



شركة الخليج للمشاريع الطبية (ش.م.ع.)
GULF MEDICAL PROJECTS CO. P.S.C

Sustainability report

Gulf Medical Projects Company (P.S.C.)
For the year 2025



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Introduction:

Gulf Medical Projects Company believes in the principle of sustainability as a strategic approach that aims to provide a transparent economic environment that seeks to develop and support economic growth with the highest standards of transparency, ethical behavior and integrity, in accordance with the main principles and directives of the Abu Dhabi Securities Market regarding disclosures related to the environment, social and governance of companies listed with the Authority and adherence to governance controls. and institutional discipline standards.

The second release of the Sustainability Report for the year 2025 comes in line with the best sustainability practices and promoting them in public joint-stock companies in accordance with environmental and social standards and in line with Governance Guide No. (3/R.M of 2020) and its amendments regarding the governance of public joint-stock companies.

Our Company

Gulf Medical Projects Company was established in 1979 as a public joint stock company and was listed on the Abu Dhabi Securities Exchange in 2005. It is subject to the provisions of Federal Law No. 2 of 2015 regarding commercial companies and the amendments issued to the Commercial Companies Law pursuant to Federal Law Decree No. (32) of 2021 and the Council's decision. Authority Administration No. (3/R.M.) of 2020 and its amendments regarding standards of institutional discipline and governance of joint - stock companies



Sustainability approach



Environmental and societal performance

The company is committed to all applicable laws and regulations in the United Arab Emirates to preserve the environment and promote environmental and societal sustainability and intends to play a major role in supporting the spirit of innovation and continuity for all societal groups, especially people of determination, to be a key player in the sustainable development that the UAE seeks.

From this standpoint, the company allocates an annual financial contribution to support the community development and support approach, which is delivered to the actors and influencers in developing the individual lives of the local community on the one hand, and to the international bodies that contribute to improving the living conditions of other communities.

Social performance and employee well-being

The core nucleus of economic development in any society and in any institution, regardless of its activities, is the human resources it possesses. From this standpoint and realizing the importance of these resources, Gulf Medical Projects Company places its employees at the top of its priorities and strives to ensure a fair, stimulating, healthy and responsible work environment for all to ensure their well-being and the continuation of... Developing them and strengthening their affiliation with the company, and in order to achieve this, the company does the following:

- Adopting a transparency and open-door policy to enhance communication between executive management and all resources working in the company
- Adopting a training and development policy that ensures keeping pace with all changes and developments that occur in the field of work
- Adopting an incentives and rewards policy that will enhance professional performance and fair competition
- Adopting a policy of violations and penalties that contributes to ensuring a healthy environment free of negatives
- Providing the necessary support to employees' families and considering them part of the company's professional family
- Securing a job rotation policy so that everyone has equal opportunities
- Focus on Emiratization policy in line with the UAE's approach

Developing the professional environment, adhering to the code of conduct, ethics and human resources policies, and enhancing the work spirit and required guidelines remain our priorities to ensure the company's consistency policy and serve the basic frameworks for public and long-term sustainability.

Governance

The company adopts a corporate governance philosophy that enhances the added value of the company's shareholders, customers, employees, and society alike, by conducting its business in a manner that ensures sustainable capital efficiency and long-term growth.

For the purpose of carrying out governance obligations efficiently and effectively, a corporate governance guide has been prepared to clarify the guiding principles contained in Resolution No. (3/R.M.) of 2020 and the amendments issued to the Commercial Companies Law pursuant to Federal Law Decree No. (32) of 2021 and the Authority's Board of Directors' Resolution No. (3). (R.M.) for the year 2020 and its amendments regarding standards of institutional discipline and governance of joint - stock companies, where:

- The instructions for dealings of members of the Board of Directors and senior employees in the company's securities and the principles of disclosure were complied with, as the dates of Board of Directors meetings and decisions that had an impact on the price of the

company's securities were disclosed within the specified time periods and in accordance with prevailing instructions.

The Board of Directors has established internal control and control systems, which are reviewed annually to ensure their effectiveness and the extent of the company's compliance with them, in addition to ensuring that the company's risks are managed properly and effectively.

- The rules of professional conduct were approved and circulated to all company employees to adhere to

- The Board of Directors held its meetings periodically and regularly, in accordance with corporate governance requirements, and the same applies to the committees emanating from the Board of Directors.

- The Internal Control Department committed to preparing its reports on a regular basis through implementing the internal control plan approved by the Audit Committee

- The Board has been keen that most of its members are non-executive members and at least a third of the members are independent members and that the majority of the Board committees are independent members.

The Board also seeks the assistance of independent consultants and experts, and the Board encourages effective participation in decision-making by shareholders in the General Assembly procedures.

The company confirms its commitment to the rules of governance controls contained in the decision of the Board of Directors - of the Securities and Commodities Authority No. (3/R.M) regarding the adoption of the governance guide for public joint- stock companies.