A'Sharqiya
Investment Holding Co. SAOG

A'Sharqiya Investment

ESG Report 2024

Empowering Growth through Responsible Investments

Table of Content

About the Report 04
Leadership Message
Company Overview

Sustainability Strategy 12
Sustainability Governance
Materiality Assessment
Stakeholder Engagement

Nurturing Our Environment 16
Monitoring Our Carbon Footprint
Energy Management
Water Management
Waste Management
Environmental Oversight
Climate Risk Mitigation

Investing in Our People 22
Diversity at A'Sharqiya
Employee Benefits
Employee Turnover
Performance Development
Ensuring Employee Safety
Non-Discrimination and Human Rights
Child Labor

Our Effective Governance Model 32

Board of Directors
Board Responsibilities
Board Diversity and Independence
Board Committees
Ethics and Anti-Corruption
Data Privacy and Security
Vendor Management

MSX Index 40

01. About the Report

Overview

A'Sharqiya Investment's inaugural ESG Report marks a significant step in our commitment to sustainable investing and responsible growth. This first-of-its-kind report provides insight into our ESG performance, governance practices, and strategic priorities, reflecting our dedication to creating long-term value while contributing to Oman's economic and social development.

Scope and Coverage

This report highlights A'Sharqiya Investment's sustainability performance for 2024, showcasing the environmental, social, and governance (ESG) impacts of our operations and investments within Oman and beyond.

Reporting Period

The ESG data presented covers the period from January 1 to December 31, 2024, unless otherwise stated.

Data Collection & Accuracy

All data included in this report has been gathered through internal data management systems and processes, ensuring a structured and reliable approach to performance measurement.

Reporting Standards & Frameworks

At A'Sharqiya Investments, we uphold transparency and accountability by aligning our sustainability disclosures with globally recognized reporting standards. This report adheres to:

- The Muscat Stock Exchange (MSX) ESG Disclosure Guidelines
- The United Nations Sustainable Development Goals (SDGs)
- The Global Reporting Initiative (GRI) framework

Stakeholder Engagement & Feedback

We encourage feedback, inquiries, and suggestions from stakeholders to help refine and enhance our future sustainability reporting efforts. More details can be found on our corporate website.

External Assurance

This report has not undergone external assurance; however, we are committed to continuously strengthening our reporting accuracy and verification processes.

This report reflects our ongoing journey toward a sustainable and responsible future, ensuring that ESG principles remain at the core of our business strategy.

Contact

Email: admin@asharqiya.com

Leadership Message

Dear Valued Stakeholders,

On behalf of A'Sharqiya Investments, I extend my sincere appreciation to our investors, partners, and stakeholders for their continued trust and support. Your confidence in our vision has enabled us to grow as a key player in Oman's investment landscape, driving value across various sectors.

It is with great pride that we present our inaugural ESG Report for 2024, a testament to our commitment to responsible and sustainable investing. This report reflects our efforts to integrate Environmental, Social, and Governance (ESG) considerations into our investment strategies and corporate practices, ensuring long-term value creation in alignment with Oman's development goals.

At A'Sharqiya Investments, we recognize the role we play in fostering economic progress while prioritizing sustainability. We remain dedicated to ethical business practices, operational transparency, and responsible investment decisions that not only generate returns but also contribute to a more resilient and inclusive future. By focusing on governance excellence, environmental stewardship, and social responsibility, we aim to support Oman's growth in a way that benefits all stakeholders.

Looking ahead, we will continue to strengthen our ESG commitments, aligning our strategies with global best practices while maintaining a steadfast focus on innovation, sustainability, and long-term prosperity.

Mr. Mohammed Ali Mohammed Al Fannah
Chairman

Company Overview

At A'Sharqiya Investment Holding Co. SAOG (SIHC), we are dedicated to fostering development in both the A'Sharqiya region and Oman as a whole. Established in 1998 by a diverse group of investors from the A'Sharqiya region, our company began with a paid-up capital of OMR 6 million, 40% of which was offered to the public during our initial public offering. Today, our paid-up capital has grown to OMR 9 million, and our shares are actively traded on the Muscat Securities Market.

Our Mission

Our core mission is to identify and promote projects of regional and national significance, contributing to the economic and social advancement of Oman.

We engage in a range of activities, including:

- Promoting new projects both within Oman and internationally.
- Acquiring existing businesses to enhance our investment portfolio.
- Investing in financial markets locally and abroad.
- Aligning our initiatives with the policies and priorities set forth by the Omani government.

Through these efforts, we aim to drive sustainable growth and create value for our stakeholders, while steadfastly supporting the development objectives of our nation.

Subsidiaries

At A'Sharqiya Investment Holding Co. SAOG, we have strategically developed a diverse portfolio of subsidiaries and investments to drive growth and contribute to Oman's economic development.

Wholly Owned Subsidiary:

- **Qalhat Real Estate Investments & Services LLC (QREIS):** Established in 2000, QREIS undertook the development of a comprehensive residential complex for senior personnel of Oman LNG. This state-of-the-art project, spanning approximately 1 million square meters, includes 130 villas, a recreation center, commercial facilities, educational institutions, and more. Since its completion in 2002, QREIS has also managed the operations and maintenance of the complex.

Equity Investments:

- **National Gas SAOG:** We hold a 12.868% stake in this company, contributing to Oman's energy sector.
- **Oman National Engineering and Investment SAOG:** Our 11.50% ownership supports infrastructure and engineering services across the region.
- **A'Sharqiyah University SACO:** With a 10% share, we are committed to advancing higher education and research in Oman.
- **Al Jazeira Services:** Our 7.295% investment in this company aligns with our strategy to diversify into various service sectors.
- **Vision Insurance Co SAOG:** A 5% stake in this firm reflects our involvement in the financial services industry, particularly in insurance.

Through these subsidiaries and strategic investments, we aim to foster sustainable growth and contribute meaningfully to the socio-economic progress of Oman.



Investments

Private Equity:

At A'Sharqiya Investment Holding Co. SAOG, we recognize that private equity serves as a vital alternative asset class, offering significant diversification benefits. While inherently high-risk on its own, empirical evidence indicates that, when strategically integrated with other asset classes, private equity can enhance a portfolio's risk-adjusted returns.

Our approach involves investing in private equity funds with clearly defined investment horizons. Our dedicated investment team conducts comprehensive analyses of fund managers, general partner structures, and investment mandates to ensure alignment with our portfolio objectives. This rigorous evaluation assesses the feasibility of each fund achieving its stated investment goals.

Beyond fund investments, we also engage in direct investments in privately held companies poised for substantial returns upon exit. Notably, we hold a stake in A'Sharqiyah University (ASU), a private higher education institution established in 2009 in northern A'Sharqiyah, Oman. ASU collaborates with Oklahoma State University and Texas Tech University to design and implement academic programs that meet international standards. Since commencing operations in Fall 2010, ASU has expanded to three colleges—Business Administration, Engineering, and Applied Sciences—and currently enrolls over 2,100 students. The university is committed to advancing knowledge through innovative learning and applied research, contributing to the region's economic and social development.

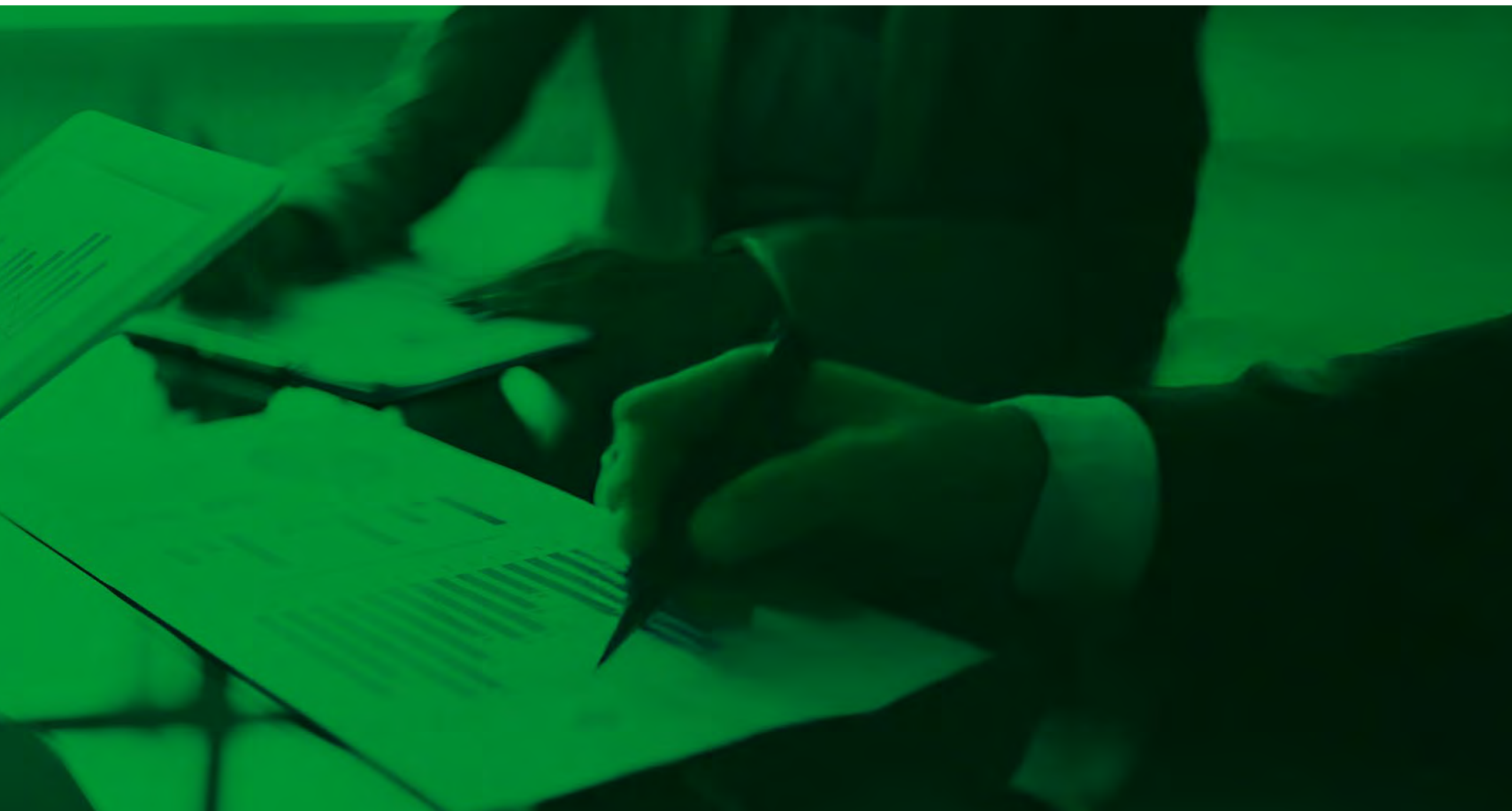


Listed Equity:

At A'Sharqiya Investment Holding Co. SAOG, our listed equity investments are guided by a strategy focused on delivering consistent long-term returns. We invest across various sectors, primarily within Oman and the GCC region, while selectively exploring opportunities in global markets to ensure portfolio diversification and risk mitigation.

Our investment approach combines thorough market analysis, sector-specific research, and careful evaluation of individual companies. We target businesses with strong fundamentals, sustainable growth potential, and sound corporate governance. This disciplined process allows us to identify undervalued stocks, optimize returns, and manage market volatility effectively.

By aligning our listed equity investments with our broader strategic objectives, we aim to maximize shareholder value, capitalize on emerging market trends, and contribute to the economic development of the regions in which we invest.



02. Sustainability Strategy

Sustainability Governance

At A'Sharqiya Investment Holding Co. SAOG, we view sustainability governance as a key element of our organizational structure, with the Board of Directors responsible for making strategic decisions on sustainability matters. This ensures that our Environmental, Social, and Governance (ESG) initiatives are in line with our long-term goals and business objectives. Senior management, under the leadership of the CEO, oversees the implementation and monitoring of these initiatives, underscoring our dedication to integrating sustainability into daily operations.

To further strengthen our commitment, we are establishing a dedicated ESG committee. This cross-functional team will include members from various departments, promoting collaboration and ensuring that sustainability efforts reflect the perspectives of the entire organization. As it stands today, executives are not incentivized to perform on sustainability. The committee will play a crucial role in guiding our ESG strategies and advancing key initiatives that support our broader goals.

As we refine our ESG approach, we remain focused on enhancing accountability, transparency, and sustainable practices across all aspects of our business.

Materiality Assessment

A materiality assessment is a valuable tool that enables organizations to identify and prioritize the most significant environmental, social, and governance (ESG) factors influencing their operations and stakeholders. A'Sharqiya Investment Holding Co. SAOG is planning to undertake a comprehensive assessment to determine the key ESG topics that will guide our sustainability strategy and future initiatives. This process ensures that our efforts focus on areas with the greatest impact on our business and hold the highest relevance to our stakeholders. By aligning our sustainability priorities with both stakeholder expectations and long-term business goals, we strengthen our decision-making process, enhance transparency, and develop targeted sustainability initiatives.

Materiality Process



The materiality assessment process is essential for identifying and prioritizing the most significant environmental, social, and governance (ESG) issues affecting an organization and its stakeholders. It begins with identifying relevant topics through industry research, peer benchmarking, and global frameworks like the GRI, SASB, and UN SDGs. These topics are then evaluated for their potential impact on operations, financial performance, regulatory compliance, and reputation. Following this, stakeholder engagement is conducted through surveys, interviews, and consultations to validate the relevance of these issues from both internal and external perspectives.

The next step involves a senior leadership review, ensuring that material topics align with the company's strategic goals and risk management priorities. Incorporating this feedback, the final step is developing the materiality matrix, which visually maps the significance of issues to stakeholders against their business impact. High-priority topics—those critical to both the company and stakeholders—are prioritized to guide sustainability strategies. This structured process ensures that sustainability initiatives are focused, transparent, and aligned with evolving stakeholder expectations and regulatory requirements.

Material Topics

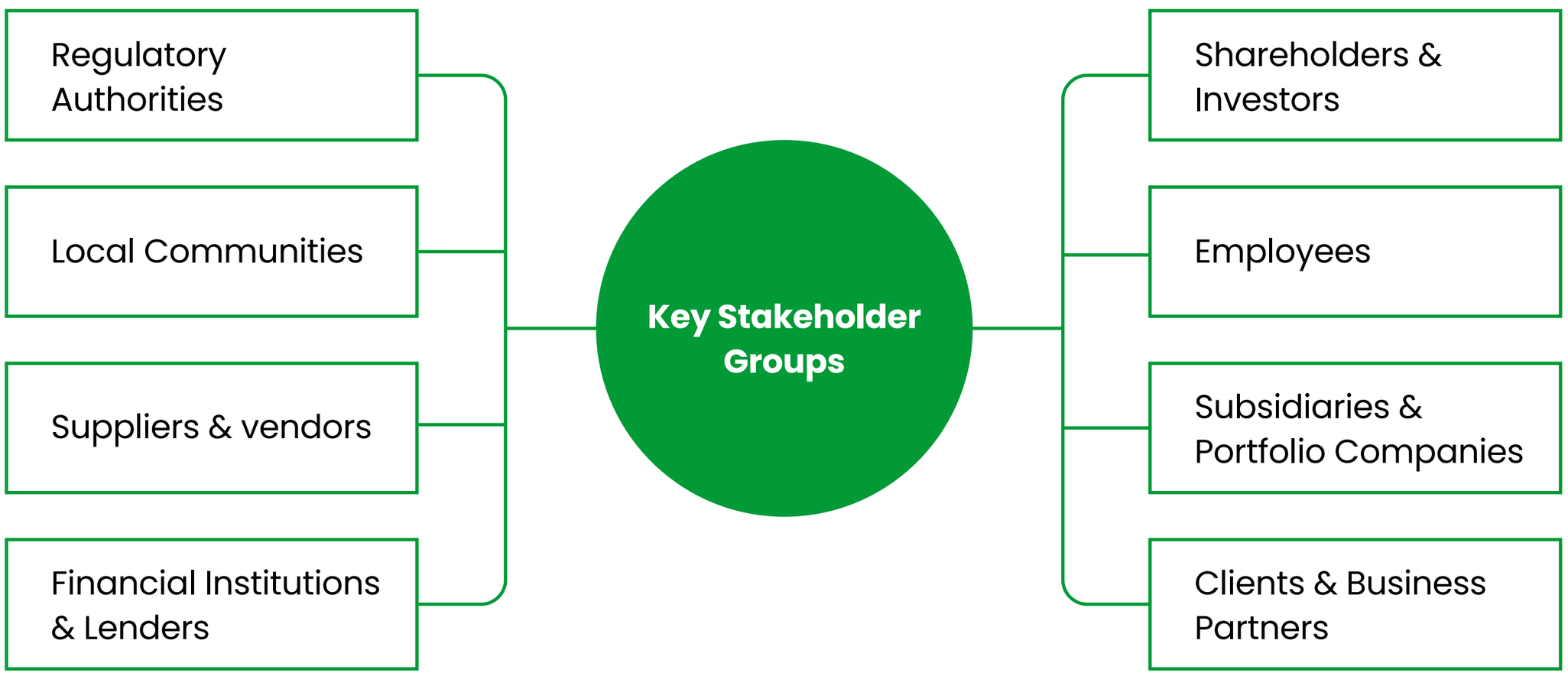
The following is a list of A'Sharqiya's material topics, identified through peer assessments and interviews with internal and external stakeholders.

Emission Reduction	Risk Management	Responsible Investments	Digitalization	Human Capital Development
Diversity & Equal Opportunity	Occupational Health & Safety	Energy Management	Ethical Business Practice	Community Relations
Customer Satisfaction	Sustainable Supply Chain	Investor & Shareholder Protection	Privacy & Data Security	Regulatory Compliance
Economic Performance	Waste Management	Biodiversity		

Stakeholder Engagement

At A'Sharqiya Investment Holding Company, effective stakeholder management is a cornerstone of our business strategy, ensuring that we maintain strong, transparent, and mutually beneficial relationships with all our stakeholders. We actively engage with shareholders, employees, clients, regulators, and local communities to understand their evolving expectations and incorporate their feedback into our decision-making processes.

Our approach is built on open communication, ethical practices, and long-term value creation, ensuring that the interests of all stakeholders are aligned with A'Sharqiya's growth objectives. Through regular consultations, timely disclosures, and responsible corporate governance, we strive to foster trust, enhance collaboration, and promote sustainable development across our operations.

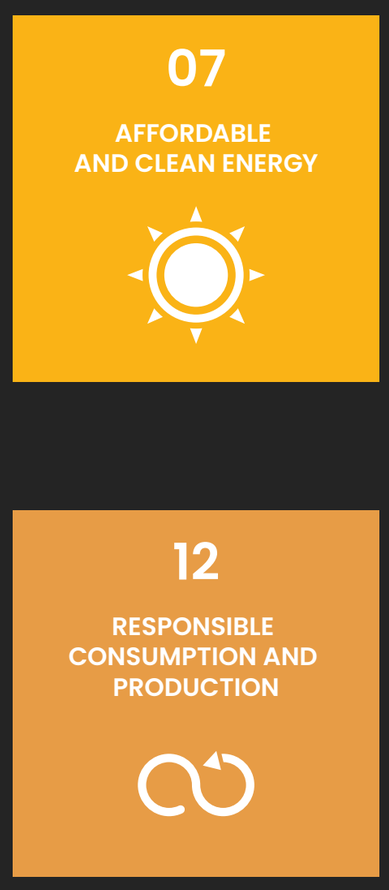


03. Nurturing Our Environment

At A'Sharqiya, we are committed to operating as an environmentally responsible organization, striving to integrate sustainability into every aspect of our operations. Our approach focuses on achieving growth while ensuring that environmental preservation remains a core priority. We aim to minimize our environmental impact by following responsible resource management practices and adhering to established Quality, Health, Safety, and Environment (QHSE) standards.

In line with these principles, A'Sharqiya ensures strict compliance with environmental regulations and best practices, continually seeking ways to reduce our ecological footprint. By embedding sustainability into our operations, we demonstrate our dedication to ethical resource management and our commitment to a greener and more sustainable future.

UN SDGs



Environmental Highlights

Total Emissions = **57** tons of CO_2e

Emissions Intensity = **8** tons of CO_2e/ employee

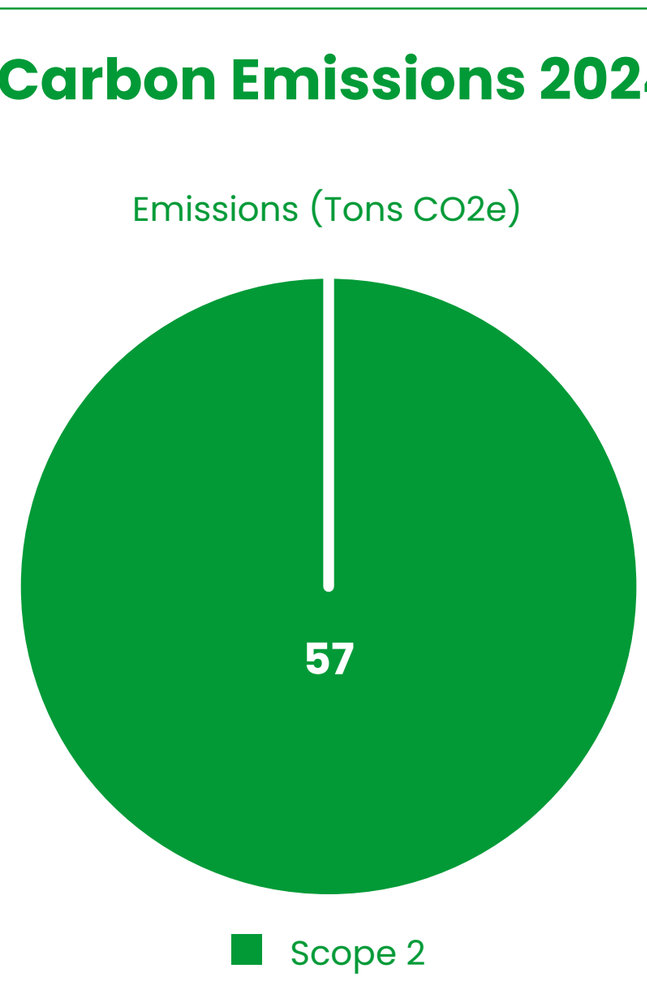
Energy Intensity = **60** GJ/ employee

Monitoring Our Carbon Footprint

At A'Sharqiya, we are committed to actively monitoring and reducing our carbon emissions as part of our broader environmental responsibility. Recognizing that carbon emissions are a key indicator of environmental impact, we focus on measuring and understanding our emissions to implement effective, eco-friendly solutions that drive meaningful reductions. In 2024, we carried out a carbon footprint assessment, encompassing only Scope 2 emissions, but we aim to conduct comprehensive assessments going forth encompassing Scope 1 and Scope 3 emissions.

Our total greenhouse gas emissions from Scope 2 amount to 57 tons of CO2e. These emissions result from electricity consumption in our office.

Carbon Emissions 2024



Emissions Intensity

Emissions intensity by headcount measures the amount of greenhouse gas (GHG) emissions generated per employee, providing valuable insight into the environmental efficiency of an organization relative to its workforce size. This metric helps assess how operational activities contribute to carbon emissions on a per-employee basis, enabling organizations to identify areas for improvement and track progress in reducing their environmental footprint. For A'Sharqiya, calculating emissions intensity by headcount allows for a more accurate comparison over time, especially as the company grows or undergoes structural changes. By focusing on reducing this intensity, A'Sharqiya aims to enhance operational efficiency, promote sustainable workplace practices, and ensure that growth does not come at the expense of environmental responsibility.

Emissions Intensity in 2024:

8 tons CO2e/ employee

Energy Management

At A'Sharqiya, we are committed to enhancing our environmental responsibility and are exploring ways to improve energy management across our operations. While we currently have no formal initiatives in place, we aim to implement measures that monitor and reduce energy consumption in the future. This includes evaluating the feasibility of integrating renewable energy sources and adopting energy-efficient practices to align with global sustainability goals. These efforts reflect our dedication to minimizing environmental impact and promoting sustainable growth.

100% of our energy usage is generated from non-renewable sources.

Total Electricity Consumption in 2024:

115,896 KWh (417 GJ)

Energy Intensity

At A'Sharqiya, we monitor our energy intensity relative to headcount to assess operational efficiency. This metric helps us understand energy consumption per employee and guides our efforts to improve resource utilization and reduce overall energy use.

Energy Intensity relative to headcount for 2024:

60 GJ/ employee

Water Management

At A'Sharqiya, we recognize the importance of responsible water management and are committed to integrating sustainable water practices into our operations. Moving forward, we aim to explore initiatives that promote efficient water use, conservation, and responsible wastewater management. By focusing on reducing water consumption and minimizing our environmental footprint, we strive to contribute to global sustainability goals while supporting the well-being of local communities and ecosystems.

Total Water Consumption at A'Sharqiya in 2024	=	171 m3

Waste Management

At A'Sharqiya, we recognize the significance of responsible waste management in minimizing our environmental impact and fostering sustainability. Given the nature of our operations, a formal environmental policy for waste, water, energy management is not envisaged at the moment but we acknowledge the importance of integrating environmental best practices into our operations. Moving forward, we aim to enhance resource efficiency by implementing initiatives focused on waste reduction, recycling, and responsible disposal. Our efforts will include raising awareness among employees and stakeholders, exploring opportunities for material reuse, and partnering with certified waste management providers. By incorporating sustainability measures into our operational framework, we are committed to minimizing our ecological footprint and contributing to broader environmental preservation goals.

Environmental Oversight

At A'Sharqiya, while our Board and management team currently do not oversee sustainability issues, we recognize the growing importance of environmental stewardship in our operations. Looking ahead, we aim to integrate sustainability governance into our strategic planning and decision-making processes. This approach will involve establishing clear oversight mechanisms to ensure that environmental considerations are embedded across all business functions. By aligning our operations with sustainability best practices, we strive to enhance accountability, mitigate environmental risks, and contribute positively to long-term value creation for our stakeholders.

Climate Risk Mitigation

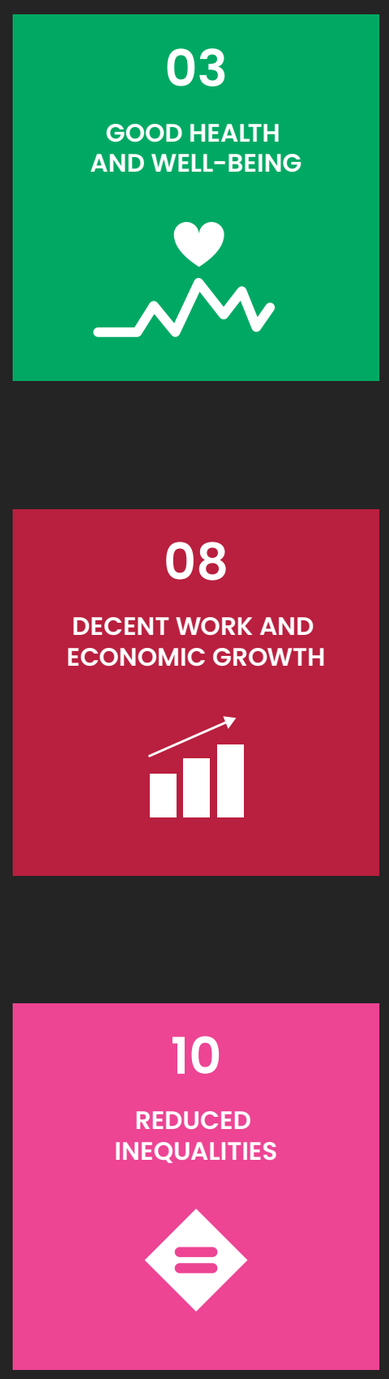
At A'Sharqiya, we recognize the importance of understanding and managing climate- related risks to ensure the resilience of our operations. To address this, we plan to conduct a comprehensive climate impact risk assessment aimed at identifying both physical and transitional risks associated with climate change. This proactive approach will enable us to develop effective mitigation strategies and solutions that safeguard our business while supporting broader environmental and sustainability goals. By integrating climate risk considerations into our decision-making processes, we aim to enhance long-term operational resilience and create value for our stakeholders.

04. Investing in Our People

At A'Sharqiya, we believe our employees are the driving force behind our success. The dedication, expertise, and potential of our workforce form the foundation of our growth and achievements. We are committed to cultivating an environment that values and supports these contributions.

Our focus is on adopting best practices in employee engagement and management to provide a workplace built on respect, professional development, and overall well-being. By fostering a culture that empowers our team, we aim to help employees reach their full potential while propelling the organization toward continued success.

UN SDGs



HR Highlights

29% women in the workforce

0 Total Injuries/Fatalities in 2024

12.5% Employee Turnover

Diversity at A’Sharqiya

At A’Sharqiya, we believe that Diversity, Equity, and Inclusion (DEI) are essential to fostering an innovative, collaborative, and supportive work environment. We are committed to treating every individual with fairness and respect, regardless of gender, ethnicity, race, religion, or ability. By embracing diverse perspectives and creating an inclusive culture, we ensure that all employees feel valued, empowered, and able to contribute to our collective success.

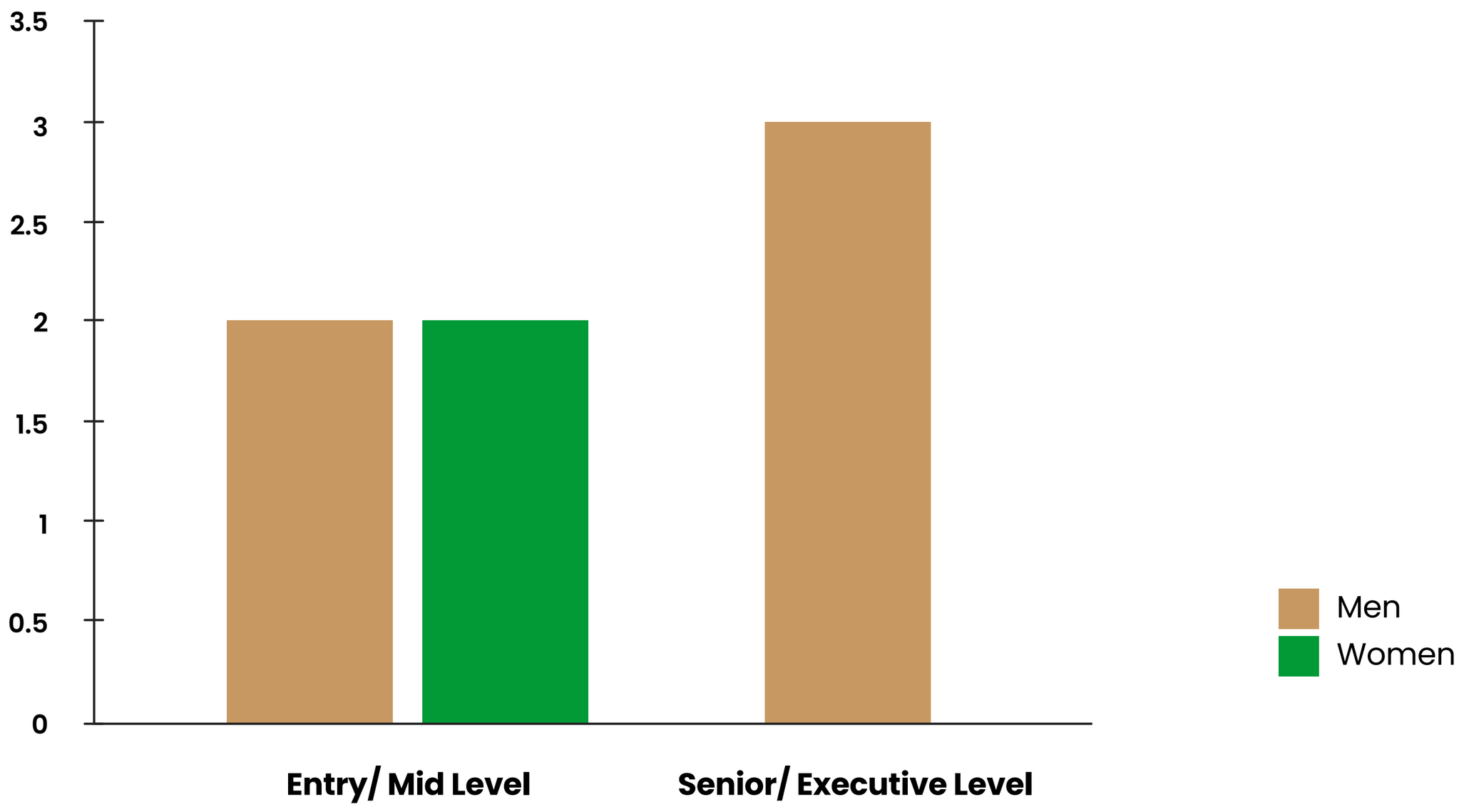
A’Sharqiya employs 7 individuals, out of which 5 are men and 2 are women. All 7 employees are full time employees. We have no part-time employees or contractors. Of the 5 men, 3 men are in senior or executive level positions while 2 are entry or mid-level positions. The 2 women are in entry and mid-level positions.

Gender Diversity

29% women

71% men

Gender Diversity by Employment Type



Employee Benefits

A’Sharqiya recognizes that employee well-being and empowerment are vital for a productive and engaged workforce. We are committed to supporting a healthy work-life balance through a comprehensive benefits package that includes life and medical insurance, Social Protection Fund (SPF) contributions, performance-based increments, and special-purpose loans. Select employees also receive accommodation, transport, travel, and communication allowances based on their roles. Additionally, we provide gratuity, retirement benefits, and flexible leave options to further enhance overall well- being and personal-professional balance.

01 Life Insurance

02 Medical Benefits

03 Annual Leave

04 Business Travel

05 End of Service Gratuity

06 Children’s Education

07 Bereavement Leave

08 (only for executive management) Club Membership

At A’Sharqiya, we are committed to pay equity, with our median male-to-female compensation ratio at 100%, reflecting our dedication to ensuring equal pay for equal work across the organization.

The CEO's total compensation is 27.24% of the median Full-Time Equivalent (FTE) total compensation, reflecting our commitment to maintaining a balanced and equitable compensation structure across all organizational levels.

Employee Turnover

A’Sharqiya's employee turnover rate stands at 12.5%, reflecting our ongoing efforts to foster a supportive and engaging work environment. We continuously strive to improve retention through professional development opportunities, competitive benefits, and initiatives that promote employee satisfaction and well-being.



Performance Development

A'Sharqiya Investment Holding Company emphasizes continuous employee performance development to achieve organizational goals through effective performance management. The company's performance appraisal process focuses on setting clear objectives, monitoring progress, and providing feedback to enhance employee capabilities and align with strategic targets.

Objectives and Assessment Process

The primary aim of the performance appraisal system is to benchmark performance, identify skill gaps, promote accountability, and support decisions related to promotions, rewards, and career planning. The assessment period runs annually from January to December, with Department Heads serving as assessors and their supervisors acting as reviewers. All confirmed employees as of October 1st are evaluated using a structured rating scale ranging from Excellent (A+) to Satisfactory (C).

Performance Review and Rating

Employees undergo at least one formal review annually, with potential for more frequent assessments if necessary. The appraisal focuses on setting measurable goals, evaluating strengths and improvement areas, and identifying training needs. The rating system encourages continuous development and provides the basis for incentive programs.



Incentives and Promotions

Employees undergo at least one formal review annually, with potential for more frequent assessments if necessary. The appraisal focuses on setting measurable goals, evaluating strengths and improvement areas, and identifying training needs. The rating system encourages continuous development and provides the basis for incentive programs.

01

Bonus:
The Board of Directors (BOD) determines annual bonuses based on company profits and individual performance. Employees with performance ratings of B+ or above are eligible, with bonuses calculated on a pro-rata basis for new hires and adjusted for unpaid leaves.

02

Salary Increments:
The BOD sets annual increments based on performance and profitability, with a minimum of 3% for eligible Omani employees. Employees rated D or those with less than six months of service are ineligible.

03

Promotions:
Promotions are merit-based, focusing on proven competencies, past appraisal records, and departmental needs. Vacancies are primarily filled through internal promotions, considering skills, seniority, and suitability. Promoted employees receive a formal promotion letter outlining new responsibilities and compensation.

Through this structured performance management system, A'Sharqiya ensures that employee growth is aligned with business objectives, fostering a culture of excellence, accountability, and continuous improvement.

Ensuring Employee Safety

A'Sharqiya is committed to ensuring the safety and security of all employees, visitors, and stakeholders within its premises. The company emphasizes a shared responsibility for safety, encouraging everyone to remain vigilant and proactive.

Key components of the Health and Safety Policy include:

- **Access Control:**
  Secure entry systems to prevent unauthorized access.

- **Building Security:**
  Strict measures to safeguard buildings, rooms, and work areas.

- **Personal Safety:**
  Employees are encouraged to remain aware of their surroundings and report suspicious activities.

- **Fire Safety:**
  Comprehensive fire prevention strategies, including regular drills, clear evacuation routes, and easily accessible fire extinguishers. Staff are trained to recognize fire hazards and follow safety protocols.

- **Emergency Response:**
  Automated fire detection and alarm systems are installed throughout the premises to ensure quick response in emergencies.

By prioritizing safety and promoting awareness, A'Sharqiya aims to maintain a secure and healthy work environment for all.

Total number of injuries and fatalities relative to workforce in 2024 Nil

Non-Discrimination & Human Rights

At A'Sharqiya, respecting human rights is at the core of our values and plays a vital role in fostering a sustainable and ethical business. We are committed to upholding the dignity of every employee, creating a work environment built on trust, respect, and inclusivity. This approach not only enhances long-term stability and growth but also helps us attract and retain skilled talent.

Our comprehensive HR manual, which governs employee management policies and procedures, is aligned with Oman's Labor Law and adheres to relevant international human rights standards to which Oman is a signatory.

Looking ahead, we are working to formalize policies that strengthen our non-discrimination and human rights practices. These initiatives aim to ensure fairness, inclusivity, and ethical conduct throughout our operations and supply chain, reflecting our long-term ESG commitments.

Child Labor

At A'Sharqiya, while we do not have a specific child labor policy due to the nature of our business, we are fully committed to upholding ethical labor standards and promoting responsible practices throughout our operations. We strictly prohibit the use of child labor in any part of our business activities and expect the same level of commitment from our suppliers, vendors, and other partners.

As part of our forward-looking approach, we aim to integrate human rights due diligence into our operations, ensuring that our workforce practices align with international labor standards and local regulations. We also encourage our supply chain partners to adopt responsible labor practices, reinforcing our dedication to creating an ethical, fair, and sustainable business environment.

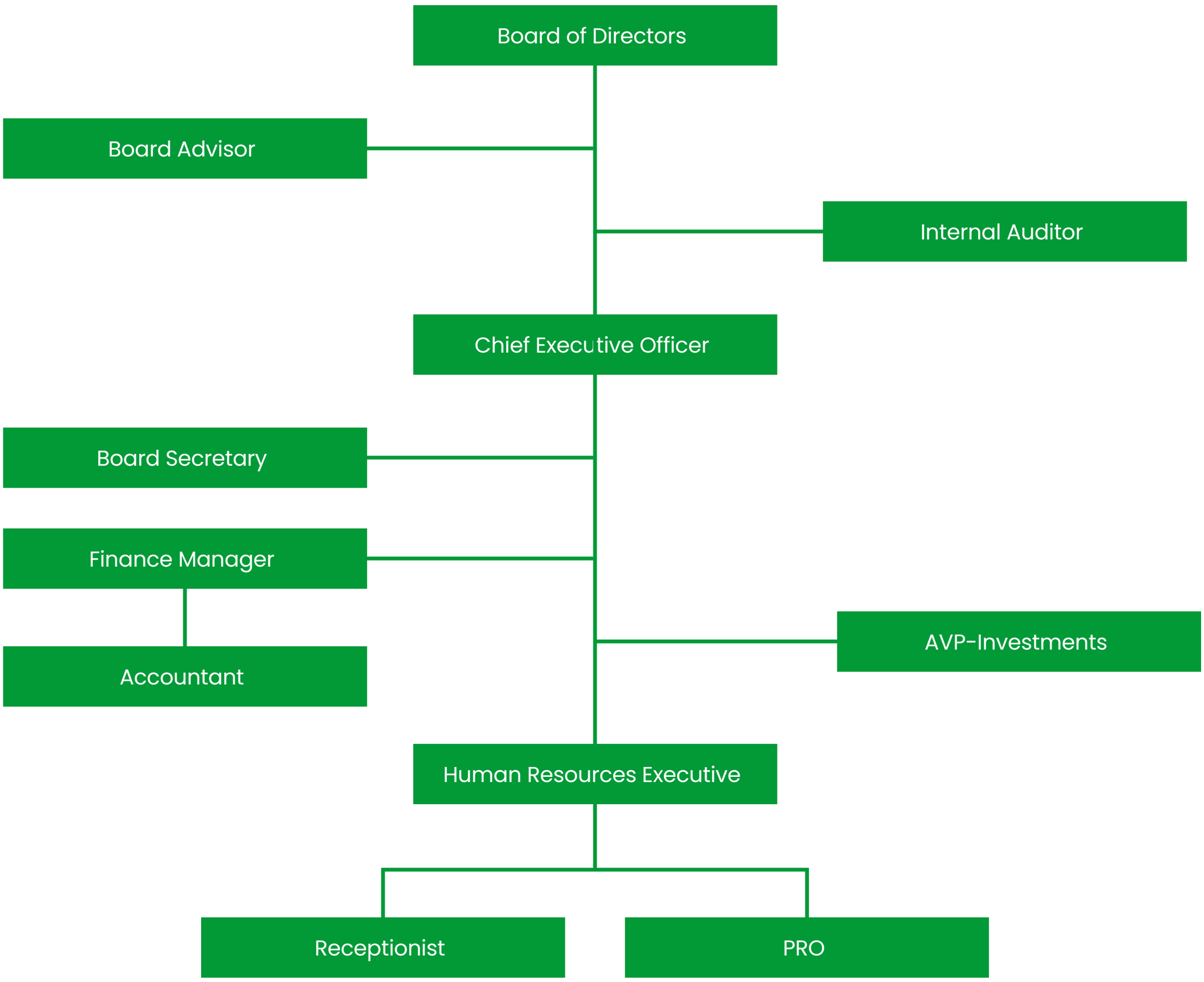


05. Our Effective Governance Model

At A'Sharqiya Investment Holding Co. SAOG, corporate governance serves as the cornerstone of our operations and long-term success. We recognize that ethical governance practices are essential for fostering stakeholder trust, ensuring transparency, and supporting responsible decision-making at every level of our organization. Our Board of Directors remains fully committed to upholding the highest governance standards, strictly adhering to the Code of Corporate Governance set by the Capital Market Authority (CMA). Through this commitment, we create a culture of accountability that strengthens our business practices and aligns with our core values.

To maintain and continuously enhance our governance framework, we ensure full compliance with all applicable regulations while embedding integrity and transparency across our business activities. We do not merely aim to meet industry standards but strive to set a benchmark in the investment sector. By fostering an environment of ethical leadership and sound governance principles, we empower our leadership and employees to make informed, responsible decisions that contribute to the organization's long-term stability and credibility.

Organizational Chart



A'Sharqiya's commitment to governance excellence is further reflected in our active participation in the CMA Corporate Governance Excellence Award competition. This engagement demonstrates our dedication to ethical business conduct and our drive to exceed regulatory expectations. By integrating best governance practices, we enhance our resilience, position ourselves for sustainable growth, and create long-term value for all our stakeholders, ensuring that our business remains strong, responsible, and future-focused.

Governance Highlights

7 board members

14% women on board

86% Board Independence Ratio

UN SDGs





Board Of Directors

The BOD is responsible for overseeing the long-term interests of shareholders and other key stakeholders.

Name	Position
Mr. Mohammed Ali Mohammed Al Fannah	Chairman
Sheikh Saleh Ahmed Mohamed Al Harthy	Vice-Chairman
Mr. Bader Mohamed Rashid Al Fanna Al Araimi	Director
Mr. Subrata Kumar Mitra	Director
Ms. Fadwa Salim Said Al Fannah Al Araimi	Director
Mr. Asim Salim Ali Al Ghailani	Director
Mr. Mubarak Juma Mubarak Al Habsi	Director

Board Responsibilities

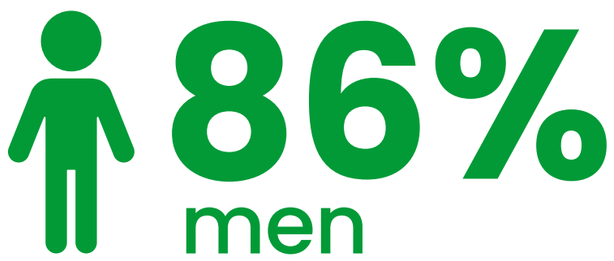
The board has to ensure efficiency and adequacy of the internal control systems in all the units or divisions of the company including financial management, and its related operations, obligations management, and risk management. The board has to emphasize the same in its report to the shareholders, taking into consideration that, in all cases, the board's responsibility for preparing accounts and financial statements and assuring their accuracy is not less significant, in any way, than the external auditors' responsibility for preparing their reports.

Board Diversity & Independence

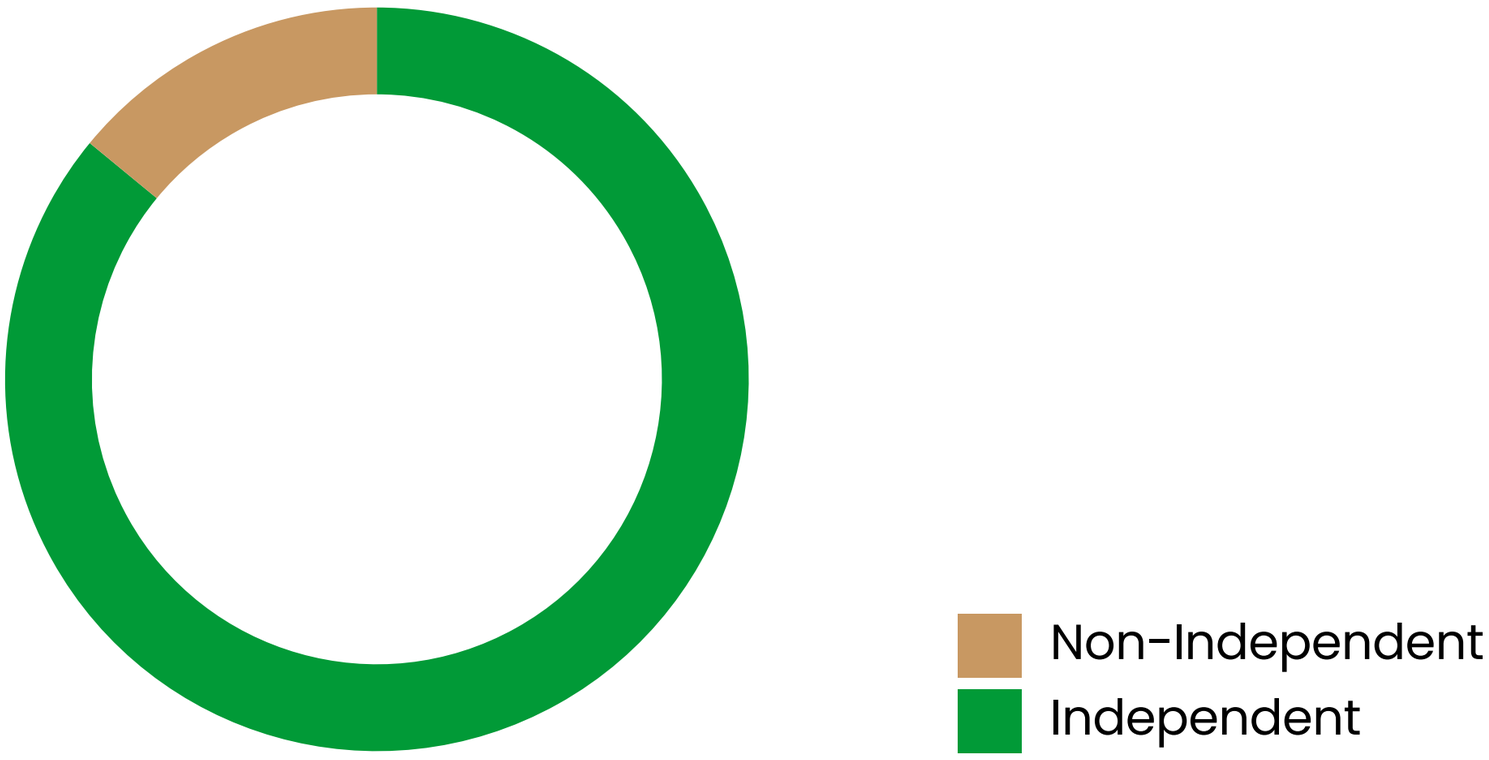
A diverse board enriches decision-making by bringing together a variety of perspectives and experiences to effectively manage key business matters. Our current board comprises of 7 board members out of which **6 are men while 1 is a women**. Our current board independence ratio is 86%. The CEO does not serve on the board.

Board Diversity





Board Independence



Board Committees

The Board of Directors at A'Sharqiya is supported by two specialized committees, each established in line with relevant regulations. These committees play a vital role in overseeing key functions of the company, ensuring effective governance, and addressing essential organizational priorities.

Committee	Mandate	Members
Audit & Internal Controls Committee	Assess the effectiveness of executive management in executing the operational directives and guidelines established by the Board.	Sheikh Saleh Ahmed Mohamed Al Harthy Mr. Bader Mohamed Rashid Al Fanna Al Araimi Mr. Asim Salim Ali Al Ghailani
	Monitor and evaluate the adequacy and effciency of internal control systems.	
	Develop policies to protect the company's human, material, intellectual resources, and assets.	
Nomination & Remuneration Committee	Assist the general meeting in nominating qualified directors and electing the most suitable candidates.	Mr. Mohammed Ali Mohammed Al Fannah Mr. Subrata Kumar Mitra Mr. Mubarak Juma Mubarak Al Habsi
	Support the Board in selecting appropriate executives for the company's executive management team.	
	Establish clear, written terms of reference outlining the committee's members, competencies, functions, and responsibilities.	
	Develop transparent, credible, and accessible policies to inform shareholders about directors' and executives' remu-	
	Apply performance-based criteria to determine bonuses and compensation for the CEO and senior executive management.	

Ethics and Anti-Corruption

At A'Sharqiya Investment Holding, we are committed to upholding the highest standards of ethics, integrity, and transparency in all aspects of our operations. Our ethics and anti- corruption policy is designed to prevent, detect, and address any form of corruption, bribery, or unethical conduct across our business activities. We strictly prohibit any engagement in corrupt practices, including offering or accepting bribes, facilitation payments, or undue advantages to influence business decisions. All employees, board members, and third-party partners are expected to adhere to this policy, ensuring compliance with applicable laws and regulations.

We foster a culture of accountability, encouraging the reporting of unethical behavior through secure and confidential channels without fear of retaliation. Through continuous training, rigorous internal controls, and a strong ethical framework, A'Sharqiya strives to conduct business responsibly, promoting fairness and trust among our stakeholders.

100% of our workforce 2024 was certified in anti-corruption policy

Data Privacy and Security

At A'Sharqiya, data privacy and security are integral to our operations, ensuring the protection of sensitive information and maintaining the integrity of our IT infrastructure. Our IT management structure is responsible for implementing policies to achieve IT objectives, efficiently utilize resources, and provide continuous support to employees.

Key Aspects of Data Privacy and Security:

01 IT Operations Management:
We ensure the efficient day-to-day management of IT resources, providing desktop, server, and network support to staff while troubleshooting issues to minimize operational disruptions.

02 Access Control:
Strict access control mechanisms are in place to ensure only authorized users can access IT systems. This includes enforcing strong password policies, conducting annual access reviews, and regulating remote access.

03 Security Architecture:
Firewalls, encryption protocols, and intrusion detection systems are implemented to protect the company's network from external threats. Data transmission between servers and clients is encrypted to prevent cyber risks.

04 Physical and Environmental Security:
Access to physical IT infrastructure is restricted through formal user registration and de-registration procedures. Environmental controls ensure the safety of equipment from hazards.

05 Compliance and Legal Regulations:
All security measures comply with applicable laws, regulations, and contractual obligations. The IT team regularly reviews procedures to maintain adherence to regulatory standards.

Through these comprehensive measures, A'Sharqiya remains committed to safeguarding its data, ensuring operational continuity, and maintaining stakeholder trust.

Vendor Management

At A'Sharqiya, we recognize the importance of responsible vendor management in ensuring the integrity and sustainability of our operations. Given the nature of our business, we currently do not have a formal vendor Code of Conduct; however, we are committed to developing ethical sourcing guidelines to promote transparency and accountability across our supply chain. Moving forward, we aim to integrate responsible practices into supplier agreements, ensuring our vendors align with our values of fairness, sustainability, and ethical business conduct. This initiative will strengthen our partnerships and reinforce our commitment to responsible procurement.



MSX Index
Environment

Category	Metric	Location/ Response
Environment	El. GHG Emissions	Page 18
	E2. Emissions Intensity	Page 18
	E3. Energy Usage	Page 19
	E4. Energy Intensity	Page 19
	E5. Energy Mix	Page 19
	E6. Water Usage	Page 20
	E7. Environmental Operations	Page 20
	E8. Environmental Oversight	Page 21
	E9. Environmental Oversight	Page 21
	E10. Climate Risk Mitigation	Page 21

MSX Index
Social

Category	Metric	Location/ Response
Social	SI. CEO Pay Ratio	Page 25
	S2. Gender Pay Ratio	Page 25
	S3. Employee Turnover	Page 26
	S4. Gender Diversity	Page 24
	S5. Temporary Worker Ratio	Page 24
	S6. Non-Discrimination	Page 30
	S7. Injury Rate	Page 29
	S8. Global Health & Safety	Page 29
	S9. Child & Forced Labor	Page 31
	S10. Human Rights	Page 30

MSX Index
Governance

Category	Metric	Location/ Response
Governance	GI. Board Diversity	Page 36
	G2. Board Independence	Page 36
	G3. Incentivized Pay	Page 13
	G4. Supplier Code of Conduct	Page 40
	G5. Ethics & Prevention of Corruption	Page 38
	G6. Data Privacy	Page 39
	G7. Sustainability Reporting	Page 5
	G8. Disclosure Practices	Page 5
	G9. External Assurance	Page 5