

International Financial Advisors Holding

# **Environmental, Social & Governance Report**

# **2025**

Prepared under CMA Circular No. 04 of 2025 and the Boursa Kuwait ESG Reporting Guide

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# Section One

## **Overview**

# About this Report

International Financial Advisors Holding Company is pleased to present its inaugural Environmental, Social and Governance (ESG) Report. As a company listed on the Premier Market of Bursa Kuwait, FY2025 is our first year of mandatory sustainability reporting under CMA Circular No. 04 of 2025, to be published on Bursa Kuwait by the end of Q2 2026. This report covers the holding company on a standalone (parent-company) basis, its own operations, workforce and governance, and its role as an owner and investor and is intended to evolve as our data systems and disclosures mature.

**Reporting scope:** International Financial Advisors Holding Company on a standalone basis. Its subsidiaries and associates are described for context and are the focus of the company's investment oversight role; their operational data is not consolidated in this report.

**A note on materiality:** This report is anchored in a single-materiality assessment. A double materiality assessment (now expected under the 2026 Bursa Guide) has not yet been conducted and is identified as a forward priority.

## Contact for this report

International Financial Advisors Holding Company

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## Report At A Glance

### Reporting Period

January 1 – December 31, 2025

### Market/ Status

Premier Market – Mandatory (FY2025)

### Frameworks

Bursa 2026 · GRI · IFRS S1 & S2 · SASB · TCFD

### Mandate

CMA Circular No. 04 of 2025

### Publication deadline

By end of Q2 2026 (Bursa Kuwait)

### Reporting boundary

Parent company (standalone)



Sustainability is becoming inseparable from how a holding company allocates capital, oversees its subsidiaries and earns the trust of its stakeholders.”

Saleh Saleh Al Selmi  
Chairman of the Board of Directors

On behalf of the Board of Directors and management, I am pleased to present International Financial Advisors Holding Company’ s first ESG Report. 2025 was a milestone year: the Company was promoted to the Premier Market of Boursa Kuwait, transitioned to operating in accordance with the principles of Islamic Sharia, and grew net profit by 44%. We view this inaugural disclosure not as a compliance exercise alone, but as the foundation of a long-term commitment to responsible value creation.

Our influence on the economy, environment and society is exercised largely through the companies we own and invest in across real estate, leisure, insurance, consumer finance and investments. Embedding ESG considerations into how we govern and oversee this portfolio is therefore central to our strategy and our duty to shareholders.

We are candid in this report about where we stand. We have established policies in governance, ethics and anti-corruption, data privacy and responsible investment, and we report zero work related injuries and zero data security breaches for the year. We also recognize areas to strengthen including our emissions data, a formal human rights and occupational health and safety framework, and social due diligence across our investments and we set these out transparently as forward priorities.

We thank our stakeholders for their continued trust and look forward to reporting on our progress in the years ahead.

# About International Financial Advisors Holding Company

International Financial Advisors Holding Company is a diversified investment holding company headquartered in Kuwait City and listed on the Premier Market of Boursa Kuwait and on the Dubai Financial Market. Through its subsidiaries and associates, the group holds and manages interests spanning real estate, leisure and hospitality, insurance, consumer finance and leasing, and investments. In 2025 the Company was promoted to the Premier Market and transitioned to operating in accordance with the principles of Islamic Sharia.

## FY2025 Financial Highlights

**KD 11.52m**

Net profit, FY2025 (+44% YoY)

**KD 161m**

Total assets (+19%)

**KD 128m**

Shareholders' equity (+21%)

## Vision

Mission and vision are identical on the company's website

We undertake maintaining and consolidating our position as a leading investment and asset management company.

We capitalize on the wide network of IFA group and its consortium in order to identify lucrative investment opportunities that maximize our clients and shareholders returns.

## Mission

We undertake maintaining and consolidating our position as a leading investment and asset management company.

We capitalize on the wide network of IFA group and its consortium in order to identify lucrative investment opportunities that maximize our clients and shareholders returns.

# What we do

International Financial Advisors Holding Company owns and invests across five business lines, held through its subsidiaries and associates. This report covers the holding company itself; the activities below are where its capital is deployed and where its investment oversight responsibilities sit.



01

## Real Estate

Development and ownership of property assets, the group's most energy and carbon intensive activity.



02

## Leisure & Hospitality

Hospitality interests including IFA Hotels & Resorts (associate), with water and guest experience intensity.



03

## Insurance

Takaful insurance through First Takaful Insurance Company, a client-facing financial entity.



04

## Consumer Finance & Leasing

Lending and leasing activities where responsible lending and fair customer treatment are material.



05

## Investments

Proprietary investment in securities and investee companies, funded by the company's own capital and overseen through its governance and risk framework.

A snapshot of our environmental, social, and governance highlights during the reporting period.



23,853 kWh

FY2025 head office electricity



Zero

client data security breaches during the year



KWD 5,000

contributed to community initiatives



1 of 5

board seats held by women; one independent director



100%

of the workforce certified on the Code of Conduct



Zero

Work related injuries reported



Yes

Board approved Responsible Investment / ESG policy in place



Yes

Ethics, Anti Corruption and AML/CFT framework

As a holding company, our most meaningful ESG impact is exercised through governance and capital allocation. Our approach is organized around four areas of focus that reflect how we own, oversee and invest.

1



**Responsible Investment  
& Oversight**

Embedding ESG considerations into investment due diligence and the oversight of our subsidiaries and portfolio.

2



**Climate & Portfolio Resilience**

Managing transition and physical climate risk across the portfolio, starting with our real-estate and leisure assets.

3



**People & Communities**

Supporting our workforce, advancing Kuwaitization and diversity, and contributing to host communities.

4



**Governance, Ethics & Trust**

Strong board oversight, ethics and AML/CFT, data privacy and transparent, assured disclosure.

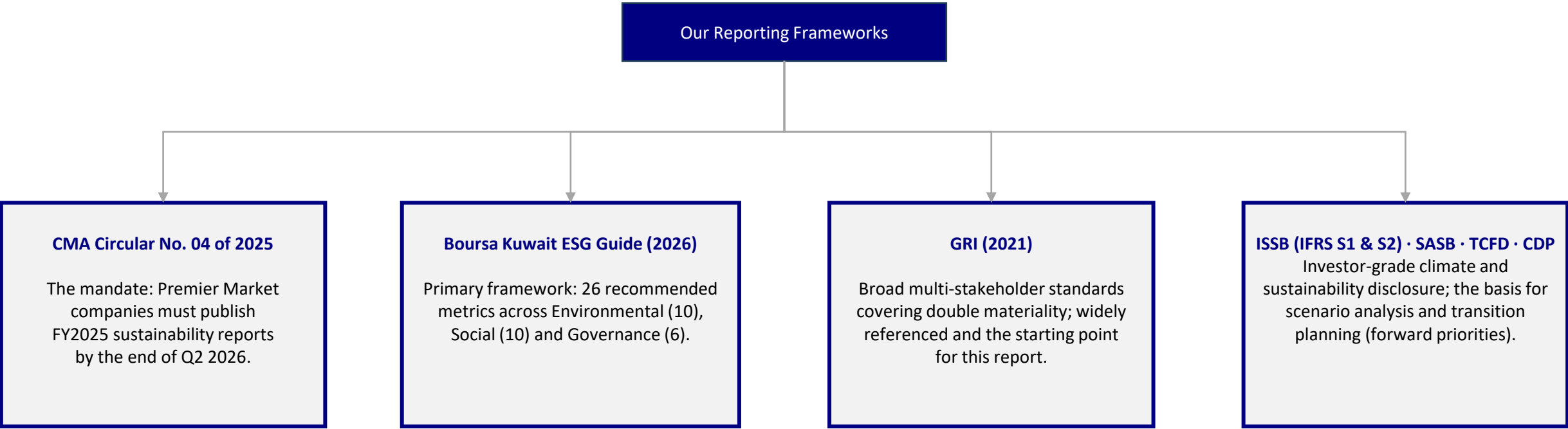


# Section Two

## **ESG Insights**

# Our Reporting Frameworks

This report aligns with the Bursa Kuwait ESG Reporting Guide (2026 edition), which became mandatory for Premier Market companies for FY2025. The Guide recommends 26 metrics across three pillars and points to a complementary set of international frameworks.



# United Nations Sustainable Development Goals

The 17 UN SDGs provide a universal framework for addressing global challenges. As a diversified investment holding company with interests across multiple sectors and geographies, **International Financial Advisors Holding Company** has identified seven Goals where it can create the most direct, measurable, and meaningful impact through its investments, governance practices, workforce, and portfolio companies.

|                              |                                                                                                                                                                       |                              |                                                                                                                                                                                         |                              |                                                                                                                                                                                                          |                             |                                                                                                                                                                                  |
|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <div>SDG</div> <div>5</div>  | <div><b>Gender Equality</b></div> <div>Promoting equal opportunities, inclusive workplaces, and leadership development.</div>                                         | <div>SDG</div> <div>6</div>  | <div><b>Clean Water and Sanitation</b></div> <div>Supporting responsible water management practices and resource efficiency.</div>                                                      | <div>SDG</div> <div>7</div>  | <div><b>Affordable &amp; Clean Energy</b></div> <div>Encouraging energy efficiency initiatives and investments that support the transition toward cleaner and more sustainable energy sources.</div>     | <div>SDG</div> <div>8</div> | <div><b>Decent Work &amp; Economic Growth</b></div> <div>Creating long term economic value through responsible investments, job creation, and sustainable business growth.</div> |
| <div>SDG</div> <div>10</div> | <div><b>Reduced Inequalities</b></div> <div>Fostering diversity, inclusion, equal opportunity, and fair treatment across the Group and its portfolio companies.</div> | <div>SDG</div> <div>12</div> | <div><b>Responsible Consumption</b></div> <div>Promoting responsible business practices, efficient resource utilization, and sustainable procurement across portfolio operations.</div> | <div>SDG</div> <div>16</div> | <div><b>Peace, Justice &amp; Strong Institutions</b></div> <div>Maintaining strong corporate governance, ethical business conduct, transparency, compliance, and robust risk management practices.</div> |                             |                                                                                                                                                                                  |

# Stakeholder Engagement

We maintain active dialogue with the stakeholders who have an interest in the responsible conduct of the Company and the businesses it oversees.



## 1. Impact Assessment

We have implemented a thorough and methodical process to identify the actual and potential impacts of our operations from financial, economic, and social perspectives. This approach ensures that our ESG reporting remains both relevant and aligned with the priorities of our stakeholders, and business objectives.

### Financial Impacts

We evaluated financial risks including regulatory exposure, increasing utility and energy costs across portfolio entities, and potential operational impacts arising from non-compliance with environmental and governance standards within subsidiaries. The review also identified opportunities to improve cost efficiency across the group and enhance revenue potential through sustainable and ESG aligned investments.

### Economic Impacts

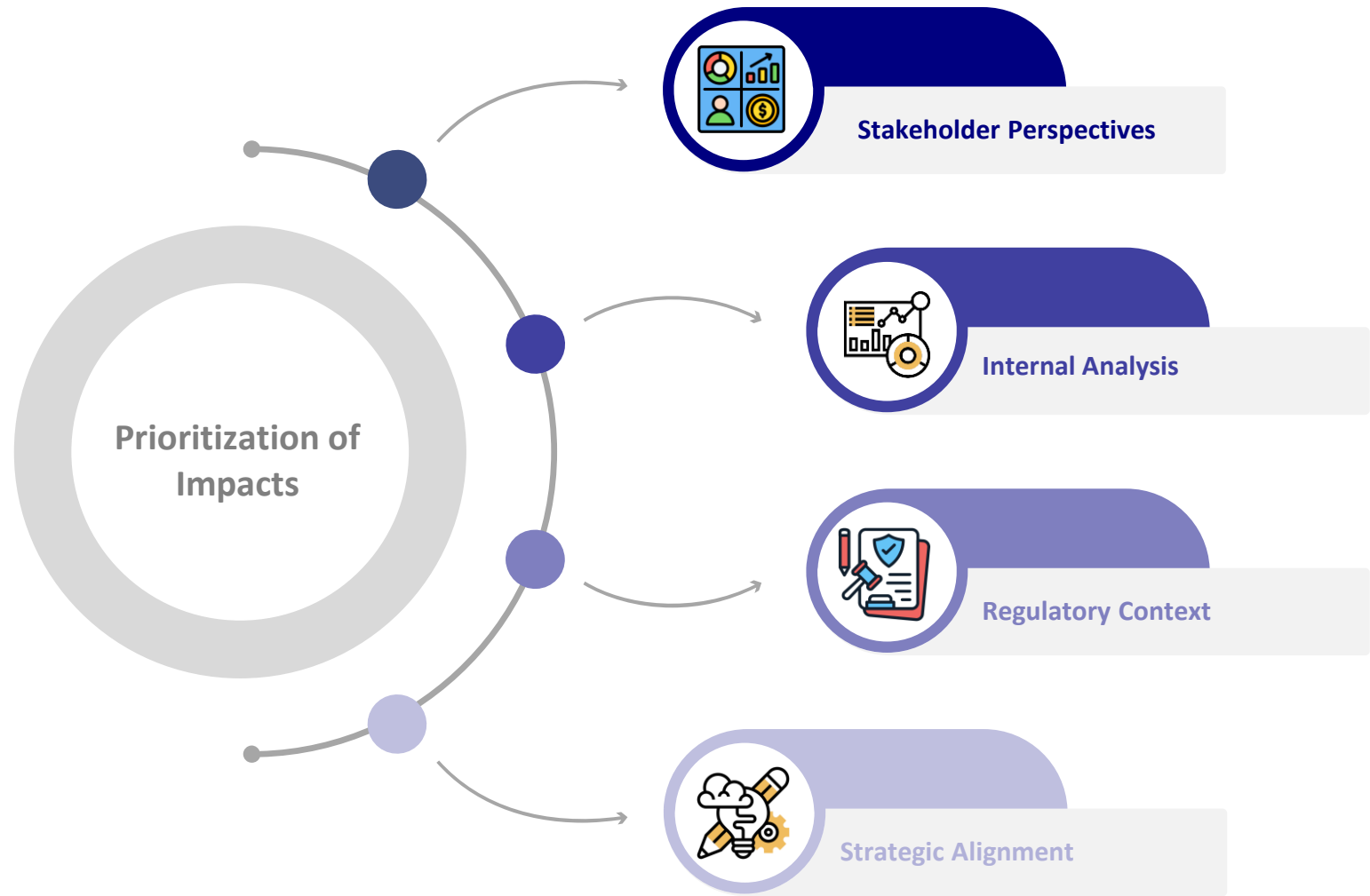
We assessed how operations contribute to economic growth by supporting local economies, integrating sustainable practices such as renewable energy and responsible resource management, and prioritizing sourcing from local suppliers. We also evaluated risks related to economic losses arising from environmental degradation, resource depletion, or land use changes, which could adversely impact local communities and industries dependent on these ecosystems.

### Social Impacts

We assessed how operations positively impact communities by supporting job creation across portfolio companies, enhancing local livelihoods through training and supplier partnerships, and contributing to social well-being through community engagement initiatives. Conversely, we evaluated risks such as potential strain on local resources, community disruptions linked to operational activities, and unintended social inequalities that may arise across different business activities.

2. Prioritization of Impacts

To prioritize the aforementioned impacts for reporting, we implemented a significance based approach, which included:



Collecting input from stakeholders, such as employees, clients, suppliers, investors, business and partners, to gain insights into their concerns and priorities.

Performing internal evaluations and risk analyses to identify elements with the most significant potential to influence our operations either positively or negatively.

Taking into account regulatory requirements, industry standards, and international sustainability frameworks to ensure compliance and adherence to best practices.

Aligning identified impacts with our strategic objectives and values, focusing on those most critical to our long term sustainability and success.

# Materiality Assessment Process (3/3)

To ensure a comprehensive understanding of material ESG topics, we engaged with various stakeholders to gather insights, address concerns, and align our priorities with their expectations.

| Stakeholders                     |                                                                                                                                                                                               |
|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Clients                          | Engaged to better understand their priorities and concerns related to our environmental and social initiatives, and their expectations for responsible, fair financial products and services. |
| Investors                        | Provided valuable perspectives on the financial and strategic significance of our ESG efforts, emphasizing transparency and risk mitigation.                                                  |
| Industry Experts and Consultants | Shared specialized knowledge and insights to help align our practices with leading investment and financial-services industry benchmarks.                                                     |
| Employees                        | Offered input on the role of sustainability initiatives in fostering employee well-being, professional development, and workplace improvement                                                 |
| Community Representatives        | Shared perspectives on the effects of our operations on local communities and highlighted areas for collaboration and improvement.                                                            |
| Suppliers and Business Partners  | Provided input on sustainable sourcing practices, responsible procurement, and opportunities to strengthen ESG performance across the value chain.                                            |
| Regulators                       | Outlined compliance requirements to ensure alignment with legal, financial-regulatory (CMA / Bursa Kuwait), and governance frameworks.                                                        |

## Management of Material Topics at International Financial Advisors Holding Company

**Understanding Impacts:** the company acknowledges the significance of its operations and portfolio companies on the economy, environment, and society. Both positive and negative impacts arising from its activities, investments, and business relationships have been identified. Positive impacts include job creation across portfolio companies, economic contribution to local and regional economies, support for sustainable business development, and community engagement initiatives.

**Negative Impacts:** the company acknowledges its responsibility in addressing negative impacts associated with its operations, investments, and business relationships. The company is committed to conducting thorough assessments to identify areas where its activities may contribute to adverse outcomes and to taking proactive measures to mitigate these impacts through responsible corporate and portfolio management practices.

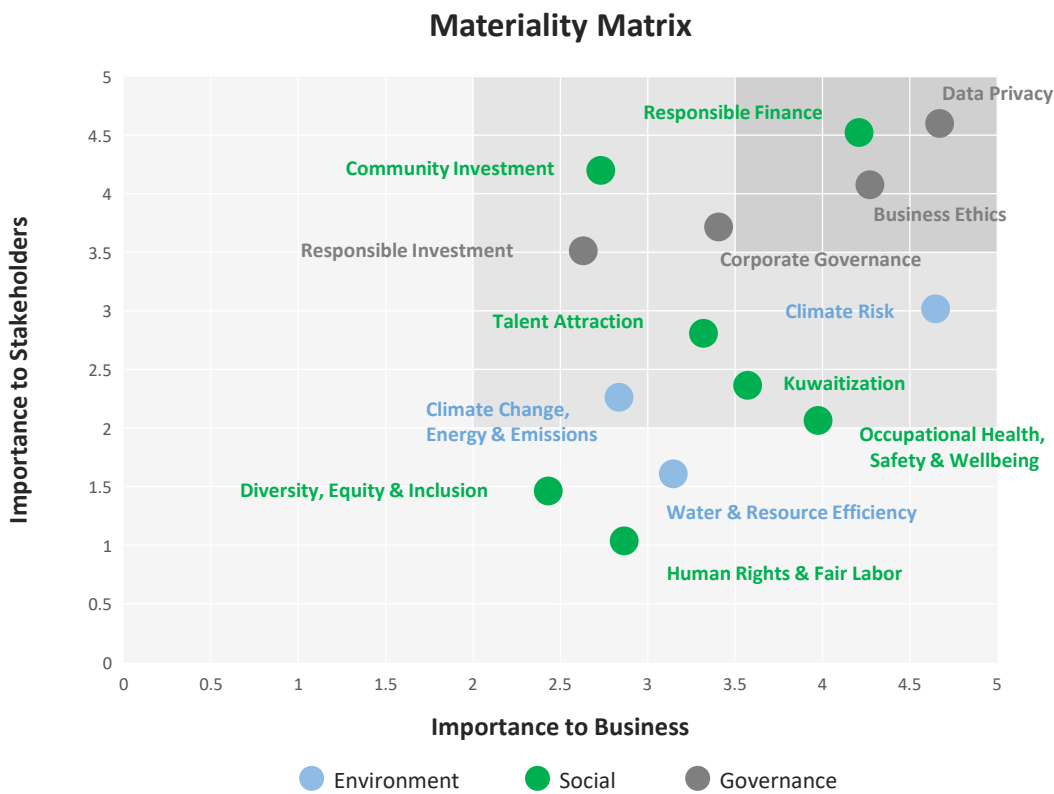
Materiality Topics (1/2)

| Pillars     | Materiality Topic                           | Reasons for Consideration                                                                                                                                                                                                                                                      |
|-------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environment | Climate Change, Energy & Emissions          | Real estate and leisure, held through the group's investees are its most energy and carbon intensive activities, and the company's main indirect (financed) emissions exposure. Mandatory under Bursa (E1–E5) and IFRS S2, and aligned with Kuwait's 2060 net-zero commitment. |
|             | Water & Resource Efficiency                 | Water intensive leisure and real estate assets in a water scarce region make water consumption, recycling and waste directly material (Bursa E6).                                                                                                                              |
|             | Climate Risk & Portfolio Resilience         | As an investment holding, the Company is exposed to transition and physical climate risk across its portfolio. IFRS S2 / TCFD expect scenario analysis and a transition plan.                                                                                                  |
| Social      | Talent Attraction, Development & Retention  | A people-dependent services and finance group; workforce stability, engagement and turnover are central to operational continuity (Bursa S2).                                                                                                                                  |
|             | Diversity, Equity & Inclusion               | Workforce and leadership gender balance and board diversity are explicit Bursa 2026 metrics (Gender Diversity; Board Diversity) and key stakeholder expectations.                                                                                                              |
|             | Kuwaitization & National Talent Development | At around 10% national employees, developing Kuwaiti talent is both a regulatory priority and a social license expectation (Bursa S10).                                                                                                                                        |
|             | Occupational Health, Safety & Wellbeing     | Highly material for leisure and real estate operations; a formal group health & safety policy is not yet in place, making this a priority to develop (Bursa S7).                                                                                                               |
|             | Human Rights & Fair Labour Practices        | Hospitality operations and a multi-tier supply chain create salient human rights and labor risks; under the 2026 Guide, child and forced labour expectations now sit within the Human Rights Policy and Supplier Code of Conduct, neither of which is yet in place.            |

| Pillars    | Materiality Topic                                   | Reasons for Consideration                                                                                                                                                                         |
|------------|-----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Social     | Community Investment & Social Impact                | The company already supports community initiatives; Community Investment is a standalone metric in the 2026 Guide, so formalizing focus areas and measuring outcomes strengthens this disclosure. |
|            | Responsible Finance, Customer Treatment & Inclusion | Core to the consumer finance, leasing and insurance businesses: fair customer treatment, responsible lending and financial inclusion (Bursa S-S2).                                                |
| Governance | Data Privacy & Cybersecurity                        | Multiple client facing financial entities handle sensitive data, making information security material under Kuwait's CITRA regime and GDPR where relevant (Bursa G7).                             |
|            | Business Ethics, Anti-Corruption & AML/CFT          | A financial-institution baseline: the AML/CFT framework, code of conduct and whistleblowing channels underpin the company's license and reputation (Bursa G6).                                    |
|            | Responsible Investment & ESG Integration            | The defining governance topic for an investment holding: embedding ESG into investment due diligence and subsidiary oversight; social due diligence is not yet applied (Bursa G-S5).              |
|            | Corporate Governance, Risk & Transparent Disclosure | Board independence, related party controls, internal audit, regulatory compliance and credible first time disclosure underpin all other topics (Bursa G2, G8–G10).                                |

## Materiality Topics (2/2)

By integrating these factors, we prioritized the material topics most relevant to our stakeholders and our business. **International Financial Advisors Holding Company** has carefully identified and ranked these topics to ensure its ESG initiatives align with business goals and stakeholder priorities. These topics are illustrated on a materiality matrix, highlighting their significance to stakeholders and their impact on the business. A detailed analysis of each material topic is provided below, along with a table summarizing their relevance to both stakeholders and the business.



| Category      | Materiality Topic                             | Importance to Business | Importance to Stakeholders |
|---------------|-----------------------------------------------|------------------------|----------------------------|
| Environmental | 1 Climate Change, Energy & Emissions          | Medium                 | Medium                     |
|               | 2 Water & Resource Efficiency                 | Medium                 | Low                        |
|               | 3 Climate Risk & Portfolio Resilience         | High                   | Medium                     |
| Social        | 4 Talent Attraction, Development & Retention  | Medium                 | Medium                     |
|               | 5 Diversity, Equity & Inclusion               | Medium                 | Low                        |
|               | 6 Kuwaitization & National Talent             | Medium                 | Medium                     |
|               | 7 Occupational Health, Safety & Wellbeing     | Medium                 | Medium                     |
|               | 8 Human Rights & Fair Labour                  | Medium                 | Low                        |
|               | 9 Community Investment & Social Impact        | Medium                 | High                       |
|               | 10 Responsible Finance & Customer Treatment   | High                   | High                       |
| Governance    | 11 Data Privacy & Cybersecurity               | High                   | High                       |
|               | 12 Business Ethics, Anti-Corruption & AML/CFT | High                   | High                       |
|               | 13 Responsible Investment & ESG Integration   | Medium                 | Medium                     |
|               | 14 Corporate Governance, Risk & Disclosure    | High                   | Medium                     |

Table: Importance to Business and Stakeholders



# Section Three

## **Environment**

As a holding company, **International Financial Advisors Holding Company's** own direct environmental footprint is modest and centers on its corporate head office; its more significant climate exposure is indirect through the businesses it owns and finances.

Our Approach & Status:

- In FY2025 the company measured its head office electricity consumption at 23,853 kWh, its only material direct energy use, establishing the company's first Scope 2 emissions baseline.
- Scope 1 emissions are negligible at the parent level (no production facilities, vehicle fleet or owned power generation); the corresponding Scope 2 (location-based) emissions were approximately 17.9 tCO<sub>2</sub>e, applying Kuwait's grid factor of 0.75 kgCO<sub>2</sub>e/kWh.
- Its most material climate exposure is indirect, the financed and portfolio emissions of its investees, concentrated in real estate and leisure assets which it will begin to estimate and disclose (Scope 3 / financed emissions) from FY2026.
- Environmental factors are being integrated into investment due diligence and subsidiary oversight, so that energy, emissions and resource risks inform how capital is allocated and stewarded.
- A formal Environmental Policy, head office resource efficiency measures (energy, paper and waste) and energy management practices aligned with ISO 50001 principles are identified as priorities to develop.

23,853 kWh

FY2025 head-office electricity (≈ 17.9 tCO<sub>2</sub>e Scope 2, location-based)

500,000 m<sup>3</sup>/day

Wastewater treated by the Um Al-Hayman JV, a long-term environmental-infrastructure investment

As a holding company, much of our climate exposure sits within the businesses we own and invest in. We are moving toward the climate related disclosure expectations of IFRS S2 and the TCFD.

## Building Resilience:

- Climate risk is approached through the four pillars of the TCFD, with disclosures maturing toward the expectations of IFRS S2.:
  - Governance,
  - Strategy,
  - Risk management, and
  - Metrics & targets.
- Physical risks (extreme heat, water stress and rising cooling demand in Kuwait) and transition risks (carbon pricing, tightening regulation and shifting investor and tenant expectations) are most relevant to the real estate and leisure assets within the portfolio.
- Climate scenario analysis (e.g. 1.5°C / 2°C pathways) has not yet been conducted and is planned under IFRS S2 to test the resilience of the portfolio.
- A climate transition plan and net zero ambition will be developed in line with Kuwait's 2060 carbon-neutrality commitment and Vision 2035.
- Climate considerations are being embedded into investment due diligence, capital allocation and subsidiary oversight; the portfolio already includes environmental infrastructure assets (notably the Um Al-Hayman wastewater joint venture) that support water resilience and climate adaptation.

IFRS S2

Scenario analysis & transition planning forward priority

2060

Alignment with Kuwait's national net zero commitment



# Section Four

## **Social**

# People, Diversity & Kuwaitization

**International Financial Advisors Holding Company’s** own workforce is modest relative to the businesses it oversees, yet its people practices, culture and governance set the tone for the group. We are committed to fair, inclusive employment and to developing Kuwaiti national talent.

## Our workforce & approach:

- Kuwaiti nationals were around 10% of the workforce in FY2025, strengthening Kuwaitization is both a regulatory requirement and a strategic priority.
- Equal opportunity and non discrimination are embedded in a company wide Code of Conduct charter, on which 100% of the workforce is certified.
- The Board includes one female director, who chairs the Audit Committee; broadening diversity across the organization and leadership is an ongoing priority.
- The company prioritizes internal recruitment and the recognition of service and performance, helping retain institutional knowledge and sustain an engaged workplace.
- Talent is developed through structured onboarding, recognition and internal promotion; formalizing Training & Learning and tracking training hours, a new Bursa metric, is a forward priority.
- Women represented 36% of the total workforce in FY2025 (up from 25% in 2024), concentrated in entry and mid level roles; senior and executive positions remain entirely male, a gap the company is committed to addressing.
- Full-time employee turnover was 17% in FY2025, with no part-time employees or contractors engaged reflecting a small, predominantly permanent workforce.

10%

Kuwaiti nationals in the workforce, FY2025

1

Female Director Holds a Board seat and chairs the Audit Committee

# Safety, Human Rights, Community & Responsible Finance

Beyond its own workforce, **International Financial Advisors Holding Company**’s social responsibilities extend to safe operations, respect for human rights, the communities it supports, and through its consumer-finance, leasing and takaful-insurance businesses the fair treatment of customers.

## Our workforce & approach:

- Zero work related injuries, illnesses or fatalities were reported in FY2025; a formal Occupational Health & Safety policy is identified as a forward priority.
- A child and forced labor policy is in place; a standalone Human Rights policy and a Supplier Code of Conduct extending these safeguards to suppliers and investees are priorities to develop.
- A Whistleblowing Policy provides protected, confidential reporting channels.
- Community investment of KWD 5,000+ in FY2025 spanned education, health, infrastructure, charitable giving and volunteering; formalizing focus areas and measuring outcomes is the next step.
- Through its finance and takaful insurance businesses, the company supports responsible lending and fair customer treatment; documenting these and applying social due diligence in investment decisions are forward priorities.

Zero

Work-related injuries reported in FY2025

KWD 5,000+

Community investment in FY2025



# Section Five

## **Governance**

# Board Members & Responsibilities

As a listed entity on Boursa Kuwait’s Premier Market, **International Financial Advisors Holding Company** operates under robust governance requirements that emphasize transparency, independent oversight, and adherence to Sharia aligned principles effective from 2025. The Board of Directors acts as the highest governing authority, responsible for guiding strategic direction, supervising management, and ensuring that the organization operates with integrity, accountability, and transparency.

| Name                             | Description                 |
|----------------------------------|-----------------------------|
| Saleh Saleh Al-Selmi             | Chairman, Non-Executive     |
| Dr. Suleiman Tariq Al AbdulJader | Vice Chairman, Independent  |
| Laila Abdulkareem Al Ibrahim     | Board Member, Non-Executive |
| Walid Ahmed Al Wazzan            | Board Member, Independent   |
| Jassem Hassan Zainal             | Board Member, Non-Executive |

## Board Responsibilities

The Board serves as the highest governing authority, responsible for defining the Company’s strategic direction and ensuring independent oversight of executive management. It remains accountable to shareholders and wider stakeholders for the Company’s overall performance and governance standards.

Its responsibilities extend to the approval of strategic priorities and key decisions, supervision of risk management and internal control systems, ensuring timely and transparent communication with the market, and reinforcing adherence to ethical conduct and Sharia-compliant practices.

The Board also maintains regular engagement with shareholders, evaluates internal audit outcomes, and endorses initiatives aimed at strengthening performance across the Company and its subsidiaries, while embedding ESG aligned governance principles throughout its oversight role.

# Board Committees & Governance Foundations

Strong governance is where a holding company exercises its clearest influence. **International Financial Advisors Holding Company** maintains an established governance framework overseen by the Board and its committees, with priorities to broaden board independence and diversity over time.

## Board Committees and Their Tasks

The Board delegates specific oversight responsibilities to dedicated committees, which support effective governance and report regularly to the Board. Key committees include:

- **Audit:** oversees the integrity of financial reporting systems and internal control frameworks.
- **Risk:** monitors key organizational risks and oversees mitigation strategies.
- **Nomination & Remuneration** manages matters related to board appointments, succession planning, and remuneration policies.

## Governance foundations:

- The Company’s organizational structure clearly integrates Board oversight with executive management and operational functions across its regions, supporting transparent decision-making, operational effectiveness, and sound governance.
- In 2025 the company transitioned to Sharia-compliant operations; its takaful subsidiary, First Takaful, is overseen by a Fatwa & Sharia Supervisory Board.
- An Ethics, Anti-Corruption and AML/CFT framework is in place essential for a financial institution, with 100% of the workforce certified on the Code of Conduct.
- A Data Privacy policy operates with cyber-resilience and information-security governance (Kuwait CITRA; GDPR where relevant); zero data-security breaches were reported.
- The company reports full compliance with CMA Kuwait and Boursa Kuwait governance and disclosure requirements, with no material fines or sanctions.
- A Supplier Code of Conduct and formal UN SDG targets are identified as forward priorities.



# Section Six

## **ESG Disclosures & Appendix**

| Metric                   | Calculation                                                                                              | Disclosure/ Page Number          |
|--------------------------|----------------------------------------------------------------------------------------------------------|----------------------------------|
| Environmental            |                                                                                                          |                                  |
| GHG Emissions            | E1.1) Total amount, in CO2 equivalents, for Scope 1 (if applicable)                                      | Negligible                       |
|                          | E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)                                      | ≈ 17.9 tCO <sub>2</sub> e (p.20) |
|                          | E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)                                      | N/A                              |
| Emission Intensity       | E2.1) Total GHG emissions per output scaling factor                                                      | N/A                              |
|                          | E2.2) Total non-GHG emissions per output scaling factor                                                  | N/A                              |
| Energy Consumption       | E3.1) Total amount of energy directly consumed                                                           | 23,853 kWh (p.20)                |
|                          | E3.2) Total amount of energy indirectly consumed                                                         | N/A                              |
| Energy Mix               | Total direct energy usage per output scaling factor                                                      | N/A                              |
| Water Usage              | E6.1) Total amount of water consumed                                                                     | N/A                              |
|                          | E6.2) Total amount of water reclaimed                                                                    | N/A                              |
| Environmental Operations | E7.1) Does your company follow a formal Environmental Policy? Yes, no                                    | No                               |
|                          | E7.2) Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No          | No                               |
|                          | 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 other sustainability issues? Yes/No                | Yes                              |
| Climate Risk Mitigation  | Total amount invested, annually, in climate-related infrastructure, resilience, and product development? | Page 20                          |

| Metric                   | Calculation                                                                                       | Disclosure/ Page Number |
|--------------------------|---------------------------------------------------------------------------------------------------|-------------------------|
| Social                   |                                                                                                   |                         |
| Employee Turnover        | S3.1) Percentage: Year-over-year change for full-time employees                                   | 17% (FY2025)            |
|                          | S3.2) Percentage: Year-over-year change for part-time employees                                   | 0%                      |
|                          | S3.3) Percentage: Year-over-year change for contractors and/ or consultants                       | 0%                      |
| Gender Diversity         | S4.1) Percentage: Total enterprise headcount held by men and women                                | 64% M / 36% F           |
|                          | S4.2) Percentage: Entry- and mid-level positions held by men and women                            | 45% M / 35% F           |
|                          | S4.3) Percentage: Senior- and executive-level positions held by men and women                     | -                       |
| Temporary Worker Ratio   | S5.1) Percentage: Total enterprise headcount held by part- time employees                         | 0%                      |
|                          | S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants               | 0%                      |
| Non-Discrimination       | Does your company follow a sexual harassment and/or non- discrimination policy? Yes/No            | Yes                     |
| Injury Rate              | Percentage: Frequency of injury events relative to total workforce time                           | Page 24                 |
| Global Health and Safety | Does your company follow an occupational health and/ or global health and safety policy? Yes/No   | No                      |
| Child and Forced Labor   | S9.1) Does your company follow a child and/or forced labor policy? Yes/No                         | Page 24                 |
|                          | S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No | N/A                     |

| Metric                   | Calculation                                                                                        | Disclosure/ Page Number |
|--------------------------|----------------------------------------------------------------------------------------------------|-------------------------|
| Governance               |                                                                                                    |                         |
| 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 | Yes                     |
|                          | G9.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No          | No                      |
|                          | G9.3) Does your company set targets and report progress on the UN SDGs? Yes/No                     | No                      |
| External Assurance       | Are your sustainability disclosures assured or validated by a third party? Yes/No                  | N/A                     |

| Metric                                    | Calculation                                                                                             | Disclosure/ Page Number |
|-------------------------------------------|---------------------------------------------------------------------------------------------------------|-------------------------|
| Social                                    |                                                                                                         |                         |
| Human Rights                              | S10.1) Does your company follow a human rights policy? Yes/ No                                          | No                      |
|                                           | S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No                   | N/A                     |
| Nationalization                           | S11.1) Percentage of national employees                                                                 | Page 23                 |
|                                           | S11.2) Direct and indirect local job creation                                                           | Page 23                 |
| Governance                                |                                                                                                         |                         |
| Board Diversity                           | G1.1) Percentage: Total board seats occupied by men and women                                           | Men: 80% Women: 20%     |
|                                           | G1.2) Percentage: Committee chairs occupied by men and women                                            | Men: 66% Women: 34%     |
| Board Independence & CEO/Chair Separation | G2.1) Does your company prohibit its CEO from serving as board chair? Yes/No                            | No                      |
|                                           | G2.2) Percentage: Total board seats occupied by independents                                            | Page 26                 |
| 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? | N/A                     |
| Ethics and Anti-Corruption                | G6.1) Does your company follow an Ethics and/or Anti- Corruption policy? Yes/No                         | Yes                     |
|                                           | G6.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?  | 100%                    |

| Statement of use                  |                                                                                  | International Financial Advisors Holding Company has reported in accordance with the GRI Standards for the period January 1 to December 31, 2025 |                                                                                                                                                       |        |             |                                 |
|-----------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------|-------------|---------------------------------|
| GRI 1 used                        |                                                                                  | GRI 1: Foundation 2021                                                                                                                           |                                                                                                                                                       |        |             |                                 |
| Applicable GRI Sector Standard(s) |                                                                                  | N/A                                                                                                                                              |                                                                                                                                                       |        |             |                                 |
| GRI STANDARD/<br>OTHER SOURCE     | DISCLOSURE                                                                       | LOCATION                                                                                                                                         | OMISSION                                                                                                                                              |        |             | GRI SECTOR STANDARD REF.<br>NO. |
|                                   |                                                                                  |                                                                                                                                                  | REQUIREMENT(S)<br>OMITTED                                                                                                                             | REASON | EXPLANATION |                                 |
| General disclosures               |                                                                                  |                                                                                                                                                  |                                                                                                                                                       |        |             |                                 |
| GRI 2: General Disclosures        | 2-1 Organizational details                                                       | Information about the organization can be found in various sections of the report                                                                | A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available. |        |             |                                 |
|                                   | 2-2 Entities included in the organization’s sustainability reporting             | International Financial Advisors Holding Company                                                                                                 |                                                                                                                                                       |        |             |                                 |
|                                   | 2-3 Reporting period, frequency and contact point                                | January 1 to December 31, 2025<br>Annual Reporting<br>( <a href="mailto:ir@ifakuwait.com">ir@ifakuwait.com</a> / +965 1 844 432 )                |                                                                                                                                                       |        |             |                                 |
|                                   | 2-4 Restatements of information                                                  | Information is repeated in more details throughout the report                                                                                    |                                                                                                                                                       |        |             |                                 |
|                                   | 2-5 External assurance                                                           | -                                                                                                                                                |                                                                                                                                                       |        |             |                                 |
|                                   | 2-6 Activities, value chain and other business relationships                     | Please refer to pages 06-07                                                                                                                      |                                                                                                                                                       |        |             |                                 |
|                                   | 2-7 Employees                                                                    | Please refer to page 23                                                                                                                          |                                                                                                                                                       |        |             |                                 |
|                                   | 2-8 Workers who are not employees                                                | -                                                                                                                                                |                                                                                                                                                       |        |             |                                 |
|                                   | 2-9 Governance structure and composition                                         | Please refer to pages 26-27                                                                                                                      |                                                                                                                                                       |        |             |                                 |
|                                   | 2-10 Nomination and selection of the highest governance body                     | -                                                                                                                                                |                                                                                                                                                       |        |             |                                 |
|                                   | 2-11 Chair of the highest governance body                                        | Please refer to page 26                                                                                                                          |                                                                                                                                                       |        |             |                                 |
|                                   | 2-12 Role of the highest governance body in overseeing the management of impacts | Please refer to page 26                                                                                                                          |                                                                                                                                                       |        |             |                                 |
|                                   | 2-13 Delegation of responsibility for managing impacts                           | Please refer to page 26                                                                                                                          |                                                                                                                                                       |        |             |                                 |
|                                   | 2-14 Role of the highest governance body in sustainability reporting             | Please refer to page 26                                                                                                                          |                                                                                                                                                       |        |             |                                 |
|                                   | 2-15 Conflicts of interest                                                       | -                                                                                                                                                |                                                                                                                                                       |        |             |                                 |
|                                   | 2-16 Communication of critical concerns                                          | Please refer to pages 24, 26                                                                                                                     |                                                                                                                                                       |        |             |                                 |
|                                   | 2-17 Collective knowledge of the highest governance body                         | Please refer to page 26                                                                                                                          |                                                                                                                                                       |        |             |                                 |
|                                   | 2-18 Evaluation of the performance of the highest governance body                | -                                                                                                                                                |                                                                                                                                                       |        |             |                                 |
|                                   | 2-19 Remuneration policies                                                       | Please refer to page 26                                                                                                                          |                                                                                                                                                       |        |             |                                 |
|                                   | 2-20 Process to determine remuneration                                           | -                                                                                                                                                |                                                                                                                                                       |        |             |                                 |
|                                   | 2-21 Annual total compensation ratio                                             | -                                                                                                                                                |                                                                                                                                                       |        |             |                                 |
|                                   | 2-22 Statement on sustainable development strategy                               | Please refer to pages 5, 9                                                                                                                       |                                                                                                                                                       |        |             |                                 |
|                                   | 2-23 Policy commitments                                                          | Please refer to pages 24, 26                                                                                                                     |                                                                                                                                                       |        |             |                                 |
|                                   | 2-24 Embedding policy commitments                                                | Please refer to pages 24, 26                                                                                                                     |                                                                                                                                                       |        |             |                                 |
|                                   | 2-25 Processes to remediate negative impacts                                     | Please refer to pages 24, 26                                                                                                                     |                                                                                                                                                       |        |             |                                 |
|                                   | 2-26 Mechanisms for seeking advice and raising concerns                          | Please refer to pages 24, 26                                                                                                                     |                                                                                                                                                       |        |             |                                 |
|                                   | 2-27 Compliance with laws and regulations                                        | Please refer to page 26                                                                                                                          |                                                                                                                                                       |        |             |                                 |
|                                   | 2-28 Membership associations                                                     | -                                                                                                                                                |                                                                                                                                                       |        |             |                                 |
|                                   | 2-29 Approach to stakeholder engagement                                          | Please refer to pages 13                                                                                                                         |                                                                                                                                                       |        |             |                                 |
|                                   | 2-30 Collective bargaining agreements                                            | -                                                                                                                                                |                                                                                                                                                       |        |             |                                 |

| GRI STANDARD/<br>OTHER SOURCE           | DISCLOSURE                                                                           | LOCATION                     | OMISSION                                                                                                                                              |        |             | GRI SECTOR STANDARD REF. NO. |
|-----------------------------------------|--------------------------------------------------------------------------------------|------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------|-------------|------------------------------|
|                                         |                                                                                      |                              | REQUIREMENT(S)<br>OMITTED                                                                                                                             | REASON | EXPLANATION |                              |
| GRI 3: Material Topics 2021             | 3-1 Process to determine material topics                                             | Please refer to pages 14, 16 | A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available. |        |             |                              |
|                                         | 3-2 List of material topics                                                          | Please refer to page 18      |                                                                                                                                                       |        |             |                              |
| Economic performance                    |                                                                                      |                              |                                                                                                                                                       |        |             |                              |
| GRI 201: Economic Performance 2016      | 201-1 Direct economic value generated and distributed                                | Please refer to page 6       |                                                                                                                                                       |        |             |                              |
|                                         | 201-2 Financial implications and other risks and opportunities due to climate change | -                            |                                                                                                                                                       |        |             |                              |
|                                         | 201-3 Defined benefit plan obligations and other retirement plans                    | -                            |                                                                                                                                                       |        |             |                              |
|                                         | 201-4 Financial assistance received from government                                  | -                            |                                                                                                                                                       |        |             |                              |
| Market presence                         |                                                                                      |                              |                                                                                                                                                       |        |             |                              |
| GRI 202: Market Presence 2016           | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage   | -                            |                                                                                                                                                       |        |             |                              |
|                                         | 202-2 Proportion of senior management hired from the local community                 | -                            |                                                                                                                                                       |        |             |                              |
| Indirect economic impacts               |                                                                                      |                              |                                                                                                                                                       |        |             |                              |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported                              | Please refer to pages 20, 24 |                                                                                                                                                       |        |             |                              |
|                                         | 203-2 Significant indirect economic impacts                                          | Please refer to page 26      |                                                                                                                                                       |        |             |                              |
| Procurement practices                   |                                                                                      |                              |                                                                                                                                                       |        |             |                              |
| GRI 204: Procurement Practices 2016     | 204-1 Proportion of spending on local suppliers                                      | -                            |                                                                                                                                                       |        |             |                              |
| Anti-corruption                         |                                                                                      |                              |                                                                                                                                                       |        |             |                              |
| GRI 205: Anti-corruption 2016           | 205-1 Operations assessed for risks related to corruption                            | -                            |                                                                                                                                                       |        |             |                              |
|                                         | 205-2 Communication and training about anti-corruption policies and procedures       | Please refer to pages 23, 26 |                                                                                                                                                       |        |             |                              |
|                                         | 205-3 Confirmed incidents of corruption and actions taken                            | -                            |                                                                                                                                                       |        |             |                              |

| GRI STANDARD/<br>OTHER SOURCE           | DISCLOSURE                                                                                                                                      | LOCATION                | OMISSION                  |        |             | GRI SECTOR STANDARD<br>REF. NO. |
|-----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|---------------------------|--------|-------------|---------------------------------|
|                                         |                                                                                                                                                 |                         | REQUIREMENT(S)<br>OMITTED | REASON | EXPLANATION |                                 |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices                                                           | -                       |                           |        |             |                                 |
| Tax                                     |                                                                                                                                                 |                         |                           |        |             |                                 |
| GRI 207: Tax 2019                       | 207-1 Approach to tax                                                                                                                           | -                       |                           |        |             |                                 |
|                                         | 207-2 Tax governance, control, and risk management                                                                                              | -                       |                           |        |             |                                 |
|                                         | 207-3 Stakeholder engagement and management of concerns related to tax                                                                          | -                       |                           |        |             |                                 |
|                                         | 207-4 Country-by-country reporting                                                                                                              | -                       |                           |        |             |                                 |
| Materials                               |                                                                                                                                                 |                         |                           |        |             |                                 |
| GRI 301: Materials 2016                 | 301-1 Materials used by weight or volume                                                                                                        | -                       |                           |        |             |                                 |
|                                         | 301-2 Recycled input materials used                                                                                                             | -                       |                           |        |             |                                 |
|                                         | 301-3 Reclaimed products and their packaging materials                                                                                          | -                       |                           |        |             |                                 |
| Energy                                  |                                                                                                                                                 |                         |                           |        |             |                                 |
| GRI 302: Energy 2016                    | 302-1 Energy consumption within the organization                                                                                                | Please refer to page 20 |                           |        |             |                                 |
|                                         | 302-2 Energy consumption outside of the organization                                                                                            | -                       |                           |        |             |                                 |
|                                         | 302-3 Energy intensity                                                                                                                          | -                       |                           |        |             |                                 |
|                                         | 302-4 Reduction of energy consumption                                                                                                           | Please refer to page 20 |                           |        |             |                                 |
|                                         | 302-5 Reductions in energy requirements of products and services                                                                                | -                       |                           |        |             |                                 |
| GRI 303: Water and Effluents 2018       | 303-1 Interactions with water as a shared resource                                                                                              | -                       |                           |        |             |                                 |
|                                         | 303-2 Management of water discharge-related impacts                                                                                             | -                       |                           |        |             |                                 |
|                                         | 303-3 Water withdrawal                                                                                                                          | -                       |                           |        |             |                                 |
|                                         | 303-4 Water discharge                                                                                                                           | -                       |                           |        |             |                                 |
|                                         | 303-5 Water consumption                                                                                                                         | -                       |                           |        |             |                                 |
| 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 | -                       |                           |        |             |                                 |
|                                         | 304-2 Significant impacts of activities, products and services on biodiversity                                                                  | -                       |                           |        |             |                                 |
|                                         | 304-3 Habitats protected or restored                                                                                                            | -                       |                           |        |             |                                 |
|                                         | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations                                | -                       |                           |        |             |                                 |

| GRI STANDARD/<br>OTHER SOURCE                   | DISCLOSURE                                                                                               | LOCATION                | OMISSION                  |        |             | GRI SECTOR STANDARD<br>REF. NO. |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------------|-------------------------|---------------------------|--------|-------------|---------------------------------|
|                                                 |                                                                                                          |                         | REQUIREMENT(S)<br>OMITTED | REASON | EXPLANATION |                                 |
| GRI 305: Emissions 2016                         | 305-1 Direct (Scope 1) GHG emissions                                                                     | Please refer to page 20 |                           |        |             |                                 |
|                                                 | 305-2 Energy indirect (Scope 2) GHG emissions                                                            | Please refer to page 20 |                           |        |             |                                 |
|                                                 | 305-3 Other indirect (Scope 3) GHG emissions                                                             | -                       |                           |        |             |                                 |
|                                                 | 305-4 GHG emissions intensity                                                                            | -                       |                           |        |             |                                 |
|                                                 | 305-5 Reduction of GHG emissions                                                                         | -                       |                           |        |             |                                 |
|                                                 | 305-6 Emissions of ozone-depleting substances (ODS)                                                      | -                       |                           |        |             |                                 |
|                                                 | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions                    | -                       |                           |        |             |                                 |
| GRI 306: Waste 2020                             | 306-1 Waste generation and significant waste-related impacts                                             | -                       |                           |        |             |                                 |
|                                                 | 306-2 Management of significant waste-related impacts                                                    | -                       |                           |        |             |                                 |
|                                                 | 306-3 Waste generated                                                                                    | -                       |                           |        |             |                                 |
|                                                 | 306-4 Waste diverted from disposal                                                                       | -                       |                           |        |             |                                 |
|                                                 | 306-5 Waste directed to disposal                                                                         | -                       |                           |        |             |                                 |
| Supplier environmental assessment               |                                                                                                          |                         |                           |        |             |                                 |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria                                      | -                       |                           |        |             |                                 |
|                                                 | 308-2 Negative environmental impacts in the supply chain and actions taken                               | Please refer to page 20 |                           |        |             |                                 |
| Employment                                      |                                                                                                          |                         |                           |        |             |                                 |
| GRI 401: Employment 2016                        | 401-1 New employee hires and employee turnover                                                           | Please refer to page 23 |                           |        |             |                                 |
|                                                 | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | -                       |                           |        |             |                                 |
|                                                 | 401-3 Parental leave                                                                                     | -                       |                           |        |             |                                 |
| Labor/management relations                      |                                                                                                          |                         |                           |        |             |                                 |
| GRI 402: Labor/Management Relations 2016        | 402-1 Minimum notice periods regarding operational changes                                               | -                       |                           |        |             |                                 |

| GRI STANDARD/<br>OTHER SOURCE                                     | DISCLOSURE                                                                                                           | LOCATION                    |                           |        |             | GRI SECTOR STANDARD<br>REF. NO. |
|-------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|-----------------------------|---------------------------|--------|-------------|---------------------------------|
|                                                                   |                                                                                                                      |                             | REQUIREMENT(S)<br>OMITTED | REASON | EXPLANATION |                                 |
| Occupational health and safety                                    |                                                                                                                      |                             |                           |        |             |                                 |
| GRI 403: Occupational Health and<br>Safety 2018                   | 403-1 Occupational health and safety management system                                                               | Please refer to page 24     |                           |        |             |                                 |
|                                                                   | 403-2 Hazard identification, risk assessment, and incident investigation                                             | -                           |                           |        |             |                                 |
|                                                                   | 403-3 Occupational health services                                                                                   | Please refer to page 24     |                           |        |             |                                 |
|                                                                   | 403-4 Worker participation, consultation, and communication on occupational health and safety                        | -                           |                           |        |             |                                 |
|                                                                   | 403-5 Worker training on occupational health and safety                                                              | -                           |                           |        |             |                                 |
|                                                                   | 403-6 Promotion of worker health                                                                                     | -                           |                           |        |             |                                 |
|                                                                   | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships  | -                           |                           |        |             |                                 |
|                                                                   | 403-8 Workers covered by an occupational health and safety management system                                         | -                           |                           |        |             |                                 |
|                                                                   | 403-9 Work-related injuries                                                                                          | -                           |                           |        |             |                                 |
|                                                                   | 403-10 Work-related ill health                                                                                       | -                           |                           |        |             |                                 |
| GRI 404: Training and Education 2016                              | 404-1 Average hours of training per year per employee                                                                | -                           |                           |        |             |                                 |
|                                                                   | 404-2 Programs for upgrading employee skills and transition assistance programs                                      | Please refer to page 23     |                           |        |             |                                 |
|                                                                   | 404-3 Percentage of employees receiving regular performance and career development reviews                           | -                           |                           |        |             |                                 |
| Diversity and equal opportunity                                   |                                                                                                                      |                             |                           |        |             |                                 |
| GRI 405: Diversity and Equal<br>Opportunity 2016                  | 405-1 Diversity of governance bodies and employees                                                                   | Please refer to page 23, 26 |                           |        |             |                                 |
|                                                                   | 405-2 Ratio of basic salary and remuneration of women to men                                                         | -                           |                           |        |             |                                 |
| Non-discrimination                                                |                                                                                                                      |                             |                           |        |             |                                 |
| GRI 406: Non-discrimination 2016                                  | 406-1 Incidents of discrimination and corrective actions taken                                                       | -                           |                           |        |             |                                 |
| Freedom of association and collective bargaining                  |                                                                                                                      |                             |                           |        |             |                                 |
| GRI 407: Freedom of Association and<br>Collective Bargaining 2016 | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | -                           |                           |        |             |                                 |

| GRI STANDARD/<br>OTHER SOURCE              | DISCLOSURE                                                                                          | LOCATION                 |                           |        |             | GRI SECTOR STANDARD<br>REF. NO. |
|--------------------------------------------|-----------------------------------------------------------------------------------------------------|--------------------------|---------------------------|--------|-------------|---------------------------------|
|                                            |                                                                                                     |                          | REQUIREMENT(S)<br>OMITTED | REASON | EXPLANATION |                                 |
| Child labor                                |                                                                                                     |                          |                           |        |             |                                 |
| GRI 408: Child Labor 2016                  | 408-1 Operations and suppliers at significant risk for incidents of child labor                     | -                        |                           |        |             |                                 |
| Forced or compulsory labor                 |                                                                                                     |                          |                           |        |             |                                 |
| GRI 409: Forced or Compulsory Labor 2016   | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor      | -                        |                           |        |             |                                 |
| Security practices                         |                                                                                                     |                          |                           |        |             |                                 |
| GRI 410: Security Practices 2016           | 410-1 Security personnel trained in human rights policies or procedures                             | -                        |                           |        |             |                                 |
| Rights of indigenous peoples               |                                                                                                     |                          |                           |        |             |                                 |
| GRI 411: Rights of Indigenous Peoples 2016 | 411-1 Incidents of violations involving rights of indigenous peoples                                | -                        |                           |        |             |                                 |
| Local communities                          |                                                                                                     |                          |                           |        |             |                                 |
| GRI 413: Local Communities 2016            | 413-1 Operations with local community engagement, impact assessments, and development programs      | Please refer to pages 24 |                           |        |             |                                 |
|                                            | 413-2 Operations with significant actual and potential negative impacts on local communities        | -                        |                           |        |             |                                 |
| Supplier social assessment                 |                                                                                                     |                          |                           |        |             |                                 |
| GRI 414: Supplier Social Assessment 2016   | 414-1 New suppliers that were screened using social criteria                                        | -                        |                           |        |             |                                 |
|                                            | 414-2 Negative social impacts in the supply chain and actions taken                                 | -                        |                           |        |             |                                 |
| Public policy                              |                                                                                                     |                          |                           |        |             |                                 |
| GRI 415: Public Policy 2016                | 415-1 Political contributions                                                                       | -                        |                           |        |             |                                 |
| Customer health and safety                 |                                                                                                     |                          |                           |        |             |                                 |
| GRI 416: Customer Health and Safety 2016   | 416-1 Assessment of the health and safety impacts of product and service categories                 | -                        |                           |        |             |                                 |
|                                            | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | -                        |                           |        |             |                                 |

| GRI STANDARD/<br>OTHER SOURCE        | DISCLOSURE                                                                                         | LOCATION |                           |        |             | GRI SECTOR STANDARD<br>REF. NO. |
|--------------------------------------|----------------------------------------------------------------------------------------------------|----------|---------------------------|--------|-------------|---------------------------------|
|                                      |                                                                                                    |          | REQUIREMENT(S)<br>OMITTED | REASON | EXPLANATION |                                 |
| Marketing and labeling               |                                                                                                    |          |                           |        |             |                                 |
| GRI 417: Marketing and Labeling 2016 | 417-1 Requirements for product and service information and labeling                                | -        |                           |        |             |                                 |
|                                      | 417-2 Incidents of non-compliance concerning product and service information and labeling          | -        |                           |        |             |                                 |
|                                      | 417-3 Incidents of non-compliance concerning marketing communications                              | -        |                           |        |             |                                 |
| Customer privacy                     |                                                                                                    |          |                           |        |             |                                 |
| GRI 418: Customer Privacy 2016       | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | Page 26  |                           |        |             |                                 |