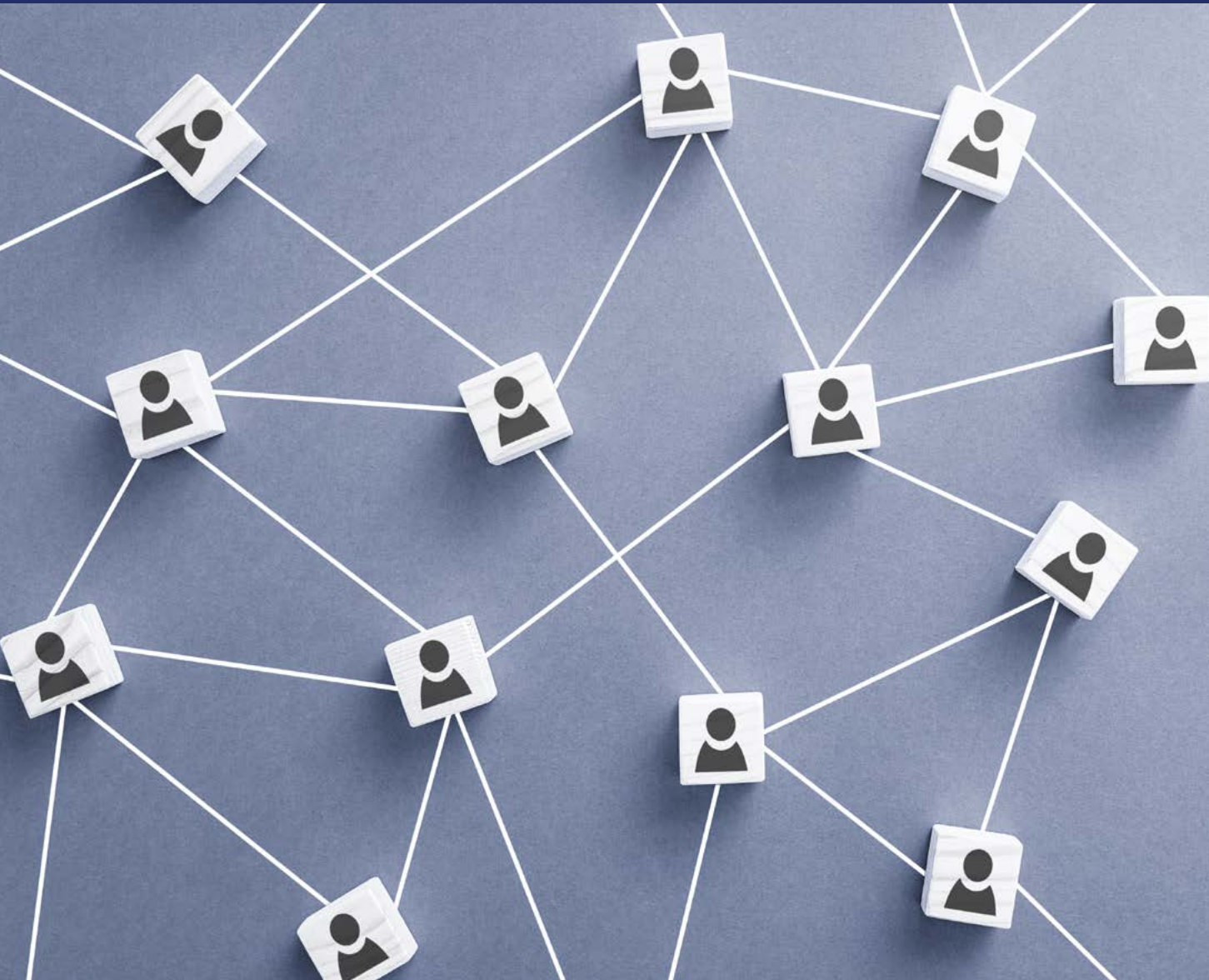
## INFORMATION SECURITY

Safeguarding company information against unauthorized disclosure, modification, and destruction is paramount to protecting the Company's interests and operations and building trust with our stakeholders. Employees are fully responsible for ensuring that they adhere to set guidelines and procedures and are kept up to date on Information Security policies, procedures, and guidelines. It is a fundamental term of every contract of employment that an employee of the Company or any subsidiary or affiliate will not disclose confidential information about the Company's affairs.

## WHISTLEBLOWING

Eshraq is committed to the highest standards of transparency and accountability. The Company's Whistleblowing Policy acts as a guide to voicing concerns. This policy includes examples of concerns that may be raised by an employee, the procedure that should be followed, as well as the safeguards available to employees should they raise a concern.





CHAPTER 5

# BUILDING A THRIVING COMMUNITY

At Eshraq, we take social responsibility seriously and recognize the role that our business can play in building strong and vibrant communities. We believe that the partnership between our business and the local community not only improves the well-being of the communities we operate in but also underpins Eshraq's success.

### MATERIAL ISSUES COVERED

-  Local Communities
-  Customer Health and Safety

### SDG ALIGNMENT





# Local Communities

**Eshraq is dedicated to bolstering local communities and takes corporate social responsibility seriously. As part of this commitment, we strive to support initiatives that enrich the communities in which we operate, work with local suppliers wherever possible, and provide educational opportunities to young people.**

Eshraq invested AED 2 million in the Beans and Pages Library. This library is in the heart of Al Reem Island and holds 11,000 books which are available for members to loan. To encourage children to read more, we introduced several special offers for children and changed our menu to include children’s beverages. We also introduced discounted rates for students to increase the footfall of families and children.

At Eshraq, we recognize the importance of supporting local suppliers to contribute to the growth and development of the communities in which we operate, and we prioritize procurement from these suppliers wherever possible. In 2023, we are proud to report that approximately 97% of our procurement was sourced from local suppliers, accounting for over 90% of our total procurement spending, which amounted to AED 22.5 million. Not only does this support the local communities but also ensures that our projects are

delivered on time, within budget, and with the highest quality standards.

We work collaboratively with these suppliers to ensure that our supply chain operations align with the UAE’s legal and regulatory frameworks.

The table below outlines procurement data at Eshraq.

Procurement	2021	2022	2023
Total number of supplier (#)	121	168	132
Total number of local suppliers (#)	117	163	129
Procurement spending on local suppliers (million AED)	31*	23*	22.5
Total procurement spending (million AED)	33*	25*	24.5

\*Scope: Eshraq Investments PJSC Marina Rise Tower, Nuran Marina, and Beans & Pages





# Customer Health and Safety

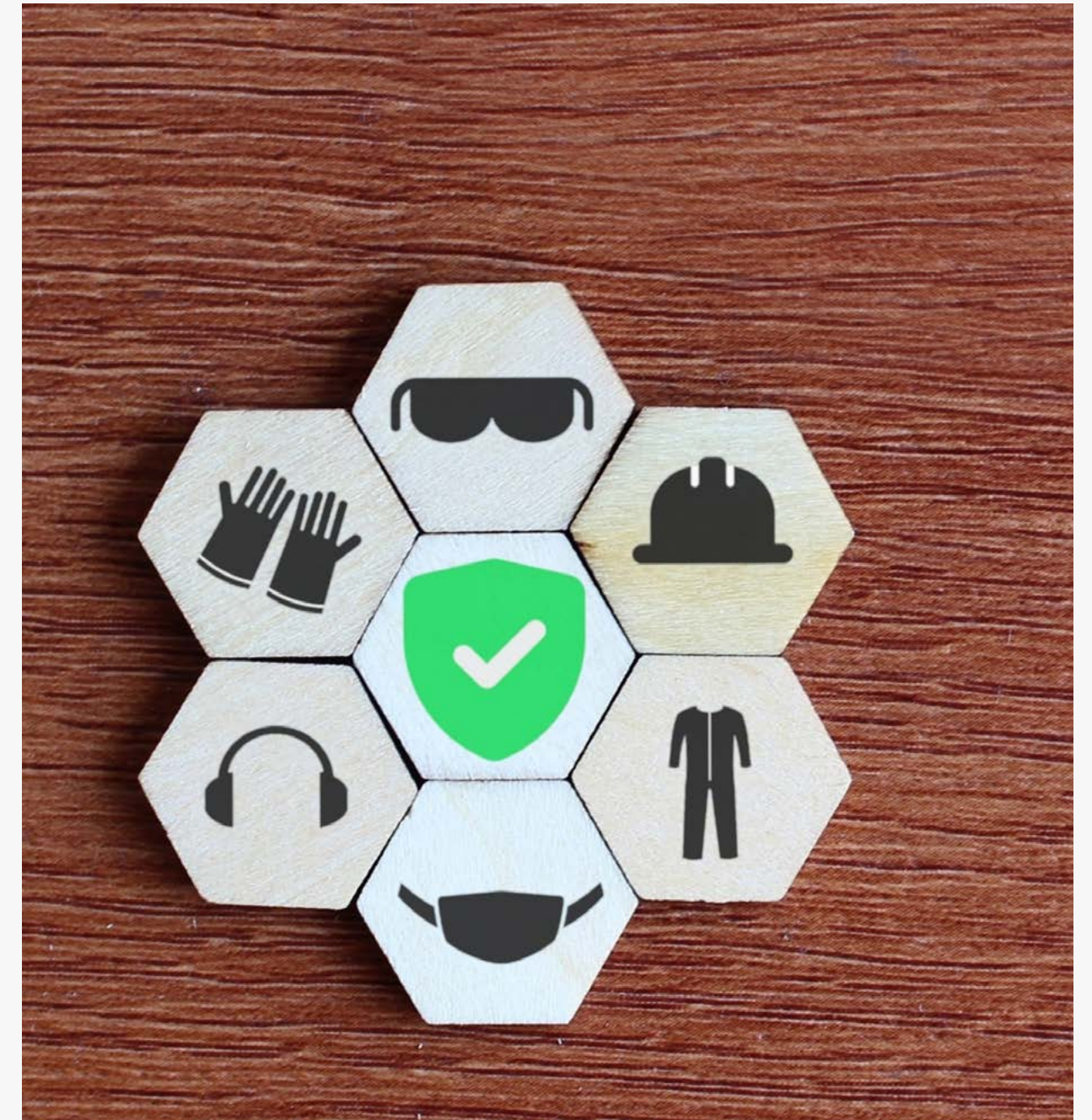
**Eshraq believes that creating meaningful and trusting relationships with our customers is vital for the sustainability of its business and we endeavour to ensure the safety of our customers, including in the digital realm. In addition, we strive to comply with all laws and regulations in operating markets. As a result, there have been no recorded complaints concerning breaches of customer privacy and data losses, and no incidents of non-compliance concerning the customer’s health and safety.**

The Company also has a dedicated communications charter for stakeholders on our company’s website. This enables more effective communication between Eshraq and our stakeholders by providing dedicated access to an Eshraq representative for receiving complaints, recommendations, and suggestions. This feedback mechanism operates via the Investor Relations section of the Company’s website where concerns and supporting documents can be submitted. From here, recommendations and suggestions are directed to the board secretary and grievances are sent to Internal Audit.

## SPOTLIGHT

### Nuran Marina Safety Efforts

Nuran Marina has been working towards achieving an 8+ rating on all online travel agencies. The major challenges Nuran has faced on this mission is related to the return of customers after the Covid-19 pandemic because they are more aware of their basic rights to hygiene, comfort and safety. Nuran has strived to provide high levels of service and quality; to showcase UAE as the safest country to visit after the Covid-19 pandemic. Nuran Marina has partnered with online booking channels that review all its services and facilities regularly and guests also give feedback after each stay. This information is available to all on Nuran Marina web pages.














# APPENDIX

# Appendix A. ADX ESG Disclosure Guidelines




## ENVIRONMENT

Metric	Calculation	Corresponding GRI Standard	Corresponding SDG	Coverage (Page)
E1. GHG Emissions	E1.1) Total amount in CO2 equivalents, for Scope 1	GRI 305: Emissions 2016		12
	E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)			12
	E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)			Not Available
E2. Emissions Intensity	E2.1) Total GHG emissions per output scaling factor	GRI 305: Emissions 2016		12
	E2.2) Total non-GHG emissions per output scaling factor			12
E3. Energy Usage	E3.1) Total amount of energy directly consumed	GRI 302: Energy 2016		12
	E3.2) Total amount of energy indirectly consumed			12
E4. Energy Intensity	Total direct energy usage per output scaling factor	GRI 302: Energy 2016		12
E5. Energy Mix	Percentage: Energy usage by generation type	GRI 302: Energy 2016		Not Available

Metric	Calculation	Corresponding GRI Standard	Corresponding SDG	Coverage (Page)
E6. Water Usage	E6.1) Total amount of water consumed	GRI 303: Water and Effluents 2018		13
	E6.2) Total amount of water reclaimed			Not Available
E7. Environmental Operations	E7.1) Does your company follow a formal Environmental Policy? Yes/No	GRI 103: Management Approach 2016		No
	E7.2) Does your company follow specific waste, water, energy, and/or recycling polices? Yes/No			No
	E7.3) Does your company use a recognized energy management system?			12
E8. Environmental Oversight	Does your Management Team oversee and/or manage sustainability issues? Yes/No	GRI 102: General Disclosures		12&13
E9. Environmental Oversight	Does your Board oversee and/or manage sustainability issues? Yes/No	GRI 102: General Disclosures 2016		7
E10. Climate Risk Mitigation	Total amount invested, annually, in climate-related infrastructure, resilience, and product development			Not Available






# SOCIAL

Metric	Calculation	Corresponding GRI Standard	Corresponding SDG	Coverage (Page)
S1. CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median FTE total compensation	GRI 102: General Disclosures 2016		Not Available
	S1.2) Does your company report this metric in regulatory filings? Yes/No			No
S2. Gender Pay Ratio	Ratio: Median male compensation to median female compensation	GRI 405: Diversity and Equal Opportunity 2016		Not Available
S3. Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees	GRI 401: Employment 2016		15
	S3.2) Percentage: Year-over-year change for part-time employees			15
	S3.3) Percentage: Year-over-year change for contractors/consultants			15
S4. Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women	GRI 102: General Disclosures 2016 , GRI 405: Diversity and Equal Opportunity 2016		15
	S4.2) Percentage: Entry- and mid-level positions held by men and women			15
	S4.3) Percentage: Senior- and executive-level positions held by men and women			15
S5. Temporary Worker Ratio Female full-time employees	S5.1) Percentage: Total enterprise headcount held by part-time employees	GRI 102: General Disclosures 2016		15
	S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants			15

Metric	Calculation	Corresponding GRI Standard	Corresponding SDG	Coverage (Page)
S6. Non-Discrimination	Does your company follow a non-discrimination policy? Yes/No	GRI 103: Management Approach 2016*		17
S7. Injury Rate	Percentage: Frequency of injury events relative to total workforce time	GRI 403: Occupational Health and Safety 2018		16
S8. Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy? Yes/No	GRI 103: Management		No
S9. Child & Forced Labor	S9.1) Does your company follow a child and/or forced labor policy? Yes/No	GRI 103: Management Approach 2016*		No
	S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No			No
S10. Human Rights	S10.1) Does your company follow a human rights policy? Yes/No	GRI 103: Management Approach 2016		No
	S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No			No
S11. Nationalization	Percentage of national employees			16
S12. Community Investment	Amount invested in the community, as a percentage of company revenues.	GRI 413: Local Communities 2016		19

# GOVERNANCE

Metric	Calculation	Corresponding GRI Standard	Corresponding SDG	Coverage (Page)
G1. Board Diversity	G1.1) Percentage: Total board seats occupied by men and women	GRI 405: Diversity and Equal Opportunity 2016		7
	G1.2) Percentage: Committee chairs occupied by men and women			Not Available
G2. Board Independence	G2.1) Does company prohibit CEO from serving as board chair? Yes/No			Yes
	G2.2) Percentage: Total board seats occupied by independent board members			7
G3. Incentivized Pay	Are executives formally incentivized to perform on sustainability?			No
G4. Supplier Code of Conduct	G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No			19
	G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?			Not Available
G5. Ethics & Prevention of Corruption	G5.1) Does your company follow an Ethics and/or Prevention of Corruption policy? Yes/No			17
	G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?			17

Metric	Calculation	Corresponding GRI Standard	Corresponding SDG	Coverage (Page)
G6. Data Privacy	G6.1) Does your company follow a Data Privacy policy? Yes/No			No
	G6.2) Has your company taken steps to comply with GDPR rules? Yes/No			No
G7. Sustainability Reporting	Does your company publish a sustainability report? Yes/No			Yes
G8. Disclosure Practices	G8.1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No			No
	G8.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No			Yes
	G8.3) Does your company set targets and report progress on the UN SDGs? Yes/No			No
G9. External Assurance	Are your sustainability disclosures assured or validated by a third-party audit firm? Yes/No	*GRI 103: Management Approach 2016 is to be used in combination with the topic specific Standards		No



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