

Salik obtained ISO 37001 certification for its Anti-Bribery Management System (ABMS)

The certification followed an independent assessment of the Company’s anti-bribery and anti-fraud framework, aligned with relevant governance expectations for listed entities, including CMA and DFM requirements and the UAE Companies Law.

ISO 37001 is an international standard that sets requirements for establishing, implementing, and continuously improving

an anti-bribery management system. For Salik, certification strengthens the consistency of anti-bribery controls across operations, reinforces accountability within the compliance framework, and supports a structured approach to preventing, detecting, and addressing bribery risks, including through clear escalation and investigation processes.

Conflicts of Interest

The Company’s approach to this topic is preventative: it focuses on early identification, transparent disclosure, and active management of both actual and perceived conflicts.

Salik’s Conflict of Interest Policy provides practical guidance for identifying situations that may give rise to conflicts and establishes measures to prevent them, while clarifying the responsibilities of Salik and those working for or with the Company when conflicts arise. In addition, conflict of interest requirements are also reflected in the Company’s Articles of Association. The policy requires Directors and employees to avoid situations in which personal, business, or financial interests could, or be perceived to, influence their duties and decisions. When an actual or potential conflict exists, it is expected to be disclosed promptly, removed or avoided wherever possible, and the involved person should step away from related discussions and decisions.

The policy, aligned with relevant UAE legislation and the CMA’s corporate governance regulations, establishes procedural safeguards to protect the integrity of decision-making. Salik maintains a dedicated register to document declared conflicts and the mitigating measures taken. Directors are under an enhanced duty to disclose conflicts as soon as they arise and to abstain from relevant deliberations and voting, with the Board able to structure discussions to preserve independence and quorum where required.

0 conflicts of interest were reported in 2025.

Tax Compliance

Salik applies a systematic approach to tax compliance supported by internal controls and external validation. Tax reporting is completed with the support of tax consultants, while the Finance Department, led by the Financial Controller, conducts regular reviews to ensure accurate accounting and tax remittance before filing via the Federal Tax Authority (FTA) portal. External auditors and tax consultants validate compliance with regulatory standards, and Salik maintains transparent communication with the FTA regarding filings and information requirements.

Given the current VAT profile, monitoring focuses on service revenues, with close attention to accruals and revenue recognition. The Financial Controller maintains regular communication with the Chief Financial Officer and promptly updates him on any developments related to tax compliance.

Ethics and Compliance Training

Ethics and compliance expectations are reinforced through structured learning. Salik implements a Compliance & Ethics Learning and Development Plan, approved by the Audit Committee, with initiatives spanning Code of Conduct workshops, information security and gifts-related compliance training, simulated phishing exercises, and ISO 37301 certification as a marker of compliance excellence. Training is repeated regularly to address changes in legislation and emerging risks related to corruption, fraud, and other relevant topics.

Human Rights

Salik’s human rights approach is grounded in respect and fairness across its operations and value chain. The Company commits to comply with applicable UAE regulations while seeking to follow international human rights standards.

Salik’s Human Rights Policy applies across the Company and extends to all employees, regardless of grade, as well as the Board of Directors. It also extends to suppliers and partners across Salik’s value chain. To support awareness and consistent application, the Policy is communicated to employees internally and is publicly available on Salik’s website.

The Policy aligns with international frameworks, including the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and applicable UAE regulations. Key commitments include:

- Zero tolerance for forced or compulsory labour, child labour, and modern slavery.

- Providing equal pay for equal work.
- Promoting diversity and inclusion.
- Creating a workplace free from harassment, intimidation, and discrimination.
- Maintaining safe and healthy working conditions.
- Supporting fair work hours, wages, and benefits, with salaries paid through the UAE Wages Protection System.
- Upholding the rights of People of Determination.
- Ensuring that suppliers and third parties adhere to ethical sourcing practices, environmental standards, and labour law compliance requirements.

Human Rights Due Diligence

Salik operationalises its policy commitment through a structured Human Rights Due Diligence (HRDD) procedure aligned with the UNGPs’ ‘corporate responsibility to respect’ approach. HRDD covers Salik’s own activities and business relationships and extends to partners and entities across the value chain, including suppliers, service providers, consultants, contractors, and subcontractors, as well as customers and the communities in which Salik operates. It prioritises topics relevant to the Company’s operating context and value chain, including forced labour, migrant worker welfare, discrimination, health and safety, and data privacy.

The HRDD process is designed to identify, prevent, and mitigate potential adverse impacts and to demonstrate accountability through regular monitoring and reporting. The procedure is structured around five connected elements.

1. Human Rights Impact Assessment
2. Ongoing assessment of human rights risks
3. Value chain assessment
4. Oversight and grievance handling
5. Monitoring, reporting, and improvement

→ [For further detail, refer to the Human rights DDP.](#)

→ [For further detail, refer to the HRDD report.](#)

Human rights mitigation measures are embedded within Company policies, supplier requirements, and grievance mechanisms and apply across Salik’s workforce and operating activities. In the event of an adverse human rights impact, Salik maintains established remediation processes, including confidential reporting channels, investigation procedures, corrective actions, and access to remedy, in line with its [Human Rights Policy](#) and [Whistleblower Policy](#).

2025 HRDD assessment

In 2025, Salik completed its first HRDD assessment, covering relevant business units and value chain elements, including supplier ESG screening, and supported by established grievance mechanisms. No material human rights concerns were identified during the reporting period. Salik will continue to implement its HRDD framework in the coming years to uphold its commitment to responsible business conduct and respect for human rights. For further details, refer to the Human Rights Due Diligence Report.

Responsible Business

Responsible Supply Chain

Salik aims to develop a responsible and sustainable supply chain that aligns with its sustainability commitments and strategic goals. The Company builds long-term partnerships with suppliers and contractors, prioritising collaboration with local vendors to enhance local economic development.

Procurement decisions are overseen by the CEO and senior management to ensure sustainability principles are embedded into supply chain management. These expectations are then formalised through Salik’s Supplier Code of Conduct, which applies to direct suppliers, who are expected to uphold these standards within their operations and across their supply chains. The Code defines core expectations on business integrity and responsible conduct, including effective governance and internal controls, fair and transparent procurement practices, proactive conflict-of-interest disclosure, protection of personal data, human rights compliance, and a zero-tolerance stance towards bribery and corruption.

The Supplier Code of Conduct includes a publicly available grievance mechanism that is communicated to suppliers. Grievances can be submitted through different channels and are always investigated fairly and impartially. Retaliation against whistleblowers is not tolerated. Where grievances are substantiated, Salik may implement corrective actions, remediation, and additional training or operational changes to prevent recurrence.

In 2025, Salik implemented a Supplier ESG Programme integrated into procurement and supplier engagement processes. The programme introduced an automated ESG Screening through the Enterprise Resource Planning (ERP) at the supplier registration stage. In addition, the Company plans to embed ESG clauses into supplier contracts and integrate a supplier ESG score as a weighted input within tender evaluations in the coming years. These measures will support technical evaluation outcomes and provide preferential consideration during supplier selection and contract award. Sustainability performance supports technical evaluation outcomes and preferential consideration during supplier selection and contract award. Where gaps are identified, suppliers receive structured feedback and improvement actions. Suppliers that are unable to meet minimum sustainability requirements will be restricted from participation in procurement processes until alignment is achieved. Oversight is provided at the executive management level, with implementation coordinated through the Contracting & Procurement Section in collaboration with the ESG team.

In 2025, Salik’s approved supplier base comprised 51 suppliers. ESG screening was conducted across the full supplier base within the Company’s procurement and supplier governance framework. Based on defined screening criteria that consider business relevance, operational criticality, and ESG relevance of the services provided, one supplier was identified as significant and underwent a more detailed evaluation during the reporting period. No substantial actual or potential negative ESG impacts were identified, and therefore, no corrective action plans were required.

Responsible Artificial Intelligence

Salik recognises the growing role of artificial intelligence (AI) in enabling digital transformation and improving operational efficiency across corporate and operational systems.

To support responsible adoption, Salik is developing a Responsible Artificial Intelligence Governance Policy, expected to be finalised in 2026. The policy will set principles for ethical AI use across the organisation, including safeguards related to data privacy, transparency, human oversight of AI-assisted decisions and clearly defined boundaries on permitted and prohibited AI use cases.

Within Salik, selected AI-enabled tools are currently used to support productivity and software development activities, while the formal governance framework is under development, foundational controls are already applied, including human review of AI-generated outputs, employee awareness on the ethical use of AI tools, data privacy safeguards aligned with existing information security practices and vendor compliance requirements for third-party AI platforms. At this stage, AI applications are primarily used to support internal productivity and development, and related financial impacts are limited and not separately quantified.

Across Salik, we continue to assess opportunities to responsibly leverage advanced technologies to enhance customer service, operational efficiency and system reliability. Any future deployment of AI-enabled capabilities within operational environments will be subject to established information security, data protection and operational governance controls, supported by appropriate human oversight and safeguards.

100%
of all the suppliers
screened in 2025

0
significant suppliers were identified with substantial
actual or potential negative ESG impacts

