6. Inherent Limitations

Non-financial performance information is subject to more inherent limitations than financial information, given the nature and diversity of methods used to determine, calculate or estimate such information. Quantitative ESG data may be subject to measurement uncertainty arising from estimation techniques, evolving industry guidance, rounding conventions and limitations in the precision of monitoring equipment. These limitations are not specific to Salik's reporting.

Our engagement does not constitute an audit or review of historical financial information.

Assurance Practitioner has not verified: financial statements or financial data; forward-looking statements, targets or aspirations; qualitative disclosures or narrative content not directly associated with the in-scope KPIs; or the completeness of the Report's content.

7. Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the selected ESG Key Performance Indicators of Salik Company PJSC, as disclosed in the Sustainability Report for the reporting period 1 January 2025 to 31 December 2025, have not been prepared, in all material respects, in accordance with the reporting criteria and methodologies described in the Report.

This Statement has been prepared for and only for the management of Salik Company PJSC in connection with the Sustainability Report and for no other purpose. It should be read in conjunction with the Report and the basis of reporting described therein.

Md. Wakil Hossain
Senior Program Manager, Sustainability Services
19 March 2026

This statement is issued solely for the information and use of Salik Company PJSC in connection with the Sustainability Report for the year 2025.

Additional Quantitative Data

Workforce composition

	2024	2025	2025 to 2024
Total number of full-time employees	**48**	**59**	**+22.9%**
Employees of 18-25 years (men)	0	0	-
Employees of 18-25 years (women)	1	2	+100%
Employees of 26-45 years (men)	29	34	+17.2%
Employees of 26-45 years (women)	8	10	+25.0%
Employees of 46-55 years (men)	8	9	+12.5%
Employees of 46-55 years (women)	1	2	+100%
Employees of 55+ years (men)	1	2	+100%
Employees of 55+ years (women)	0	0	-
Total number of men in the total workforce	**38**	**45**	**+18.4%**
Total number of women in the total workforce	**10**	**14**	**+40%**

Outsourced personnel

	2024	2025	2025 to 2024
Total number of outsourced personnel	**320**	**304**	**-5.0%**
Total number of men in outsourced personnel	244	230	-5.7%
Total number of women in outsourced personnel	76	74	-2.6%

Workforce dynamics

	2024	2025	2025 to 2024
Number of employees who left the Company	5	6	+20.0%
Number of new hires	13	17	+30.8%
Number of new hires (men)	11	12	+9.1%
Number of new hires (women)	2	5	+60.0%
Total employee turnover	**11.4%**	**11.2%**	**-0.2 p. p.**
Total employee turnover (men)	8.8%	9.3%	+0.5 p. p.
Total employee turnover (women)	20%	2%	-18 p. p.

GHG emissions, tCO_2e

	2023	2024	2025	2025 to 2024
Scope 1	3.98	15.39	32.29	+109.8%
Scope 2, including:	393.99	423.81	444.66	+4.9%
Scope 2: Office spaces	24.26	23.61	24.88	+5.4%
Scope 2: Data centres	147.77	173.83	168.27	-3.2%
Scope 2: Toll gates	221.96	226.36	251.51	+11.1%
Scope 3, including:	-	-	576.34	-
Waste generated in operations	-	-	1.35	-
Business travel	-	-	310.90	-
Employee commuting	-	-	140.56	-
Upstream leased assets	-	-	119.93	-
End-of-life treatment of sold products	-	-	3.61	-
Total emissions (Scope 1 + Scope 2 + Scope 3)	**397.97**	**439.20**	**1,053.29**	**+139.82%**

Energy consumption, kWh

	2023	2024	2025	2025 to 2024
Office spaces	60,975.46	59,329.43	61,505.10	+3.7%
Data centres	371,374.46	436,879.59	415,992.07	-4.8%
Toll gates	557,826.00	585,688.00	698,360.60	+19.2%
Total energy consumption, including:	**990,175.92**	**1,081,897.02**	**1,175,857.77**	**+8.7%**
Total non-renewable energy consumption	972,770.92	1,065,105.02	1,099,276.17	+3.2%
Total renewable energy consumption	17,405.00	16,792.00	76,581.60	+356.1%
Share of renewables in total electricity consumption	1.8%	1.5%	6.5%	5 p.p.

Water withdrawal, consumption[1] and discharge, m^3

	2023	2024	2025
Total net water consumption	**186.5**	**223.8**	**275.1**
Water withdrawal	680.4	816.5	1,003.6
Water discharge	493.9	592.7	728.5

Waste data[2], kg

	2024	2025	2025 to 2024
Total waste generated	**1,972.1**	**2,828.1**	**+44.0%**
Waste recycled	234.5	238.6	+1.7%
Waste disposed	1,737.6	2,589.5	+49.0%
Recycling share	11.9%	8.4%	-3.5 p.p.

[1] Water data represents estimated office-related consumption based on employee headcount and typical water consumption benchmarks for office buildings.

[2] Waste data and associated emissions reported reflects waste generated from Salik's office operations. Waste associated with operational infrastructure and managed by external parties is not included in these figures.