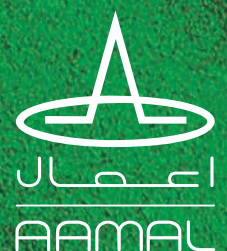


Environmental Social and Governance “ESG”

2024

STRENGTH
THROUGH
TRANSPARENCY



Environmental, Social and Governance “ESG”

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Environmental

Environmental Social and Governance “ESG” 2024 ESG Report Aamal Company Q.P.S.C

Welcome Message (GRI 2-1)

Welcome to Aamal’s annual Environmental, Social and Governance (ESG) Report for 2024. This report highlights our continued commitment to environmental responsibility, social progress, and strong governance. At Aamal, sustainability is embedded in our business strategy, driving long-term value creation for our stakeholders. Through innovation, responsible practices, and collaboration, we remain dedicated to contributing to Qatar’s sustainable development goals. We invite you to explore our progress, initiatives, and future commitments as we work towards a more sustainable future.

Scope of the Report

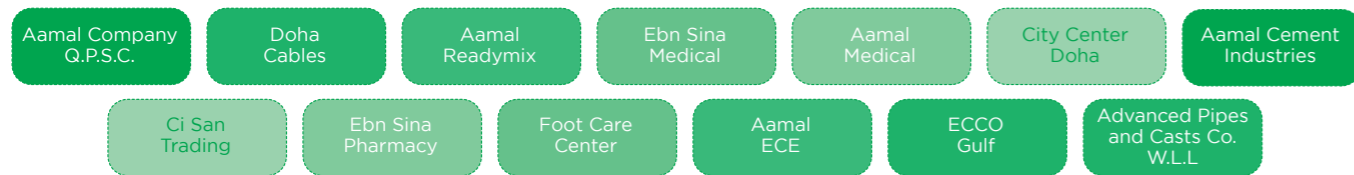
The information presented in this ESG Report is aligned with the Qatar Stock Exchange (QSE) ESG Guidance and references international best practices including the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting and Standards Board (SASB), as well national development roadmaps such as the Qatar National Vision 2030 (QNV).



Subsidiaries in focus (GRI 2-2)

This year’s ESG report covers 12 subsidiaries and Aamal Company’s head office, following the full acquisition of Advanced Pipes and Casts Co. W.L.L (APC) in November 2024. Unless otherwise stated, all quantitative data in this report includes these 12 subsidiaries and the head office, with APC’s data incorporated starting from 2024.

Explanations are given where previous year data has been restated. We are aiming to expand our coverage across all Aamal’s subsidiaries in the coming years, in order to enhance our ESG disclosure practice and performance analysis. Please note that due to the expanded scope, a slight increase in metric values is expected.



Together, Aamal and its 12 in-scope subsidiaries collectively contribute 87.78% to the Company’s revenues and 75.73 % to the Company’s net profit.

About Aamal

Aamal Q.P.S.C. (hereafter referred to as “Aamal Company” or “Aamal”, is a Qatar-based company, which is engaged in diversified industry sectors. The company’s operations span across 32 active businesses including subsidiaries and joint ventures, holding leading market positions across key fast-growing sectors such as industrial, retail, property, managed services, and medical equipment and pharmaceuticals. This broad presence provides investors with a high-quality, well-balanced exposure to Qatar’s economic growth and development. For further information on Aamal’s business activities, please visit Aamal’s website or refer to the latest Annual Report.

Our Vision

To be recognised as a leader and innovator within the industry sectors we operate in; excelling in service delivery and professionalism to meet and exceed the expectations of all stakeholders.

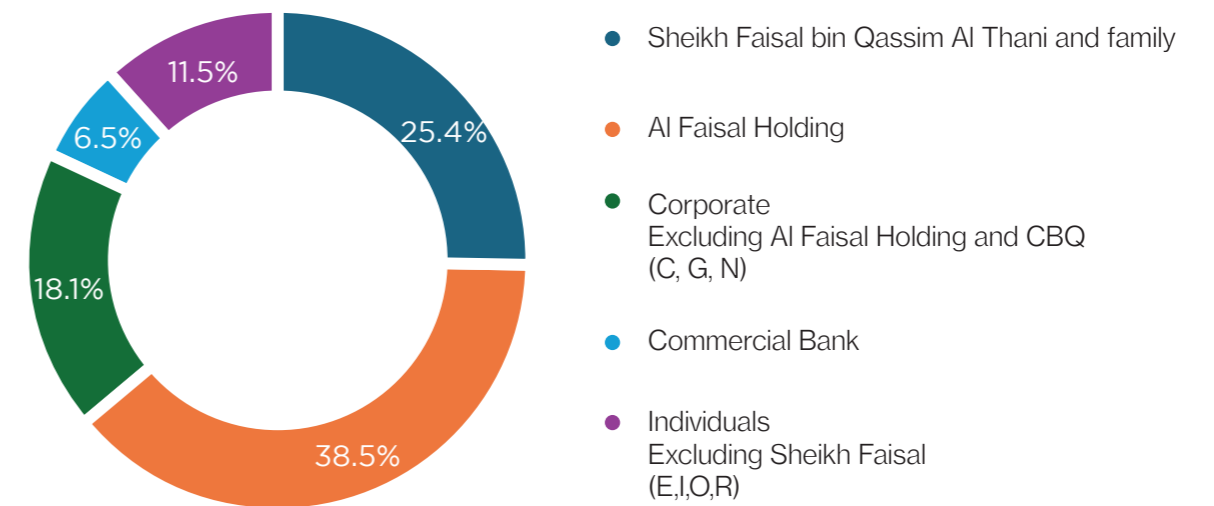
Our Mission

To deliver maximum growth at minimum risk, through a diversified structure, offering high quality exposure to the Qatar growth story.

Our Values

Applying excellence to all our activities by committing to the highest standards in governance, investment in human capital development, and encourage an entrepreneurial spirit.

Aamal Shareholder Structure



C = Company, G = Government, I = Individuals Adult, N = Institution, O = Islamic WAQF, R = Individual Minor E = Authority for Minors

About Aamal (Continued)

Awards and Certificates

Awards

Doha Cables

- Middle East AI Innovation Leader 2024
- AI Project of the Year 2024
- Recognition from the Qatar Development Bank, through the Qatar Export Development, Finance, and Promotion Agency (Tasdeer), for being honoured as “Qatar’s Highest Value Exporters”

Aamal Services

- “Contractor Safety Leadership Award” from Qatar Fuel Additives Company (QAFAC), recognizing its commitment to a safe working environment.

Certificates

Aamal Cement Industries

- ISO 14001:2015 certified
- ISO 45001:2018 certified with formal HSE policies and procedures

Aamal Maritime

- ISO 9001, ISO 14001, and ISO 45001 certified

Aamal Readymix

- ISO 14001:2015 certified
- ISO 45001:2018 certified

City Center Doha

- CCTV System renewed as per MOI requirements, SSD Certificate obtained
- QCDD Certificate obtained after passing Civil Defense inspections
- FM services outsourced to companies with ISO 14001 certification
- FM service provider certified for ISO 9001:2015, ISO 45001:2018, and ISO 14001

ECCO Gulf

- Initiated ISO 9001 certification process

Ebn Sina Medical

- Holds In-Country Value (ICV) Certificate, renewed annually per Ministry of Finance guidelines
- Certified for World Health Organization Good Distribution Practices (GDP) for pharmaceutical storage and distribution
- ISO 9001:2015 compliant management system
- Follows ISO 31000:2018 guidelines for risk assessment

Aamal Medical

- ISO 9001:2015 certified, supporting healthcare system digitalization and patient safety
- Business restructuring for operational optimization

APC

- ISO 14001:2015 certified

Doha Cables

Successfully renewed ISO 14001 and ISO 45001 certifications for an additional three years

Sustainability at Aamal

Our ESG framework

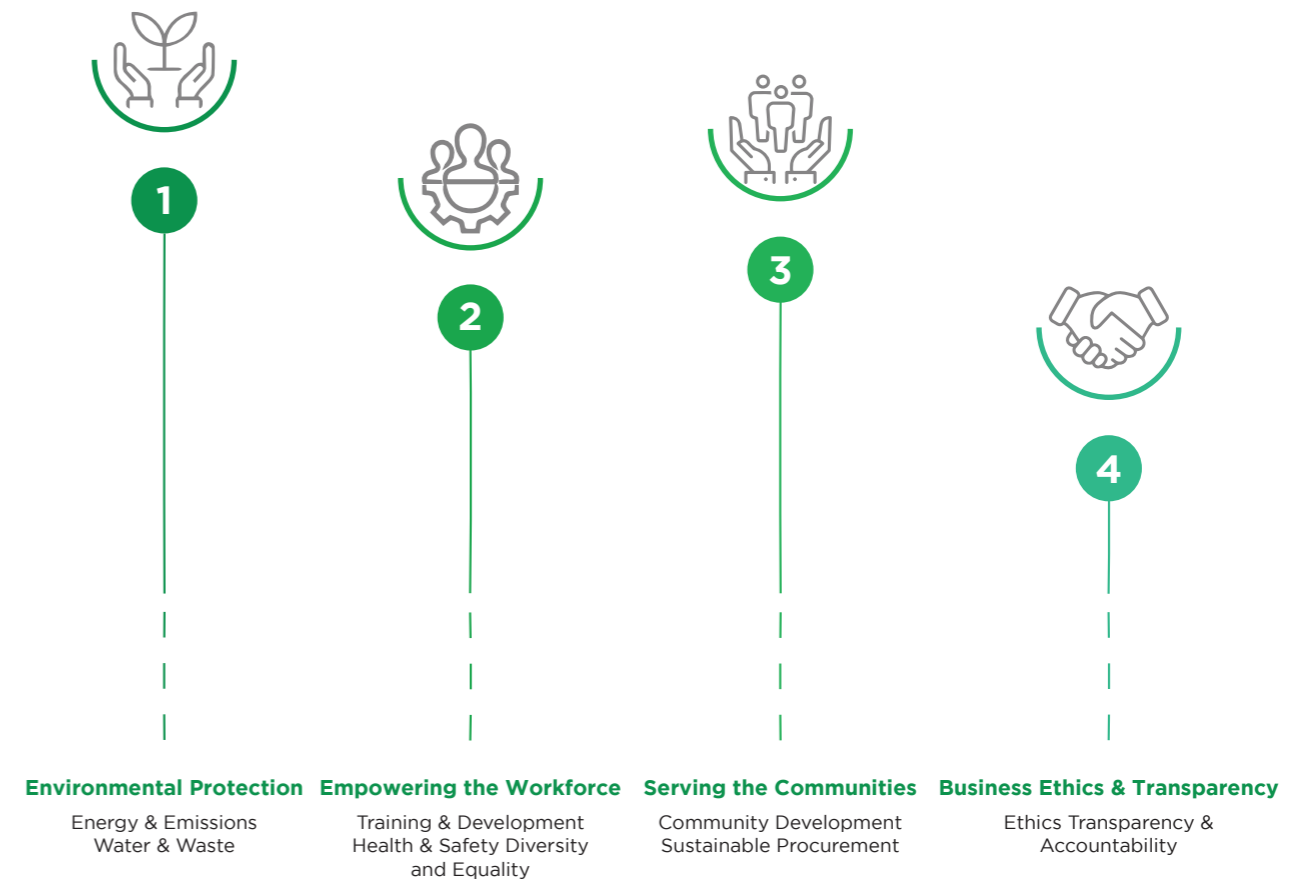
(GRI 3-1, 3-2, 3-3)

At Aamal, sustainability is embedded in our core business strategy, reflecting our commitment to responsible growth and long-term value creation. Our ESG framework is designed to integrate ESG considerations into our decision-making processes, ensuring that we uphold the highest standards of corporate responsibility while delivering financial and social value to our stakeholders.

Our approach to sustainability is structured around four fundamental pillars:

1. Protecting the Environment
2. Empowering our Workforce
3. Serving our Communities
4. Business Ethics & Transparency

Under each pillar, we identify key material issues that align with our business priorities and stakeholder expectations. These material issues are assessed based on their impact on our operations, industry trends, and global sustainability standards. By structuring our sustainability approach around these pillars, we maintain a focused and measurable approach to creating long-term value for our stakeholders while contributing to Qatar’s sustainable development goals.



Aamal recognises that sustainability extends beyond compliance—it is about driving measurable progress and aligning our business objectives with sustainable practices that create positive impact for all stakeholders. We continue to enhance our ESG practices to align with global reporting frameworks as well as national development frameworks such as Qatar’s National Vision 2030 (QNV 2030).

About Aamal (Continued)

ESG in action

Aamal's sustainability efforts surpass policy commitments; we take concrete action to embed ESG principles across our operations. Through strategic partnerships, employee-driven initiatives, and industry leadership, we actively promote sustainability within our business and the wider community.

Advancing ESG Dialogue & Action



In 2024, Aamal played a pivotal role in Qatar's first-ever ESG Conference, serving as one of the sponsors and key participant. The conference gathered industry leaders to discuss ESG regulations, reporting, and sustainability best practices. Organized by Governance International and KyoSafe, with support from RoSPA, the event featured key speakers from academia and business, including Aamal, highlighting the growing role of ESG in corporate strategy. Aamal's CEO, Mr. Rashid Bin Ali Al Mansoori, contributed to a panel discussion on corporate sustainability during the session on "Environmental, Social and Corporate Regulation and Compliance", while Deputy CEO, Sheikh Tamim bin Faisal Al Thani, delivered a keynote speech, emphasising the critical role of ESG in shaping the future of business in Qatar.

Recognizing the increasing influence of technological advancements and the rise of Artificial Intelligence (AI) on business operations, their efficiency and sustainability, Aamal has participated in AI Business Consortium at the Entrepreneurship for Sustainability and Impact Conference 2024 at Qatar University, where Aamal's CEO, Mr. Rashid Al Mansoori, has participated as a panellist at the panel discussion titled "Redefining Business in the Era of AI Revolution: Bridging Academia and Industry".

Our commitment to ESG extends beyond participation—we actively advocate for sustainability awareness through industry events, public speaking engagements, and corporate partnerships.

Qatar Sustainability Week: Engaging Our People

Aamal and its subsidiaries actively participated in Qatar Sustainability Week which is a national campaign designed to engage the community in diverse sustainability-focused activities, raising awareness and highlighting Qatar's advancements in sustainability. The initiative serves as a platform to promote the country's sustainability vision, foster collaboration among stakeholders, and support the achievement of national sustainable development goals

This year Aamal launched a series of initiatives aimed at fostering environmental responsibility and social engagement at the Head Office and the subsidiaries:

- **Head Office**
 - Distribution of glass water bottles to employees, promoting plastic waste reduction.
 - Gifting indoor plants to employees, reinforcing the benefits of a greener workspace for well-being and create a more vibrant and productive workspace.
- **City Center Doha**
 - Hosted family-friendly awareness campaigns to educate the public on sustainability.
 - Engaged children through interactive activities, such as painting spaces focused on sustainability-related themes.
- **ECCO Gulf**
 - Organised a Clothing Donation Drive, reinforcing the principles of circular economy and waste reduction while making a meaningful social impact.
 - Provided the employees with guidelines to optimize digital tools, reducing paper usage, enhancing efficiency, and promoting sustainable workplace practices.
 - Set up a book-sharing initiative to promote knowledge exchange and sustainability in learning.
 - Planted trees at multiple locations across Doha to enhance urban greenery.
- **Aamal Services & Maintenance and Management Solutions MMS**
 - Conducted awareness lectures at labour camps on water conservation and sustainable living.
 - Led a lecture on climate change and sustainability at Al Rayyan International University College.



Sustainability Week - ECCO Gulf

As part of its ongoing commitment to sustainability, ECCO Gulf actively participated in Qatar Sustainability Week, reinforcing its dedication to environmental conservation through initiatives focused on waste reduction, energy conservation, and pollution control. These efforts were further supported by the acquisition of the Earthna Certification, recognizing ECCO Gulf's commitment to integrating sustainable business practices.

ECCO Gulf organized multiple initiatives to engage employees and promote sustainability awareness. A sustainability workshop provided an interactive platform for employees to discuss innovative green practices, enhancing awareness and inspiring actionable steps toward a more environmentally responsible workplace. Additionally, a Secret Sustainability Workshop was held, offering a creative and engaging space for employees to brainstorm and share sustainability ideas. The workshops saw participation from around 12 employees from different levels, ensuring diverse perspectives were considered.

To further integrate sustainability into daily life, ECCO Gulf hosted a Green Lunch & Talk, where more than 30 employees gathered to discuss sustainable practices while enjoying plant-based meals, highlighting the benefits of sustainable consumption. All suggestions from the discussions were recorded and will be implemented throughout the year to enhance sustainability efforts across operations.

As part of its broader Sustainability Awareness Campaigns, ECCO Gulf introduced office signage featuring sustainability-themed posters displayed throughout the office to reinforce environmental awareness. Additionally, regular email tips were shared with employees, providing actionable insights to encourage eco-friendly habits and integrate sustainability into daily work routines.

To visibly demonstrate its commitment, ECCO Gulf adopted Green Branding for the Week, turning its logo green and incorporating sustainability messaging across all communications. These initiatives not only strengthened internal engagement but also aligned with broader national sustainability goals, ensuring a lasting impact beyond the event.

About Aamal (Continued)

ISO 26000 Social Responsibility Training - Ebn Sina Medical

Ebn Sina Medical has taken significant steps toward integrating sustainability into its Management System, beginning with the training of dedicated personnel in ISO 26000, the internationally recognized standard for social responsibility. The ISO 26000 Social Responsibility Training covered a comprehensive range of social responsibility aspects, focusing on how organizations can contribute positively to sustainable development, incorporating environmental, social, and ethical considerations. The training was conducted over a 5-days period, face-to-face by a renowned and reputable training provider from Bureau Veritas. A total of 11 participants (10 from Ebn Sina Medical and 1 from Aamal Medical) attended the training. The attendees included managers, advisors, and specialists, ensuring a broad cross-functional understanding of sustainability principles. Following the training, these employees have been entrusted with the responsibility of implementing and integrating the concepts learned within their respective departments.

While formal audit mechanisms for environmental and social policies are still in development, Ebn Sina Medical has proactively introduced a risk management procedure that incorporates environmental considerations. Additionally, the company is actively participating in EcoVadis sustainability assessments at the request of business partners, providing valuable insights into areas for improvement and reinforcing its commitment to continuous sustainability enhancement. As Ebn Sina Medical continues to integrate sustainability knowledge and components into its Management System, regular follow-ups and feedback mechanisms will be implemented to track progress and assess the application of sustainability principles across operations.

Through these initiatives, Aamal continues to translate sustainability commitments into real-world impact, aligning our business success with the well-being of our employees, communities, and the environment.

Environmental (E)

Aamal is committed to reducing its environmental impact in line with global best practices and Qatar National Vision 2030. As a diversified company operating across multiple sectors, we recognize our responsibility to integrate energy efficiency, emissions reduction, water conservation, and waste management into our business activities based on sector-specific needs. Through targeted initiatives, we strive to optimize resource use, enhance operational efficiency, and advance sustainable practices that contribute to long-term environmental resilience.

Key material issues covered:

- Energy & Emissions
- Water & Waste

Protecting the Environment

With businesses spanning multiple industries, we take a proactive approach to managing our environmental footprint by adopting resource-efficient practices, minimizing emissions, and reducing waste. Our efforts are guided by national and international sustainability frameworks, reinforcing our dedication to environmental responsibility. Several Aamal subsidiaries have obtained ISO 14001:2015 certification, demonstrating their commitment to environmental management and sustainable operations. These include Aamal Cement Industries, Aamal Readymix, Aamal Maritime, City Center Doha (through its FM service provider), and APC. This certification ensures that their environmental practices align with international standards, focusing on resource efficiency, waste reduction, and environmental responsibility (QSE #1, QSE #2).

Energy & Emissions

(GRI 3-3, 302-1, 302-3, 305-1, 305-2, 305-4)

As global climate concerns intensify, businesses must take decisive action to reduce their energy footprint and emissions. At Aamal, we continue to make strategic investments in energy efficiency, clean energy, and operational improvements to enhance sustainability while maintaining business excellence.

Improving energy efficiency remains a core focus for Aamal's sustainability framework given the energy-intensive nature of our core business activities. In 2024, several measures were made across the different businesses we operate to optimize energy efficiency.

Aamal Cement Industries (ACI) successfully met its annual reduction targets for energy and GHG emissions. These achievements reflect its continuous commitment to resource optimization and operational sustainability. **ACI** has taken a proactive approach to sustainable raw material sourcing, incorporating Ground Granulated Blast Furnace Slag (GGBFS) into its product range. This shift reduces the reliance on virgin materials while maintaining high production quality. GGBFS, which is a by-product from steel industry significantly reduces energy consumption and carbon dioxide emissions compared to traditional cement production. This practice eliminates the need for quarrying virgin materials and prevents potential landfill disposal of slag.

Similarly, **Aamal Readymix** incorporates GGBFS, Fly Ash, and Silica Fume which reduces reliance on traditional cement, lowering carbon emissions and enhancing concrete durability.

At **City Center Doha**, substantial efforts have been made to modernize energy systems. The entire shopping mall transitioned to LED heat-source lighting fixtures, significantly reducing energy demand. Beyond lighting upgrades, City Center Doha implemented an advanced Chiller Optimization System, dynamically adjusting temperature settings throughout the day to reduce unnecessary energy consumption. The system optimizes chiller and Air Handling Unit (AHU) operational hours, ensuring efficiency without compromising tenant or visitor comfort. Other energy-saving initiatives included refurbishing chilled water lines to prevent heat loss and upgrading chiller condensers and compressors to enhance overall system performance. Complementing these improvements, an integrated Building Management System (BMS) was deployed to automate energy consumption monitoring, reducing inefficiencies and promoting smarter resource allocation.

Ebn Sina Medical has also taken steps in energy conservation. In its warehouse operations, the company replaced 400-watt metal halide lamps with 200-watt LED lights. Process innovations have also played a role in the improvements. Ebn Sina Medical introduced a redesigned cold chain supply process, utilizing passive packaging for private market customers. Unlike traditional cold chain solutions, passive packaging does not require electricity or power sources to maintain temperature control, significantly reducing energy consumption while ensuring product safety. Similarly, **Aamal Medical** improved energy efficiency during its office maintenance upgrades, replacing outdated lighting with 200-watt LED fixtures.

As part of Aamal's broader sustainability agenda, various subsidiaries are adopting renewable energy solutions to reduce dependency on conventional power sources.

Aamal Readymix has integrated solar power at its Bu-Qalila Factory, where lighting and some office equipment now operate on solar energy. Similarly, **City Center Doha** is also evaluating the installation of solar panels as an alternative power source to enhance energy independence. Meanwhile, **APC** has outlined a future roadmap to integrate solar energy into selected plant operations, demonstrating a long-term commitment to renewable energy adoption.

Our energy and fuel consumption is directly linked to production volume fluctuations throughout the year. Variations in production levels across our portfolio have resulted in slight changes compared to last year. The increase in diesel consumption at Aamal Medical in 2024 is primarily due to greater use of temperature-controlled delivery systems, as required by customers, particularly Hamad Medical Corporation (HMC). While medical equipment typically does not require temperature-controlled transport, recent regulations mandate maintaining a temperature range of 15 to 20°C, leading to higher fuel consumption.

In 2024, the total energy consumption amounted to 140,608,010 kWh, with a primary focus on electricity usage. With indirect energy consumption constituting to 67% of the total consumption (QSE #3) (QSE #6). Despite the increase in production and expansions in some of our subsidiaries, energy consumption has slightly decreased compared to last year.

Energy Consumption (QSE #3, QSE #4)	2022	2023	2024
Total direct energy consumption (kWh)	51,778,018	49,107,029	46,108,611
Total indirect energy consumption (kWh)	103,004,642	93,082,828	94,499,399
Total energy consumption (kWh)	154,782,660	142,189,857	140,608,010
Energy Intensity (kWh/m2)	335	307	243
Energy Intensity (kWh/employee)	99,441	92,391	78,993

Note: Doha City Center's diesel and petrol consumption figures for 2022 and 2023 have been restated due to an entry error. Doha City Center's 2022 and 2023 figures have Diesel Manlift together with the mall Gensets while 2024 includes only Gensets. Energy intensity per area figures for 2022 and 2023 have been restated due to an error in calculations



Environmental (E) (Continued)

Overall, there was a reduction in Greenhouse Gas (GHG) emissions to 59,374 tonnes of CO2eq in 2024 (QSE #5).

GHG Emissions QSE #5)	2022	2023	2024 ¹
Total GHG emissions (tonnes of CO2eq)	82,747	75,361	59,374
GHG emission intensity (tonnes of CO2eq/m2)	0.18	0.16	0.22
GHG emission intensity (tonnes of CO2eq/employee)	53	49	33

Water & Waste (GRI 3-3)

Aamal remains committed to responsible resource management by implementing initiatives that enhance water conservation, waste reduction, and circular economy practices across its subsidiaries. We aim to minimize waste, optimize resource use, and adopt recycling solutions that align with Qatar National Vision 2030 and international environmental standards.

A key focus of our environmental efforts is ensuring that waste materials are repurposed, recycled, or disposed of responsibly while exploring innovative solutions to reduce water consumption. Several Aamal subsidiaries have introduced recycling facilities, adopted paperless workflows, and implemented water-saving measures to improve sustainability performance. These initiatives contribute to a more circular economy, where materials are reused wherever possible (QSE#2).

Water Consumption (GRI 303-1, 303-2, 303-5)

Having water-intensive industries in Aamal's portfolio we recognize the importance of water conservation, as such, Aamal subsidiaries have made efforts to optimize water use and introducing recycling solutions to reduce consumption. In response, its subsidiaries have implemented measures to optimize water use and introduce recycling solutions to minimize consumption.

For instance, **ACI** has a dedicated water filtration system that processes residual water from the wet press operation, allowing 30% of the water in an operation to be recycled and reused. This initiative significantly reduces freshwater consumption in production activities.

Whereas **Aamal Readymix** implements closed-loop water recycling systems within its batching plants, ensuring that water is continuously reclaimed and reused for cleaning transit mixer drums and other process activities. This approach significantly reduces freshwater consumption. A key initiative in this effort is the wash water recycling system, which allows process water to be treated and repurposed, minimizing wastewater discharge. Additionally, Aamal Readymix has a wet return concrete recycling system, which efficiently reclaims unused concrete and separates it into its original components—aggregates, cementitious slurry, and water. The recovered aggregates are reintegrated into new concrete production, while the recycled water is reused for transit mixer drum cleaning, further limiting water wastage.

Aamal Readymix recycled 6,237 m³ of wastewater in 2024, marking an 11% increase from the previous year.

APC has introduced the reuse of recycled water in its production processes, particularly for milling machine operations, which has led to reductions in both water consumption and operational costs.

Through waste reduction, recycling programs, and water conservation efforts, Aamal is continuously refining its approach to sustainable resource management. With initiatives such as recycling non-conforming products, repurposing materials, and optimizing water reuse, we are ensuring that our operations contribute to a circular economy while minimizing environmental impact.

Aamal remains committed to optimizing water use and enhancing sustainability across its operations. In 2024, total water consumption increased to 380,343 m³, up from 336,537 m³ in 2023, while wastewater reuse and recycling reached 6,361 m³, marking an improvement from 5,748 m³ the previous year (QSE #8).

¹ Doha Cables data is not included as it was not available at the time of reporting.

Water Consumption (QSE #8)	2022	2023	2024 ¹
Total water consumption (m3) ¹	255,311	336,537	380,343
Total amount of wastewater re-used or recycled (m ³) ²	5,179	5,748	6,361

Waste generation

Aamal has made significant strides in waste recycling, with subsidiaries actively implementing systems to recover, repurpose, and recycle waste materials.

As such **ACI** is installing a recycling facility to process non-conforming products, damaged interlocks, and process waste, converting them into aggregate for reuse in production, fully compliant with Qatar Construction Standards (QCS). In addition to the use of sustainable raw materials like GGBFS in line with the QCS guidelines (QSE #9).

Whereas **Aamal Readymix** has taken a leadership role in production waste recycling, ensuring that leftover concrete from operations is recycled. It has expanded their recycling facility in 2024 to accommodate the production quantities. The company also extracts usable ingredients from wastewater and concrete to produce new products according to QCS guidelines. **Aamal Readymix** has implemented an advanced water absorption system to efficiently process cementitious slurry generated from concrete recycling. This system extracts water from the slurry, transforming the remaining material into dry mud cakes, which can be repurposed or disposed of responsibly.

Aamal Readymix has successfully increased its non-hazardous waste recycling by 21% (from 10,523 tonnes in 2023 to 12,693 in 2024) which make up 67% from the total waste generated.

City Center Doha has integrated a waste repurposing initiative, where 60% of packaging boxes are reused for storing old documents, equipment, and materials, reducing unnecessary waste.

While **Ebn Sina Medical** has embedded principles for repurposing pallets, cartons, dataloggers, and passive shippers received from suppliers for local storage and distribution. Additionally, the packaging materials used for cardboard and shipper containers are sourced from recycled inputs, ensuring a lower environmental footprint.

Doha Cables has been instrumental in waste recovery and recycling, selling various types of scrap materials for reuse to waste contractors. In 2024, it successfully offloaded to waste contractors for the purpose of recycling:

- 1,162 tonnes of copper scrap
- 187 tonnes of steel wire scrap
- 155 tonnes of steel scrap
- 86 tonnes of cardboard scrap
- 37 tonnes of aluminum scrap
- 8 tonnes of tinned copper
- 4,791 wooden pallets

Additionally, Polyvinyl chloride (PVC) and lead materials used in cable insulation, bedding, and sheathing were recycled and reused, accounting for 2% of total PVC material and 6% of total lead material, respectively.

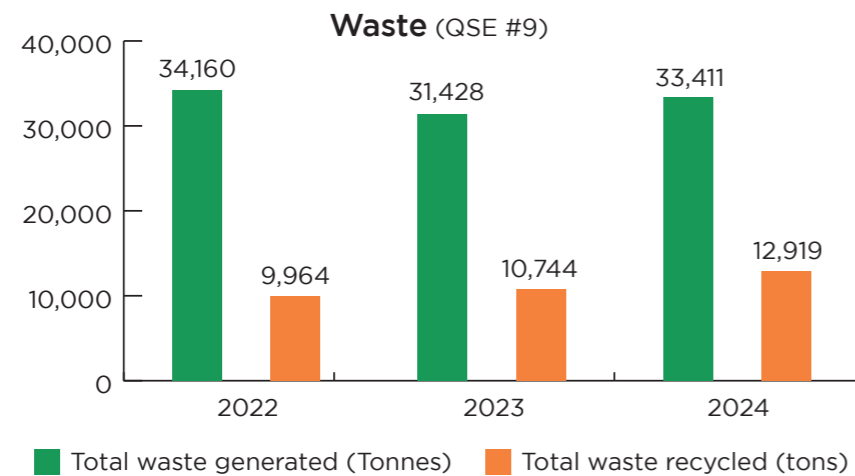
APC has implemented a structured waste management system, ensuring that wooden pallets, used diesel engine oil, plastic, and steel drums are sent to waste-carriers for reuse or recycling, minimizing landfill waste. The company has also introduced print management solutions to track and control paper consumption, reinforcing its transition toward digital workflows and e-signature approvals.

In 2024, the total waste generated amounted to 33,411 tonnes³. While higher production volumes led to an increase in overall waste, the amount of recycled waste rose by 20% compared to the previous year.

Aamal continues to enhance its waste reduction efforts by promoting paperless workflows and encouraging proper electronic waste (e-waste) disposal across subsidiaries.

² Doha City Center restated 2022 and 2023 data

Environmental (E) (Continued)

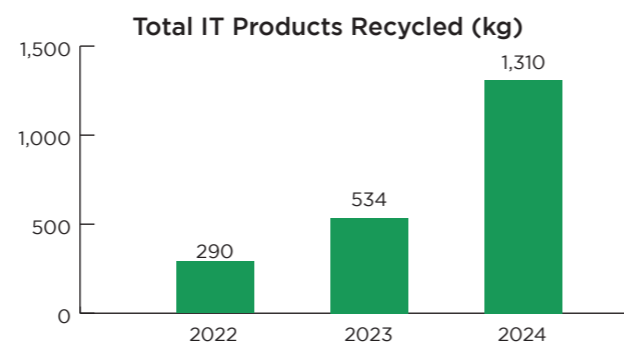
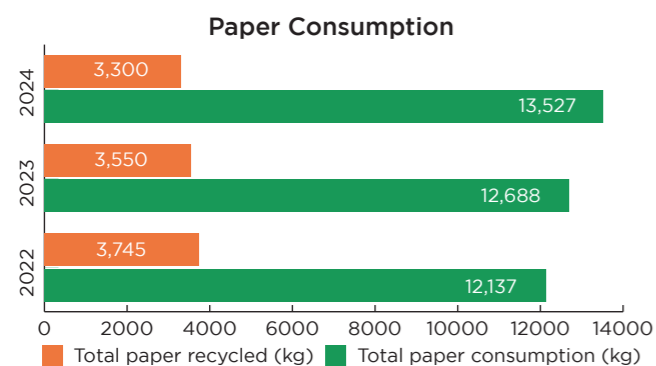


ECCO Gulf has embraced paperless office practices, setting duplex printing as the default, introducing e-billing systems, and promoting digital documentation over physical printing. To ensure accountability, the HR and IT departments have implemented a system that tracks paper consumption per employee, encouraging staff to limit non-essential printing. Additionally, **ECCO Gulf** has enhanced e-waste management by enforcing secure disposal and recycling protocols for electronic devices.

Whereas our subsidiaries in the medical sector use different systems in the HR, Finance and Procurement departments to reduce the staff applications and cancel the paperwork, in addition to the use of biodegradable bags in **Aamal Footcare Center** and **Ebn Sina Pharmacy**.

In 2024, **Ebn Sina Medical** launched a sustainability initiative part of which covers relative environmental issues. As part of the initiative the company will assess its environmental impact, focusing on areas such as paper usage, printing, and electronic waste, while aligning efforts with data insights and partners' expectations.

This year, 24% of the total paper consumed was recycled. Meanwhile, e-waste recycling more than doubled, driven primarily by Readymix's expanded e-recycling scope, which now includes not only ink cartridges but also other electronic devices.



³ Data Excludes Ci San Trading, ECCO Gulf, Ebn Sina Pharmacy, Footcare center and Aamal Medical

⁴ 2022 and 2023 waste figures include Aamal Readymix, ACI, Doha Cables, and Ebn Sina Medical 2024 waste figures include Aamal Readymix, ACI, Doha Cables, Ebn Sina Medical and APC

Social (S)

Aamal is committed to fostering a diverse, inclusive, and equitable workplace, ensuring that our employees thrive in a safe, supportive, and growth-oriented environment. Our people are at the core of our success, and we continuously invest in training, well-being, and professional development to empower them. By upholding fair labour practices, promoting equality, and prioritizing employee health and safety, we create a resilient and motivated workforce that contributes to both our business success and the communities we serve.

Aamal's social efforts extend beyond our employees, encompassing community engagement, our supply chain, human rights, and well-being initiatives that align with Qatar National Vision 2030 and global sustainability goals.

Key material issues covered:

- Training & Development
- Health & Safety
- Diversity & Equality

Empowering our Workforce

Aamal remains dedicated to creating a dynamic, inclusive, and resilient workforce by investing in diversity, professional development, and employee well-being. By embedding these values into our business strategy, we not only enhance organizational performance but also reinforce our commitment to enhancing employees' well-being and professional fulfilment.

Diversity & Equality (GRI 2-7, 2-8, 3-3, 401-1, 401-2, 401-3)

At Aamal, diversity and inclusion are key drivers of our success. We are committed to fostering a fair and inclusive workplace where employees are valued regardless of gender, nationality, or background. Our approach ensures that equal opportunities are provided across all levels of employment, supporting both career growth and workplace equity.

To reinforce an inclusive and respectful workplace, we have implemented clear policies on non-discrimination, fair employment practices, and ethical business conduct. Through structured hiring, promotion, and performance evaluation processes, we ensure that our workforce thrives based on merit, skills, and contributions, promoting a culture of fairness, engagement, and respect. In addition to complying with Qatari Labour Law, including regulations on matters such as parental leave, human rights, health insurance and others.

Full-time employees receive benefits such as basic salary, housing allowance or company-provided accommodation, transport allowance, mobile allowance, annual leave entitlement, airfare benefits and education allowance. In addition to that, Corporate HR has introduced performance-based incentives, including spot bonuses for exceptional performance or achievements, performance-based bonuses based on predefined performance metrics, public recognition programs for achievements in team meetings or company-wide communications, and gift vouchers to motivate employees and acknowledge contributions (QSE #11, QSE #29).

To reinforce our commitment to gender diversity, we continue to increase female representation across different roles and levels of leadership. Additionally, we actively recruit and support employees from diverse cultural and professional backgrounds, creating a workforce that reflects the global landscape of the industries we operate in.

17% of our employees are women

In 2024, our workforce expanded to 1,780 full-time employees, with female employees accounting for 17% of the total workforce (QSE #10, QSE #19).

⁵ 2022 and 2023 paper consumption figures include Aamal HQ (estimates), Aamal Readymix, Doha City Center and Aamal Medical (estimates).

2024 paper consumption figures include Aamal HQ (estimates), Aamal Readymix, Doha City Center, Aamal Medical (estimates), Ebn Sina Medical and APC

Paper recycling figures include Aamal HQ (estimates) and Doha City Center.

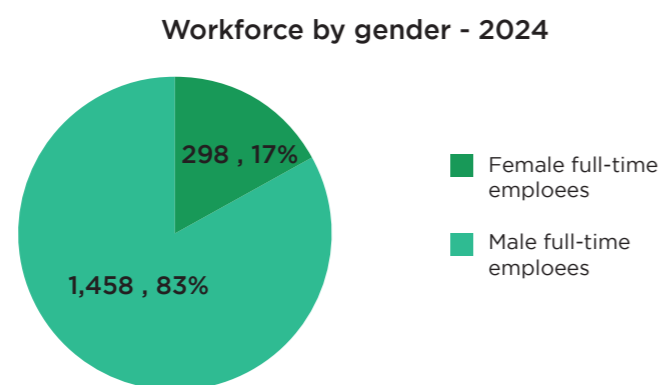
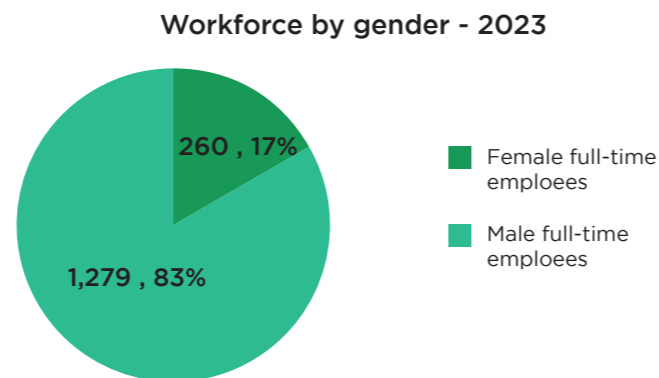
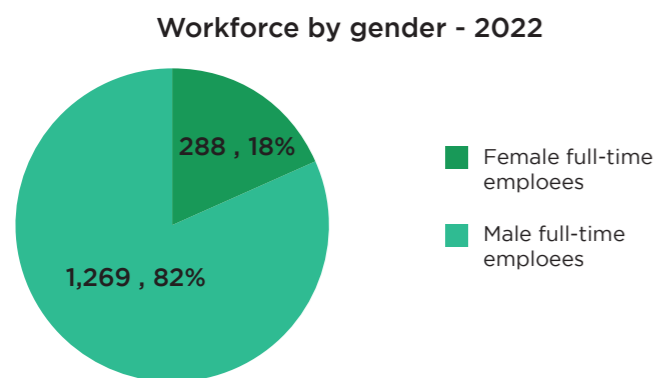
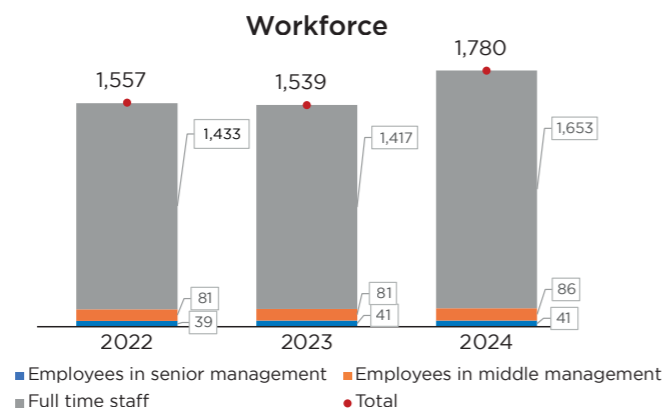
2022 IT recycled products figures include Aamal HQ (estimates), Aamal Readymix, ACI

2023 IT recycled products figures include Aamal HQ (estimates), Aamal Readymix, ACI, and Ebn Sina Medical

2024 IT recycled products figures include Aamal HQ (estimates), Aamal Readymix, ACI, Ebn Sina Medical and APC



Social (S) (Continued)



Aamal also remains actively engaged in initiatives and events that promote women’s empowerment, supporting opportunities for professional growth and leadership development.

Female Employment	2022	2023	2024
Number of female employees (#)	220	245	298
Females in senior management (#)	3	3	3
Females in middle management (#)	32	26	24
Female employment rate (%)	18%	17%	17%

New Hires and Turnover

This year, 250 employees joined our workforce across subsidiaries, with 35% of new hires being female. Meanwhile, our turnover rate decreased from 19% last year to 12.5%, with 233 employees departing in 2024 (QSE #12, QSE #19).

Employee Hires and Turnover ⁶ (QSE #12)	2022	2023	2024
New employee hires by gender			
Female (#)	45	55	87
Male (#)	167	113	163
Turnover by gender			
Female (#)	77	91	55
Male (#)	198	197	168

Youth Development

Aamal Company upholds its commitment to supporting youth development and increasing workforce participation among younger generations. By providing structured training and practical learning experiences, Aamal ensures that young professionals are equipped with the necessary skills to transition seamlessly into the workforce.

Throughout the year, Aamal has participated in a number of Career Fairs, which took place at Gulf English School, Al Rayyan International University College (ARIU), and University of Doha for Science and Technology (UDST), where the team has met future talents and gave insights on available internship and career opportunities.

Through the University Internship Program, Aamal offers Qatari nationals and students of any nationality the opportunity to gain hands-on experience in a professional setting, complementing their academic studies. These internships typically span a maximum period of 120 hours, during which interns develop workplace competencies and industry-specific knowledge. Upon successful completion of their assigned responsibilities, interns receive a certificate along with incentives, recognizing their efforts and achievements.

In addition to internships, Aamal provides training opportunities for both non-graduate and graduate trainees. This includes high school students and holders of recognized two-year diplomas, as well as university graduates or individuals with recognized three-year diplomas. Both programs provide valuable exposure to corporate operations, helping participants develop essential skills for their future careers. In 2024, the University Internship and Student Trainee Programs had many participants in each.

By fostering youth talent through structured development programs, Aamal continues to invest in the future workforce, supporting career readiness and long-term professional growth (QSE #21).



⁶ Data excludes APC

Social (S) (Continued)

Qatarization

Aamal is committed to supporting Qatar’s national workforce development goals by actively promoting Qatarization across its operations. By aligning with national policies and initiatives, Aamal ensures that Qatari nationals have access to meaningful career opportunities, professional development, and long-term career growth within the organization (QSE #20).

The company collaborates with esteemed organizations to facilitate the recruitment of Qatari talent, ensuring a seamless integration into the workforce. Aamal further supports Qatarization through workshops and seminars at government entities, providing insights into career opportunities and professional growth within the organization. Additionally, the company has established clear employment pathways through partnerships with schools, universities, and vocational institutions, creating structured talent pipelines that enable young Qataris to transition into the workforce with relevant skills and knowledge.

Aamal Medical for example is registered now in two portals (Tawteen & Kawader) both of which serve as recruitment portals to support hiring and retention of national employees.

By implementing these initiatives, Aamal not only contributes to Qatar’s human capital development but also ensures a highly skilled workforce that supports the nation’s long-term economic and social objectives.

Training & Development (GRI 3-3, 404-1, 404-2, 404-3)

Aamal is committed to continuous learning and career development, equipping employees with the technical expertise, leadership skills, and industry knowledge necessary for long-term success. Through structured training programs, leadership development initiatives, and digital learning platforms, we ensure that our employees remain future-ready and adaptable in an evolving business environment.

Aamal’s Training & Development Program is designed to support the professional, social, and mental growth of employees. Our key focus areas include:

- **Emotional Intelligence in Leadership** – Enhancing communication, empathy, and decision-making among leaders.
- **Agile Methodology for Project Management** – Training employees to adopt flexible, innovative, and efficient project execution strategies.
- **Conflict Resolution & Negotiation Skills** – Equipping employees with effective interpersonal and dispute resolution strategies.
- **Digital Transformation & Innovation** – Preparing employees for the rapidly evolving digital landscape.
- **Diversity, Equity & Inclusion (DEI) Training** – Encouraging inclusive leadership and addressing unconscious bias in the workplace.

For new employees, the onboarding program ensures they receive all mandatory training necessary to become qualified and competent in their roles. This includes legal and compliance training, pharmacovigilance-related training, quality-focused training, and department-specific SOP training, equipping them with the essential knowledge and skills for success. This year Aamal has held a comprehensive MS Office training course for its employees, aimed at enhancing their technical proficiency and productivity to encourage continuous learning and empowering its team with essential skills to excel in their roles and drive organizational success.

ECCO Academy - ECCO Gulf

ECCO Gulf introduced the ECCO Academy, an e-learning platform offering over 85,000 training resources in various disciplines, including communication, sales, digital skills, data analysis, marketing, and project management available both in English and Arabic. Employees can easily access courses anytime, anywhere, and receive completion certificates upon finishing each course. In addition, we have introduced succession plans to ensure the continuity of leadership and critical business functions. It involves training employees to take on key roles when current leaders retire, leave, or move to other positions.

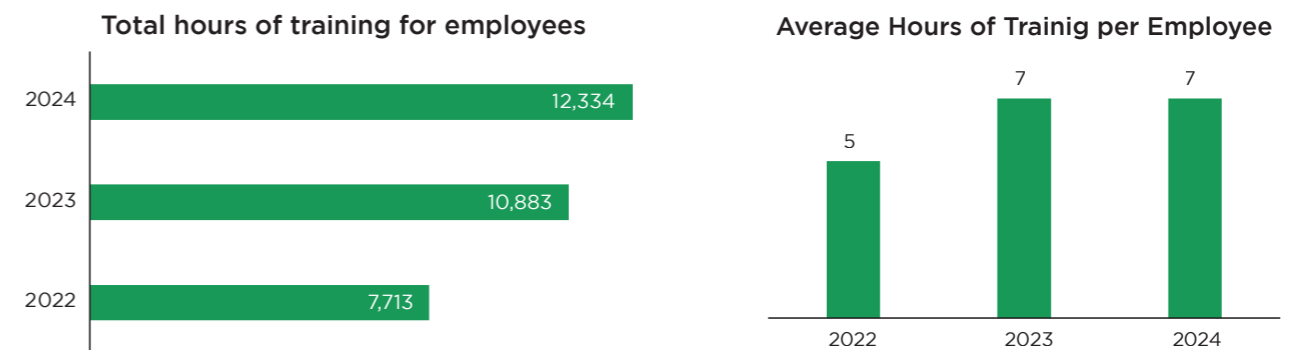
Training at Ebn Sina Medical

Ebn Sina Medical established a dedicated Training Department in 2023 to oversee learning and development initiatives, ensuring that employees have access to structured onboarding, compliance training, and leadership development programs. An annual training plan is developed to enhance both technical and soft skills, utilizing the Internal E-learning Portal as well as internal and external training programs.

For soft skills training, the “Teach to Learn, Learn to Excel” concept is applied through the “Journey to Excellence” project, fostering continuous learning and professional growth. Additionally, employees have access to community partner workshops organized by Carnegie Mellon University, with more than 13 sessions attended by 50 employees in 2024.

To further strengthen leadership capabilities, Ebn Sina Medical launched the “Future Leaders Program” in 2024, where eight participants successfully completed the Leadership Principles course by Harvard Business School Online.

Aamal’s commitment to employee development is reflected in the continuous increase in training hours, rising from 10,883 hours last year to 12,334 in 2024—an average of 7 hours per employee—marking a 13% growth (QSE #13).



Looking ahead, Aamal will continue to expand its learning and development initiatives, ensuring that employees have access to growth opportunities that align with business objectives and industry advancements.

Health and Safety (GRI 3-3, 403-1, 403-2, 403-4, 403-5, 403-9, 403-10)

Occupational Health and Safety

Aamal is committed to providing a safe and healthy work environment that prioritizes the well-being of employees, contractors, visitors, and the public. We adhere to strict occupational health and safety standards, ensuring compliance with both local and international regulations. Each sector within our portfolio has tailored health and safety systems designed to align with the specific nature of its operations, ensuring effective risk management and workplace safety.

To uphold these standards, Aamal maintains a robust safety framework that includes risk assessments before engaging in new operations, the procurement of safe equipment, and continuous monitoring of workplace hazards. Employees receive comprehensive training and information to support a strong safety culture, while those responsible for work activities are held accountable for identifying, mitigating, and reporting risks. We expect all employees, regardless of position, to actively contribute to maintaining a safe and responsible work environment, reinforcing our commitment to accident prevention, operational excellence, and environmental stewardship (QSE #14).

⁷ For 2023 Data Excludes Ci San Trading, City Center Doha, Aamal ECE. For 2022 Data Excludes Ci San Trading, City Center Doha, Ebn Sina Medical, Ebn Sina Pharmacy, Footcare Center and Aamal ECE. The figures for 2022 and 2023 have been restated due to a change in calculation method.

Social (S) (Continued)

A total of 8,686 hours* of HSE training were provided to employees and contractors, reflecting an 11% increase in contractor training hours due to the specific requirements of ongoing projects.

*This number includes Aamal Readymix, ACI, City Center Doha, Doha Cables, Ebn Sina Medical, Aamal Medical and APC

Aamal has taken proactive steps to enhance workplace safety through training and risk mitigation strategies:

- **Fire safety and emergency preparedness** – Regular fire drills, evacuation training, and firefighting awareness sessions are conducted to ensure readiness in case of emergencies.
- **First aid and safety training** – Basic first aid, forklift operation safety, and spill control training are provided to employees in high-risk work environments.
- **Cold storage safety protocols** – Ebn Sina Medical has implemented door alarm systems in cold rooms, ensuring employee safety in storage facilities.
- **Reduction of potential infection** – In medical subsidiaries the attendance system uses face recognition instead of fingerprints.

As such, **Aamal Readymix** maintains its ISO 45001:2018 certification, demonstrating its commitment to best practices in occupational health and safety management.

City Center Doha maintains high Quality, Health, Safety, and Environment (QHSE) standards through its monthly monitoring plan, ensuring stakeholder safety and continuous improvement. The QHSE Audit Program evaluates processes, while the Emergency Drill Exercise and Program prepares employees for emergency response (QSE#14). To enhance safety awareness, QHSE training sessions are conducted regularly. Additionally, the Employees Health, Safety, and Welfare (HSW) Consultation Program fosters employee engagement in workplace safety discussions.

While **Ebn Sina Medical** aligns its Health, Safety, and Environmental (HSE) policies with ISO 14001 standards. **Doha Cables** has implemented strict lead exposure safety controls, including annual lead emission tests, medical examinations, and PPE provisions to protect workers handling hazardous materials.

Aamal Medical maintains a proactive approach to workplace safety, implementing a structured risk register and mitigation process. Given the nature of their work, employees operating in sales and service roles, as well as supply chain staff responsible for goods delivery, strictly adhere to health and safety regulations at customer sites. These procedures align with site-specific requirements and industry standards, ensuring compliance and minimizing occupational risks. Notably, Aamal Medical has recorded zero incidents related to health and safety violations at customer sites, reflecting its commitment to maintaining high safety standards across its operations.

Ebn Sina Medical remains committed to ensuring a safe and compliant work environment by providing targeted health, safety, and environmental (HSE) training for its employees. In 2024, four HSE-related training sessions were conducted by an external training provider for selected employees. These sessions, each lasting three hours, covered Basic First Aid Training, Forklift Operation and Safety Training, Fire Drill and Emergency Evacuation Training, and Firefighting and Preventive Measures. These training programs equip employees with the necessary knowledge and skills to manage workplace safety effectively, respond to emergencies, and mitigate risks.

At **Doha Cables**, stringent health and safety measures are in place to protect workers handling lead materials for Medium Voltage and High Voltage Cables. The company conducts annual lead emission tests and medical examinations for employees exposed to lead fumes, ensuring continuous monitoring of workplace conditions. Additionally, it provides workers with the necessary personal protective equipment (PPE) and implements preventive measures such as the regular supply of milk, which helps mitigate the effects of lead exposure. These measures reinforce the company's dedication to maintaining a safe and healthy work environment.

Across a total of 4,135,744 work hours (3,423,797 for employees and 711,947 for contractors), Aamal recorded zero fatalities, two employee lost-time injuries, and four total recordable injuries. Necessary measures have been implemented to prevent future incidents and enhance workplace safety.

Health and Safety (QSE #15)	2022	2023	2024
Work hours (employees)	1,786,666	2,605,322	3,423,797
Work hours (contractors)	178,389	256,348	711,947
Employee fatalities (#)	0	0	0
Contractor fatalities (#)	0	0	0
Employee lost time injuries (#)	0	0	2
Contractor lost time injuries (#)	0	0	0
Employee total recordable injuries (#)	2	2	4
Contractor total recordable injuries (#)	0	0	0
Employee occupational illnesses (#)	0	0	0
Total number of emergency response drills conducted (#)	0	0	0
Safety incident investigations initiated (#)	0	0	0
Safety incident investigations completed (#)	0	0	0

To ensure continuous health and safety improvements, Aamal conducts regular audits, safety inspections, and compliance reviews, reinforcing its goal of achieving a zero-incident workplace across all business operations.

Employees' Well-being and Engagement

Beyond compliance and training, Aamal prioritizes employee engagement, recognition, and well-being initiatives to foster a positive workplace culture.



Aamal has conducted several wellness activities and community engagement programs such as hosting a Ramadan Suhoor event to encourage social bonding among employees, conducting sports and fitness initiatives, including a Zumba activity and a departmental football tournament, which were organized to promote teamwork and healthy lifestyles.

On the occasion of October for Breast Cancer Awareness, Aamal has held an awareness event on the occasion of "Pink October" for its female employees, featuring interactive activities and panel discussions on the prevention from breast cancer and the importance of early detection.

Meanwhile, in addition to technical skills training, ECCO Gulf has introduced mental health training sessions to help employees manage stress and build resilience,

reinforcing the company's commitment to a healthy and engaged workforce. To recognize and celebrate employee contributions, ECCO Gulf organized a series of recognition events, including the annual Star of the Year award. Additionally, an Iftar event at the Marriott Hotel was hosted, providing employees with an opportunity to connect in a social setting while reinforcing a sense of community within the organization.

Social (S) (Continued)

Ebn Sina Medical launched an annual online employee engagement survey through a third-party advanced portal, leveraging data to improve workplace satisfaction and retention strategies. This has significantly enhanced the scope of our staff surveys, providing deeper insights into overall employee satisfaction. Additionally, it has allowed us to better understand employees' concerns and observations, enabling more targeted and effective actions.

Through these initiatives, Aamal is building a workplace where employees feel valued, supported, and empowered—ultimately driving business excellence and long-term value.

Serving our Communities

Aamal remains dedicated to making a positive impact on society through corporate social responsibility initiatives that focus on education, youth development, community well-being, and supply chain activities. By actively engaging with local institutions, charities, and national programs, Aamal continues to support community growth and contribute to long-term social development in alignment with Qatar National Vision 2030.

Community Development (GRI 3-3, 203-1, 203-2)

Through a range of corporate programs, partnerships, and volunteer activities, Aamal and its subsidiaries contribute to the development of communities across Qatar, fostering long-term social and economic progress. There are several diverse areas of communities support where we contribute to.

Aamal's CSR investment in 2024 totalled QAR 416,798, supporting various initiatives aligned with social, environmental, and community development goals (QSE #21). These contributions included sponsorships for key events such as the Qatar CSR Summit, ESG Conference, and Doha Women Forum, as well as support for special needs programs, educational initiatives, and sustainability-focused activities. Through these initiatives, Aamal reinforces its commitment to social responsibility and community engagement.

Youth Development and Education

Aamal recognizes the importance of investing in future generations by offering young talent internships, training opportunities, and career guidance. In addition to hands-on experience and skill development, we actively educate youth about career paths in the industry, equipping them with the knowledge and tools needed for long-term success.

As part of this commitment, Aamal hosted visiting university students from Rome - Italy, offering them an opportunity to gain valuable insights into its operations and industry practices, in an initiative reflects Aamal's commitment to supporting education and inspiring the next generation of professionals.

Doha Cables, in collaboration with **Elsewedy Electric**, actively bridges the gap between academia and industry through career development initiatives. The company hosted a career day for students from Texas A&M University at Qatar and Carnegie Mellon University in Qatar, providing valuable insights into career opportunities in engineering and industrial sectors. Doha Cables also engages with leading universities such as Hamad Bin Khalifa University to connect students with industry experts and future career pathways.

Community Engagement and Corporate Social Responsibility



Aamal and its subsidiaries actively contribute to social welfare and sustainability through various initiatives. As part of this commitment, Aamal participated in the Qatar CSR Summit 2024 as a sponsor, showcasing its dedication to creating a positive impact. During the summit, CEO Rashid Al Mansoori delivered a speech highlighting Aamal's role in corporate responsibility, the importance of strengthening community engagement, and addressing key social, environmental, and economic challenges.

Aamal also extended its partnership with the Qatar Cancer Society for the fourth consecutive year, reaffirming its commitment to community health initiatives, particularly in raising awareness about early detection and disease prevention. In addition, Aamal organized a blood donation drive in collaboration with the Blood Donor Center at Hamad Medical Corporation, encouraging employees to contribute to life-saving efforts.

During the holy month of Ramadan, Aamal Company distributed approximately 3,000 Iftar meals to workers across its subsidiaries in various locations. Volunteers from the company actively participated in the distribution, fostering a spirit of joy and kindness. This initiative reflects Aamal's unwavering commitment to the well-being of its employees and its dedication to promoting compassion and generosity.

Aamal has hosted a series of activities dedicated to children with special needs, which took place at the Family Entertainment Centre "Fun City", fostering inclusion and meaningful engagement. Aamal has supported Qatar National Day celebrations at Himmam Center for People with Disabilities, spreading joy, inclusion, and unity on this special occasion.

As part of Aamal's ongoing commitment to empower women in different walks of life, it has supported the 9th edition of Doha Women Forum, titled "Invest in Women: The Path for Peace, Security, and Inclusion". This edition has highlighted the importance of investing in women to promote peace, security, and social inclusion. The Forum featured influential speakers from various backgrounds and served as a platform for women to amplify their voices, inspiring a more empowered and equitable future.

ECCO Gulf's Social Responsibility Initiatives

ECCO Gulf actively promotes corporate social responsibility by encouraging employees to volunteer in charitable, social and environmental initiatives. The company is developing a comprehensive CSR strategy for 2025, focusing on sustainability and charity. Among our focus areas would be, expanding green initiatives, including tree planting and environmental education programs in collaboration with local organizations, in addition to enhancing support for community development, education, and healthcare initiatives, increasing employee involvement in volunteer work and charity drives.

Ebn Sina Medical's Support for Higher Education

Ebn Sina Medical actively supports Qatar University's scholarship program for students pursuing Bachelor's, Master's, and PhD degrees, reinforcing its commitment to educational advancement. The company currently sponsors five students, providing financial assistance to support their academic journey.

Additionally, Ebn Sina Medical conducts an annual training program for undergraduate pharmacy students, offering practical training at its pharmacy to equip them with essential skills for the healthcare sector.

Empowering the Community Through Knowledge and Leadership

Aamal subsidiaries continue to engage in thought leadership and knowledge-sharing initiatives that inspire and educate the community.

Doha Cables at TEDx TAMUQ

Doha Cables' Vice President, Ahmed Fathy El Sewedy, and Elsewedy Electric's Chief HR Officer, Walid Tayel, participated in TEDx Texas A&M University at Qatar, sharing insights on leadership and innovation. The event provided a platform for industry leaders to engage with students and inspire them to embrace impactful leadership principles.



Supporting Inclusion and Social Engagement

Aamal remains committed to fostering inclusivity and community support through meaningful initiatives. At the Family Entertainment Centre, Fun City, Aamal hosted events for children with special needs, providing a welcoming space for engaging activities that promote social inclusion. Additionally, Aamal participated in the Doha Women Forum 2024, supporting discussions on women's empowerment in leadership and advancing gender equality in the workforce.

Building on these efforts, Aamal and its subsidiaries continue to expand community outreach programs, enhance youth development initiatives, and strengthen their impact through strategic partnerships, education programs, and social projects. Through these initiatives, Aamal remains dedicated to creating lasting value for communities across Qatar.

Social (S) (Continued)

Sustainable Procurement (GRI 3-3)

Aamal is committed to ensuring that supplier relationships align with ethical, social, and environmental standards. By enhancing vendor management systems, enforcing stricter qualification criteria, and incorporating responsible sourcing practices, Aamal aims to create a more transparent, ethical, and sustainable supply chain that supports long-term business resilience and corporate responsibility.

Aamal Corporation has implemented Vendor Management as a key component of its procurement processes, allowing both the organization and its vendors to engage in structured, responsible business practices. Initial due diligence and verification processes are required for all vendors, including an assessment of their compliance with Aamal’s Code of Conduct. The policies of our Central Procurement Department, including anti-bribery, anti-corruption, and fair practices, extend to our suppliers, ensuring high standards of commercial integrity throughout the supply chain (QSE #31).

In 2024, Aamal introduced stronger procurement terms and conditions within purchase orders and contract agreements, reinforcing social responsibility provisions that require vendors to ensure timely payment of employee salaries, provision of employee benefits and insurance, compliance with Qatar’s labour laws and relevant regulations. We have already introduced “Sourcing Inspection” which enable some access to the Vendors. We will specify accommodation and working condition in 2025.

Additionally, sourcing inspections have been introduced, enabling Aamal to visit vendor sites to assess compliance with ethical labour practices, accommodation standards, and overall working conditions. A more comprehensive vendor management system is planned for implementation as resources allow, further strengthening oversight and accountability.

While environmental requirements depend on the specific scope of work and technical specifications from business units, Aamal continues to explore ways to integrate sustainable procurement principles into its sourcing strategy.

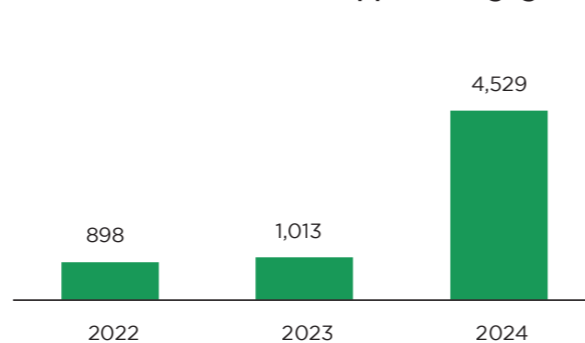
Ebn Sina Medical operates as a distributor and does not handle raw materials or large-scale product reuse. However, as part of its sustainability initiative, the company prioritizes suppliers who incorporate recycled materials into their products. In 2024, the number of approved suppliers was reduced to 77, following the enforcement of stricter supplier qualification policies that require compliance with certification and quality standards. While environmental factors are not currently within the supplier qualification scope, Ebn Sina Medical’s suppliers—primarily international pharmaceutical companies—are low-risk in terms of sustainability compliance, as they actively impose strict environmental and social responsibility standards on their business partners. Additionally, Ebn Sina Medical is in the process of incorporating ISO 26000 sustainability principles into its Management System, reinforcing long-term commitments to responsible business practices.

Aamal Medical follows a structured procurement Standard Operating Procedure (SOP) And a Quality Management System (QMS) that ensures suppliers are evaluated based on certification, quality, and compliance criteria. The company maintains an approved supplier list, selecting vendors based on their ability to meet rigorous procurement and quality requirements

By embedding sustainable procurement principles, supplier evaluations, and compliance mechanisms, Aamal and its subsidiaries continue to strengthen ethical sourcing, ensure regulatory alignment, and enhance social and environmental responsibility across their supply chain.

In line with the economic development pillar of Qatar National Vision 2030, we prioritize sourcing from local suppliers whenever possible. This approach not only strengthens local industries but also reduces reliance on imports, enhancing sustainability and economic self-sufficiency. In 2024, Aamal’s proportion of spending on local suppliers increased to 14%, reinforcing our commitment to supporting the local economy (QSE #22). The rise in the number of suppliers is primarily due to the implementation of Oracle Fusion, which now enables comprehensive tracking of all suppliers at Aamal HQ, a process that was not previously in place.

Total number of local suppliers engaged



Local Procurement (QSE #22)	2022	2023	2024
Proportion of spending on local suppliers (%)	10%	12%	14%

Governance (G)

Aamal Company is steadfast in its commitment to upholding the highest standards of corporate governance, ensuring transparency, accountability, and ethical conduct across all facets of its operations. This dedication is reflected in the company’s robust governance framework, which aligns with both local regulations and international best practices.

Key material issues covered:

- Ethics
- Transparency & Accountability

Business Ethics and Transparency (GRI 2-22, 2-23)

At Aamal, we remain steadfast in our commitment to upholding the highest standards of corporate governance, guided by principles of transparency, integrity, honesty, and ethical business practices. Recognizing that investor trust is essential to our success, we actively work to prevent bribery, fraud, corruption, and all forms of financial misconduct. Our focus is on fostering a workplace that is free from discrimination and harassment while ensuring fair and equitable treatment for all employees.

Ethics (GRI 2-26, 2-27, 3-3, 205-3)

Our Code of Conduct serves as a cornerstone for ethical behaviour within Aamal. It delineates clear expectations regarding integrity, professionalism, and compliance with applicable laws and regulations (QSE #30). All employees are required to undergo training on the Code of Conduct, ensuring a comprehensive understanding of their responsibilities and the company’s ethical standards.

Aamal is dedicated to fostering an inclusive workplace free from discrimination. We have implemented a formal grievance mechanism that allows all employees to confidentially report concerns (by email or face-to-face) related to discrimination, harassment, or any unethical behaviour. The mechanism ensures that grievances are addressed promptly, fairly, and confidentially, with a commitment to resolving issues in a way that upholds the dignity and rights of all parties involved. No grievances reported last year

In addition to the grievance procedure, Aamal encourages its employees to report any suspected violations of laws or company policies without fear of retaliation through the Whistleblowing Form. This policy underscores our commitment to ethical conduct and legal compliance.

Aamal has a formal Anti-Bribery and Anti-Corruption Policy in place, supported by mandatory training programs for employees. The policy ensures that all business transactions are conducted with integrity and that any violations are strictly addressed (QSE #32).

Aamal places a strong emphasis on human rights, aligning with Qatari Labor Law, the principles of the International Labor Organization, and the UN Universal Declaration of Human Rights (QSE #16). We are committed to safeguarding human rights across all stakeholder groups and have integrated these principles into our business policies and operations. All new employees receive training on these fundamental rights as part of their onboarding process. Aamal upholds a strict zero-tolerance policy for human rights violations, both within the organization and across our supply chain including forced and child labour (QSE #17, QSE #18). Any violations result in immediate and decisive disciplinary action. To support accountability and transparency, we encourage employees to report concerns through our Employee Reporting Hotline and anonymous email program.

Our policies are continuously reviewed to ensure compliance and foster a work environment that upholds the dignity and rights of all individuals. Any violations of these principles are taken seriously, with swift and appropriate action taken to address and prevent such incidents.

Governance (G) (Continued)

Transparency & Accountability (GRI 3-3)

Board of Directors

(GRI 2-9, 2.12, 2.13, 2-21, 405-1, 405-2)

Aamal's Board of Directors plays a central role in overseeing corporate strategy, risk management, and financial performance. The Board is composed of experienced professionals who provide strategic guidance to support sustainable growth. Regular Board meetings ensure that decision-making remains aligned with Aamal's long-term vision, while an emphasis on corporate governance principles fosters transparency and ethical leadership.

As part of its commitment to stakeholder engagement, Aamal held its Annual General Assembly Meeting (AGM) on 12 March 2024. During the AGM, shareholders were provided with detailed updates on financial performance, strategic initiatives, and governance practices. The meeting minutes have been officially documented to ensure accessibility and transparency for all stakeholders.

In 2024, the ratio of the CEO's salary and bonus to the median full-time employee salary and bonus was 11.33 :1 (QSE #27). The ratio of median male salary to median female salary at Aamal's head office was 3.55 :1(QSE #28).

On 12 March 2024, the Board of Directors recommended retaining profits for the year ended 31 December 2023. As a result, the Board proposed to the General Assembly that no remuneration be granted to the Board of Directors for the year, aligning with both the Corporate Governance Code and Qatari Company Law. This proposal was submitted for shareholder approval at the Annual General Assembly Meeting on 12 March 2024.

Although the Qatar Financial Markets Authority (QFMA) Corporate Governance Code permits the Chairman to delegate certain responsibilities to executive management, Aamal upholds stricter governance standards by maintaining a clear separation between the Chairman and Executive Management. H.E. Sheikh Faisal Bin Qasim Al Thani, as Chairman, provides strategic oversight and represents shareholder interests, while H. E. Sheikh Mohammad Bin Faisal Al Thani, the Managing Director, ensures alignment between strategy and execution, facilitating effective communication between the Board and executive management namely Mr. Rashid Al Mansoori, as CEO, who is responsible for executing approved plans and managing daily operations. This structured approach reinforces transparency, accountability, and adherence to best governance practices (QSE #25).

Over the past three years, Aamal's Board of Directors has consisted of nine members, including one female director and three independent members (QSE #23, QSE#24). Members of the Executive Management team receive discretionary bonuses based on exceptional performance, while qualifying Board members are entitled to annual performance-based payments, subject to approval at the Annual General Assembly Meeting (QSE #29).

Board of Directors (QSE #23, QSE #24)	2022	2023	2024
Percentage of Board seats taken by women	11%	11%	11%
Percentage of Board seats taken by independent directors	33%	33%	33%

Economic Performance and Business Continuity

Aamal ensures business resilience through continuous operational improvements and risk management strategies. Accordingly, Aamal Cement Industries (ACI) has adopted Six Sigma/Lean Manufacturing principles, increasing efficiency at its block plant from 74% to 78% following a year of data analysis and process optimization. While Aamal Readymix has implemented strategic initiatives that resulted in a 10% increase in sold volumes and a 16% rise in revenue, demonstrating the company's ability to adapt to evolving market demands. Doha Cables has strengthened its position in international markets, securing new contracts and approvals in Bahrain, Iraq, and the Kurdistan region, further expanding its export footprint.

In 2024, Aamal expanded its digital infrastructure, integrating cloud-based solutions and automating key business processes to improve productivity.

The company has adopted data-driven decision-making, increasing cross-functional collaboration and ensuring compliance with evolving industry standards.

Aamal remains committed to driving economic growth and operational excellence by implementing strategic initiatives across its subsidiaries. Through innovation, digital transformation, and market expansion, Aamal continues to strengthen its financial resilience and competitive position while contributing to Qatar's economic development.

Business Continuity and Operational Efficiency

ACI has reinforced its commitment to operational excellence through the continued implementation of Six Sigma/Lean Manufacturing principles in its block plant operations. After a year of extensive data gathering, process improvements, and team training, the plant's efficiency increased from 74% to 78%, marking a significant achievement in process optimization and productivity enhancement.

Research and Development

Investment in research and development remains a key driver of innovation. In 2024, City Center Doha allocated QAR 1,731,169 toward the development of sustainable products and services, particularly in green building solutions, further aligning with sustainability and market demands.

Digital Transformation

Aamal continues to enhance its digital infrastructure to improve efficiency and connectivity across its operations. In 2024, the company focused on upgrading internal communication tools, integrating cloud-based solutions, and automating key business processes. These advancements have strengthened cross-functional collaboration and facilitated data-driven decision-making, reinforcing Aamal's commitment to digital transformation.

Subsidiary Performance and Market Expansion

Aamal's subsidiaries achieved key milestones in market growth, project execution, and revenue generation in 2024:

- **Aamal Readymix** recorded a 10% increase in sold volumes, driving a 16% revenue growth, reflecting an expanding customer base and enhanced profitability.
- **ECCO Gulf** successfully managed large-scale projects, including:
 - o Doha Bank Mega Project, overseeing 120 outsourced professionals.
 - o Securing new contracts with Kahramaa Contact Center, Al Khaleej Takaful, and University of Malaysia, expanding its footprint across multiple sectors.
- **Doha Cables** experienced significant international growth, exceeding QAR 225 million in export sales, and securing approvals to supply cables in Bahrain, Iraq, and the Kurdistan region. A landmark contract with Kahramaa, valued at over QAR 1 billion, further strengthened its industry leadership.
- **APC** adapted to shifting market dynamics by diversifying its precast product portfolio to tap into new infrastructure and private sector projects.

Through these initiatives, Aamal continues to enhance its economic performance, business resilience, and market leadership, reinforcing its long-term commitment to sustainable growth and value creation.

APPENDIX A. ESG Reporting Against QSE ESG Guidance

QSE KPI #	ESG Key Performance Indicators	Measurement annual, unless indicated otherwise	QNV Pillar	Location in Report / Comment	Page Number
Environmental					
1	Environmental Policy	Does the company publish and follow an environmental policy?	Environment	Yes	10
2	Environmental Impacts	Any legal or regulatory responsibility for an environmental impact?	Environment	No	10
3	Energy Consumption	Total amount of energy usage in MWh or GJ	Environment	Energy and Emissions	11
4	Energy Intensity	Amount of energy used per m3 of space, and per FTE	Environment	Energy and Emissions	11
5	Carbon/GHG Emissions	Total amount of Carbon and Green House Gas emissions in metric tons	Environment	Energy and Emissions	12
6	Primary Energy Source	Specify the primary source of energy used by the company	Environment	Electricity	12
7	Renewable Energy Intensity	Specify the percentage of energy used that is generated from renewable sources	Environment	Energy and Emissions	
8	Water Management	Total amount of water consumption, and details in respect of recycling if any, in m3	Environment	Water & Waste	12,13
9	Waste Management	Total amount of waste generated, recycled or reclaimed, by type and weight	Environment	Water & Waste	13,14
Social					
10	Full Time Employees	Number of full-time employees	Human	Empowering our Workforce	15
11	Employee Benefits	Total amount of employee wages and benefits	Human	Diversity & Equality	15
12	Employee Turnover Rate	Percentage of employee turnover	Human	Empowering our Workforce	17
13	Employee Training Hours	Total number of hours of training for employees divided by the number of employees	Human	Training & Development	19
14	Health	Does the company publish and follow a policy for occupational and global health issues?	Human	Health & Safety	19
15	Injury Rate	Total number of injuries and fatal accidents relative to the number of FTEs	Human	Health & Safety	21
16	Human Rights Policy	Disclosure and adherence to a Human Rights Policy	Social	Transparency & Accountability	25
17	Human Rights Violations	Number of grievances about human rights issues filed, addressed and resolved	Social	Transparency & Accountability	25

QSE KPI #	ESG Key Performance Indicators	Measurement annual, unless indicated otherwise	QNV Pillar	Location in Report / Comment	Page Number
18	Child & Forced Labor	Does the company prohibit the use of child or forced labour throughout the supply chain?	Social	Yes	25
19	Women in the Workforce	Percentage of women in the workforce	Social	Diversity & Equality	15,17
20	Qatarisation	Percentage of Qatari nationals in the workforce	Human	Diversity & Equality	18
21	Community Work	Number of hours spent, and/or other community investments made as a percentage of pre-tax profit	Social	Serving our Communities	17,22
22	Local Procurement	Percentage of total procurement from local suppliers	Economic	Serving our Communities	24
Governance					
23	Board - Diversity	Percentage of Board seats taken by women	Social	Transparency & Accountability	26
24	Board - Independence	Percentage of Board seats taken by independent directors	Social	Transparency & Accountability	26
25	Board - Separation of Powers	Specify whether the CEO is allowed to sit on the Board, act as the Chairman, or lead committees	Social	Yes	26
26	Voting Results	Disclosure of the voting results of the latest AGM	Social	Announced on QSE's website	
27	CEO Pay Ratio	Ratio of CEO salary and bonus against the median FTE salary and bonus	Social	11.33 :1	26
28	Gender Pay Ratio	Ratio of median male salary to median female salary	Social	3.55 : 1	26
29	Incentivized Pay	Specify the links between (executive) remuneration and performance targets	Economic	Diversity & Equality	16,26
30	Ethics Code of Conduct	Does the company publish and follow an Ethics Code of Conduct?	Social	Yes	25
31	Supplier Code of Conduct	Does the company publish and follow a Supplier Code of Conduct?	Social	Yes	24
32	Bribery/Anti-Corruption Code	Does the company publish and follow a Bribery/Anti-Corruption Code?	Social	Yes	25
ESG Reporting Generally					
33	Sustainable Reporting Frameworks	Does the company publish a GRI, CDP, SASB, IIRC or UNGC report?	Social	No	
34	External Assurance	Are the company's ESG disclosures assured by an independent third party?	Social	No	

APPENDIX B. GRI INDEX TABLE

Statement of use	Aamal has reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER / LINK
GRI 2: General Disclosures 2021	2-1 Organizational details	Annual Report-Page 4
	2-2 Entities included in the organization's sustainability reporting	Annual Report-Page 4
	2-3 Reporting period, frequency and contact point	1 January 2024 to 31 December 2024
	2-4 Restatements of information	
	2-5 External assurance	The company does not currently obtain external assurance
	2-6 Activities, value chain and other business relationships	
	2-7 Employees	Annual Report-Page 15
	2-8 Workers who are not employees	
	2-9 Governance structure and composition	Annual report Page 26
	2-10 Nomination and selection of the highest governance body	Corporate Governance
	2-11 Chair of the highest governance body	Sheikh Faisal bin Qassim Al Thani
	2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report - Page 26
	2-13 Delegation of responsibility for managing impacts	Annual Report - Page 26
	2-15 Conflicts of interest	The Board members provide the Board secretary with an Independence and Conflict of Interest Declaration annually, to declare whether they hold any legally prohibited positions.
	2-17 Collective knowledge of the highest governance body	Corporate Governance Report
	2-19 Remuneration policies	Corporate Governance Report
	2-20 Process to determine remuneration	Corporate Governance Report
	2-21 Annual total compensation ratio	
2-22 Statement on sustainable development strategy	Annual Report-P91	
2-23 Policy commitments	Annual Report-Page 25	

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER / LINK
	2-24 Embedding policy commitments	
	2-26 Mechanisms for seeking advice and raising concerns	Annual Report-Page 25
	2-27 Compliance with laws and regulations	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Annual Report-Page 7
	3-2 List of material topics	Annual Report-Page 7
	3-3 Management of material topics	Annual Report-Page 7
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Financial Statement - 2024
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Annual Report-Page 22
	203-2 Significant indirect economic impacts	Annual Report-Page 22
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	62 (Ebn Sina Medical's operations only)
	205-3 Confirmed incidents of corruption and actions taken	Annual Report-Page 25
GRI 207: Tax 2019	207-1 Approach to tax	Corporate Governance Report
	207-2 Tax governance, control, and risk management	Corporate Governance Report
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Annual Report-Page 10
	302-3 Energy intensity	Annual Report-Page 10
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Annual Report-Page 12
	303-2 Management of water discharge-related impacts	Annual Report-Page 12
	303-5 Water consumption	Annual Report-Page 12
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Annual Report-Page 10
	305-2 Energy indirect (Scope 2) GHG emissions	Annual Report-Page 10
	305-4 GHG emissions intensity	Annual Report-Page 10

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER / LINK
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	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Zero
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Annual Report-Page 15
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annual Report-Page 15
	401-3 Parental leave	Annual Report-Page 15
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Annual Report-Page 19
	403-2 Hazard identification, risk assessment, and incident investigation	Annual Report-Page 19
	403-4 Worker participation, consultation, and communication on occupational health and safety	Annual Report-Page 19
	403-5 Worker training on occupational health and safety	Annual Report-Page 19
	403-9 Work-related injuries	Annual Report-Page 19
	403-10 Work-related ill health	Annual Report-Page 19
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Annual Report-Page 18
	404-2 Programs for upgrading employee skills and transition assistance programs	Annual Report-Page 18
	404-3 Percentage of employees receiving regular performance and career development reviews	Annual Report-Page 18
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Annual Report-Page 26
	405-2 Ratio of basic salary and remuneration of women to men	Annual Report-Page 26