

# ESG REPORT 2024

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## About This Report

Multiply Group PJSC (henceforth referred to as Multiply Group or the Group) presents its third annual ESG Report, showcasing the next phase of the Group's sustainability journey. Building upon previous editions, the 2024 report provides a comprehensive overview of Multiply Group's sustainability approach, progress, and performance as the Group continues the strategic shift towards sustainable business practices.

### REPORTING SCOPE AND BOUNDARY

This report covers Multiply Group's operations during the period from 1 January to 31 December 2024, both in the United Arab Emirates (UAE) and in significant portfolio-operating countries, notably Turkey.

The reporting boundary covers Multiply Group at the holding level in addition to all eight of the Group's subsidiaries. This includes the seven entities covered in the 2023 report in addition to BackLite Media LLC, a UAE-based Digital Out-of-Home (DOOH) advertising company which Multiply Group acquired 100% of in February 2024. Furthermore, the report also covers The Grooming Company which was acquired by Omorfia Group LLC in 2024.

Multiply Group's portfolio companies fall into one of four verticals:

Media	Wellness & Beauty	Energy & Utilities	Mobility
Viola Communications LLC	Omorfia Group LLC	Pal Cooling Holding LLC	Emirates Driving Company PJSC
24 7 Media Holding LLC	LVL Technology Holding	Kalyon Enerji Yatirimlari A.S ("Kalyon") under International Energy Holding LLC	
BackLite Media LLC			

### REPORTING FRAMEWORKS AND STANDARDS

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards.

The report is also aligned with material Sustainable Development Goals (SDGs), the Abu Dhabi Securities Exchange (ADX) ESG Disclosure Guidance and the Abu Dhabi Economic Vision 2030.

Alignment with the GRI Standards, the SDGs, and the Abu Dhabi Economic Vision 2030 is clearly indicated at the beginning of each section. In addition, the Appendix includes the indexes indicating a more detailed alignment with the various standards and frameworks.

### BOARD RESPONSIBILITY

The Board of Directors acknowledges its responsibility for ensuring the integrity of this report and confirms that the information disclosed within fairly represents Multiply Group's performance and faithfully applies the standards and frameworks used.

### ENSURING REPORTING INTEGRITY

Multiply Group is committed to transparency and accuracy in its reporting. The information disclosed in this report has been reviewed by relevant internal departments and by a reputable third-party sustainability consultancy, in line with GRI reporting standards that ensure reliability, transparency, and fair representation of ESG data and information.

### FORWARD-LOOKING STATEMENTS

Forward-looking statements involve uncertainty given the many external factors that could impact the business environment in which Multiply Group operates. The Group is under no obligation to publicly update or revise its forward-looking statements throughout the coming fiscal year unless required to do so by applicable laws and regulations. As a result, it is not within the scope of Multiply Group's internal audit team to form an opinion on these forward-looking statements.

### FEEDBACK

For any queries or feedback about this report, please contact:

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# ESG HIGHLIGHTS



Established an

## ESG

Integration Framework to seamlessly incorporate ESG factors into investment analysis, due diligence approach, stewardship, and operational decision-making processes



Awarded an ESG Risk

## Rating of 16

by Sustainalytics, categorising the Group as 'Low Risk'



## 83.25%

of procurement spend was with local suppliers



## Zero

leaks, thefts, or losses of customer data



## 20%

female representation on the Board of Directors



Female employees account for

## 39.53%

of the workforce

## Leadership Message

In 2024, Multiply Group reached a key milestone on its sustainability journey, establishing a comprehensive ESG Integration Framework to seamlessly incorporate ESG factors into our investment analysis, stewardship, due diligence, and operational decision-making processes.

We have established ESG-related performance metrics and implemented monitoring systems to enhance ESG integration across the portfolio. Training also plays a key role in equipping subsidiaries to either begin or advance their ESG journeys effectively. We have also reinforced and enhanced corporate governance with a Responsible Investment Policy and a Responsible Ownership Policy to ensure ESG is embedded into decision-making at the highest level of the organisation.

The Integration Framework ensures that environmental risks and opportunities, including climate change, are considered and embedded as part of our investment decision-making processes and stewardship of portfolio companies.

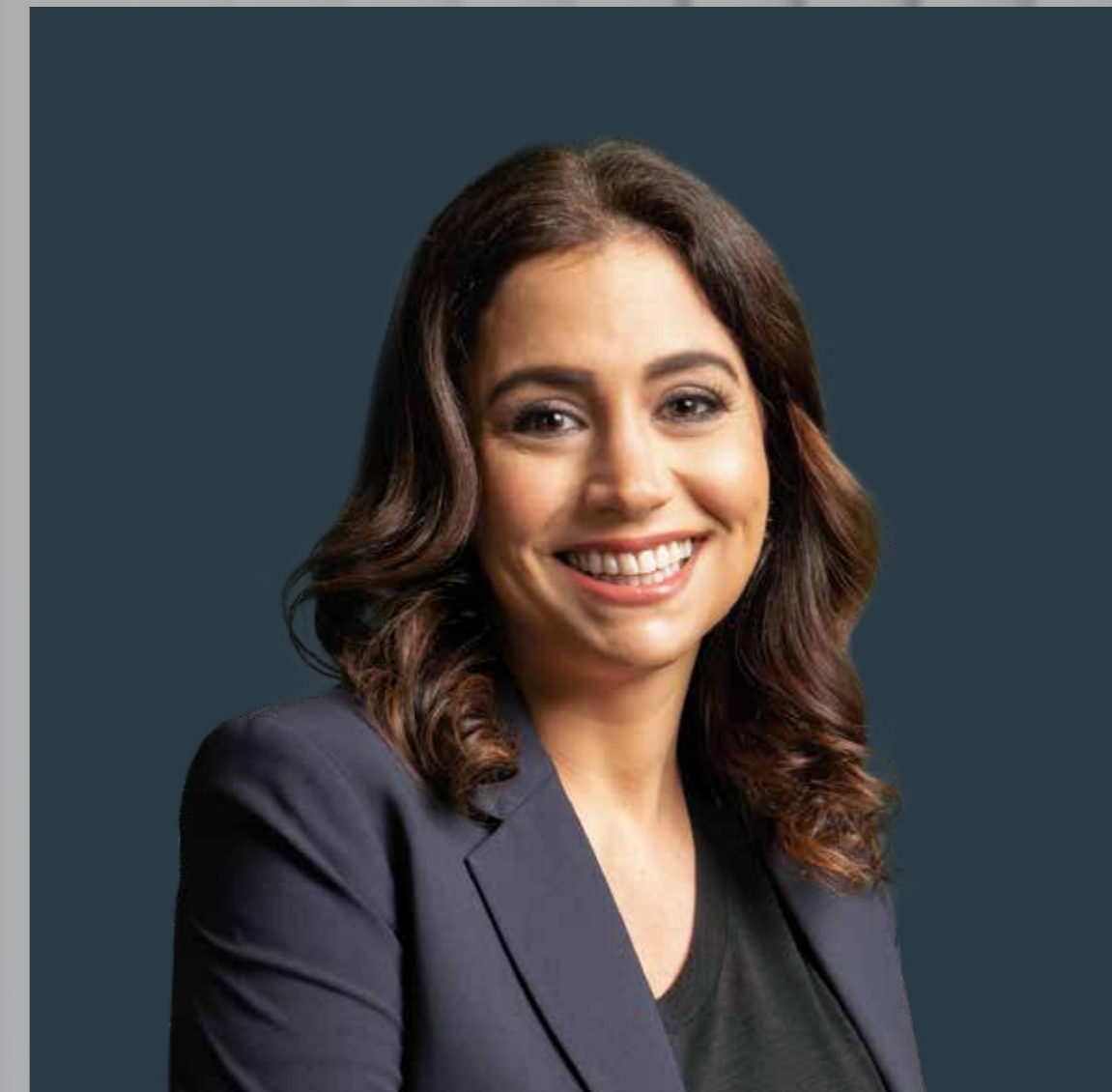
While the sustainability strategy has been developed at the Group level, this report showcases how various Multiply Group subsidiaries are making steady progress to integrate sustainability into their operations. Future reports will be segmented by vertical, giving stakeholders greater visibility over the Group's progress.

Digitalisation continues to be a priority, and various Group subsidiaries have already seen the benefits of integrating advanced technologies into their operations. Leveraging AI will be a key priority moving forward and will support efficiency gains while promoting sustainability efforts.

Looking ahead to 2025, Multiply Group will encourage its subsidiaries to take initial steps to establish their baseline GHG emissions inventories, giving us Group-wide visibility over our emissions sources and enabling us to create initiatives and set targets to reduce our environmental footprint.

We will continue to be a people-centric organisation that recruits top talent and empowers them with a stimulating, rewarding and forward-thinking working environment where we can all achieve our collective goals.

As the Group continues to expand, we will periodically reassess and refine our sustainability approach to ensure it remains up-to-date, relevant, and aligned with the Group's overall strategy as well as with global standards.



**Samia Bouazza**  
Group CEO and Managing Director  
of Multiply Group



# Multiply Group Overview

## Abouts Us

### Unlocking Potential and Ensuring a Responsible Investment Mindset

Multiply Group is an Abu Dhabi-based investment holding company that globally invests and operates in transformative, cash-generating businesses.

Known for its trademark growth mindset, Multiply Group will continue to deploy capital across its two distinct arms, both of which follow a disciplined approach to investing and ensure consistent, sustainable value creation for our shareholders in the short-, medium- and long-term:

### Strategic Arms:

1. **Multiply:**  
The investments and operations in long-term strategic verticals, currently investing and operating in Mobility, Energy & Utilities, Media & Communications, Wellness & Beauty, and Retail & Apparel. Anchor investments provide long-term recurring income, through which bolt-on acquisitions are made.
2. **Multiply+:**  
The Group further engages in opportunistic, sector-agnostic investments, via mainly minority stakes in private and public markets.

## Philosophy

Multiply Group identifies and capitalises on growth opportunities within the markets it operates in.

The Group establishes verticals aligned with these opportunities and leverages capital, technology and its trusted network of industry experts to unlock maximum potential of its businesses.

## Leadership

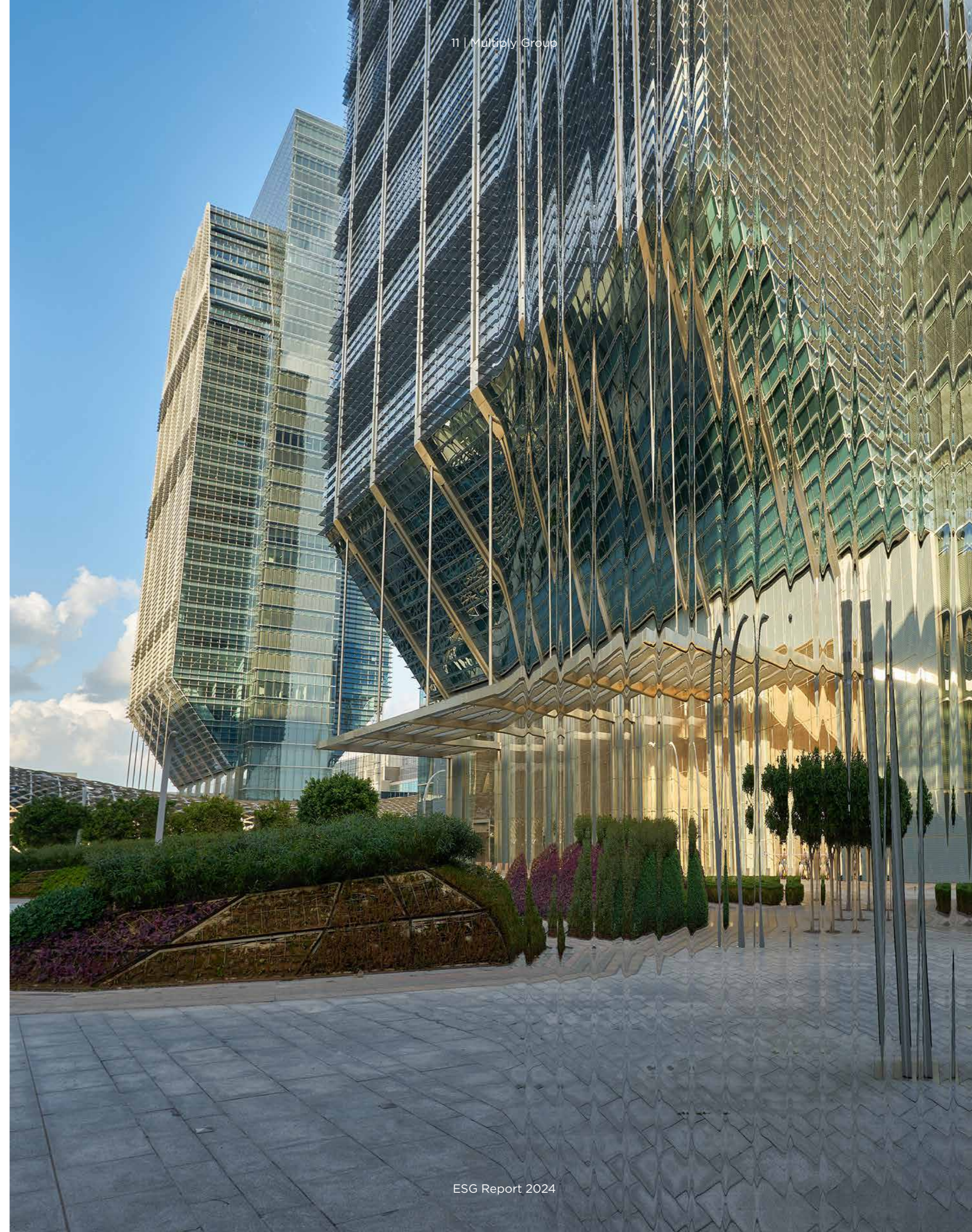
Multiply Group's management team are seasoned professionals with track records in building worldclass companies across diverse industries and countries.

They bring extensive strategic insight and commercial acumen to the table and drive growth by securing access to capital and implementing the latest AI and advanced technology tools that drive value and efficiencies.

## Culture

Multiply Group fosters a culture based on trust and shared growth-focused values.

The Group is dedicated to harnessing top talent and unleashing the potential of its people to drive sustainable value creation for all stakeholders.





# Our Sustainability Journey

As a holding company, Multiply Group recognises that integrating ESG into its business model can support the Group's long-term growth ambitions, create sustainable value for all stakeholders, and drive positive impacts for people and planet. This section highlights how Multiply Group is advancing its sustainability journey.

2023	2024	2025
<p>Multiply Group established a comprehensive ESG strategy, including clear objectives and actionable initiatives for each pillar.</p> <p>The Group also built upon the foundational work undertaken in 2022, streamlining and focusing material topics and areas of impact.</p>	<p>The Group established an ESG Integration Framework to seamlessly incorporate ESG factors into investment analysis, due diligence, operational decision-making processes, and stewardship activities.</p>	<p>Multiply Group continues to strengthen its climate journey by encouraging subsidiaries to initiate GHG inventories to enhance the measurement and management of the Group's climate impact.</p>

## Our Sustainability Framework

In 2022, Multiply Group took a significant step on its sustainability journey with the development of a high-level, action-oriented framework to ensure the Group effectively manages its material ESG risks and opportunities.

Built on four pillars, the Sustainability Framework serves as a strategic roadmap to guide decision-making and drive meaningful impact across the Group. It is aligned with the Group's core values as well as with local and international sustainability standards and strategic initiatives.

The table below defines each of the four pillars.

### 1 Pillar 1: Robust Foundations

Multiply Group is committed to maintaining strong governance structures, in line with global standards, and integrating ESG considerations into the Group's risk management approach.

Multiply Group builds stakeholder trust by fostering a culture of ethical business conduct and integrity and respect for human rights.

### 2 Pillar 2: Growing our Human Capital

Multiply Group invests in the development of its people, recognising their critical role in driving sustainable growth, innovation, and delivering on the Group's strategic goals.

The Group aims to position itself as an employer of choice, one that prioritises diversity and inclusion, health & safety, and well-being in the workplace.

### 3 Pillar 3: Investing in a Sustainable Future

Multiply Group is a responsible investor and asset owner that integrates material ESG factors into the investment decision-making process and engages with portfolio companies to ensure they align with the Group's approach to ESG.

Multiply Group invests in technology and innovation to enhance its sustainability journey.

### 4 Pillar 4: Managing our Influence

Multiply Group strives to generate positive environmental and social impacts in line with local and global initiatives to address the world's most pressing challenges, including climate change.

The Group looks to manage these impacts through its own operations as well as those of its supply chain.

## Materiality Assessment & Stakeholder Engagement

A materiality assessment is the pivotal first step towards the development of a focused sustainability strategy. Multiply Group initiated its first materiality assessment in 2022, using a rigorous evaluation process to identify and prioritise the ESG factors most relevant to the Group's operations while addressing stakeholder concerns.

This assessment involved engagement with key stakeholders to understand the issues that are most material to them. Aligning them with the Group's business strategy ensures that sustainability efforts are focused on addressing the issues that are most impactful and relevant to Multiply Group's operations.

In 2023, the Group took this process a step further by streamlining its sustainability priorities into 11 key topics, ensuring that the sustainability strategy remains both comprehensive and strongly focused on the issues most critical to stakeholders.

Stakeholder Group	Engagement Method
Shareholders	<ul style="list-style-type: none"> <li>Company website</li> <li>Investor relations</li> <li>Public reports</li> <li>Annual General Meetings (AGM)</li> <li>Press releases</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Performance appraisals</li> <li>Employee satisfaction surveys</li> <li>Company events</li> <li>Town halls</li> <li>Public reports</li> <li>ESG awareness raising sessions</li> </ul>
Community	<ul style="list-style-type: none"> <li>Company website</li> <li>Community events</li> <li>Public reports</li> </ul>
Government and Regulators	<ul style="list-style-type: none"> <li>Public reports</li> <li>High level meetings</li> <li>Compliance with laws and regulations</li> </ul>
Portfolio Companies	<ul style="list-style-type: none"> <li>Participation in Board meetings</li> <li>Regular reporting</li> <li>Business-related support</li> <li>Public reports</li> <li>Guidance on data and reporting requirements</li> </ul>
Financial Partners	<ul style="list-style-type: none"> <li>Public reports</li> <li>Periodic financial reporting requirements</li> <li>High level meetings</li> </ul>
Business Partners	<ul style="list-style-type: none"> <li>Public reports</li> <li>Tendering process</li> <li>Supplier relations</li> <li>Company website</li> </ul>

Insights gathered through the stakeholder engagement provided essential input into the materiality assessment process which resulted in the identification and prioritisation of eleven topics that are most material to Multiply Group's business operations. The table below shows the topics which remain unchanged from last year's report.

Environmental	Social	Governance
Climate Change	Diversity, Inclusion & Talent Management	Responsible Ownership & Investing
Managing Environmental Impacts	Employee Engagement & Wellbeing	Robust Governance
	Community Support & Development	Innovation & Technology
	Responsible Supply Chain	Privacy & Information Security
		Financial & Economic Performance

## ESG Strategy and Roadmap

Each material topic is aligned with one of the four pillars of Multiply Group’s Sustainability Framework. Furthermore, the Group has established strategic objectives under each of the pillars as well as a series of related initiatives, supported by targets and KPIs, designed to drive progress on the Group’s priority ESG topics over the coming years. Together, these form an overarching ESG Strategy and Roadmap that guides decision-making and will strengthen the integration of ESG considerations into Multiply Group’s business model, leading the way for responsible investment for a sustainable and inclusive tomorrow.

Multiply Group is committed to continuously assessing and refining its approach to ESG integration as it seeks to create long-term value for all stakeholders while generating positive social and environmental impacts.

The table below shows the alignment between the ESG pillars, strategic objectives, and material topics, as well as how Multiply Group’s approach to sustainability aligns with 12 of the Sustainable Development Goals (SDGs).

1 <b>Robust Foundations</b>	<b>Strategic Objectives:</b> Enhance governance structures to promote sustainable and ethical performance while integrating ESG risks into organisational risk management. Strengthen a culture of integrity, ethics, and human rights as foundational values, ensuring data security and resilience against corruption.	<b>Material Topics</b> Robust Governance Privacy & Information Security
	<b>SDG Alignment</b> SDG 8. Decent Work and Economic Growth SDG 16. Peace, Justice, and Strong Institutions	<b>Initiatives</b> Introduced a CEO open door policy to encourage employees to share their ideas or challenges, streamlining the feedback process, and ensuring that important issues are heard at the highest level. Promoted the Whistleblower Platform to encourage employees to report breach of internal policies, laws, or regulations.
2 <b>Growing our Human Capital</b>	<b>Strategic Objectives:</b> Position Multiply Group as an employer of choice, emphasising workplace diversity, safety, and well-being.	<b>Material Topics</b> Diversity, Inclusion & Talent Management Employee Engagement & Wellbeing
	<b>SDG Alignment</b> SDG 3: Good Health and Well-being SDG 4. Quality Education SDG 5. Gender Equality SDG 8. Decent Work and Economic Growth SDG 10. Reduced Inequalities	<b>Initiatives</b> Continued the Maak programme to provide employees with access to mental health therapy. Introduced regular workshops for employees on a multitude of wellbeing-related topics provided by third party experts. Made adjustable/standing desks available to all employees to improve ergonomic wellbeing.
3 <b>Investing in a Sustainable Future</b>	<b>Strategic Objectives:</b> To integrate ESG-centric criteria into investment decisions and elevate portfolio companies’ ESG standards. Balance fiscal growth with ESG commitments, fostering technological solutions for sustainability challenges where appropriate.	<b>Material Topics</b> Responsible Ownership & Investing Financial & Economic Performance Innovation and Technology
	<b>SDG Alignment</b> SDG 7. Affordable and Clean Energy SDG 8. Decent Work and Economic Growth SDG 9. Industry, Innovation and Infrastructure	<b>Initiatives</b> Enhanced the Responsible investment approach through the introduction of an ESG Integration Framework to guide how Multiply Group integrates ESG factors into its investment analysis, due diligence, operational decision-making processes, and stewardship activities.
4 <b>Managing our Influence</b>	<b>Strategic Objectives:</b> Drive alignment with UAE climate and environmental initiatives. Encourage community development, ensuring an ethical and resilient supply chain.	<b>Material Topics</b> Climate Change Managing Environmental Impacts Community Support and Development Responsible Supply Chain
	<b>SDG Alignment</b> SDG 11. Sustainable Cities and Communities SDG 12. Responsible Consumption and Production SDG 13. Climate Action SDG 17. Partnerships for the Goals	<b>Initiatives</b> Actively engaged subsidiaries in conversations about enhancing their approach to sustainability, including through producing standalone ESG reports. Contributed to local conservation efforts by organising a beach cleanup with the participation of several subsidiaries.

## ESG Integration Framework

To take the next step on its sustainability journey, in 2024 Multiply Group developed a comprehensive framework that guides how the organisation integrates ESG factors into its investment analysis, due diligence, operational decision-making processes, and stewardship activities.

Multiply Group believes that adopting this systematic approach will deliver several benefits for the Group, including:

- Mitigate potential ESG-related risks and liabilities
- Preserve and improve enterprise value by embracing ESG-related opportunities
- Address environmental and social challenges while also generating competitive returns
- Enhance corporate reputation by promoting responsible business practices

The Framework has two main components:

1. Amending Multiply Group’s ESG governance model to create a solid foundation that integrates ESG into its governance framework
2. Embedding ESG priorities into related policies that oversee:
  - i. Investment decisions (Investments)
  - ii. Existing portfolio assets (Stewardship)

As part of this process, Multiply Group further reinforced and enhanced its governance with Responsible Investment and Responsible Ownership Policies, to ensure ESG is fully embedded into decision-making at the highest level of the organisation while supporting the overall impact of the ESG Integration Framework.

### Transforming Multiply Group’s ESG governance model

The Group has steadily built upon sustainability initiatives and broadened responsibilities relating to ESG activities. Since 2021, managers from key functions, including finance, strategy, and legal, have played a central role in shaping the Sustainability Framework and developing new policies for the Board’s approval.

In 2022, Board members engaged in ESG-focused awareness sessions led by experienced third-party consultants and executives from portfolio companies covering anti-corruption, bribery, human rights, and the integration of ESG considerations into investment decisions.

In 2023, awareness sessions were held on the topic of ESG as a key tool to mitigate financial and operational risks, and on the importance of aligning short and long-term business strategies with the UAE’s sustainability goals. Attendees included the Multiply Group Chairman, as well as all Group subsidiaries’ CEOs and their top executive teams.

Furthermore, Multiply Group appointed functional responsibilities for executing sustainability-related activities as part of a three-year strategic development plan. The Multiply Group’s strategy team is actively involved in hands-on engagement and consultation with portfolio companies regarding ESG awareness-building and reporting. A core part of this strategy includes supporting new subsidiaries with introductory onboarding sessions on ESG risks, opportunities and reporting as well as annual refresher ESG awareness sessions for all portfolio companies.

As a result of its new ESG Integration Framework, in 2024 Multiply Group further strengthened and enhanced its governance practices to fully embed ESG into the Group’s decision-making at the highest level of the organisation. To that end, Multiply Group adopted a three-step approach to integrating ESG into its governance framework by:

- Establishing new policies
- Developing position statements on critical ESG factors
- Delegating ESG duties and responsibilities among executive committees

The Board of Directors has delegated oversight of specific ESG-related activities to two existing executive-level committees, the Investment Committee and the Portfolio Monitoring Committee, as detailed below. These duties are in addition to their other core responsibilities. Together, these two committees form the executive level of ESG governance.

**Investment Committee:** Oversees the implementation of the ESG Integration Framework in the investment process

**Portfolio Monitoring Committee:** Oversees ESG performance and progress of majority / control and significant minority investments (subsidiary companies)

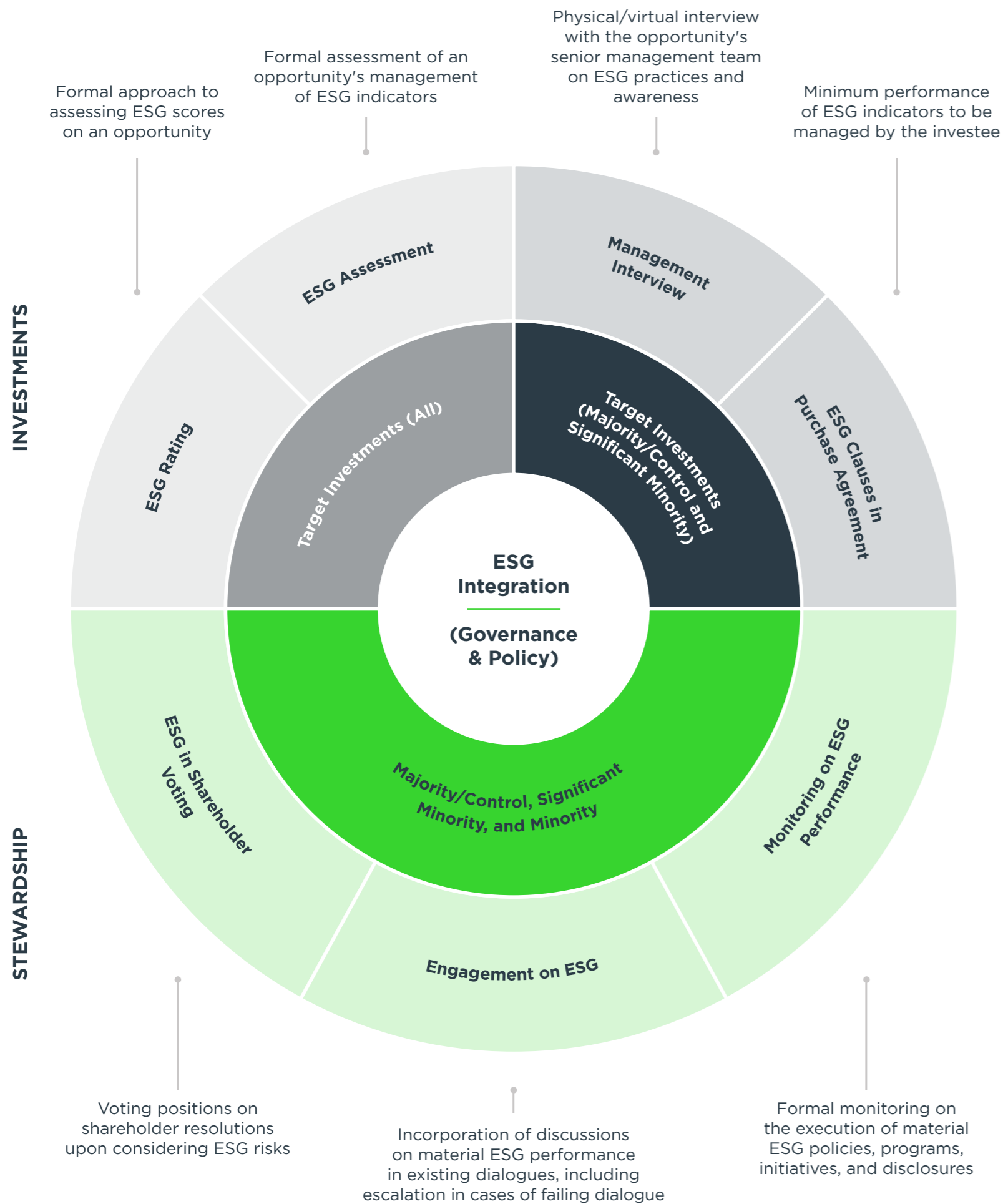


### Transforming Multiply Group's ESG Priorities in Investments and Stewardship

Multiply Group's ESG Integration Framework provides a formal and structured approach and considers ESG integration from two perspectives:

1. Investments: How ESG is integrated into investment decisions
2. Stewardship: How ESG is integrated into existing portfolio assets

### ESG Integration in Investments and Stewardship



While compliance with the framework entails conducting the steps outlined below, they may be adjusted on a case-by-case basis considering material factors at the time. In addition, any decisions resulting from the implementation of the framework are subject to approval by the relevant management committees and the Board of Directors, where applicable.

### Investment

Multiply Group follows a multi-step process when integrating ESG considerations into the assessment of new investment prospects.

**Step 1: Initial Screening** - Using publicly available ESG ratings (where available) to determine if an opportunity's rating score meets framework thresholds.

**Step 2: ESG Assessment** - If thresholds are not met in Step 1 or if publicly available ratings are not available, a combination of sector-specific and sector-agnostic questionnaires are used to evaluate a target investment's management of material ESG factors.

**Step 3: Management Interview** - If thresholds are not met in Step 2, Multiply Group engages with the target company's executive management to better understand the target's ESG management gaps and existing or committed plans to address these gaps.

Following the management interview in Step 3, Multiply Group takes a prudent approach to factoring the outcomes of Steps 1 - 3 into its decision-making process. The Group carefully considers the information gathered from the ESG assessment and management discussions to evaluate the target's ESG performance and potential risks.

In cases where ESG management gaps are identified, Multiply Group has the discretion to incorporate these findings into its investment analysis. This may include adjusting the valuation of poorly performing targets as one of several options available. However, such adjustments are not mandatory, and the Group maintains flexibility in its approach.

**Step 4: Embed ESG clauses in agreements** - Multiply Group aims to mitigate risk by engaging with the target to ensure that they maintain or improve their ESG performance through agreement clauses that are subject to continual monitoring.

Use of these steps varies according to the size of the potential acquisition where levers 3 and 4 are not applicable to opportunities being considered for minority investments.

### Stewardship

As a responsible owner, Multiply Group strives to ensure that its portfolio companies adopt and maintain ESG practices in line with industry standards. Multiply Group integrates ESG into its portfolio by:

1. Monitoring the ESG performance of its assets
2. Directly engaging with them to ensure they are aware of and follow appropriate ESG practices according to accepted standards
3. Leveraging Multiply Group's voting power as an investor to support integration of ESG factors in high-level strategic decision-making

The Group's level of monitoring, engaging, and voting varies according to its status as a majority, significant minority, or minority owner.



## Robust Foundations

### Sustainability Pillars Material Topics:



Robust Foundation



Robust Governance



Privacy & Information Security

### Abu Dhabi Economic Vision 2030:



Develop a Sufficient and Resilient Infrastructure Capable of Supporting the Anticipated Economic Growth

### GRI Standards

**GRI 2**  
- General Disclosures

**GRI 205**  
- Anti Corruption

**GRI 418**  
- Customer Privacy

### SDGs

**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



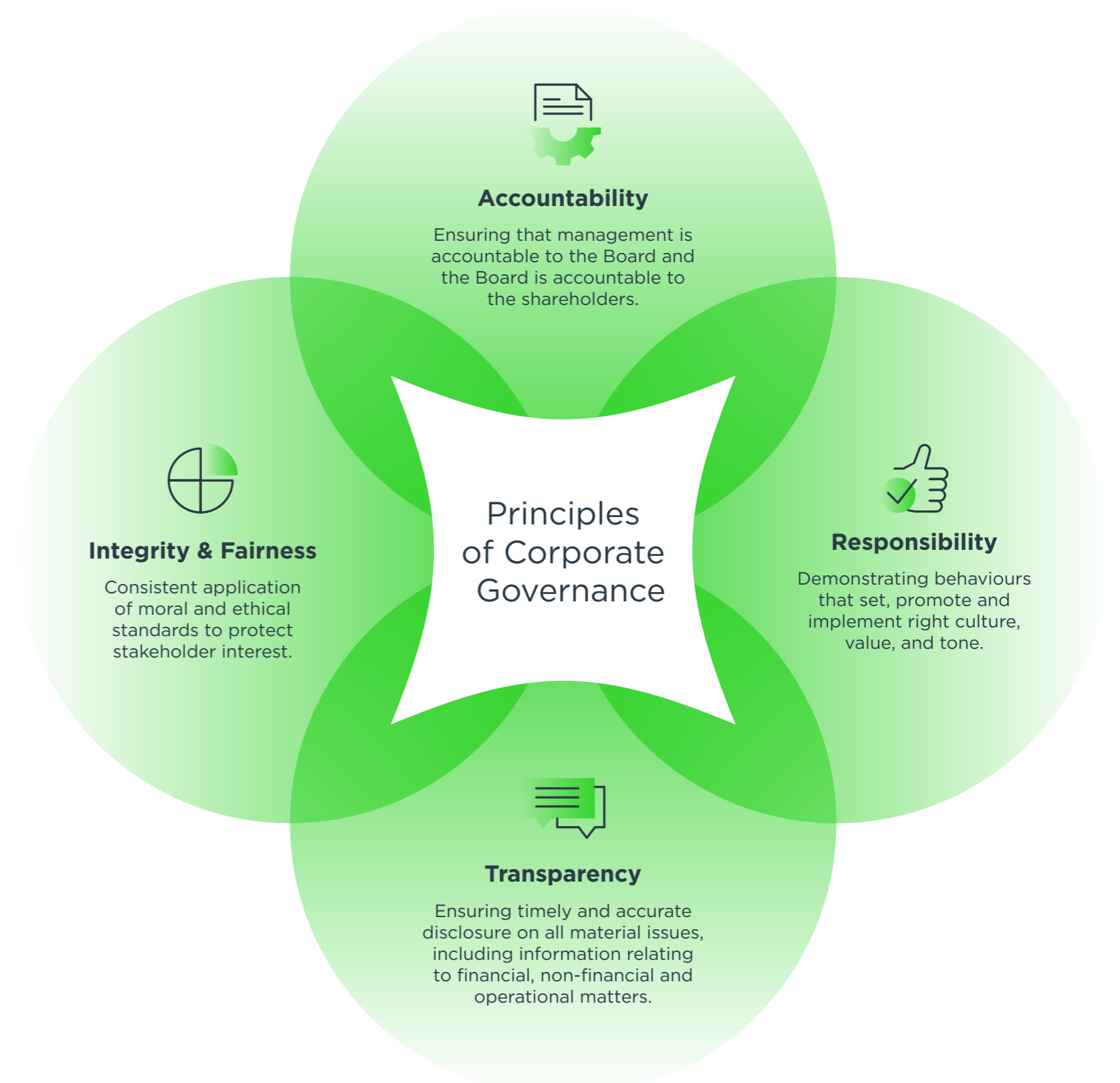
**8** DECENT WORK AND ECONOMIC GROWTH





## Responsible Governance

Embedding the principles of sound governance, in line with international standards, is one of the essential cornerstones on which Multiply Group continues to build and expand its operations. Governance is rooted in four fundamental principles which have guided the Group since its inception.



The principles are embedded in Multiply Group's Corporate Governance Manual as well as its comprehensive set of business policies, which together ensure Multiply Group meets regulatory requirements set by the UAE's Securities and Commodities Authority (SCA), Federal laws on commercial companies, the ADX, and other relevant regulations.

The Group continuously assesses and strengthens its governance framework with a view to enhancing responsible and ethical business practices, ensuring transparency, accountability and fairness in its operations, and safeguarding the long-term interests of the Group and its key stakeholders.

Under the oversight of the Board of Directors and Senior Management Team, Multiply Group's comprehensive governance framework, which is periodically reviewed and updated, is designed to uphold the highest standards of business conduct, apply sound risk management, and ensure compliance with all applicable laws and regulations.



The Corporate Governance Manual lays out the structures, including policies, procedures, and committees that make up the Group's governance framework. Multiply Group has the following governance policies, policy statements, and foundational documents in place:

Corporate Governance: Multiply Group's Policies		
Code of Conduct and Business Ethics	Delegation of Authority Policy Framework	Compliance Management Policy
Inside Trading Supervision Committee Charter	Share Trading Policy	Investor Relation Policy
Antifraud Policy	Conflict of Interest Policy	Whistleblower Policy
Disclosure and Transparency Policy	Information Security Policy	Responsible Investment Policy
Responsible Ownership Policy		

**Position Statements:**

In addition to formal policies, Multiply Group has developed Position Statements on each of the following topics and these have been incorporated into the text under the relevant section in the report.

 Board Independence and Diversity	 Code of Conduct and Business Ethics	 Supplier Code of Conduct	 Anti-corruption and Anti-bribery	 Anti-discrimination and Anti-harassment
 Occupational Health and Safety	 Human rights	 Environment	 Information Security	

All new Group subsidiaries follow a 100-day onboarding programme which includes awareness training on all Multiply Group policies.

This section of the ESG report provides a high-level overview of Multiply Group's corporate governance framework. For a more comprehensive view, readers should refer to the Group's Corporate Governance Report as part of its 2024 Annual Report.

**Board Structure**

Multiply Group's Board of Directors is responsible for overseeing the Group's financial performance, setting and guiding the Group's strategic direction, and advising the management team on the execution of the strategy, among other duties.

Multiply Group is committed to Board independence and diversity, including gender diversity, in line with UAE laws and SCA regulations, ensuring that Board members collectively have an appropriate balance of skills, knowledge, competencies, experience, diversity and independence.

The Board is comprised of five members, four of which are non-executive directors appointed by the General Assembly. In addition, there is one female Board member.

Together, Board Members bring a wealth of business acumen and expertise as well as the knowledge and skills needed to guide the Group on its journey. In 2024, the Board convened 4 times with an attendance rate of 90%.

As per Multiply Group's policy, the roles of Board Chairperson and Chief Executive Officer (CEO) are kept separate.

Board of Directors by Gender				
	Female	Male	Female %	Male %
2022	1	4	20%	80%
2023	1	4	20%	80%
2024	1	4	20%	80%

Board of Directors by Age Group			
	Below 30 years old	Between 30-50 years old	Over 50 years old
2024	0	4	1

**Board Committees**

**Audit Committee**

Responsibilities: Financial Reporting; Corporate Governance; Internal Control and Risk Management; Internal and External Audit; Compliance Monitoring

**Nomination and Remuneration Committee**

Responsibilities: Oversees all matters related to the nomination, composition, remuneration, performance evaluation, and training & development, for the Board, its committees, and senior management.

For a more complete look at the composition and responsibilities of the Board of Directors and its Committees, readers may refer to the Corporate Governance Report.

**Business Integrity**

Multiply Group strives to uphold the highest standards of business integrity and ethical conduct. The Group's Code of Conduct and Business Ethics, which applies to all portfolio companies, is a comprehensive baseline document that provides all employees with clear guidelines on how to behave in a wide variety of situations.

Multiply Group strictly prohibits and has processes and procedures in place to detect and prevent improper, unethical, or illegal conduct. These policies collectively define roles, provide avenues for reporting concerns about criminal or unethical conduct, and outline principles for maintaining ethical standards in dealings with external parties. The Group ensures that it spreads awareness of these policies and procedures among all employees and provides specific training where necessary.

Total number of significant instances of non-compliance with laws and regulations		
	Instances for which fines were incurred	Instances for which non-monetary sanctions were incurred
2022	0	0
2023	0	0
2024	0	0

**Human Rights**

Multiply Group respects human rights, in line with UAE laws, and acknowledges the role of internationally accepted standards on human rights such as the United Nations (UN) Global Compact, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the International Bill of Human Rights, and the UN Guiding Principles on Business and Human Rights.

The Group has no tolerance for human trafficking, forced labour, or child labour and respects freedom of association and the right to collective bargaining in countries where these practices are permitted. Multiply Group upholds these rights in its operations and engagements with third parties, including suppliers and partners.

Multiply Group has zero tolerance for discrimination, harassment, or abusive behaviour of any kind, whether against individuals or groups, based on gender, race, colour, sex, religion, national or social origin, physical capability, or any other characteristic protected by applicable law. Multiply Group ensures that subsidiaries provide necessary training on human rights to key personnel.



**Anti-fraud, Corruption, and Bribery**

Multiply Group maintains a zero-tolerance stance on fraud, bribery, or corruption in any form, including antitrust practices or conflicts of interest. The Group complies with applicable anti-money laundering laws and insider trading regulations.

Multiply Group does not permit employees or anyone acting on its behalf to make improper payments in business dealings with public officials or the private sector and has strict guidelines on giving or accepting gifts, honorarium, meals, entertainment or other hospitality.

Furthermore, the Group has strict rules governing direct or indirect political and/or charitable contributions or donations, which must be in line with Multiply Group’s policies and not serve as a conduit for unethical practices. All documents must be signed off by at least two core executives before being approved by the Group CEO & MD.

In addition, Multiply Group does not tolerate prospective employees making payments to existing employees, agents or recruitment consultants to secure employment with the Group.

Multiply Group is working to establish a comprehensive Fraud Prevention, Detection, and Mitigation Framework. The programme will include policies, procedures, and structures to ensure its effectiveness, and an internal controls framework to manage risks at an operational level.

Anti-Corruption			
	Total number of confirmed incidents of corruption	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.
2022	0	0	0
2023	0	0	0
2024	0	0	0

Number of Governance body members that Multiply Group’s anti-corruption policies and procedures have been communicated to and that have received training on	
2024	5

Note: This represents 100% of governance body members

Number of employees that Multiply Group’s anti-corruption policies and procedures have been communicated to and that have received training on			
	Entry Level	Mid-Level	Senior Manager
2024	13	18	12

Note: This represents 100% of employees

**Whistleblowing**

Multiply Group’s Whistleblower Policy encourages employees and other stakeholders to report instances or suspected instances of unethical conduct, malpractice, fraud, corruption, or any violation of the Group’s policies, procedures, or applicable laws or regulations, in relation to Multiply Group and its subsidiaries.

Reports can be made via a dedicated whistleblower channel on the Group’s website either openly or anonymously, without fear of retaliation or harassment, as long as reports are made in good faith. Only Multiply Group’s legal and compliance department can access reports, and all necessary care will be taken to safeguard the identity of the whistleblower, in accordance with UAE laws.

Employees across several subsidiaries have submitted their concerns via the whistleblower channel and the Group has addressed each submission in line with guidelines, maintaining the privacy of the whistleblower and resolving issues in a timely manner.

**Supplier Code of Conduct**

Multiply Group expects suppliers and any third party it does business with to adhere to similarly stringent standards outlined in the Group’s Code of Conduct and Business Ethics and other business policies, as detailed above, in relation to respecting human rights, enforcing labour standards, prevention of fraud, bribery, corruption or any other crime or unethical behaviour, or compliance with all applicable laws and regulations.

Further, they should provide channels for whistleblowers to report any violations anonymously and free from fear of retaliation. In addition, Multiply Group expects suppliers and third parties to adopt equally stringent standards when it comes to environmental responsibility.

**Risk Management**

The Board is responsible for overseeing the risk management system and setting the risk appetite, supported by the Group Audit Committee.

Subsidiaries are grouped into four business verticals, with risk accountability assigned to vertical management. Risks are managed within the Group’s tolerance levels, reviewed annually, and can create opportunities for competitive advantages.

Multiply Group has implemented an enterprise risk management (ERM) system to address gaps, align processes, and strengthen risk culture. Key measures include risk identification, ERM workshops, and adopting a risk management tool.

Internal controls, established by the Board, ensure proper documentation, maintenance, and adherence to policies. This control framework integrates into the Group’s operations, providing assurance for achieving business objectives through embedded controls and processes. The commitment to continuous improvement aligns with the Group’s strategic aims while balancing commercial, operational, and compliance priorities.

**Privacy and Information Security**

Multiply Group is committed to the responsible management of user data and complying with UAE data protection laws for the collection, use, sharing, and retention of data, including data transferred to third parties.

As per the Group’s Information Security Policy, Multiply Group collects and processes data solely for its stated purpose, obtaining it lawfully and transparently with explicit consent where required. In addition, any third-party handling user data must agree to comply with Multiply Group’s privacy policy.

Multiply Group has the necessary processes and procedures in place to detect, prevent, manage, and respond to data security breaches. In accordance with UAE law, Multiply Group will promptly notify data subjects in case of policy changes or data breaches.

Investigation and disciplinary procedures are in place to respond to data breaches by employees. The technology team will develop, disseminate, and maintain formal incident response and escalation procedures for employees to follow.

Multiply Group cultivates an information security-conscious culture within the Group and encourages employees to participate in and challenge its information security protocols. The Group also holds regular training and awareness programmes for relevant employees.

To complement these efforts, in 2023, Multiply Group introduced measures to comply with the GDPR guidelines. The Group now manages all data and secures it to the cloud internally through its own IT and cyber security team, having previously used a third-party provider for these activities.

Privacy, Confidentiality and Information Security			
	Total number of complaints received from outside parties and substantiated by the organisation	Total number of complaints from regulatory bodies	Total number of identified leaks, thefts, or losses of customer data
2022	0	0	0
2023	0	0	0
2024	0	0	0

Data Security Training			
	Type of training provided	Number of employees that completed the training	Number of total equivalent training hours
2022		50	60
2023	Data security/Cybersecurity	50	60
2024		43	43





## Growing our Human Capital

### Sustainability Pillars

Growing our Human Capital

### Material Topics:

Diversity, Inclusion & Talent Management

Employee Engagement & Wellbeing

### Abu Dhabi Economic Vision 2030:

Drive Significant Improvement in the Efficiency of the Labor Market

Develop a Highly Skilled, Highly Productive Workforce

### GRI Standards

**GRI 2 -**  
General Disclosures

**GRI 401:**  
Employment

**GRI 403:**  
Occupational Health & Safety

**GRI 404:**  
Training and Education

**GRI 405:**  
Diversity and Equal Opportunity

**GRI 406:**  
Non-Discrimination

### SDGs

**3** GOOD HEALTH AND WELL-BEING

**4** QUALITY EDUCATION

**5** GENDER EQUALITY

**8** DECENT WORK AND ECONOMIC GROWTH

**10** REDUCED INEQUALITIES

Please note, in accordance with GRI 2: General Disclosures 2021, Disclosure 2-4, Multiply Group is providing the following restatement of information: Some previously reported HR figures have been revised due to changes in measurement methodologies and data management practices.

### Our Workplace Culture and Values

Multiply Group recognises the critical role that its people play in driving the growth and future success of the organisation. The Group fosters a dynamic, supportive, and high-performing culture, where top talent can thrive. Multiply Group empowers its employees at all levels to take initiative and equips them with the skills and tools they need to achieve their goals in a fast-paced environment.

	Total Employees
2022	32
2023	43
2024	43

Note: All employees are permanent employees (i.e. with an indefinite contract) and are full-time employees. In addition, Multiply Group employed 5 contractors and consultants (1 female and 4 male) in 2023 and 2024.



Total Employees by Gender				
	Female	Male	Female %	Male %
2022	13	19	40.63%	59.38%
2023	17	26	39.53%	60.47%
2024	17	26	39.53%	60.47%

### Talent Management & Retention

In 2024, Multiply Group onboarded a new People Director to oversee its Human Resources (HR) strategy as the Group continues its expansion drive. Moving forward, the Group's priority will be to attract best-in-class talent while creating an environment that encourages talent retention by supporting employee growth and long-term career progression. While Multiply Group continues to grow, the Group has made a strategic decision to keep its team as lean and agile as possible.

Multiply Group offers employees competitive remuneration packages comprised of salary, statutory entitlements, and additional benefits, including:

- Life Insurance
- Healthcare
- Disability and Invalidity Coverage
- Parental Leave
- Stock Ownership
- Flexible Working Hours

Total New Hires (Gender)				
	Female	Male	Female %	Male %
2022	4	10	30.77%	52.63%
2023	6	14	35.29%	53.85%
2024	4	1	23.53%	3.85%

Total New Hires (Age Group)						
	Below 30 years old	Between 30-50 years old	Over 50 years old	Below 30 years old%	Between 30-50 years old%	Over 50 years old%
2022	2	12	0	66.67%	46.15%	0.00%
2023	4	15	1	100.00%	40.54%	50.00%
2024	2	3	0	33.33%	8.82%	0.00%

Total Employees that Left (Gender)				
	Female	Male	Female %	Male %
2022	5	0	38.46%	0.00%
2023	3	6	17.65%	23.08%
2024	4	1	23.53%	3.85%

Total Employees that Left (Age Group)						
	Below 30 years old	Between 30-50 years old	Over 50 years old	Below 30 years old%	Between 30-50 years old%	Over 50 years old%
2022	1	4	0	33.33%	15.38%	0.00%
2023	3	5	1	75.00%	13.51%	50.00%
2024	1	4	0	16.67%	11.76%	0.00%

Employee Turnover and Hire Rate		
	Employee Turnover %	Employee Hire %
2022	15.63%	43.75%
2023	20.93%	46.51%
2024	11.63%	11.63%

Note: As all Multiply Group's employees are full-time employees, employee hire rate shows percentage year-over-year change of full-time employees. Year-over-year change of part-time employees is not applicable to Multiply Group as there are none part-time employees. Data for year-over-year change of contractors and consultants is not available.

Total number of employees that were entitled to parental leave		
	Female	Male
2023	9	17
2024	9	16

Total number of employees that took parental leave		
	Female	Male
2023	1	2
2024	4	3

Total number of employees that returned to work after parental leave ended		
	Female	Male
2023	1	2
2024	4	3

Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work		
	Female	Male
2024	1	2



Return to work rate		
	Female	Male
2023	100%	100%
2024	100%	100%

Retention rate		
	Female	Male
2024	100%	100%

### Workforce Equity & Inclusion

The Group's Code of Conduct emphasises fair and equal treatment for all employees as well as zero tolerance for discrimination or harassment of any kind, including sexual harassment, in the workplace.

In addition, Multiply Group has policies that define discrimination and harassment, outlining unacceptable behaviours and the consequences of such actions. These policies are accessible to all employees.

All reported incidents are thoroughly investigated by trained professionals. Appropriate actions shall be taken based on the findings, which may include disciplinary measures or other corrective actions.

Multiply Group recognises the value that people with different perspectives and backgrounds can bring to the organisation and cultivates a diverse and inclusive workforce. The Group has a team of highly experienced professionals from diverse backgrounds and a total of 17 nationalities.

In addition, Multiply Group is committed to ensuring that female voices have strong representation in the workforce and women now comprise 39% of all workers at the Group.

Total Employees by Job Category and by Gender %						
	Entry-Level		Mid-Level		Senior Management	
	Male	Female	Male	Female	Male	Female
2022	63.64%	36.36%	37.50%	62.50%	69.23%	30.77%
2023	57.14%	42.86%	60.00%	40.00%	64.29%	35.71%
2024	61.54%	38.46%	55.56%	44.44%	66.67%	33.33%

Rate of Total Employees by Job Category by Age Group %									
	Entry-Level %			Mid-Level %			Senior Management %		
	Below 30 years old	Between 30-50 years old	Over 50 years old	Below 30 years old	Between 30-50 years old	Over 50 years old	Below 30 years old	Between 30-50 years old	Over 50 years old
2022	27.27%	72.73%	0.00%	0.00%	87.50%	12.50%	0.00%	84.62%	15.38%
2023	21.43%	78.57%	0.00%	6.67%	80.00%	13.33%	0.00%	100.00%	0.00%
2024	30.77%	69.23%	0.00%	11.11%	77.78%	11.11%	0.00%	91.67%	8.33%

	Total Number of Nationalities
2022	15
2023	18
2024	17

	Total Number of Incidents of Discrimination
2022	0
2023	0
2024	0

### Health, Safety, and Wellbeing

Multiply Group prioritises the health, safety and general wellbeing of all its employees. The Group adheres to relevant international standards and regulations as well as all applicable UAE laws pertaining to occupational health and safety (OHS) and strives to minimise the number of accidents, occupational injuries and workplace illnesses. Multiply Group provides appropriate OHS training and support for relevant team members, as well as third parties if necessary.

Multiply Group continuously reviews and enhances its OHS management procedures and develops specific action plans and quantitative targets. In consultation with employees, the Group is dedicated to implementing and supporting OHS initiatives across all operations to maintain the highest workplace health, safety, and wellbeing standards.

Initiatives to foster employee wellbeing include:

- **Mental Health Support:** Offering access to counselling services under the Group's Medical Insurance, stress management & mental health workshops.
- **Ma'ak initiative:** Providing group-level employees with monthly confidential, 1:1 virtual sessions with one of two available licensed psychologists. This approach combines principles from positive psychology, counselling and coaching to enhance employee wellbeing. Ma'ak is the Arabic word for 'with you'.
- **Ergonomic Workstations:** Providing adjustable desks and monitor stands to reduce physical strain.
- **Nutritional Support:** Healthy snacks are available around the clock for all employees in all common areas.
- **Partnership with MyBenefits:** Offering a range of perks to all employees across the Group, from F&B to grooming and nursery education.
- **Wellbeing webinars:** Topics covered include Mental Health, Stress Management, Financial Health, Biohacking, Longevity, and Overall Wellbeing.



**Work-related injuries of employees**

	Number of Fatalities	Rate of Fatalities	Number of lost-time injury	Rate of lost-time injury	Number of high-consequence work-related injury	Rate of high-consequence work-related injury	Number of recordable work-related injury	Rate of recordable work-related injury	Main types of work-related injury	Number of Hours Worked
<b>2022</b>	0	0.00	0	0.00	0	0.00	0	0.00	Not Applicable	Not Applicable
<b>2023</b>	0	0.00	0	0.00	0	0.00	0	0.00	Not Applicable	Not Applicable
<b>2024</b>	0	0.00	0	0.00	0	0.00	0	0.00	Not Applicable	Not Applicable

**Work-related ill health of employee**

	Number of Fatalities as a Result of Work-Related Ill Health	Number of Cases of Recordable Work-Related Ill Health	Main types of work-related ill health
<b>2022</b>	0	0	Not Applicable
<b>2023</b>	0	0	Not Applicable
<b>2024</b>	0	0	Not Applicable

**Training and Development**

Multiply Group fosters a culture of continuous learning and development among its employees. The Group encourages employees to take ownership of their training and development by grasping opportunities related to their specific role.

Multiply Group also encourages knowledge-sharing and collaboration among employees from different departments and subsidiaries. For example, in 2023 the Group introduced informal job rotations, enabling its investment and portfolio management teams to develop a more holistic understanding of the business lifecycle.

Multiply Group engages directly with employees through quarterly macro sessions where employees are kept informed of the larger business picture as well as the macro-economic landscape. These sessions include insights on the global and regional economic outlook and geopolitical considerations that may impact business operations. The Group also holds biweekly book reading sessions where employees summarise key insights and share them with the wider team. The CEO sits in on these sessions which provides employees at all levels of the organisation with visibility and access to the CEO.

**Total Training Hours by Gender**

	Female	Male	Total
<b>2022</b>	906	950	1,856
<b>2023</b>	1,520	2,000	3,520
<b>2024</b>	1,610	2,150	3,760

**Average Training Hours per Employee by Gender**

	Female	Male	Total
<b>2022</b>	69.69	50.00	58.00
<b>2023</b>	89.41	76.92	81.86
<b>2024</b>	94.71	82.69	87.44

**Total Training Hours by Job Category**

	Entry Level	Mid-Level	Senior Manager
<b>2022</b>	0	556	1,300
<b>2023</b>	367	1,450	1,703
<b>2024</b>	405	1,530	1,825

**Average Training Hours by Job Category**

	Entry Level	Mid-Level	Senior Manager
<b>2022</b>	0.00	69.50	100.00
<b>2023</b>	26.21	96.67	121.64
<b>2024</b>	31.15	85.00	152.08

As part of its commitment to employee development, Multiply Group ensures that all employees receive an annual performance review.

**Percentage of Employees Receiving Annual Performance Review**

	Female %	Male %
<b>2022</b>	100%	100%
<b>2023</b>	100%	100%
<b>2024</b>	100%	100%

Note: This also represents 100% across all job categories.



# Managing our Influence

## Sustainability Pillars

Managing our Influence

## Material Topics:

Climate Change

Managing Environmental Impacts

Community Support and Development

Responsible Supply Chain

## Abu Dhabi Economic Vision 2030:

Develop a Sufficient and Resilient Infrastructure Capable of Supporting the Anticipated Economic Growth

## GRI Standards

**GRI 203 -**  
Indirect Economic Performance

**GRI 204 -**  
Procurement Practices

**GRI 302 -**  
Energy

**GRI 305 -**  
Emissions

**GRI 413 -**  
Local Community

## SDGs

**11** SUSTAINABLE CITIES AND COMMUNITIES

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION

**13** CLIMATE ACTION

Please note, in accordance with GRI 2: General Disclosures 2021, Disclosure 2-4, Multiply Group is providing the following restatement of information: Some previously reported Managing our Influence figures have been revised due to changes in measurement methodologies and data management practices.

## Preserving Natural Resources and Addressing Climate Change

Multiply Group is committed to behaving in an environmentally responsible way, ensuring compliance with applicable environmental laws and regulations, and striving for continuous improvement in environmental performance.

The Group implements environmental management systems, with specific focus areas including mitigating climate change impacts, managing resources responsibly, and ensuring the Group does not contribute to deforestation.

As part of its sustainability journey, Multiply Group will set specific targets and objectives to reduce its environmental footprint in line with local environmental commitments. Further, the Group will raise environmental awareness among its stakeholders, provide employees with relevant environmental training, and report on the Group's environmental performance annually in line with global sustainability reporting standards.

The Group's ESG Integration Framework ensures that environmental risks and opportunities, including climate change, are considered and embedded as part of its investment decision-making processes and its stewardship of portfolio companies, thereby reducing the Group-wide environmental footprint.

Under the framework, the Group engages with portfolio companies to support them in effectively managing climate-related risks and the impact of their operations. This involves collaborating to develop comprehensive GHG inventories, building a solid foundation for strategically reducing the environmental footprint and climate impact of operations across subsidiaries.

Multiply Group continues to invest in digital technology and artificial intelligence (AI) to streamline its operations and ensure a more environmentally friendly use of resources while also reducing associated greenhouse gas (GHG) emissions.

The Group tracks and reports key metrics including energy consumption as well as GHG emissions (Scope 1 and 2) to ensure it has a holistic understanding of its environmental impact. Based on this inventory, Multiply Group is developing strategies and initiatives and setting KPIs that will support efforts to manage its environmental footprint and mitigate its climate impact more effectively.

In 2025, Multiply Group will support its subsidiaries to advance their climate journeys by developing baseline GHG inventories. In alignment with the ongoing restructuring and updated corporate reporting approach, data, including GHG emissions, will be segmented and reported by vertical. Consequently, this year's emissions data may differ from last year's disclosures, with a new reporting approach planned for next year.

Note: (1) As of 2024, Multiply Group is unable to track its electricity and water consumption due to a move to a new building, where electricity and water are included in the rent without detailed usage data.

	Total Emissions MT CO2 E		
	2022	2023	2024
Scope 1	11.23	12.17	37.74
Scope 2	15.24	14.59	Not Available <sup>1</sup>
<b>Total Emissions</b>	<b>26.47</b>	<b>26.76</b>	<b>37.74</b>

	Total Emissions (MT Co2e/Employee)		
	2022	2023	2024
Scope 1 Intensity	0.35	0.28	0.88
Scope 2 Intensity	0.48	0.34	Not Available <sup>1</sup>
<b>Total Emissions Intensity</b>	<b>0.83</b>	<b>0.62</b>	<b>0.88</b>

	Energy Consumption (GJ)			
	2022	2023	2024	
Fuel Consumption	Petrol	160.83	174.23	479.87
Electricity Consumption		138.50	133.67	Not Available <sup>1</sup>
Total Direct Energy Consumption		160.83	174.23	479.87
Total Indirect Energy Consumption		138.50	132.67	Not Available <sup>1</sup>
<b>Total Energy Consumption</b>		<b>299.32</b>	<b>306.90</b>	<b>479.87<sup>1</sup></b>

	Energy Intensity (GJ/Employee)		
	2022	2023	2024
Direct Energy Intensity	5.03	4.05	11.16
Indirect Energy Intensity	4.33	3.09	N/A <sup>1</sup>
<b>Total Energy Intensity</b>	<b>9.35</b>	<b>7.14</b>	<b>11.16<sup>1</sup></b>



### Community Support & Development

Multiply Group is committed to supporting and developing local communities through its CSR initiatives and community-facing work. As a responsible investor, the Group also contributes to community development by providing good jobs and supporting local supply chains.

On International Literacy Day 2024, Multiply Group launched its 'Read to Lead' initiative, dedicated to supporting lifelong learning and community empowerment through the power of reading. As part of this initiative, in Q4 Multiply Group partnered with Book Aid International to empower underserved communities through reading. The Group will support the delivery of over 5,000 new books to local NGO partners across the Middle East.



The initiative is part of the Group's "Empowering Minds, Igniting Futures", CSR programme which focuses on knowledge-sharing by expanding access to books, promoting reading habits, and supporting educational resources.

Earlier this year, as part of its 'Cleaning up the Oceans' initiative, the Group ran a beach cleanup in Al Bahia, where a team of employees collected over 130 kg of plastic waste, contributing to the broader effort of environmental preservation.

### Responsible Procurement

Multiply Group enforces ethical and sustainable practices within its procurement operations and supply chains (see section 6.2). Procurement functions across the Group's subsidiaries focus on building long-term relationships rooted in ethical values and behaviour.

The Group expects suppliers and any third party it does business with to adhere to similar ESG standards including, but not limited to, respect for human rights, labour standards, health & safety practices, and addressing their environmental footprint.

Furthermore, Multiply Group expects third parties to adopt anti-fraud, corruption, and bribery standards, and ensure compliance with all applicable laws and regulations, and to provide channels for whistleblowers to report violations anonymously and free from fear of retaliation.


The Group believes it has a responsibility to nurture the local business community and contribute to economic and social development by prioritising local suppliers whenever possible. It evaluates all potential suppliers through a thorough, fair, and transparent bidding and tendering process.

	Procurement spending on local suppliers		
	2022	2023	2024
Total number of suppliers engaged	45	79	87
Total number of local suppliers engaged	38	67	69
Percentage of local suppliers hired	84.44%	84.81%	79.31%
Total procurement spending (AED m)	12.00	30.17	31.71
Procurement spending on local suppliers (AED m)	11.70	25.93	26.40
Percentage of spending on local suppliers (%)	97.50%	85.95%	83.25%


## Investing in a Sustainable Future

### Sustainability Pillars

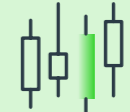
### Material Topics:




Investing in a Sustainable Future



Responsible Ownership & Investing




Financial & Economic Performance




Innovation & Technology

### Abu Dhabi Economic Vision 2030:



Develop a Sufficient and Resilient Infrastructure Capable of Supporting the Anticipated Economic Growth



Building an open, efficient, effective and globally integrated business environment

### GRI Standards

**GRI 201 –**  
Economic Performance

**GRI 203 –**  
Indirect Economic Performance

### SDGs

**7** AFFORDABLE AND CLEAN ENERGY



**8** DECENT WORK AND ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



### Economic Value Creation

Multiply Group creates ever more economic value as it continues to invest and expand. The Group targets acquisitions with significant growth potential and works closely with these subsidiaries to drive their expansion and improve operational margins, supported by strategic investments in technology.

Multiply Group maintains a strong focus on the implementation of digital transformation initiatives, including AI, to enhance customer acquisition and automate processes across subsidiaries.

Multiply Group invested approximately AED 1 billion in 2024 across three strategic acquisitions that align with the Group's vertical building strategy.

During the first quarter, Multiply Group consolidated 100% of BackLite Media LLC, a leading Digital Out-of-Home (DOOH) advertising company. The acquisition is part of a strategic move to strengthen the Group's position in the rapidly growing OOH advertising market and capture a larger share of the advertising landscape across key urban areas in the UAE.

In July, Emirates Driving Company (EDC) acquired a 51% stake in Excellence Premier Investment LLC, parent company of Excellence Driving Centre based in Dubai. The move is part of EDC's strategy to expand and enhance its services and consolidate its position as a leading provider of driver education and road safety services in the region.

In June 2024, Omorfia Group LLC acquired 100% of The Grooming Company Holding (TGCH), a leading provider of salon and beauty services in the UAE. The addition of TGCH's 62 salons takes Omorfia's combined network to 132 owned salons across five geographies.

In addition to these acquisitions, Multiply Group generated economic value through an efficiency programme the Group launched in the second quarter. Cost-cutting initiatives included savings in procurement, consolidating duplicated roles, and restructuring to remove redundant business layers.



As a result of various efficiency initiatives, Multiply Group committed to an EBITDA uplift of 5% (value of AED 45 million) driven by revenue synergies, cost optimisation and digital transformation and AI run rate across the portfolio.

Furthermore, Multiply Group captured additional market share in the media sector, building its significant presence across three dominant OOH brands in the UAE, and unlocked additional revenue within mobility by adding more trainer capacity at EDC.

### Responsible Investment and Stewardship

Multiply Group's comprehensive ESG Integration Framework guides the organisation as both a responsible investor and a responsible asset owner, ensuring ESG considerations are central to its pre-investment analysis as well as its post-acquisition processes.

Multiply Group firmly believes that this approach creates enterprise value by enhancing the management of ESG risks and opportunities while generating positive environmental and social impacts. Multiply Group's approach to ESG integration is explored in detail in section 5.4.

### Innovation & Technology

Multiply Group recognises that harnessing the power of innovation and advanced technology will play a critical role in supercharging the organisation's growth in the coming years and the Group is committed to nurturing innovation and digitalisation across all operations and subsidiaries.

Multiply Group's portfolio management team has a dedicated digital manager to identify opportunities in the evolving digital landscape and support subsidiaries to integrate technology, while the Group also employs third parties to train employees on technology trends.

Multiply Group continued to implement digital transformation initiatives in 2024, automating backend processes and modernising technology infrastructure to enable better decision making, enhance operational efficiency, and strengthen overall resilience and future-readiness. Multiply Group also leveraged technology to launch new online portals and services, reduce cash transactions, and gather deeper insights into customer spending behaviour. Moving forward, the Group aims to leverage AI and advanced technologies across its businesses to drive efficiencies and create additional value.

Highlights in 2024 include:

- **Cybersecurity Transformation:** Multiply Group successfully migrated its Security Operations Center (SOC) and Network Operations Center (NOC) from an external supplier to an internal team. This transition has provided greater control, enhanced response times, and improved alignment with organisational objectives, ensuring a more robust cybersecurity posture.
- **AI-Driven Operational Enhancements:** Leveraging artificial intelligence, the Group deployed 57 AI applications across various departments. These applications have been instrumental in streamlining operations, optimising processes, and empowering teams with innovative tools that improve decision-making and productivity.
- **Cybersecurity Training and Awareness:** Recognising the importance of human factors in cybersecurity, Multiply Group developed a comprehensive training plan for teams across the organisation to be rolled out in 2025. This initiative aims to equip employees with the knowledge and skills necessary to safeguard against emerging threats and foster a culture of security awareness.





## In Focus: ESG Practices of Key Subsidiaries

### Emirates Driving Company PJSC



Established in 2000, Emirates Driving Company (EDC) is the sole provider of pre-licensing driving education in Abu Dhabi and the government's trusted partner for creating safer roads. As the emirate's leading drivers' training and road safety institute, EDC provides a training system that supports rapid population growth and urban development.

In addition, a joint quality committee with the Abu Dhabi Police ensures training programs and methodologies are kept up to date and aligned with applicable laws. EDC is also the primary contributor to the Abu Dhabi road safety education committee and regularly contributes to the Integrated Transport Centre (ITC) through technical and educational inputs.

This section provides a high-level overview of EDC's approach to sustainability as well as a snapshot of progress in the key areas of Climate Impact and Human Capital. For a more in-depth exploration of the company's comprehensive sustainability efforts across a larger number of material topics, readers may refer to EDC's Integrated Report 2024.

### A Leader in Sustainability

In 2022, EDC developed a comprehensive Sustainability Strategy supported by an ESG Governance Framework, and in early 2023 launched an ESG Transformation Program 2023 - Towards a Sustainable Future – to implement the Sustainability Strategy. The program was built on four strategic pillars accompanied by 14 targeted initiatives designed to embed sustainability across the company's operations.

The successful implementation of the Transformation Program has positioned EDC as a national ESG leader and one of the first private sector organizations in the UAE to commit to achieving Net-Zero emissions in line with the UAE Net-Zero by 2050 Strategic Initiative.

The project resulted in EDC being awarded an AAA ESG rating from MSCI in early 2024, with a score of 9.7 out of 10. This was the highest rating in the consumer services industry as of March 2024 and positioned EDC in the top 9% of companies in its industry.

This AAA rating reflects EDC's progress across key areas including:

- **Climate Action:** Driving innovative initiatives to reduce emissions and advance progress toward Net-Zero targets.
- **Social Impact:** Empowering female employees and strengthening community engagement through our enhanced CSR strategy.
- **Governance Excellence:** Establishing a robust ESG governance framework to ensure accountability and transparency throughout our operations.

EDC will continue to advance its sustainability journey in 2025 through a second phase implementation program, strategically centered around four key areas: Value Chain Integration, Net Zero and Decarbonization, Continuous Reporting, and Sustainability Leadership. Each of these will be supported by a number of key activities and outputs.

### Climate Action – Towards Net-Zero

EDC launched an ambitious Net-Zero Plan in 2023 with the aim of eliminating all in-scope emissions by 2050. In the process, the company became one of the first eight companies in the UAE to commit to Science Based Targets initiative (SBTi)-aligned Net-Zero targets in the UAE. The targets have since been validated by the SBTi.

Managing climate-related risks is one of the four pillars of EDC's overarching sustainability strategy. This pillar is supported by five clear objectives: Commit to Net-Zero by 2050, Decarbonize highest emitting infrastructure, Develop a Renewable Energy Sourcing Plan, Enhance decision-useful climate-related corporate data, and Instill sustainability in procurement processes.

Each of these is accompanied by targeted initiatives designed to mitigate climate risks and seize opportunities. To address its operational impact, EDC plans to launch targeted environmental and climate-related campaigns designed to inspire action and encourage sustainable behavior. The campaigns will focus on measures such as reducing electricity consumption, carpooling to minimize travel-related emissions, and adopting eco-friendly practices in the workplace. For customers, EDC will provide tools giving them better oversight of their carbon footprint and encourage them to offset their emissions.

As it shifts towards Net-Zero, EDC will focus on the following key areas:

- **Electrifying Mobility:** Transitioning the vehicle fleet to hybrid and electric vehicles (HEVs and EVs).
- **Optimizing Building Infrastructure:** Enhancing energy efficiency through solar PV integration and advanced HVAC systems.
- **Integrating Solar Energy:** Reducing reliance on non-renewable energy sources.
- **Promoting Green Commuting:** Encouraging sustainable transportation options.
- **Implementing Sustainable Sourcing:** Ensuring environmentally responsible procurement.
- **Eco-Optimizing Investment Portfolios:** Aligning financial activities with sustainability goals.

EDC's near-term focus through 2030 will be on mitigating scope 1 and 2 emissions while initiating efforts to address significant scope 3 emissions, such as purchased goods and services, capital goods, employee commuting, and investments. This phase will focus on fleet and building decarbonization plans to target the largest sources of its emissions.

From 2030 to 2050, EDC will accelerate efforts to achieve full fleet and building decarbonization. Collaboration with employees, suppliers, and stakeholders will play a key role in reducing emissions across the value chain to address all emissions scopes.

### Putting People First

EDC takes pride in building a talented and diverse team that delivers exceptional service to customers and drives long-term success. The company puts the wellbeing and satisfaction of its employees at the heart of its strategy and in 2024 introduced a series of initiatives designed to enhance the overall employee experience and consolidate its status as an employer of choice in the mobility sector.

As a forward-thinking company, EDC emphasizes engagement with its employees, gathering and incorporating their feedback to enhance workplace practices. In 2024, the company took this a step further and conducted a comprehensive assessment using the Organizational Culture Assessment Instrument (OCAI) to gain deeper insights into the company's culture and pinpoint areas for potential improvement.

EDC has enhanced its HR governance, introducing new policies to address key aspects of employee engagement, workplace flexibility, and safety. The company has placed particular emphasis on introducing more family-friendly policies and practices, and has introduced leave options of various kinds to meet their needs.

Furthermore, in 2024 EDC updated its Reward & Recognition Program to include new categories designed to celebrate achievements across diverse areas of the organization. New categories included Star of Teamwork and Collaboration, Customer Happiness Superstar, Learning Champion, and Training Superstar.

EDC's success in enhancing the employee experience is reflected by the results of two engagement surveys conducted in 2024 which revealed an overall satisfaction rate of 87% among workers.

As part of its human capital strategy, EDC is a proponent of female and youth empowerment. For this reason, as part of its transformation plan, in 2024 the company established a Female Committee, to ensure that female perspectives are fairly represented in the company.

In addition, the company established an Internship Program that provides candidates with hands-on experience and gives them the opportunity to explore potential careers within the mobility sector. Over the course of the year, EDC welcomed a total of 20 interns into the program, including UAE nationals and expats.



## In Focus: ESG Practices of Key Subsidiaries

### PAL Cooling Holding LLC



Established in 2006, PAL Cooling Holding LLC (PAL) is a leading UAE-based provider of innovative and energy-efficient district cooling solutions, adopting the build, own, operate, and transfer model. By leveraging advanced technology and sustainable practices, the company delivers centralised cooling systems that enhance reliability, reduce costs, and significantly minimise environmental impact.

The company is committed to sustainability, reducing carbon emissions by embracing the latest technologies to improve energy efficiency and operational excellence in the delivery of its solutions in residential, commercial, and mixed-use developments in the UAE and globally.

#### Environmental

Environmental sustainability is embedded in PAL's procedures and manuals, in line with the ISO 50001 Energy Management certification. As most of the company's CO<sub>2</sub> emissions are indirect in nature, the Operations Department is fully focused on improving system performance and reducing electricity and water consumption per refrigeration ton (RT) of cooling. These major targets are revised annually as per the company's cooling forecast and system efficiencies. The gradual improvement in these KPIs ultimately results in lower carbon emissions, in line with PAL's climate change and sustainability commitment.

Initiatives to reduce electricity consumption per unit of cooling during the year included replacing existing indoor and outdoor conventional lights with energy and cost-efficient LED lights. This reduced associated electrical consumption by 57%, saving AED 14,288 in electricity costs. PAL is implementing similar projects for the remaining two plants.

As a result of various energy saving initiatives, PAL managed to improve the overall electrical efficiency of its district cooling plants (DCPs) in 2024 to 0.781 KW/RT, 2.4% better compared to 0.80 KW/RT in 2023. This is equivalent to 2,700 tonnes of additional carbon emissions savings.

#### Digital Transformation

PAL leverages advanced technologies to enhance efficiencies and transform the organisation. The company is enhancing its IT systems and implementing a variety of initiatives. These include:

**Infrastructure enhancement:** Updated hardware and software to ensure systems are efficient, secure, and capable of supporting modern applications.

**Cybersecurity enhancements:** PAL has implemented the following cybersecurity solutions to protect sensitive data and systems from threats.

- Endpoint security (Endpoint detection and response)
- Email security (anti-spam, anti-phishing, anti-malware)
- External network protection (Perimeter firewalls, SASE)
- Security incident and event management solution (SIEM)
- Protection against unauthorised network access (NAC)
- Patch management solution (in process of rollout)
- Security operation centre services

PAL is currently implementing the following initiatives and will share progress updates in the 2025 Integrated Report.

**User Training and Support:** PAL will implement user information awareness solutions and provide ongoing training for employees on new IT systems and tools, ensuring they are equipped to utilise the technology effectively.

**Helpdesk and Support Services:** Strengthening IT support services to provide timely assistance and resolve issues quickly, ensuring minimal disruption to operations.

**SOC Services:** Integrating Security Operations Center (SOC) services into the IT support framework can significantly enhance overall security and incident response capabilities.

**Leveraging AI:** PAL is also currently evaluating the potential to introduce AI functionality into its HR and Finance Departments processes.

Implementation of a Computer Aided Facilities Management System in its Operations & Maintenance (O&M) processes was completed in December 2024.

PAL intends to monitor all customer operation parameters via a wireless system to ensure sufficient and reliable chilled water supply through online monitoring. This initiative will help to mitigate customer complaints, improve satisfaction levels, and improve the overall efficiency of cooling plants.

#### Occupational Health & Safety

The company has an occupational health and safety management system (OHSMS) that applies to all employees, contractors, subcontractors, and individuals engaged in work-related activities under the control of the organisation. It ensures their health, safety, and well-being by establishing clear safety protocols, training, and monitoring systems.

The OHSMS covers all work-related tasks and operations that have potential health and safety risks. This includes activities such as machinery operation, hazardous materials handling, maintenance, projects and routine tasks.

The OHSMS typically covers all workplaces and operational sites under the organisation's control. This includes office spaces, cooling plants, project sites, network lines/chambers and any areas where employees are performing job-related duties.

Health and safety initiatives include occupational noise monitoring, the use of mechanical aids for lifting, the use of chemical spill pallets for oil storage drums, regular HSE training, heat stress monitoring and campaigns during hot weather, and the provision of task-specific personal protection equipment (PPE).

In 2024, 39 health and safety training sessions were planned for employees and contractors to ensure compliance with safety regulations and promote a safe working environment. Sessions covered a wide range of topics including Manual Handling & Use of Mechanical Aids, Chemical Spill Management and Storage, Heat Stress Awareness, Importance of Using PPEs, Emergency Response Procedures, Climate Change Awareness, Fall Prevention, Use of Ladders/Scaffolds, and third-party training such as IOSH Managing Safely and IOSH Working Safely.

#### Training & Development

PAL has a comprehensive training and professional development programme that caters to the needs of employees at all levels. The company identifies training needs through performance reviews, skills gap analyses, and tracks the effectiveness of the training.

The company's programme covers the following:

- **Ongoing Training and Certification Programmes:** Continuous professional development programmes that include mandatory safety training, technical certifications, and specialised courses to ensure employees stay up to date with industry standards and regulations
- **Skill Enhancement Toolbox Talks:** Regular workshops are conducted on-site, covering key topics like energy efficiency, operational troubleshooting, and advancements in cooling technologies. These workshops help employees gain hands-on experience and improve their technical knowledge.
- **Mentorship and Talent Growth Programmes:** A mentorship programme pairs junior employees with experienced professionals to foster knowledge sharing and career development. This initiative ensures skills transfer and leadership development within the team.
- **Cross Functional Training:** PAL encourages employees to participate in cross-departmental training sessions to develop a well-rounded understanding of the business and enhance their versatility within the organisation.
- **Employee Recognition and Talent Retention:** To promote talent retention, PAL has implemented an employee recognition programme that highlights and rewards employees who demonstrate exceptional performance, innovation, and dedication to personal development.



The following tables shows the full programme of trainings delivered by PAL during the year and the number of participants:

### Certification Training Programmes

Sr. #	Training Description	No. of Participants
1	First Aider	40
2	Scaffolding Erector	19
3	Scaffolding Inspector	22
4	Safe lifting Operation	25
5	IOSH Managing Safely	6
6	IOSH Working Safely	10
7	Safe Lifting Operation	25
8	Awareness on Sustainability	8
9	Greenbelt Certification Preparation Training	6

### Skill Enhancement and Mentorship Trainings

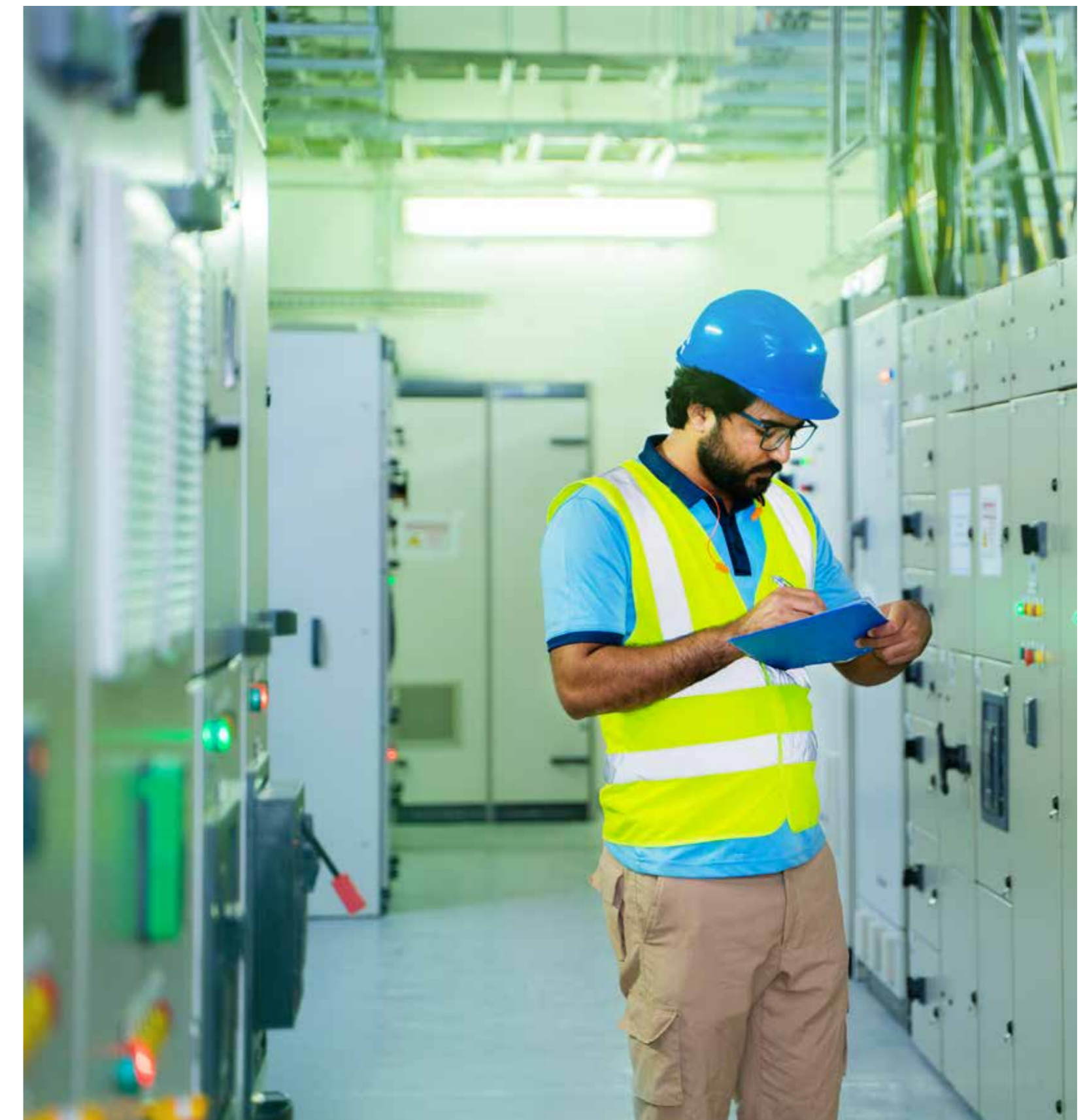
Sr. #	Topics	No. of Topics	No. of Participants
1	HSE Related	40	118
2	Operation	7	46
3	Maintenance	67	47

### Community Support

In September 2024, PAL organised a blood donation drive at its Tamouh District Cooling Plant in collaboration with SEHA. The event was attended by 50 participants, including PAL employees as well as contractors, who gathered to support this cause.



Overview of ISO Certifications	
ISO Certification	Year of Completion
ISO 9001:2015 Quality Management Systems	2024 (Expiration Date March 2027)
ISO 14001:2015 Environmental Management Systems	2024 (Expiration Date March 2027)
ISO 45001:2018 Occupational Health and Safety Management Systems	2024 (Expiration Date March 2027)
ISO 50001:2018 Energy Management Systems	2023 (Expiration Date August 2026)
ISO 22301:2019 Business Continuity Management Systems	2023 (Expiration Date July 2026)





## In Focus: ESG Practices of Key Subsidiaries

### Kalyon Enerji Yatırımları A.Ş.



Kalyon Enerji Yatırımları A.Ş. (Kalyon Enerji) is a forward-thinking energy company based in Turkey, dedicated to making clean and renewable energy more accessible to all. Guided by principles of sustainable development, Kalyon Enerji is at the forefront of the battle against climate change, channelling investments into solar and wind power plants, and energy storage facilities.

#### Environment

As a producer of renewable energy, Kalyon Enerji's purpose is naturally aligned with environmental goals, including addressing climate change. However, the company still strives to ensure it minimises the environmental impact of its operations.

For example, Kalyon Enerji is conducting a series of studies on the environmental, social, and economic impact of the Karapınar Solar Power Plant (SPP) located in the Konya province of central Turkey. Commissioned in 2020, the plant has an installed power capacity of 1,300 MW and covers an area of 20 million square metres.

Construction of the plant has created a micro-ecosystem beneath the panels which has increased biodiversity and 14 endemic plant species have been identified so far. This environmental benefit has, in turn, resulted in positive social impacts as sheep owners living in the area have noted that the vegetation under the panels provides enhanced grazing opportunities, ultimately resulting in higher quality dairy products derived from sheep's milk. The results of this study were presented at the International Balkan Agriculture Congress in October 2024.



At the same solar power plant, a new cleaning process is being introduced to maximise the lifespan of the project while using energy and water more efficiently. The project uses a total of 3.5 million solar panels, the surfaces of which need to be kept clear of dust to maximise energy output.

Typically, water would be used in the cleaning process, however due to the scarcity of the resource in the region, it was decided to research, develop and implement a novel automated cleaning method that requires no water. When work on the project is completed it is expected to save the equivalent of three Olympic swimming pools of water per year, enough to meet the needs of almost ten thousand local inhabitants.



<https://www.kalyonerji.com/en/news-detail/kalyon-enerji-named-green-world-ambassador>

Kalyon Enerji was awarded the 2024 International Green Apple Environmental Award for Sustainable Green Energy within the scope of the above-mentioned studies.

#### Human Capital Development

Kalyon Enerji hires talent based on the company's values and strives to ensure a high level of employee satisfaction.

Kalyon Enerji places a strong emphasis on identifying and nurturing future leaders and is expanding its internship and talent acquisition programmes and collaborating with vocational schools and industrial organisations in addition to universities.

Kalyon Enerji is currently in the process of enhancing its HR practices in line with global standards. The company has launched a project to introduce SAP's Success Factors in 2025, a Human Capital Management system that will streamline all administrative HR functions - especially Talent Acquisition, Talent Management, and Performance Management.

#### Community Investment

Kalyon Enerji invests significantly in local community projects and in 2024 the company dedicated over AED 5mn to projects covering the following broad categories:

1. Community Development and Livelihood Restoration
2. Sponsorships
3. Donations
4. Education
5. Goodwill Gesture

In 2024, Kalyon Enerji shifted its approach to CSR to focus on an integrated community development and livelihood restoration programme, which is in line with the company's Social Impact and Human Rights policies as well as the social sensitivity receptors within the area of influence (AoI) of all project sites.

Community Development and Livelihood Restoration Plans (CDLRPs) were prepared for each project site to fulfil the IFC Standards and Equator Principles that the company complies with. CDLRPs contribute to meaningful ongoing relations with the communities while enhancing the company's reputation.

During Ramadan 2024, Kalyon Enerji distributed 1,350 food packages to households in the vicinity of its SPP and Wind Power Plants (WPP). In addition, the Karapınar SPP was opened to site visits for educational purposes.



### Health and Safety

Kalyon Enerji makes it a priority to embed a culture of occupational health and safety awareness throughout the organisation, with a particular focus in 2024 on organising road safety training sessions for 55 employees at its operational facilities and Head Offices in Ankara and Istanbul. These sessions, which involved driving lessons and assessments led by a qualified instructor, will eventually be rolled out to all relevant employees.

Furthermore, the company has also initiated the process to obtain the ISO 39001 Road Traffic Safety Management System certification. For this purpose, the Integrated Management System team, comprising of 12 employees based at the Head Office, has received ISO 39001 Awareness and Internal Auditor Training.

The company is also moving ahead with the gradual installation of in-vehicle cameras to monitor driver behaviour and improve overall road safety. Kalyon Enerji works closely with contractors to ensure all necessary safety precautions are taken during the transportation of heavy equipment and materials to the project sites.

### Physical and Digital Security

Kalyon Enerji takes all necessary measures to protect both its physical and digital security systems. The company provides comprehensive internal and external training for relevant employees covering the following:

#### Internal Training

- 1- Information Security Awareness Training
- 2- Types of cyber crime
- 3- Network security
- 4 - Password security

#### External Training

-ISO 27001:2022 Information Security Management Systems and Internal Audit

Internal training is mandatory for all employees and the Integrated Management System Committee receives awareness and internal auditor training from specialist external providers.

In 2024, Kalyon Enerji initiated the Physical Security and Information Security Enhancement Program which applied the following measures.

1. To ensure physical security, a card and face recognition system was applied to all office doors with a standalone system applied to IT units for additional security.
2. A CCTV system was installed to increase physical security.
3. Guest and staff networks were separated for network strengthening. The staff network password is not shared with anyone and no products other than company computers are included in this network.
4. Repetitive or identical passwords were abolished through awareness trainings and all personnel were obliged to use new password algorithms.
5. The NAS system is restricted with smb protocol in internal connections. Remote connections and connections between branches are realised through Fortinet firewall.

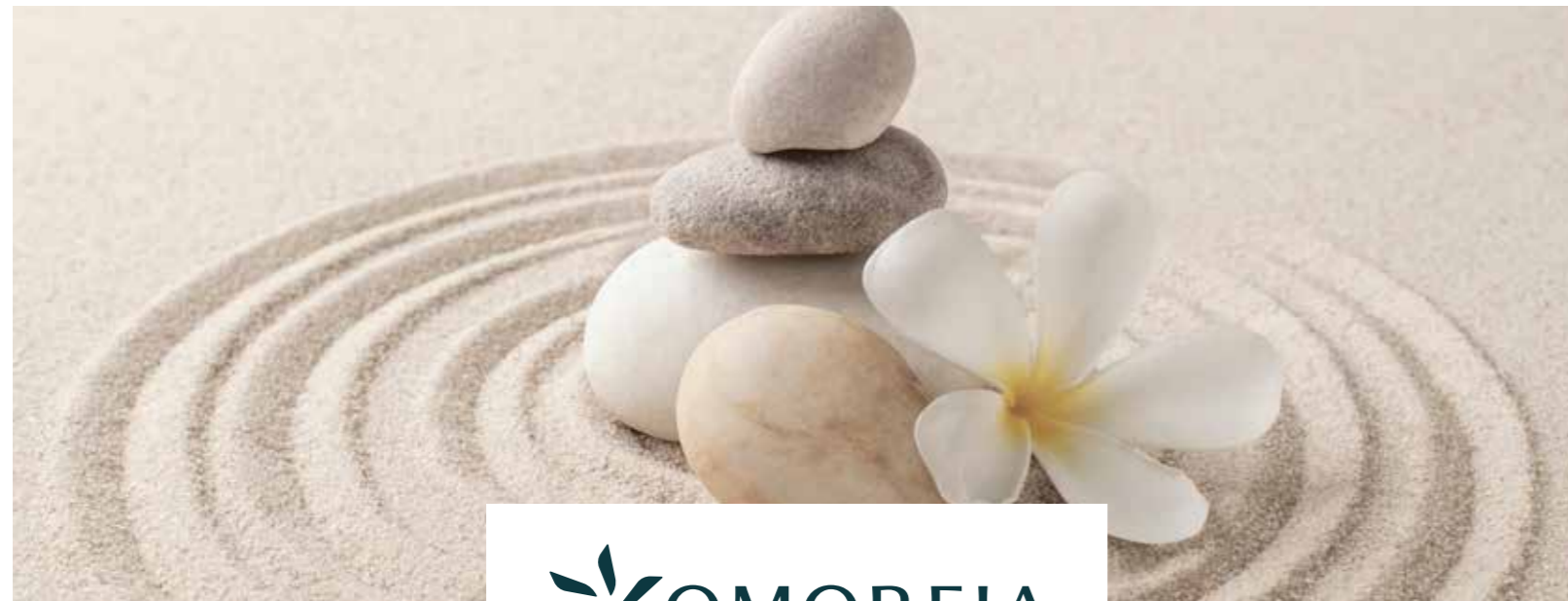
Overview of ISO Certifications	
ISO Certification	Year of Completion
ISO 9001:2015 Quality Management Systems	2023 (Expiration Date February 2024)
ISO 14001:2015 Environmental Management Systems	2023 (Expiration Date February 2024)
ISO 45001 Occupational Health and Safety Management Systems	2023 (Expiration Date April 2024)
ISO 50001 Energy Management Systems	2023 (Expiration Date April 2024)
ISO 27001 Information Security, Cybersecurity and Privacy Protection – Information Security Management Systems	2023 (Expiration Date August 2024)





## In Focus: ESG Practices of Key Subsidiaries

### Omorfia Group LLC



Omorfia Group LLC (Omorfia) represents a collection of UAE-based brands and is positioning itself as a strong regional and potential global player in the beauty and wellness industry. Its portfolio comprises of well-known names such as Tips & Toes, Bedashing Beauty Lounge, Jazz Lounge Spa, Fisiso and Juice Beauty. In June 2024, Omorfia acquired 100% of The Grooming Company Holding (TGCH), a leading provider of salon and beauty services in the UAE with its subsidiaries N.BAR, 1847, Sisters Beauty Lounge and Jetset.

### Sustainable Procurement

Omorfia has taken a major step towards integrating ESG into supplier relationships. The Group has introduced a rigorous supplier pre-qualification process to assess the suitability of potential suppliers in meeting the company's requirements for commercial, legal, financial, and other compliance standards.

The Local Supplier Pre-Qualification Initiative ensures that Omorfia partners with suppliers who not only meet these standards but also align with its core values of sustainability, quality, and innovation. By building a robust supplier network, the Group is able to reduce risks, drive cost efficiencies, and maintain the high standards that customers expect.

By establishing clear and consistent criteria, Omorfia aims to:

- Reduce risks associated with supplier relationships
- Ensure product quality and compliance
- Maintain operational efficiency
- Support sustainability and ethical business practices.

The pre-qualification checklist ensures that only suppliers who meet legal, financial, and quality standards are approved. It mitigates the risk of entering into contracts with suppliers that could cause operational disruptions, violate regulations, or negatively impact the company's reputation.

The checklist also ensures that suppliers adhere to agreed-upon delivery schedules, payment terms, and product specifications, helping the company maintain inventory levels and meet customer demand.

To promote sustainability and ethical sourcing, the pre-qualification checklist assesses suppliers against global sustainability standards, including Global Reporting Initiative (GRI) standards 308-1 (Environmental Practices) and GRI 414-1 (Social Criteria). Partnering with suppliers that adhere to such standards enables the company to achieve its environmental and CSR goals and appeal to sustainability conscious customers.

Aligning supplier pricing with online marketplaces ensures that there is no price discrepancy between retail and online platforms, maintaining consistency and avoiding customer dissatisfaction.

Furthermore, the requirement for suppliers to provide Point of Sales materials and miniature samples ensures that products are promoted effectively and that sales teams are well-equipped to sell them, enhancing the overall customer experience. And finally, a supplier's provision of bank details and financial stability assessments helps the company ensure timely payments and smooth financial transactions.

### Environment

Omorfia is committed to demonstrating that the beauty sector can operate sustainably, with N.Bar and 1847 in particular leading the way. Initiatives focus on significantly reducing branch environmental footprint by cutting water consumption by 50%, recycling 2.5 tonnes of plastic, and ensuring 100% of paper waste is recycled.

Hair and barber stations are equipped with eco-friendly shower systems, saving up to 50% in water usage across all branches. N.Bar and 1847 have introduced recycling stations at every branch to ensure the responsible disposal of materials like plastic, paper, and other salon waste.

These subsidiaries have also made significant strides in reducing single-use plastic by replacing coffee pods with fresh beans, switching to 100% compostable cups and recyclable bags, and introducing eco-friendly disposable towels for all services.

To reduce paper waste, all branches have fully transitioned from paper receipts to digital ones. Over 600,000 digital receipts have been sent resulting in significant paper savings. Other environmental initiatives include prioritising the use of beauty products with sustainably sourced ingredients,

Thanks to the above initiatives, the Group has saved almost 1 million gallons of water and more than 350,000 plastic bottles by implementing Wisewell water machines.

### Community

Omorfia brands have long been dedicated to raising awareness and supporting social causes, particularly those benefiting women and children. In 2024, the Group deepened its impact by forging meaningful partnerships with organizations such as the Dubai Foundation for Women & Children and the Dubai Center for Special Needs, further amplifying its mission to make a difference.

Several brands under the Omorfia umbrella spearheaded significant initiatives, especially during Pinktober, which focused on breast cancer awareness. Some of the key efforts included:

- La Vie En Rose and MedCare Hospital teamed up to produce a heartfelt series of videos featuring breast cancer survivors sharing their inspiring stories while being pampered at SISTERS. MedCare also extended a 15% discount to clients undergoing mammograms.
- Friends of Cancer Patients and Abtaluna Foundation organized free haircuts for donations during September and October, fostering community support for cancer patients.
- Check Your Cups Campaign: In collaboration with MedCare Hospital, 3,000 vouchers were distributed to N.Bar clients, offering discounts on consultations and mammogram services.
- Beauty For Bravery Campaign: Partnering with That Dubai Girl, this campaign empowered clients to nominate breast cancer survivors for pampering sessions, with 22 winners selected across all branches.
- 2 Minutes to Make a Difference Campaign: Tips and Toes launched a powerful online campaign that reached over 445,000 people, raising awareness about breast cancer while gifting two pink TITO polishes to 3,450 participating clients.
- Bedashing Beauty became the official beauty partner of Friends of Cancer Patients in 2024, engaging in initiatives that promote mental well-being and self-care for women battling cancer. They also hosted wellness meetups and pampering sessions for cancer survivors within support groups, creating empowering spaces for rejuvenation.





In addition, Tips and Toes launched the “Crescents of Dreams” campaign to support students of the Dubai Center for Special Needs (DCSN) by selling handmade crescent decorations crafted by the students. The initiative raised an impressive AED 20,000, which will directly contribute to the educational and developmental programs at the center, enriching the lives of the students.



To honor the invaluable work of educators, Tips and Toes also offered complimentary services to schools across the UAE on Teachers’ Day, celebrating the teachers who shape the future.

In its ongoing pursuit of inclusivity, Tips and Toes is in discussions with Iminclusive to provide job opportunities for people with disabilities, fostering a more inclusive workplace for all.

Through the Shaping Futures initiative, Tips and Toes and Bedashing joined hands with Henkel and Schwarzkopf to empower and employ underprivileged students in the Philippines. This collaboration led to the successful hiring of several

## Human Capital Development

Various Omorfia subsidiaries are introducing comprehensive programmes to attract, retain, and develop top talent, while improving employee wellbeing and satisfaction through a variety of initiatives. The Group places a strong emphasis on skills development as the subsidiaries look to offer an outstanding level of service to customers.

In addition, Omorfia strives to be an inclusive employer, with a particular emphasis on providing opportunities for people of determination. To support these efforts, the Group has partnered with Iminclusive, a certified social enterprise by the Abu Dhabi Government for differently abled people.

Furthermore, it formed the Employee Resource Group (ERG), a space for employees with disabilities to share experiences, network, and advocate for further improvements. The Group also plays a role in mentoring and supporting new hires with disabilities.

Omorfia also offers Disability Awareness Training to educate all employees, especially managers and HR staff, on disability inclusion, use of appropriate language, and ways to support employees with disabilities. Training ensures that supervisors are equipped to recognise and accommodate the needs of disabled employees without discrimination.

It also offers Unconscious Bias Training to address biases that may exist around disability in the workplace, ensuring a more inclusive culture where employees are evaluated purely on their performance and abilities.

## Data Privacy

Omorfia is digitising its audit process with GoAudits, a centralised software platform that enhances operational performance. This process offers a plethora of benefits, including cost reductions, increased efficiency, improved accuracy and compliance, real-time data and analytics, enhanced accountability and transparency, improved sustainability, and added adaptability and scalability.

As a next step, the Group plans to extend the use of GoAudits to other departments and processes to further enhance efficiency and accuracy. It will provide ongoing training and support to ensure auditors are proficient in using the software. GoAudits will be integrated with other enterprise systems to streamline data flow and improve overall operational coherence. Finally, Omorfia will conduct periodic reviews of the audit process to identify areas for further improvement and ensure the system remains effective and up to date.



## In Focus: ESG Practices of Key Subsidiaries

### Media 24 7 Holding LLC



Established in 2005, 24 7 Media Holding LLC (Media 247) is a leading outdoor advertising solutions provider in Dubai. With a network of 45+ premium hoardings and unipoles strategically located along Sheikh Zayed Road (SZR) and other key urban areas, the company has become a preferred choice for both local and international brands, including Apple and Dubai Properties.

Media 247 offers comprehensive services, from campaign booking and result reporting to high-quality printing solutions. With a growing team of specialists and enduring partnerships with local and international advertisers, Media 247 delivers reliable media management, printing, and special project services.

### Community

Media 247's HR department is responsible for CSR and in 2024 organised several initiatives. It participated in an Emirati Women's Day event held at Senses - The Residential School. As part of this it arranged and covered the cost of printing and installation of a banner and hoarding for a client. Finally, the company distributed gifts to 600 workers of a real estate developer.

This was the first year that the company introduced volunteering for employees as part of its CSR. Media 247 employees volunteered for a total of 100 hours in the above-mentioned initiatives in 2024.



### Sustainable Procurement

As an outdoor advertising company, Media 247 is evaluating ways to reduce its environmental footprint through more sustainable procurement. The company is exploring two options in particular. The first is to procure more environmentally friendly materials from suppliers while the second is to shift away from diesel powered generators and procure more power from the grid, where feasible.

### Developing Human Capital

Media 247 offers a dynamic, fast-paced working environment. The company incentivises employees by offering sales commissions and bonus schemes in addition to providing competitive compensation packages, comprehensive benefits, and flexible work arrangements.

Media 247 offers a variety of training programmes to enhance the skills, knowledge, and performance of its employees, including:

- Onboarding Training - Introduces new employees to the organisation, its culture, policies, and procedures.
- Leadership Development Programmes - Prepares employees for leadership roles within the organisation.
- Compliance Training - Ensures employees understand and adhere to industry regulations and company policies.
- Staff Training Programmes - Plan to elevate skills and knowledge through comprehensive staff training programmes for each division. In 2024, 40 employees received compliance training.

To further support employee development, the company ensures that all employees receive regular feedback with quarterly and annual performance reviews. In 2024, annual performance feedback was provided to 22 employees, with aiming to extend this to all employees in 2025.

In addition, Media 247 offers formal mentorship and coaching programmes, where employees will be paired with a more experienced colleague to guide them on their journey. In 2024, 7 new joiners availed formal mentorship and coaching from their seniors.

Media 247 engages employees through a variety of initiatives, including regular team meetings to promote enhanced communication and foster a sense of belonging. In addition, Media 247 organises Ramadan and Christmas gatherings. The company promotes employee wellbeing through its Health and Wellness Insurance Program and plans to introduce more initiatives to support physical and mental well-being in 2025. Some examples are:

- **Fitness Challenges:** Introduce monthly step-count challenges or group fitness competitions.
- **Well-being Apps:** Subsidize subscriptions to apps through My Benefits app

### Diversity and Inclusion

Media 247 promotes equal opportunities for all and seeks to build a diverse and inclusive workforce through its approach to talent attraction and retention, embedding these values in its job descriptions and interview processes.

Despite its modest size, Media 247's workforce comprises of 13 different nationalities. Media 247 promotes female empowerment and just over one third of the company's employees are women. It also provides training programmes that promote cultural sensitivity among the workforce.

The company takes a zero-tolerance approach to discrimination or harassment of any kind and has policies and procedures in place to prevent instances of such. These include:

- Anti-Discrimination and Anti-Harassment Policies
- Open Door Policy - to promote transparent communication and accessibility, employees are encouraged to connect with senior leaders and share their concerns and feedback.
- Legal Compliance - Ensuring compliance with Federal Laws related to workplace discrimination and harassment.



## In Focus: ESG Practices of Key Subsidiaries

### LVL Technology Holding



LVL Technology Holding (LVL), founded in Dubai in 2017, continues to redefine workplace wellness with its mission to prioritise the wellbeing of business leaders and corporate employees. Offering advanced workplace wellbeing solutions through both smart studios and innovative digital apps, LVL connects in-office and remote teams to foster healthy behaviours and a sense of community.

In 2024, LVL strengthened its position as a next-generation workplace wellbeing platform by launching new partnerships with leading corporations and global organisations, expanding its reach and impact.

#### Human Resources

In 2024, LVL further refined its human resources (HR) strategy, building on the strong foundation laid in 2023. Employee engagement surveys continue to guide the company's efforts to maintain a high-performance culture.

The wellbeing allowance has been increased to support broader health and fitness activities, including access to therapy, gym memberships, and mindfulness programmes.

LVL implemented a company-wide subscription to Whoop and integrated it with the company's own platform to offer employees real-time analytics for stress management, fitness goals, sleep quality, and recovery scores. LVL offered an additional bonus to employees that achieved an 85% (or greater) average sleep performance score over the course of a month. This initiative resulted in a three-fold increase in the number of team members achieving the highest quality sleep scores across the business in the first six months of 2024.

In addition, employee retention remains a key focus for LVL, supported by policies that foster flexibility and work-life balance. The company's remote work model allows employees to work from anywhere in the world, enabling greater personal and professional flexibility.

LVL enhanced its recruitment and talent management processes during the year. The introduction of a Mentorship Programme pairs junior employees with senior leaders to foster professional development and career growth. Moreover, LVL achieved a 48% female workforce in 2024, continuing to address gender disparities in male-dominated sectors. Finally, in 2024 LVL won Best Workplace Experience Solution at the CBRE KSA Supplier Partner Innovation Challenge 2024 in Riyadh, Saudi Arabia.

#### Community

In 2024, LVL expanded its community initiatives, reflecting its growing commitment to making a meaningful impact. The company participated in a number of events to support Blue Collar workers increase their awareness of their physical and mental wellbeing. These workers are critical to the UAE's economic development and LVL is proud to give back to these communities, providing them access to vital tools and information to support their health & wellbeing.

#### Data Privacy

LVL continues to uphold its commitment to data privacy, maintaining a flawless record in 2024 with zero complaints or incidents.

Data security has been enhanced with end-to-end encryption protocols, further ensuring that sensitive member information is accessible only to authorised parties.

While maintaining compliance with GDPR and other international data privacy laws, LVL now employs AI to anonymise and analyse aggregate data to improve its services while preserving individual privacy.

#### Innovation and Sustainability

Innovation continues to be at the heart of LVL's mission and in 2024, the company implemented several new initiatives. The LVL app now features advanced AI that delivers bespoke wellness plans tailored to individual health profiles, goals, and activity data.

The company also launched a Green Workplace Initiative, reducing its carbon footprint by switching to renewable energy sources for its physical locations and implementing sustainable practices across its operations.

Furthermore, LVL is exploring opportunities to white-label its digital platform, reaching out to new English-speaking markets, with a view to helping companies worldwide integrate wellbeing into their organisational culture.

As LVL enters 2025, it continues to lead the charge in fostering a healthier, more engaged, and productive workforce globally.





## In Focus: ESG Practices of Key Subsidiaries

### Viola Communications LLC



Viola Communications LLC (Viola) is a UAE-based group specialising in fully integrated marketing and communications solutions. Positioned at the forefront of Abu Dhabi's dynamic marketing sector, Viola has evolved in response to the region's growing needs and injects a cooperative spirit into its creative architecture, delivering transformative concepts to both public and private sectors.

Headquartered in Abu Dhabi, with offices in Dubai and Cairo, Viola has a portfolio of seven business units: Viola Advertising, Viola Public Relations, Viola Planning Consultancy, Viola Events, Viola Producers, Viola Interactive, Purple Printing & Purple Exhibitions.

#### Human Capital Development

Viola has developed a human capital strategy based on four main objectives:

- Attract, Align, Develop & Retain top talent in the industry
- Create a comprehensive performance measurement to achieve business goals, accountability & high-performance culture
- To be certified as a Great Place to Work
- To increase the number of trainings and workshops for staff development

In 2024, Viola made steady progress on all these objectives. The company was certified as a 'Great Place to Work' with an overall satisfaction score of 90%. Viola was also listed among the top four companies in the Best Workplaces in Media, Advertising and Marketing - GCC 2024 list and recognised in two further categories - Best Workplaces for Women 2024 and Best Workplaces in the Middle East 2024 overall list.



Furthermore, in 2024 Viola rolled out a comprehensive Performance Management System with KPIs for every employee, providing them with clear expectations for their roles and with salary increments and promotions linked to these KPIs. In addition, during the year Viola implemented a special programme to engage employees across the organisation. The Reverse Mentoring Program not only formalises an approach to mentoring and coaching that the company has followed for years, it now challenges the traditional notion that wisdom flows only in one direction within the workplace through the Reverse Mentoring Programme.

The programme is designed to foster valuable knowledge exchange between senior executives and their junior counterparts, capitalising on the fact that newer and younger members of staff bring a wealth of new skills and fresh perspectives. Viola firmly believes that everyone has something to teach and learn, and this initiative has helped to enhance collaboration across all levels of the organisation.

In a series of training sessions covering a total of 820 hours, junior team members shared their knowledge of digital/AI tools that they use to improve the efficiency of everyday tasks. Other topics included refresher courses on traditional tools such as Excel, finance for non-finance people, or industry specific training.

The sessions were received with enthusiasm with junior staff suggesting a variety of topics while middle and senior management levels got to enhance and update their skills. The sessions have successfully contributed to building a culture of mutual learning, trust and accountability within the company.

#### Digitalisation

Viola is in the process of implementing new Customer Relationship Management (CRM) and Enterprise Resource Planning (ERP) systems to enhance its management of various internal processes and expects to start the project in the first half of 2025. The initiative is aimed at improving customer relationship management, enhancing overall operational efficiency, integrating finance and operations, and promoting data-driven decision making.

Viola anticipates that the implementation of Microsoft's Dynamics 365 Business Central ERP will deliver multiple benefits, including improved inventory accuracy, reduced lead times for production, and reduced errors due to automated procurement workflows.

The implementation of Microsoft's Dynamics 365 Customer Engagement CRM is also expected to yield positive results, including improved sales lead conversion, reduced customer service resolution time, and improved forecasting accuracy.

#### Community Investment

Viola's DNA and overall strategy is based on 'giving more', whether it is to clients, employees or local communities. The company's comprehensive CSR programme, "Viola with You", underscores its commitment to community-minded initiatives and a sustainable future through four strategy pillars: Strong Team Culture, Social Impact, Sustainability, and Stakeholder Engagement.

Under the social impact pillar, Viola teams launched a programme to collect items such as toys, clothes, and books—both new and gently used, for donation to people in need. Partnering with the Red Crescent for a second time, the company launched the campaign at its headquarters in February 2024 aimed at creating an initiative that aligns with company values, fostering unity among the team, while driving positive change in the community.

Viola set up two collection points throughout its headquarters and promoted the initiative through internal communications and team meetings. Employees responded enthusiastically and the campaign collected over 200 items for donation to families in need in the UAE and beyond.





In addition, Viola proudly sponsored the best sustainability initiative category at the Middle East Event Awards 2024. This prestigious award recognises outstanding efforts in promoting environmental awareness and integrating sustainable practices into event planning. The award highlights initiatives that demonstrate a strong commitment to green practices, innovative strategies, and environmental consciousness, setting a benchmark for sustainability in the events industry.

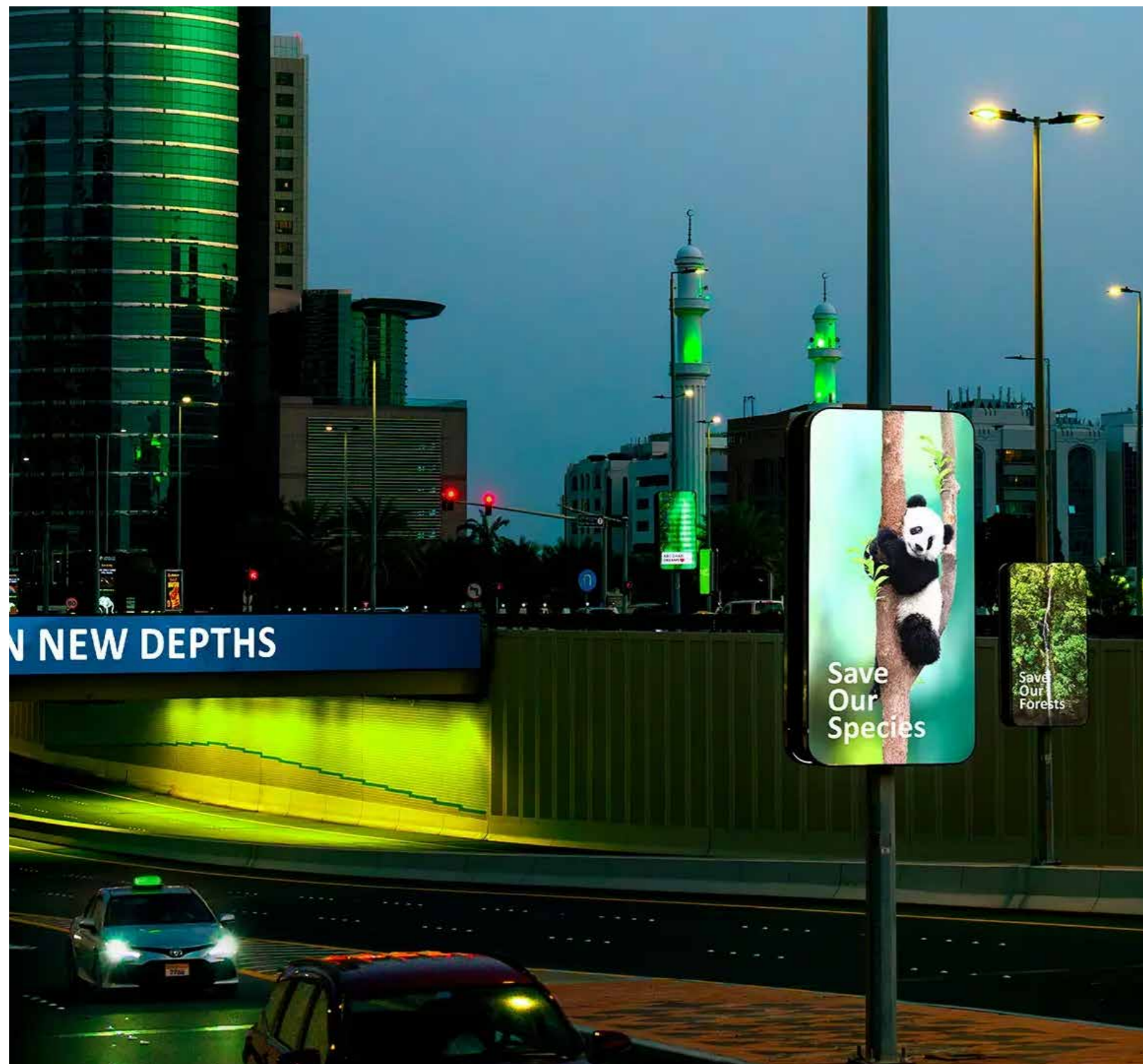
Other initiatives in 2024 included:

- Beach Cleanup Initiative: In Q2 2024, Viola assisted Multiply Group to promote positive environmental change through its beach cleanup initiative.
- Active Industry Engagement: Viola participated in the Middle East Public Relations Association (MEPRA), specifically within the sustainability and AI Committees, reinforcing a commitment to best practices in communications and environmental responsibility.
- Workshops and Events: Viola conducted workshops at local universities and participated in industry events, contributing a total of five hours to knowledge-sharing and engagement with next generation of leaders.

### Environment

To promote environmental action, Viola launched targeted campaigns on social media channels and Out-of-Home (OOH) media platforms. Campaign topics included World Environment Day, World Oceans Day, and Earth Hour which aimed to inspire action, raise awareness, and encourage a shift toward more sustainable practices.

In addition, Viola launched Dubai bridge advertising banners powered by solar, acknowledging the company's responsibility to adopt more sustainable solutions and establish a greener footprint.





## In Focus: ESG Practices of Key Subsidiaries

### BackLite Media LLC



During the first quarter, Multiply Group consolidated 100% of BackLite Media LLC (BackLite), a leading Digital Out-of-Home (DOOH) advertising company. Headquartered in the United Arab Emirates, with offices in Abu Dhabi and Dubai, BackLite Media is a specialist Out-of-Home (OOH) media company renowned for its innovative approach and commitment to pushing the boundaries of advertising. The company has earned a reputation for its sites' elegant and unique design and is known for only installing them in the most prestigious locations.

### ESG Strategy

BackLite has adopted an ambitious ESG strategy and has already made significant progress to advance its sustainability journey.

- Environmental: The company is enhancing its impact in critical areas, including energy use and emissions, as well as materials recycling and repurposing.
- Social: BackLite strives to be a responsible company by harnessing the power of its media to help advocate for social causes, creating a more inclusive and equitable world for all.
- Governance: The company is committed to working closely with partners and stakeholders to prioritise ethical advertising, health and safety policies, and equal opportunities for all employees.

### Environment

The heart of the company's ESG approach is BackLite 26, an ambitious, multi-faceted strategy to achieve net zero GHG emissions across Scope 1, 2, and 3 by 2026. To reach this goal, BackLite partnered with a sustainability consultancy to conduct a comprehensive GHG inventory across all emissions scopes. Based on the data gathered, BackLite has established a clear decarbonisation strategy and roadmap including actionable initiatives, targets, and KPIs to achieve net zero GHG emissions by 2026, and to monitor and report its progress accordingly.

The decarbonisation pathway includes the following focus areas and initiatives:

- Foster a culture of environmental responsibility by engaging employees in sustainability practices
- Align with industry standards and stakeholder expectations to demonstrate commitment to transparency and accountability in climate action
- Adopt energy-efficient technologies for digital screens by exploring smart billboards and AI
- Explore renewable energy options to power operations
- Minimise waste by repurposing materials
- Collaborate with partners to adopt more sustainable practices across supply chain
- Purchase carbon credits
- Switch to biofuels

Switching to biofuels is part of BackLite's decarbonisation strategy. The company is currently assessing the transition of its onsite generators from conventional diesel to B5 biodiesel, which consists of 5% biodiesel and 95% petroleum diesel.

The initiative began at the end of October 2024, covering assets located in Abu Dhabi and along Sheikh Zayed Road (SZR). Due to Dubai's hot and humid climate, using B5 biodiesel is more practical than using B100 (100% biodiesel). Although warm weather prevents biodiesel gelling, it can accelerate fuel degradation, especially with high humidity, which promotes microbial growth.

The higher moisture absorption of 100% biodiesel can also lead to sludge buildup and fuel system issues, problems that are minimised when using B5. Moreover, B5 offers a more reliable performance similar to diesel, which is critical for Dubai's high-demand applications. Gradually transitioning to biodiesel helps avoid potential maintenance issues. Additionally, B5's availability and cost-effectiveness make it a smoother, more economical transition to biodiesel.

### Digital Transformation

The adoption of advanced technology is central to BackLite's business model, and sustainability approach. With advancements in artificial intelligence (AI) and machine learning, computer vision technologies can collect data on the number of people exposed to out-of-home (DOOH) advertising.

BackLite conducted a case study to assess the use of LIDAR (Light Detection and Ranging) technology on its signs along SZR. By integrating LIDAR technology, BackLite can monitor traffic patterns in real time, leading to enhanced data management and improved accuracy. Additionally, this project aligns with sustainable operations and contributes to Dubai's vision of a smart and connected city while fostering innovation and responsible use of advertising and technology.

### Community

BackLite has developed a CSR strategy that emphasises its commitment to social responsibility and sustainability. The strategy focuses on key areas such as community engagement, environmental stewardship, and ethical business practices.

The senior management team, together with the Director of Operations, oversees CSR activities and ensures initiatives are integrated into the overall operational strategy. Team members from various departments take part in CSR responsibilities, taking on role as champions to advance initiatives. This collaborative approach encourages contributions from everyone, helping to achieve shared objectives.

As part of its CSR strategy, BackLite partners with local non-governmental organisations on social impact initiatives. In 2022 and 2023, it partnered with Gulf for Good to support charity projects and raise funds for marginalised communities. These initiatives were promoted through the company's billboards and social media platforms.





In 2023, BackLite served as the Outdoor Media Partner for Climate Action UK's flagship event, the Climate Action Innovation Zone 2023 alongside COP28, raising awareness for the islands most affected by climate change globally.



In November 2024, BackLite partnered with Dream League and Sanad Village to host 'The Sustainable Carnival' in Dubai's Sustainable City. Sanad Village is the region's largest centre dedicated to supporting people with autism and other developmental needs. It provides an inclusive environment and support network for families, helping people with special needs integrate into the community. The event had an impressive attendance of 1,212 people.

This family-friendly event centred around sustainability aimed to promote environmental awareness, creativity, and community engagement. The carnival encouraged children, including those with special needs, to transform BackLite's PVC Flex waste materials into reusable products.



**Great Place to work:**

In 2024 BackLite Media was officially certified as a Great Place to Work by Great Place to Work® Middle East and #9 on Best Workplaces in Media, Advertising and Marketing™ 2024. Great Place to Work® is the global authority on workplace culture.

**Great Place To Work® Middle East**



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Global Chief Executive Officer,  
Great Place To Work® Institute

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Chairman,  
Great Place To Work® Middle East





## Detailed Disclosure

The disclosure tables below present data for Multiply Group PJSC at the parent level and for all its subsidiaries as per the consolidated financial statements of the Group. This includes PAL Cooling Holding LLC, LVL Technology Holding LLC, Omorfia Group LLC, Kalyon Enerji Yatırımları A.Ş., Viola Communications LLC, 24 7 Media Holding LLC, Emirates Driving Company PJSC, and BackLite Media LLC.

For data pertaining to individual subsidiaries, the reported figures represent a consolidation of all sub-subsidiaries under each respective subsidiary, in alignment with their consolidation within Multiply Group's financial report. Any deviations from this standard scope are clearly detailed in the respective table footnotes. For Emirates Driving Company PJSC data only pertains to EDC's operations, excluding its subsidiaries, except for Energy & Emission data the subsidiary Tabieah Property Investment is included. All data for LVL Technology Holding LLC for 2024 is only including Q3 2024 numbers. All data for Viola Communications includes Purple Printing, Purple Exhibition and Viola Outdoor.

### Community Disclosures

#### Local Community Investment and Engagement Breakdown

	Total Amount Invested in AED	Main contribution
<b>Multiply Group PJSC</b>		
2024	64,595.00	Read to Lead Program Beach clean-up activity
<b>Omorfia Group LLC</b>		
2024	76,239.00 <sup>1</sup>	Dubai Center For Special Needs Donation % of services Breast Cancer Nail Art Designs Hair Donor vouchers for special needs future development centre
<b>Kalyon Enerji Yatırımları A.Ş.</b>		
2024	5,006,068.67	Community Development and Livelihood Restoration (Community investments including all SPP and WPP projects) Sponsorships (Paralimpics, IBAC, Sefertepe and Aydıntepe Archaeological Sites, Sport Clubs etc.) Donations (Domestic Waste Truck Donation, Computer, Furnishing etc.) Education (Karapınar SCADA building visits etc.) Goodwill Gesture (Ramadan Food Packages)
<b>Viola Communications LLC</b>		
2024	12,600.00	Sponsored the category "Best Sustainability Initiative" at the Middle East Event Awards 2024.
<b>24 7 Media Holding LLC</b>		
2024	95,000.00	Printing and installation of banners for a client Printing and installation of banner for Emirati Women's Day event Distributing jute bag, water bottles and dry fruit boxes
<b>Emirates Driving Company PJSC</b>		
2024	355,000	Emirates Red Crescent Authority DriftX Winter Football Sponsorship
<b>BackLite Media LLC</b>		
2024	25,000.00	CSR initiatives

1. Omorfia Group LLC scope: Omorfia, Sisters Beauty Lounge and The Grooming Company



**Procurement Disclosures**

**Responsible Procurement:**

	Responsible Procurement Breakdown																	
	2022			2023			2024			2022 <sup>1</sup>			2023 <sup>2</sup>			2024 <sup>3</sup>		
	Multiply Group PJSC			PAL Cooling Holding LLC			LVL Technology Holding			Omorfia Group LLC								
Total number of suppliers engaged	45	79	87	124	116	131	25	25	20	268	625	914						
Total number of local suppliers engaged	38	67	69	123	114	130	25	25	20	235	543	833						
Percentage of local suppliers hired	84.44%	84.81%	79.31%	99.19%	98.28%	99.24%	100.00%	100.00%	100.00%	87.69%	86.88%	91.14%						
Total procurement spending (AED m)	12.00	30.17	31.71	87.83	295.63	22.96	0.30	0.30	0.30	47.31	79.36	89.57						
Procurement spending on local suppliers (AED m)	11.70	25.93	26.40	87.80	295.60	22.73	0.30	0.30	0.30	40.89	68.07	81.23						
Percentage of spending on local suppliers (%)	97.50%	85.95%	83.25%	99.96%	99.99%	90.00%	100.00%	100.00%	100.00%	86.42%	85.77%	90.69%						

1. Omorfia Group LLC scope: 2022 Omorfia; 2. Omorfia Group LLC scope 2023: Omorfia, The Grooming Company and Sisters Beauty Lounge; 2023 numbers for Omorfia Group LLC have been revised due to change in scope; 3. Omorfia Group LLC scope 2024: Omorfia, The Grooming Company, Sisters Beauty Lounge and Jetset



**Procurement Disclosures**

**Responsible Procurement:** (continuation)

	Responsible Procurement Breakdown													
	2022	2023	2024		2022	2023	2024	2022	2023	2024	2022	2023	2024	2024
	Kalyon Enerji Yatırımları A.Ş.				Viola Communications LLC			24 7 Media Holding LLC			Emirates Driving Company PJSC			BackLite Media LLC
Total number of suppliers engaged	15	19	305		233	325	295	14	21	21	1,998	2,218	2,323	30
Total number of local suppliers engaged	14	17	298		222	318	284	14	20	21	1,996	2,212	2,316	30
Percentage of local suppliers hired	93.33%	89.47%	97.70%		95.28%	97.85%	96.27%	100.00%	95.24%	100.00%	99.90%	99.73%	99.70%	100.00%
Total procurement spending (AED m)	38.99	1020,01	730.68		68.56	86.29	55.30	12.37	14.71	15.31	54.39	64.09	77.76	3.26
Procurement spending on local suppliers (AED m)	7.13	807.43	591.43		67.11	84.79	52.71	12.37	14.66	15.31	54.26	62.72	77.21	3.26
Percentage of spending on local suppliers (%)	18.29%	79.16%	80.94%		97.89%	98.26%	95.32%	100.00%	99.66%	100.00%	99.77%	97.87%	99.29%	100.00%



### Supplier Environmental and Social Assessment

	New Suppliers screened using Environmental and Social Criteria		
	2024		
	Omorfia Group LLC <sup>1</sup>	Kalyon Enerji Yatırımları A.Ş.	Emirates Driving Company PJSC
Total Number of New Suppliers in specified year	28	305	105
Total Number of New Suppliers in specified year that were screened using environmental and social criteria	5	4	105
Total Percentage of New Suppliers in specified year that were screened using environmental and social criteria	17.86%	1.31%	100%

1. Omorfia Group LLC scope: Omorfia

### Data Security and Privacy disclosures

#### Complaints received concerning breaches of customer privacy

	The total Number of substantiated Complaints received concerning Breaches of Customer Privacy																								
	Multiply Group PJSC			PAL Cooling Holding LLC			LVL Technology Holding			Omorfia Group LLC <sup>1</sup>			Kalyon Enerji Yatırımları A.Ş.			Viola Communications LLC			24 7 Media Holding LLC			Emirates Driving Company PJSC			BackLite Media LLC
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2024
Total number of complaints received from outside parties and substantiated by the organization	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total number of complaints from regulatory bodies	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total number of identified leaks, thefts, or losses of customer data	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

1. Omorfia Group LLC scope: Omorfia



Data security training

	Breakdown of Employee Training on Data Security	
	Number of employees that completed the training	Number of total equivalent training hours
<b>Multiply Group PJSC</b>		
2022	50	60
2023	50	60
2024	43	43
<b>Pal Cooling Holding LLC</b>		
2022	17	17
2023	28	28
2024	0	0
<b>LVL Technology Holding</b>		
2022	20	40 <sup>1</sup>
2023	30	60 <sup>2</sup>
2024	35	70
<b>Omorfia Group LLC<sup>3</sup></b>		
2022	0	0
2023	0	0
2024	7	7
<b>Kalyon Enerji Yatırımları A.Ş.</b>		
2022	0	0
2023	0	0
2024	68	178
<b>Viola Communications LLC</b>		
2022	77	77
2023	66	66
2024	150	150

1,2,. 2022 & 2023 numbers for LVL Technology Holding have been revised due to changes in measurement methodologies and data management practices; 3. Omorfia Group LLC scope: Omorfia

Human Resources disclosures

In accordance with GRI 2: General Disclosures 2021, Disclosure 2-4, Multiply Group is providing the following restatement of information: Some of the previously reported HR figures have been revised for Multiply Group PJSC and all its subsidiaries (except BackLite Media LLC) due to changes in measurement methodologies and data management practices.

Employee Breakdown:

	Total Employees (Gender)				
	Female	Male	Total	Female %	Male %
<b>Multiply Group PJSC<sup>2,4</sup></b>					
2022	13	19	32	40.63%	59.38%
2023	17	26	43	39.53%	60.47%
2024	17	26	43	39.53%	60.47%
<b>PAL Cooling Holding LLC<sup>2,4</sup></b>					
2022	9	136	145	6.21%	93.79%
2023	9	145	154	5.84%	94.16%
2024	9	147	156	5.77%	94.23%
<b>LVL Technology Holding<sup>2,4</sup></b>					
2022	Not Available	Not Available	Not Available	Not Available	Not Available
2023	17	19	36	47.22%	52.78%
2024	7	11	18	38.89%	61.11%
<b>Omorfia Group LLC<sup>1,5</sup></b>					
2022	2,153	180	2,333	92.28%	7.72%
2023	2,614	209	2,823	92.60%	7.40%
2024	3,613	385	3,998	90.37%	9.63%
<b>Kalyon Enerji Yatırımları A.Ş.<sup>2,4</sup></b>					
2022	5	102	107	4.67%	95.33%
2023	134	1568	1702	7.87%	92.13%
2024	480	1008	1488	32.26%	67.74%
<b>Viola Communications LLC<sup>2,4</sup></b>					
2022	36	188	224	16.07%	83.93%
2023	45	207	252	17.86%	82.14%
2024	47	184	231	20.35%	79.65%
<b>24 7 Media Holding LLC<sup>2,4</sup></b>					
2022	11	19	30	36.67%	63.33%
2023	14	29	43	32.56%	67.44%
2024	19	31	50	38.00%	62.00%
<b>Emirates Driving Company PJSC<sup>2,3,4</sup></b>					
2022	104	467	571	18.21%	81.79%
2023	111	478	589	18.85%	81.15%
2024	103	462	565	18.23%	81.77%
<b>BackLite Media LLC<sup>2,4</sup></b>					
2024	11	29	40	27.50%	72.50%



1. Omorfia Group LLC scope: 2022 and 2023 Omorfia, 2024 Omorfia, The Grooming Company, Sisters Beauty Lounge and Jetset; 2. All employees are permanent employees; 3. Emirates Driving Company: in 2023 two employees were temporary employees and in 2024 one employee was a temporary employee.; 4. All employees are full-time employees; 5. Omorfia Group LLC: in 2023 one employee (female) was a part-time employee, in 2022 four employees were temporary employees (3 female, 1 male) and in 2023 three employees were temporary employees (2 female, 1 male)- scope Omorfia only.

Note: Multiply Group PJSC employed 5 contractors/consultants (1 female, 4 male) in 2023 and 2024 respectively which are not part of the overall workforce. Kalyon Enerji Yatırımları A.Ş. employed 116 contractors/ consultants (6 female, 110 male) in 2022, 182 contractors/ consultants (22 female, 160 male) in 2023 and 253 contractors/ consultants (34 female, 219 male) in 2024; contractors/ consultants are included in the total workforce numbers for Kalyon Enerji Yatırımları A.Ş. as per their internal Human Resources practice; Viola Communications LLC employed 14 contractors/ consultants (4 female, 10 male) in 2022, 15 contractors/ consultants (5 female, 10 male) in 2023 and 16 contractors/ consultants (3 female, 13 male) in 2024 which are not part of the overall workforce.

**New Hire Breakdown**

	Total New Hires (Gender)			
	Female	Male	Female %	Male %
<b>Multiply Group PJSC</b>				
2022	4	10	30.77%	52.63%
2023	6	14	35.29%	53.85%
2024	4	1	23.53%	3.85%
<b>PAL Cooling Holding LLC</b>				
2022	0	24	0.00%	17.65%
2023	0	16	0.00%	11.03%
2024	1	8	11.11%	5.44%
<b>LVL Technology Holding</b>				
2022	Not Available	Not Available	Not Available	Not Available
2023	Not Available	Not Available	Not Available	Not Available
2024	1	5	14.29%	45.45%
<b>Omorfia Group LLC<sup>1</sup></b>				
2022	754	70	35.02%	38.89%
2023	559	57	21.38%	27.27%
2024	758	100	20.98%	25.97%
<b>Kalyon Enerji Yatırımları A.Ş.</b>				
2022	5	102	100.00%	100.00%
2023	129	2127	96.27%	135.65%
2024	69	1660	14.38%	164.68%
<b>Viola Communications LLC</b>				
2022	11	66	30.56%	35.11%
2023	19	47	42.22%	22.71%
2024	16	37	34.04%	20.11%
<b>24 7 Media Holding LLC</b>				
2022	3	9	27.27%	47.37%
2023	4	9	28.57%	31.03%
2024	5	4	26.32%	12.90%
<b>Emirates Driving Company PJSC</b>				
2022	26	107	25.00%	22.91%
2023	23	47	20.72%	9.83%
2024	7	18	6.80%	3.90%
<b>BackLite Media LLC</b>				
2024	5	4	45.45%	13.79%

1. Omorfia Group LLC scope: 2022 and 2023 Omorfia, 2024 Omorfia, The Grooming Company, Sisters Beauty Lounge and Jetset;

	Total New Hires (Age Group)					
	Below 30 years old	Between 30-50 years old	Over 50 years old	Below 30 years old%	Between 30-50 years old%	Over 50 years old%
<b>Multiply Group PJSC</b>						
2022	2	12	0	66.67%	46.15%	0.00%
2023	4	15	1	100.00%	40.54%	50.00%
2024	2	3	0	33.33%	8.82%	0.00%
<b>PAL Cooling Holding LLC</b>						
2022	7	17	0	26.92%	16.50%	0.00%
2023	7	9	0	29.17%	7.89%	0.00%
2024	3	6	0	15.00%	5.04%	0.00%
<b>LVL Technology Holding</b>						
2022	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
2023	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
2024	4	2	0	200.00%	11.76%	0.00%
<b>Omorfia Group LLC<sup>1</sup></b>						
2022	528	296	0	65.84%	19.64%	0.00%
2023	310	306	0	31.79%	16.82%	0.00%
2024	428	423	7	38.45%	15.07%	5.43%
<b>Kalyon Enerji Yatırımları A.Ş.</b>						
2022	0	107	0	0.00%	100.00%	0.00%
2023	1431	626	199	138.80%	121.08%	129.22%
2024	792	720	217	177.18%	77.84%	187.07%
<b>Viola Communications LLC</b>						
2022	37	40	0	59.68%	27.97%	0.00%
2023	26	38	2	36.62%	24.05%	8.70%
2024	23	28	2	36.51%	19.31%	8.70%
<b>24 7 Media Holding LLC</b>						
2022	3	8	1	60.00%	34.78%	50.00%
2023	4	9	0	40.00%	29.03%	0.00%
2024	6	3	0	40.00%	9.09%	0.00%
<b>Emirates Driving Company PJSC</b>						
2022	13	102	18	38.24%	21.89%	25.35%
2023	22	48	0	52.38%	10.06%	0.00%
2024	3	21	1	12.00%	84.00%	4.00%
<b>BackLite Media LLC</b>						
2024	2	6	1	25.00%	19.35%	100.00%

1. Omorfia Group LLC scope: 2022 and 2023 Omorfia, 2024 Omorfia, The Grooming Company, Sisters Beauty Lounge and Jetset;



Turnover Breakdown:

	Total Employees that Left (Gender)			
	Female	Male	Female %	Male %
<b>Multiply Group PJSC</b>				
2022	5	0	38.46%	0.00%
2023	3	6	17.65%	23.08%
2024	4	1	23.53%	3.85%
<b>PAL Cooling Holding LLC</b>				
2022	0	6	0.00%	4.41%
2023	0	7	0.00%	4.83%
2024	1	6	11.11%	4.08%
<b>LVL Technology Holding</b>				
2022	Not Available	Not Available	Not Available	Not Available
2023	3	0	17.65%	0.00%
2024	12	12	171.43%	109.09%
<b>Omorfia Group LLC<sup>1</sup></b>				
2022	778	51	36.14%	28.33%
2023	675	94	25.82%	44.98%
2024	791	96	21.89%	24.94%
<b>Kalyon Enerji Yatırımları A.Ş.</b>				
2022	0	16	0.00%	15.69%
2023	49	612	36.57%	39.03%
2024	43	1900	8.96%	188.49%
<b>Viola Communications LLC</b>				
2022	5	25	13.89%	13.30%
2023	12	26	26.67%	12.56%
2024	14	60	29.79%	32.61%
<b>24 7 Media Holding LLC</b>				
2022	0	0	0.00%	0.00%
2023	0	0	0.00%	0.00%
2024	1	1	5.56%	3.23%
<b>Emirates Driving Company PJSC</b>				
2022	7	41	6.73%	8.78%
2023	18	35	16.22%	7.32%
2024	14	32	13.59%	6.93%
<b>BackLite Media LLC</b>				
2024	3	1	27.27%	3.45%

1. Omorfia Group LLC scope: 2022 and 2023 Omorfia, 2024 Omorfia, The Grooming Company, Sisters Beauty Lounge and Jetset

Turnover Breakdown:

	Total employees that Left (Age group)					
	Below 30 years old	Between 30-50 years old	Over 50 years old	Below 30 years old%	Between 30-50 years old%	Over 50 years old%
<b>Multiply Group PJSC</b>						
2022	1	4	0	33.33%	15.38%	0.00%
2023	3	5	1	75.00%	13.51%	50.00%
2024	1	4	0	16.67%	11.76%	0.00%
<b>PAL Cooling Holding LLC</b>						
2022	1	5	0	3.85%	4.85%	0.00%
2023	4	2	1	16.67%	1.75%	6.25%
2024	3	3	1	15.00%	2.52%	5.88%
<b>LVL Technology Holding</b>						
2022	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
2023	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
2024	2	22	0	100.00%	129.41%	0.00%
<b>Omorfia Group LLC<sup>1</sup></b>						
2022	280	532	17	34.91%	35.30%	70.83%
2023	270	474	25	27.69%	26.06%	86.21%
2024	251	622	14	22.55%	22.16%	10.85%
<b>Kalyon Enerji Yatırımları A.Ş.</b>						
2022	0	16	0	0.00%	14.95%	0.00%
2023	560	57	44	54.32%	11.03%	28.57%
2024	976	605	362	218.34%	65.41%	312.07%
<b>Viola Communications LLC</b>						
2022	6	24	0	9.68%	16.78%	0.00%
2023	4	33	1	5.63%	20.89%	4.35%
2024	22	48	4	34.92%	33.10%	17.39%
<b>24 7 Media Holding LLC</b>						
2022	0	0	0	0.00%	0.00%	0.00%
2023	0	0	0	0.00%	0.00%	0.00%
2024	1	1	0	6.67%	3.03%	0.00%
<b>Emirates Driving Company PJSC</b>						
2022	5	39	4	14.71%	8.37%	5.63%
2023	14	37	2	33.33%	7.76%	2.86%
2024	7	35	4	35.00%	7.88%	3.96%
<b>BackLite Media LLC</b>						
2024	1	3	0	12.50%	9.68%	0.00%

1. Omorfia Group LLC scope: 2022 and 2023 Omorfia, 2024 Omorfia, The Grooming Company, Sisters Beauty Lounge and Jetset.



Turnover Breakdown:

	Employee Turnover and Hire Rate (%)	
	Employee Turnover %	Employee Hire %
	Multiply Group PJSC	
2022	15.63%	43.75%
2023	20.93%	46.51%
2024	11.63%	11.63%
PAL Cooling Holding LLC		
2022	4.14%	16.55%
2023	4.55%	10.39%
2024	4.49%	5.77%
LVL Technology Holding		
2022	Not Available	Not Available
2023	8.33%	Not Available
2024	133.33%	33.33%
Omorfia Group LLC <sup>1</sup>		
2022	35.53%	35.32%
2023	27.24%	21.28%
2024	22.19%	21.46%
Kalyon Enerji Yatırımları A.Ş.		
2022	14.95%	100.00%
2023	38.84%	132.55%
2024	130.58%	116.20%
Viola Communications LLC		
2022	13.39%	34.38%
2023	15.08%	26.19%
2024	32.03%	22.94%
24 7 Media Holding LLC		
2022	0.00%	40.00%
2023	0.00%	30.23%
2024	4.00%	18.00%
Emirates Driving Company PJSC		
2022	8.40%	23.23%
2023	9.00%	11.90%
2024	8.10%	4.40%
BackLite Media LLC		
2024	10.00%	22.50%

1. Omorfia Group LLC scope: 2022 and 2023 Omorfia, 2024 Omorfia, The Grooming Company, Sisters Beauty Lounge and Jetset.

Training breakdown

	Total Training Hours per Gender		
	Female	Male	Total
	Multiply Group PJSC		
2022	906	950	1,856
2023	1,520	2,000	3,520
2024	1,610	2,150	3,760
PAL Cooling Holding LLC			
2022	8	2,028	2,036
2023	39	2,459	2,498
2024	124	3,171	3,295
Omorfia Group LLC <sup>1</sup>			
2022	29,569	134	29,703
2023	46,296	1,040	47,336
2024	78,576	2,396	80,972
Kalyon Enerji Yatırımları A.Ş.			
2022	230	24,428	24,658
2023	3,820	44,836	48,656
2024	6,876	16,385	23,261
Viola Communications LLC			
2022	0	0	0
2023	624	1,075	1,698
2024	786	1,337	2,123
24 7 Media Holding LLC			
2022	0	0	0
2023	0	0	0
2024	378	775	1,153
Emirates Driving Company PJSC			
2022	6,649	32,082	38,731
2023	5,015	19,117	24,132
2024	1,972	3,898	5,870

1. Omorfia Group LLC scope: 2022 and 2023 Omorfia, 2024 Omorfia, The Grooming Company, Sisters Beauty Lounge and Jetset



Training breakdown

	Average Training Hours per Employee per Gender		
	Female	Male	Total
Multiply Group PJSC			
2022	69.69	50.00	58.00
2023	89.41	76.92	81.86
2024	94.71	82.69	87.44
PAL Cooling Holding LLC			
2022	0.89	14.91	14.04
2023	4.33	16.96	16.22
2024	13.78	21.57	21.12
Omorfia Group LLC <sup>1</sup>			
2022	13.73	0.74	12.73
2023	17.71	4.98	16.77
2024	21.75	6.22	20.25
Kalyon Enerji Yatırımları A.Ş.			
2022	46.09	239.49	230.45
2023	28.51	28.59	28.59
2024	14.33	16.25	15.63
Viola Communications LLC			
2022	0.00	0.00	0.00
2023	13.86	5.19	6.74
2024	16.72	7.27	9.19
24 7 Media Holding LLC			
2022	0	0	0
2023	0	0	0
2024	19.89	25.00	23.06
Emirates Driving Company PJSC			
2022	63.93	68.70	67.83
2023	45.18	39.99	40.97
2024	19.14	8.44	10.39

1. Omorfia Group LLC scope: 2022 and 2023 Omorfia, 2024 Omorfia, The Grooming Company, Sisters Beauty Lounge and Jetset

Training breakdown

	Total Training Hours per Job Category			
	Labour	Entry Level	Mid Level	Senior Manager
Multiply Group PJSC				
2022	Not Applicable	0	556	1,300
2023	Not Applicable	367	1,450	1,703
2024	Not Applicable	405	1,530	1,825
PAL Cooling Holding LLC				
2022	79	1,194	613	150
2023	104	1,279	716	399
2024	190	2,299	750	56
Omorfia Group LLC <sup>1</sup>				
2022	Not Available	Not Available	Not Available	Not Available
2023	Not Available	Not Available	Not Available	Not Available
2024	0	20,045	1,586	0
Kalyon Enerji Yatırımları A.Ş.				
2022	20,748	3,220	230	460
2023	41,993	3,779	1,268	1,616
2024	14,504	2,432	4,761	1,564
Viola Communications LLC				
2022	0	0	0	0
2023	20	507	907	264
2024	36	673	1,105	309
24 7 Media Holding LLC				
2022	0	0	0	0
2023	0	0	0	0
2024	0	32	1,053	68
Emirates Driving Company PJSC				
2022	31,205	7,123	394	8
2023	17,200	6,052	878	2
2024	2,669	2,846	345	9

1. Omorfia Group LLC scope: 2022 and 2023 NA, 2024 The Grooming Company, Sisters Beauty Lounge and Jetset.



Training breakdown

	Average Training Hours per Employee per Job Category			
	Labour	Entry Level	Mid Level	Senior Manager
<b>Multiply Group PJSC</b>				
2022	Not Applicable	0.00	69.50	100.00
2023	Not Applicable	26.21	96.67	121.64
2024	Not Applicable	31.15	85.00	152.08
<b>PAL Cooling Holding LLC</b>				
2022	4.94	18.95	12.02	10.00
2023	6.12	17.76	14.04	28.50
2024	12.67	41.05	10.87	3.50
<b>Omorfia Group LLC<sup>1</sup></b>				
2022	Not Available	Not Available	Not Available	Not Available
2023	Not Available	Not Available	Not Available	Not Available
2024	0.00	5.41	5.03	0.00
<b>Kalyon Enerji Yatırımları A.Ş.</b>				
2022	230.53	230.00	230.00	230.00
2023	32.38	18.34	12.31	16.83
2024	15.78	152.00	10.58	15.18
<b>Viola Communications LLC</b>				
2022	0.00	0.00	0.00	0.00
2023	0.16	13.00	12.60	17.60
2024	0.32	14.32	18.11	30.90
<b>24 7 Media Holding LLC</b>				
2022	0.00	0.00	0.00	0.00
2023	0.00	0.00	0.00	0.00
2024	0.00	4.57	28.46	11.33
<b>Emirates Driving Company PJSC</b>				
2022	4.71	33.74	26.57	2.13
2023	35.32	71.20	58.53	1
2024	5.75	33.89	26.57	2.13

1.Omorfia Group LLC scope: 2022 and 2023 Omorfia, 2024 Omorfia, The Grooming Company, Sisters Beauty Lounge and Jetset.

Breakdown of Diversity & Inclusion

	Total Employees by Job Category and by Age Gender							
	Labour		Entry Level		Mid Level		Senior Manager	
	Male	Female	Male	Female	Male	Female	Male	Female
<b>Multiply Group PJSC</b>								
2022	0.00%	0.00%	63.64%	36.36%	37.50%	62.50%	69.23%	30.77%
2023	0.00%	0.00%	57.14%	42.86%	60.00%	40.00%	64.29%	35.71%
2024	0.00%	0.00%	61.54%	38.46%	55.56%	44.44%	66.67%	33.33%
<b>PAL Cooling Holding LLC</b>								
2022	100.00%	0.00%	88.89%	11.11%	96.08%	3.92%	100.00%	0.00%
2023	100.00%	0.00%	90.28%	9.72%	96.08%	3.92%	100.00%	0.00%
2024	100.00%	0.00%	91.07%	8.93%	94.20%	5.80%	100.00%	0.00%
<b>LVL Technology Holding</b>								
2022	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
2023	0.00%	0.00%	40.00%	60.00%	56.52%	43.48%	50.00%	50.00%
2024	0.00%	0.00%	0.00%	0.00%	28.57%	71.43%	63.64%	36.36%
<b>Omorfia Group LLC<sup>1</sup></b>								
2022	0.00%	0.00%	7.72%	92.28%	6.82%	93.18%	10.47%	89.53%
2023	0.00%	0.00%	7.42%	92.58%	6.29%	93.71%	11.24%	88.76%
2024	0.00%	0.00%	8.21%	91.79%	28.57%	71.43%	26.67%	73.33%
<b>Kalyon Enerji Yatırımları A.Ş.</b>								
2022	100.00%	0.00%	92.86%	7.14%	100.00%	0.00%	100.00%	0.00%
2023	77.46%	22.54%	65.02%	34.98%	65.38%	34.62%	37.89%	62.11%
2024	97.28%	2.72%	83.33%	16.67%	91.27%	8.73%	82.52%	17.48%
<b>Viola Communications LLC</b>								
2022	100.00%	0.00%	52.63%	47.37%	77.78%	22.22%	73.91%	26.09%
2023	100.00%	0.00%	51.28%	48.72%	69.44%	30.56%	73.33%	26.67%
2024	98.23%	1.77%	51.06%	48.94%	67.21%	32.79%	80.00%	20.00%
<b>24 7 Media Holding LLC</b>								
2022	0.00%	0.00%	64.71%	35.29%	75.00%	25.00%	40.00%	60.00%
2023	0.00%	0.00%	59.09%	40.91%	86.67%	13.33%	50.00%	50.00%
2024	0.00%	0.00%	71.43%	28.57%	62.16%	37.84%	50.00%	50.00%
<b>Emirates Driving Company PJSC</b>								
2022	87.02%	12.98%	51.35%	48.65%	75.56%	24.44%	100.00%	0.00%
2023	84.19%	15.81%	61.18%	38.82%	93.33%	6.67%	100.00%	0.00%
2024	85.99%	14.01%	55.95%	44.05%	92.31%	7.69%	100.00%	0.00%
<b>BackLite Media LLC</b>								
2024	100.00%	0.00%	45.45%	54.55%	81.82%	18.18%	80.00%	20.00%

1. Omorfia Group LLC scope: 2022 and 2023 Omorfia, 2024 Omorfia, The Grooming Company, Sisters Beauty Lounge and Jetset.



Breakdown of Diversity & Inclusion

Total Employees by Job Category and by Age Group														
Labour			Entry Level			Mid Level			Senior Manager					
Below 30 years old	Between 30-50 years old	Over 50 years old	Below 30 years old	Between 30-50 years old	Over 50 years old	Below 30 years old	Between 30-50 years old	Over 50 years old	Below 30 years old	Between 30-50 years old	Over 50 years old	Below 30 years old	Between 30-50 years old	Over 50 years old
<b>Multiply Group PJSC</b>														
2022	0.00%	0.00%	0.00%	27.27%	72.73%	0.00%			0.00%	87.50%	12.50%	0.00%	84.62%	15.38%
2023	0.00%	0.00%	0.00%	21.43%	78.57%	0.00%			6.67%	80.00%	13.33%	0.00%	100.00%	0.00%
2024	0.00%	0.00%	0.00%	30.77%	69.23%	0.00%			11.11%	77.78%	11.11%	0.00%	91.67%	8.33%
<b>PAL Cooling Holding LLC</b>														
2022	12.50%	62.50%	25.00%	26.98%	69.84%	3.17%			11.76%	76.47%	11.76%	6.67%	66.67%	26.67%
2023	17.65%	58.82%	23.53%	23.61%	73.61%	2.78%			7.84%	80.39%	11.76%	0.00%	71.43%	28.57%
2024	13.33%	60.00%	26.67%	25.00%	71.43%	3.57%			5.80%	86.96%	7.25%	0.00%	62.50%	37.50%
<b>LVL Technology Holding</b>														
2022	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available			Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
2023	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2024	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			25.00%	75.00%	0.00%	0.00%	91.67%	8.33%
<b>Omorfia Group LLC<sup>1</sup></b>														
2022	0.00%	0.00%	0.00%	35.00%	63.99%	1.01%			37.12%	62.12%	0.76%	11.63%	86.05%	2.33%
2023	0.00%	0.00%	0.00%	35.03%	63.97%	1.00%			37.01%	62.09%	0.90%	12.22%	85.56%	2.22%
2024	0.00%	0.00%	0.00%	28.81%	68.05%	3.13%			14.24%	83.23%	2.53%	3.33%	80.00%	16.67%
<b>Kalyon Enerji Yatırımları A.Ş.</b>														
2022	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%			0.00%	100.00%	0.00%	0.00%	100.00%	0.00%
2023	69.70%	21.28%	9.02%	48.06%	44.17%	7.77%			27.18%	64.08%	8.74%	0.00%	87.50%	12.50%
2024	36.89%	54.08%	9.03%	100.00%	0.00%	0.00%			16.00%	79.11%	4.89%	19.42%	69.90%	10.68%
<b>Viola Communications LLC</b>														
2022	37.61%	55.05%	7.34%	42.11%	55.26%	2.63%			9.26%	81.48%	9.26%	0.00%	78.26%	21.74%
2023	38.89%	53.17%	7.94%	43.59%	51.28%	5.13%			6.94%	84.72%	8.33%	0.00%	66.67%	33.33%
2024	35.40%	53.98%	10.62%	40.43%	55.32%	4.26%			6.56%	85.25%	8.20%	0.00%	60.00%	40.00%
<b>24 7 Media Holding LLC</b>														
2022	0.00%	0.00%	0.00%	17.65%	76.47%	5.88%			25.00%	75.00%	0.00%	0.00%	80.00%	20.00%
2023	0.00%	0.00%	0.00%	27.27%	68.18%	4.55%			26.67%	73.33%	0.00%	0.00%	83.33%	16.67%
2024	0.00%	0.00%	0.00%	42.86%	42.86%	14.29%			32.43%	67.57%	0.00%	0.00%	83.33%	16.67%
<b>Emirates Driving Company PJSC</b>														
2022	2.73%	83.60%	13.67%	28.38%	64.86%	6.76%			2.22%	88.89%	8.89%	0.00%	84.62%	15.38%
2023	6.98%	80.49%	12.53%	9.41%	82.35%	8.24%			0.00%	93.33%	6.67%	0.00%	50.00%	50.00%
2024	3.23%	79.09%	17.67%	5.95%	75.00%	19.05%			0%	76.92%	23.08%	0%	100%	0%
<b>BackLite Media LLC</b>														
2024	50.00%	50.00%	0.00%	41.67%	58.33%	0.00%			9.52%	85.71%	4.76%	0.00%	100.00%	0.00%

1.Omorfia Group LLC scope: 2022 and 2023 Omorfia, 2024 Omorfia, The Grooming Company, Sisters Beauty Lounge and Jetset.



**Breakdown of Diversity & Inclusion**

Total Number of Nationalities	
Multiply Group PJSC	
2022	15
2023	18
2024	17
PAL Cooling Holding LLC	
2022	11
2023	11
2024	11
LVL Technology Holding	
2022	Not Available
2023	Not Available
2024	7
Omorfia Group LLC <sup>1</sup>	
2022	43
2023	45
2024	54
Kalyon Enerji Yatırımları A.Ş.	
2022	1
2023	1
2024	1
Viola Communications LLC	
2022	21
2023	20
2024	18
24 7 Media Holding LLC	
2022	11
2023	12
2024	13
Emirates Driving Company PJSC	
2022	32
2023	32
2024	32
BackLite Media LLC	
2024	13

1. Omorfia Group LLC scope: Omorfia only

**Additional HR information:**

Total Number of Incidents of Discrimination	
Multiply Group PJSC	
2022	0
2023	0
2024	0
PAL Cooling Holding LLC	
2022	0
2023	0
2024	0
LVL Technology Holding	
2022	0
2023	0
2024	0
Omorfia Group LLC <sup>1</sup>	
2022	0
2023	0
2024	0
Kalyon Enerji Yatırımları A.Ş.	
2022	0
2023	0
2024	0
Viola Communications LLC	
2022	0
2023	0
2024	0
24 7 Media Holding LLC	
2022	0
2023	0
2024	0
Emirates Driving Company PJSC	
2022	0
2023	0
2024	0
BackLite Media LLC	
2024	0

1. Omorfia Group LLC scope: 2022, 2023 and 2024 Omorfia, The Grooming Company, Sisters Beauty Lounge and Jetset



Emiratization Breakdown

	Emiratization Rate
<b>Multiply Group PJSC</b>	
2022	0.00%
2023	0.00%
2024	0.00%
<b>Pal Cooling Holding LLC</b>	
2022	2.07%
2023	1.95%
2024	1.92%
<b>Omorfia Group LLC<sup>1</sup></b>	
2022	0.51%
2023	0.53%
2024	1.33%
<b>Viola Communications LLC</b>	
2022	0.89%
2023	0.79%
2024	1.30%
<b>24 7 Media Holding LLC</b>	
2022	0.00%
2023	0.00%
2024	2.00%
<b>LVL Technology Holding</b>	
2022	Not Available
2023	Not Available
2024	0.00%
<b>Emirates Driving Company PJSC</b>	
2022	8.10%
2023	8.10%
2024	7.30%
<b>BackLite Media LLC</b>	
2024	0.00%

1.Omorfia Group LLC scope: 2022 and 2023 Omorfia, 2024 Omorfia, The Grooming Company, Sisters Beauty Lounge and Jetset

Health & Safety breakdown

	Work-related Ill-Health		
	Number of Fatalities as a Result of Work-Related Ill Health	Number of Cases of Recordable Work-Related Ill Health	Main types of work-related ill-health
<b>Multiply Group PJSC</b>			
2022	0	0	Not Applicable
2023	0	0	Not Applicable
2024	0	0	Not Applicable
<b>PAL Cooling Holding LLC</b>			
2022	0	0	Not Applicable
2023	0	0	Not Applicable
2024	0	0	Not Applicable
<b>LVL Technology Holding</b>			
2022	0	0	Not Applicable
2023	0	0	Not Applicable
2024	0	0	Not Applicable
<b>Omorfia Group LLC<sup>1</sup></b>			
2022	0	0	Not Applicable
2023	0	0	Not Applicable
2024	0	0	Not Applicable
<b>Kalyon Enerji Yatırımları A.Ş.</b>			
2022	Not Available	Not Available	Not Available
2023	0	0	Not Applicable
2024	0	0	Not Applicable
<b>Viola Communications LLC</b>			
2022	0	0	Not Applicable
2023	0	0	Not Applicable
2024	0	0	Not Applicable
<b>24 7 Media Holding LLC</b>			
2022	0	0	Not Applicable
2023	0	0	Not Applicable
2024	0	0	Not Applicable
<b>Emirates Driving Company PJSC</b>			
2022	0	13	Dizziness, Musculoskeletal Disorders, Repetitive Strain Injuries,
2023	0	25	
2024	0	21	
<b>BackLite Media LLC</b>			
2024	0	0	Not Applicable

1. Omorfia Group LLC scope: 2022, 2023 and 2024 Omorfia, The Grooming Company, Sisters Beauty Lounge and Jetset



Health & Safety breakdown

Work-related injuries											
	Number of Fatalities	Rate of Fatalities	Number of high-consequence work-related injury	Rate of high-consequence work-related injury	Number of lost-time injury		Rate of lost-time injury	Number of recordable work-related injury	Rate of recordable work-related injury	Main types of work-related injury	Number of Hours Worked
<b>Multiply Group PJSC</b>											
2022	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
2023	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
2024	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
<b>PAL Cooling Holding LLC</b>											
2022	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
2023	0	0	1	0.72 <sup>2</sup>	0		0	0	0	Laceration (Cut)	277,348.00
2024	0	0	0	0	0		0	1	0.63 <sup>2</sup>	Laceration (Cut)	316,807.00
<b>LVL Technology Holding</b>											
2022	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
2023	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
2024	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
<b>Omorfia Group LLC<sup>1</sup></b>											
2022	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
2023	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
2024	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
<b>Kalyon Enerji Yatırımları A.Ş.<sup>3</sup></b>											
2022	Not Available	Not Available	Not Available	Not Available	Not Available		Not Available	Not Available	Not Available	Not Available	Not Available
2023	0	0	0	0	13		2.11 <sup>3</sup>	98	15.93 <sup>3</sup>	Not Available	1,230,011.00
2024	0	0	0	0	22		2.77 <sup>3</sup>	68	8.57 <sup>3</sup>	Not Available	1,586,016.00
<b>Viola Communications LLC</b>											
2022	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
2023	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
2024	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
<b>24 7 Media Holding LLC</b>											
2022	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
2023	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
2024	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
<b>Emirates Driving Company PJSC</b>											
2022	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
2023	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
2024	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable
<b>BackLite Media LLC</b>											
2024	0	0	0	0	0		0	0	0	Not Applicable	Not Applicable

1. Omorfia Group LLC scope: 2022, 2023 and 2024 Omorfia, The Grooming Company, Sisters Beauty Lounge and Jetset; 2. PAL Cooling Holding LLC rate of recordable work-related injury and rate of high-consequence work-related injury calculated by multiplied by 200,000 as per GRI 403-9; 3. Kalyon Enerji Yatırımları A.Ş. data includes contractors and subcontractors as per employment categorization in Employee Breakdown table. Rate of lost-time injury and rate of recordable work-related injury calculates by multiplied by 200,000 as per GRI 403-9



### Environmental Disclosures

Multiply is currently undergoing a restructuring and as part of this will establish a baseline GHG inventory in 2025 with future reports segmented by vertical. As a result, emissions data for subsidiaries in this year's report will vary from last year's disclosed data or won't be available for disclosure. In accordance with GRI 2: General Disclosures 2021, Disclosure 2-4, Multiply Group is providing the following restatement of information: Some previously reported Environmental figures have been revised for Multiply Group PJSC, PAL Cooling Holding LLC, Emirates Driving Company PJSC, Kalyon Enerji Yatırımları A.Ş., Viola Communications LLC and Omorfia Group LLC due to changes in measurement methodologies and data management practices.

#### Emission Data breakdown:

	Scope MT CO2e		
	2022	2023	2024
<b>Multiply Group PJSC</b>			
Scope 1	11.23	12.19	37.74
Scope 2	15.24	14.59	Not Available <sup>1</sup>
Scope 3	Not Available	Not Available	Not Available
<b>Total Emissions (MT CO2e)</b>	<b>26.47</b>	<b>26.76</b>	<b>37.74<sup>1</sup></b>
<b>PAL Cooling Holding LLC</b>			
Scope 1	403.18	803.01	327.56
Scope 2	96,131.45	109,107.61	111,016.03
Scope 3	Not Available	Not Available	Not Available
<b>Total Emissions (MT CO2e)</b>	<b>96,534.62</b>	<b>109,910.62</b>	<b>111,343.58</b>
<b>Kalyon Enerji Yatırımları A.Ş.</b>			
Scope 1	535,542.58	2,243,433.40	5,495,309.07
Scope 2	672.26	538.90	1,696.45
Scope 3	Not Available	Not Available	Not Available
<b>Total Emissions (MT CO2e)</b>	<b>536,214.84</b>	<b>2,243,972.30</b>	<b>5,497,005.52</b>
<b>Emirates Driving Company PJSC</b>			
Scope 1	4,066	3,632	5,516
Scope 2	5,039	4,222	7,098
Scope 3	6,221	5,514	5,186
<b>Total Emissions (MT CO2e)</b>	<b>15,326</b>	<b>13,368</b>	<b>17,800</b>
<b>2024</b>			
<b>BackLite Media LLC</b>			
Scope 1		1,036.00	
Scope 2		1,026.00	
Scope 3		1,266.00	
<b>Total Emissions (MT CO2e)</b>		<b>3,328.00</b>	

1. As of 2024 Multiply Group PJSC is unable to track its electricity consumption due to a move to a new building in which electricity consumption is part of the rent with no transparency on usage.

#### Emission Data breakdown:

	Scope Intensity		
	2022	2023	2024
<b>Multiply Group PJSC</b>			
Scope 1	0.35	0.28	0.88
Scope 2	0.48	0.34	Not Available <sup>1</sup>
Scope 3	Not Available	Not Available	Not Available
<b>Total Emissions Intensity (MT Co2e/employee)</b>	<b>0.83</b>	<b>0.62</b>	<b>0.88<sup>1</sup></b>
<b>PAL Cooling Holding LLC</b>			
Scope 1	2.78	5.21	2.10
Scope 2	662.98	708.49	711.64
Scope 3	Not Available	Not Available	Not Available
<b>Total Emissions Intensity (MT Co2e/employee)</b>	<b>665.76</b>	<b>713.71</b>	<b>713.74</b>
<b>Kalyon Enerji Yatırımları A.Ş.</b>			
Scope 1	5,005.07	1,318.12	3,693.08
Scope 2	6.28	0.32	1.14
Scope 3	Not Available	Not Available	Not Available
<b>Total Emissions Intensity (MT Co2e/employee)</b>	<b>5,011.35</b>	<b>1,318.43</b>	<b>3,694.22</b>
<b>Emirates Driving Company PJSC</b>			
Scope 1	7.12	6.17	9.76
Scope 2	8.82	7.17	12.56
Scope 3	10.90	9.36	9.13
<b>Total Emissions Intensity (MT Co2e/employee)</b>	<b>26.84</b>	<b>20.70</b>	<b>31.45</b>
<b>2024</b>			
<b>BackLite Media LLC</b>			
Scope 1		31.39	
Scope 2		31.09	
Scope 3		38.36	
<b>Total Emissions Intensity (MT Co2e/employee)</b>		<b>100.85</b>	

1. As of 2024 Multiply Group PJSC is unable to track its electricity consumption due to a move to a new building in which electricity consumption is part of the rent with no transparency on usage.

**Energy Consumption Breakdown**

		Unit	2022	2023	2024
<b>Multiply Group PJSC</b>					
Fuel Consumption	Petrol	GJ	160.83	174.23	479.87
	Diesel	GJ	Not Applicable	Not Applicable	Not Applicable
Electricity Consumption		GJ	138.50	132.67	Not Available <sup>2</sup>
Chilled Water		GJ	Not Applicable	Not Applicable	Not Applicable
<b>Total Direct Energy Consumption</b>			<b>160.83</b>	<b>174.23</b>	<b>479.87</b>
<b>Total Indirect Energy Consumption</b>			<b>138.50</b>	<b>132.67</b>	<b>Not Available<sup>2</sup></b>
<b>Total Energy Consumption</b>			<b>299.32</b>	<b>306.90</b>	<b>479.87<sup>2</sup></b>
<b>PAL Cooling Holding LLC</b>					
Fuel Consumption	Petrol	GJ	4,139.41	4,883.94	4,706.27
	Diesel	GJ	1,667	16.77	59.54
Electricity Consumption		GJ	879,917.00	998,614.70	1,015,747.27
Chilled Water		GJ	33,793.66	38,127.38	40,613.18
<b>Total Direct Energy Consumption</b>			<b>5,806.65</b>	<b>4,900.71</b>	<b>4,765.81</b>
<b>Total Indirect Energy Consumption</b>			<b>913,710.66</b>	<b>1,036,742.09</b>	<b>1,056,360.45</b>
<b>Total Energy Consumption</b>			<b>919,517.31</b>	<b>1,041,642.80</b>	<b>1,061,126.26</b>
<b>Omorfia Group LLC<sup>1</sup></b>					
Fuel Consumption	Petrol	GJ	Not Available	136.64	1,718.67
	Diesel	GJ	Not Available	856.83	284.72
Electricity Consumption		GJ	Not Available	6,764,458.81	6,317,144.72
Chilled Water		GJ	Not Available	Not Applicable	Not Applicable
<b>Total Direct Energy Consumption</b>			<b>Not Available</b>	<b>993.47</b>	<b>2,003.39</b>
<b>Total Indirect Energy Consumption</b>			<b>Not Available</b>	<b>6,764,458.81</b>	<b>6,317,144.72</b>
<b>Total Energy Consumption</b>			<b>Not Available</b>	<b>6,765,452.28</b>	<b>6,319,148.11</b>
<b>LVL Technology Holding</b>					
Fuel Consumption	Petrol	GJ	77.00	96.00	85.00
	Diesel	GJ	0.00	0.00	0.00
Electricity Consumption		GJ	36.00	54.00	48.00
Chilled Water		GJ	Not Applicable	Not Applicable	Not Applicable
<b>Total Direct Energy Consumption</b>			<b>77.00</b>	<b>96.00</b>	<b>85.00</b>
<b>Total Indirect Energy Consumption</b>			<b>36.00</b>	<b>54.00</b>	<b>48.00</b>
<b>Total Energy Consumption</b>			<b>113.00</b>	<b>150.00</b>	<b>133.00</b>
<b>Kalyon Enerji Yatırımları A.Ş.<sup>3</sup></b>					
Fuel Consumption	Petrol	GJ	Not Available	Not Available	264.89
	Diesel	GJ	26,341.14	23,486.99	73,850.38
Electricity Consumption		GJ	5,371.87	27,691.44	59,381.02
Chilled Water		GJ	Not Applicable	Not Applicable	Not Applicable
<b>Total Direct Energy Consumption</b>			<b>26,341.14</b>	<b>23,486.99</b>	<b>74,115.27</b>
<b>Total Indirect Energy Consumption</b>			<b>5,371.87</b>	<b>27,691.44</b>	<b>59,381.02</b>
<b>Total Energy Consumption</b>			<b>31,713.01</b>	<b>51,178.43</b>	<b>133,496.29</b>

**Energy Consumption Breakdown (continuation)**

		Unit	2022	2023	2024
<b>Viola Communications LLC</b>					
Fuel Consumption	Petrol	GJ	1,060.00	2,412.95	2,891.61
	Diesel	GJ	Not Applicable	1,273.59	1,464.60
Electricity Consumption		GJ	259.55	398.95	415.00
Chilled Water		GJ	Not Applicable	Not Applicable	Not Applicable
<b>Total Direct Energy Consumption</b>			<b>1,060.00</b>	<b>3,686.54</b>	<b>4,356.21</b>
<b>Total Indirect Energy Consumption</b>			<b>259.55</b>	<b>398.95</b>	<b>415.00</b>
<b>Total Energy Consumption</b>			<b>1,319.55</b>	<b>4,085.49</b>	<b>4,771.21</b>
<b>Emirates Driving Company PJSC</b>					
Fuel Consumption	Petrol	GJ	Not Available	Not Available	1,945.07
	Diesel	GJ	Not Available	Not Available	159,630.17
Electricity Consumption		GJ	Not Available	Not Available	Not Available
Chilled Water		GJ	Not Available	Not Available	Not Available
<b>Total Direct Energy Consumption</b>			<b>Not Available</b>	<b>Not Available</b>	<b>161,575.24</b>
<b>Total Indirect Energy Consumption</b>			<b>Not Available</b>	<b>Not Available</b>	<b>Not Available</b>
<b>Total Energy Consumption</b>			<b>Not Available</b>	<b>Not Available</b>	<b>161,575.24</b>
<b>Kalyon Enerji Yatırımları A.Ş.<sup>3</sup></b>					
Fuel Consumption	Petrol	GJ	25,669.62	25,274.32	25,164.71
	Diesel	GJ	17,085.81	17,708.54	22,439.72
Electricity Consumption		GJ	45,809.33	38,381.05	64,526.01
Chilled Water		GJ	Not Applicable	Not Applicable	Not Applicable
<b>Total Direct Energy Consumption</b>			<b>42,755.43</b>	<b>42,982.86</b>	<b>47,604.43</b>
<b>Total Indirect Energy Consumption</b>			<b>45,809.33</b>	<b>38,381.05</b>	<b>64,526.01</b>
<b>Total Energy Consumption</b>			<b>88,564.76</b>	<b>81,363.91</b>	<b>112,130.44</b>
<b>2024</b>					
<b>BackLite Media LLC</b>					
Fuel Consumption	Petrol	GJ		459.56	
	Diesel	GJ		11,789.28 <sup>4</sup>	
Electricity Consumption		GJ		9,403.44	
Chilled Water		GJ		0.00	
<b>Total Direct Energy Consumption</b>				<b>12,248.84</b>	
<b>Total Indirect Energy Consumption</b>				<b>9,403.44</b>	
<b>Total Energy Consumption</b>				<b>21,652.28</b>	

1. Omorfia Group LLC scope: Omorfia only. 2. As of 2024 Multiply Group PJSC is unable to track its electricity consumption due to a move to a new building in which electricity consumption is part of the rent with no transparency on usage. 3. Kalyon Enerji Yatırımları A.Ş. Electricity Consumption including renewable electricity which constitutes indirect energy for Kalyon Enerji Yatırımları A.Ş. as embedded in the business model; 4. BackLite Media LLC including 1,562.06 GJ Biodiesel



**Energy Consumption Breakdown**

	Energy Intensity (GJ/Employee)		
	2022	2023	2024
<b>Multiply Group PJSC</b>			
Direct Energy Intensity	5.03	4.05	11.16
Indirect Energy Intensity	4.33	3.09	Not Available <sup>1</sup>
<b>Total Energy Intensity</b>	<b>9.35</b>	<b>7.14</b>	<b>11.16<sup>1</sup></b>
<b>PAL Cooling Holding LLC<sup>3</sup></b>			
Direct Energy Intensity	40.05	31.82	30.55
Indirect Energy Intensity	6,301.45	6,732.09	6,771.54
<b>Total Energy Intensity</b>	<b>6,341.50</b>	<b>6,763.91</b>	<b>6,802.09</b>
<b>Omorfia Group LLC<sup>2</sup></b>			
Direct Energy Intensity	Not Available	0.35	0.64
Indirect Energy Intensity	Not Available	2,396.20	2,2024.08
<b>Total Energy Intensity</b>	<b>Not Available</b>	<b>2,396.55</b>	<b>2,024.72</b>
<b>LVL Technology Holding</b>			
Direct Energy Intensity	7.70	8.00	5.67
Indirect Energy Intensity	3.60	4.50	3.20
<b>Total Energy Intensity</b>	<b>3.60</b>	<b>12.50</b>	<b>8.87</b>
<b>Kalyon Enerji Yatırımları A.Ş.<sup>4</sup></b>			
Direct Energy Intensity	246.18	13.80	49.81
Indirect Energy Intensity	50.20	16.27	39.91
<b>Total Energy Intensity</b>	<b>50.20</b>	<b>30.07</b>	<b>89.72</b>
<b>Viola Communications LLC</b>			
Direct Energy Intensity	4.73	14.63	18.86
Indirect Energy Intensity	1.16	1.58	1.80
<b>Total Energy Intensity</b>	<b>5.89</b>	<b>16.21</b>	<b>20.65</b>
<b>24 7 Media Holding LLC</b>			
Direct Energy Intensity	Not Available	Not Available	3,231.50
Indirect Energy Intensity	Not Available	Not Available	Not Available
<b>Total Energy Intensity</b>	<b>Not Available</b>	<b>Not Available</b>	<b>3,231.50</b>
<b>Emirates Driving Company PJSC</b>			
Direct Energy Intensity	74.88	72.98	84.26
Indirect Energy Intensity	80.23	65.16	114.21
<b>Total Energy Intensity</b>	<b>155.10</b>	<b>138.14</b>	<b>198.46</b>
<b>2024</b>			
<b>BackLite Media LLC</b>			
Direct Energy Intensity		371.18	
Indirect Energy Intensity		284.95	
<b>Total Energy Intensity</b>		<b>656.13</b>	

1. As of 2024 Multiply Group PJSC is unable to track its electricity consumption due to a move to a new building in which electivity consumption is part of the rent with no transparency on usage 2. Omorfia Group LLC scope: Omorfia only; 3. PAL Cooling Holding LLC including domestic and district cooling plants energy consumption, hence Consumption Intensity (M3/Employee) KPI cannot be compared to other subsidiaries as scope differs; 4. Kalyon Enerji Yatırımları A.Ş. Electricity Consumption including renewable electricity which constitutes indirect energy for Kalyon Enerji Yatırımları A.Ş. as embedded in the business model

**Waste Management breakdown**

	Total Weight of Waste Generated by Category in MT				
	Paper/Cardboard	Food/Inert Street Garbage	Concrete Rubble	Hazardous Chemicals	Other
<b>PAL Cooling Holding LLC</b>					
<b>2022</b>	0.00	124.30	0.00	4.86	0.00
<b>2023</b>	0.00	158.41	0.00	0.95	0.00
<b>2024</b>	0.00	178.09	0.00	2.02	5.34 <sup>1</sup>
<b>LVL Technology Holding</b>					
<b>2022</b>	0.10	0.15	0.00	0.00	0.00
<b>2023</b>	0.15	0.23	0.00	0.00	0.00
<b>2024</b>	0.13	0.21	0.00	0.00	0.00
<b>Kalyon Enerji Yatırımları A.Ş.</b>					
<b>2022</b>	Not Available	Not Available	Not Available	Not Available	Not Available
<b>2023</b>	1.50	2.17	0.00	2.73	70.00 <sup>2</sup>
<b>2024</b>	3.71	61.21	0.00	168.68	146.60 <sup>2</sup>
<b>Viola Communications LLC</b>					
<b>2022</b>	0.43	0.18	0.00	0.00	0.00
<b>2023</b>	0.43	0.18	0.00	0.00	0.00
<b>2024</b>	0.42	0.17	0.00	0.00	0.00
<b>Emirates Driving Company PJSC</b>					
<b>2022</b>	15.30	46.00	Not Applicable	3.65	105.33 <sup>3</sup>
<b>2023</b>	2.92	24.00	Not Applicable	5.00	183,44 <sup>3</sup>
<b>2024</b>	9.31	71.26	Not Applicable	10.72	177.92 <sup>3</sup>
<b>BackLite Media LLC</b>					
<b>2024</b>	0.89	0.60	36.10	0.00	1.49

1. Other waste for PAL Cooling refers to Wood, broken furniture and agricultural waste, 2022 and 2023 data has been revisited to reflect specific waste category; 2. Other waste for Kalyon Enerji Yatırımları A.Ş. refers to metals, mixed packaging waste, plastics, wood; 3. Emirates Driving Company's other waste includes Aggregates, Metal, Woods, Tyre, broken furniture and plastic waste; 2022 and 2023 numbers have been revised to reflect specific waste category.

**Waste Recycled**

Total Weight of Waste Recycled in MT									
	Paper/Carboard	Aluminium/Metal Scrap	Used Filters and Oily Waste	Wood/Broken furniture		Sand Waste	Concrete Waste	Agricultural Waste	Other
<b>PAL Cooling Holding LLC</b>									
2022	0.00	3.30	3.00	0.00		0.00	0.00	0.00	Not Applicable
2023	0.00	0.00	0.95	2.32		0.00	0.00	0.00	Not Applicable
2024	0.00	0.41	2.02	1.93		0.00	0.00	1.30	1.70
<b>LVL Technology Holding</b>									
2022	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00
2023	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00
2024	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00
<b>Kalyon Enerji Yatırımları A.Ş.</b>									
2022	0.00	0.00	0.00	0.00		Not Applicable	0.00	Not Applicable	0.00
2023	0.00	13.34	0.00	6.54		Not Applicable	0.00	Not Applicable	35.18 <sup>1</sup>
2024	3.71	29.67	0.03	57.95		Not Applicable	0.00	Not Applicable	189.65 <sup>1</sup>
<b>Viola Communications LLC</b>									
2022	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00
2023	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00
2024	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00
<b>Emirates Driving Company PJSC</b>									
2022	15.30	0.60	3.65	2.96		Not Applicable	Not Applicable	46.00	Not Applicable
2023	2.92	1.44	4.65	14.00		Not Applicable	Not Applicable	24.00	Not Applicable
2024	9.31	0.09	10.72	5.12		Not Applicable	Not Applicable	71.26	Not Applicable
<b>BackLite Media LLC</b>									
2024	0.00	Not Applicable	Not Applicable	Not Applicable		Not Applicable	0.00	Not Applicable	Not Applicable

1. Other waste for Kalyon Enerji Yatırımları A.Ş. refers to mixed packaging waste, plastics, textile waste, other contaminated packaging.



**Total Waste Generated**

	Total Weight of Waste Generated in MT	
	Non-Hazardous Weight	Hazardous Weight
	PAL Cooling Holding LLC	
2022	124.30	4.86
2023	158.41	0.95
2024	183.43	2.02
LVL Technology Holding		
2022	0.25	0.00
2023	0.38	0.00
2024	0.34	0.00
Kalyon Enerji Yatırımları A.Ş.		
2022	Not Available	Not Available
2023	73.66	2.73
2024	211.52	168.68
Viola Communications LLC		
2022	0.61	0.00
2023	0.61	0.00
2024	0.59	0.00
Emirates Driving Company PJSC		
2022	166.63	3.65
2023	210.36	5.00
2024	258.48	10.72
BackLite Media LLC		
2024	39.08	0.00

**Water Consumption**

	Water Consumption		
	2022	2023	2024
	Multiply Group PJSC		
Water Consumption (in M3)	49,122.00	50,135.00	Not Available <sup>1</sup>
Consumption Intensity (M3/Employee)	1,218.05	1,193.69	Not Available <sup>1</sup>
Wastewater Generated (in M3)	Not Available	Not Available	Not Available <sup>1</sup>
PAL Cooling Holding LLC			
Water Consumption (in M3)	1,959,361.00 <sup>2</sup>	2,278,970.00 <sup>2</sup>	2,396,901.00 <sup>2</sup>
Consumption Intensity (M3/Employee)	13.60 <sup>3</sup>	13.63 <sup>3</sup>	12.98 <sup>3</sup>
Wastewater Generated (in M3)	103,535.00 <sup>2</sup>	145,163.00 <sup>2</sup>	194,476.00 <sup>2</sup>
LVL Technology Holding			
Water Consumption (in M3)	88.00	125.00	112.00
Consumption Intensity (M3/Employee)	8.80	10.42	7.47
Wastewater Generated (in M3)	85.00	120.00	108.00
Omorfia Group LLC <sup>4</sup>			
Water Consumption (in M3)	49,122.00	59,490.22	70,499.310
Consumption Intensity (M3/Employee)	Not Available	Not Available	Not Available
Wastewater Generated (in M3)	Not Available	Not Available	Not Available
Kalyon Enerji Yatırımları A.Ş.			
Water Consumption (in M3)	52,933.00	24,293.00	52,963.14
Consumption Intensity (M3/Employee)	494.70	14.27	35.59
Wastewater Generated (in M3)	3,750.00	12,031.00	12,922.00
Emirates Driving Company PJSC			
Water Consumption (in M3)	167,701.90	136,329.00	159,359
Consumption Intensity (M3/Employee)	293.70	231.46	282.05
Wastewater Generated (in M3)	Not Available	Not Available	Not Available
BackLite Media LLC			
Water Consumption (in M3)	Not Available	Not Available	501.00
Consumption Intensity (M3/Employee)	Not Available	Not Available	15.00
Wastewater Generated (in M3)	Not Available	Not Available	451.00

1. As of 2024 Multiply Group PJSC is unable to track its water consumption due to a move to a new building in which water consumption is part of the rent with no transparency on usage; 2. PAL Cooling Holding LLC including domestic and district cooling plants; 3. PAL Cooling Holding LLC Consumption Intensity (M3/Employee) based on domestic water consumption excluding water consumption of district cooling plants; 4. Omorfia Group LLC scope: Omorfia for 2022 and 2023 and for 2024 Omorfia and The Grooming Company only Sisters Beauty Lounge, Nbar and 1847.

# GRI and ADX Content Index

## Index - GRI

### GRI 1: FOUNDATION 2021

<b>Statement of Use</b>	Multiply Group has reported the information cited in this GRI content index for the period 1 January - 31 December 2024 in accordance with the GRI Standards.
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### GRI 2: GENERAL DISCLOSURES

GRI Disclosure	Content	Reference Section	Notes
<b>The Organization and its Reporting Practice</b>			
2-1	Organizational details	1. About this Report 4. Multiply Group Overview	
2-2	Entities included in the organization's sustainability reporting	1. About this Report 4. Multiply Group Overview 11. Detailed Disclosures	
2-3	Reporting period, frequency and contact point	1. About this Report	
2-4	Restatements of information		If figures differ from those published in previous reports, this is due to updates made to reflect enhanced data accuracy or methodological refinements. Please consider the figures presented here as the most up-to-date and reliable. Statements are added in applicable sections.
2-5	External assurance	1. About this Report	
<b>Activities and workers</b>			
2-6	Activities, value chain and other business relationships	4. Multiply Group Overview	
2-7	Employees	6. Growing our Human Capital 11. Detailed Disclosures	
2-8	Workers who are not employees	6. Growing our Human Capital 11. Detailed Disclosures	
<b>Governance</b>			
2-9	Governance structure and composition	4. Multiply Group Overview 5.4.1. Transforming Multiply Group's ESG governance model 6. Robust Foundations	
2-10	Nomination and selection of the highest governance body	6. Robust Foundations Corporate Governance Report	
2-11	Chair of the highest governance body	6. Robust Foundations Corporate Governance Report	
2-12	Role of the highest governance body in overseeing the management of impacts	5.4.1. Transforming Multiply Group's ESG governance model 6. Robust Foundations Corporate Governance Report	
2-13	Delegation of responsibility for managing impacts	5.4.1. Transforming Multiply Group's ESG governance model 6. Robust Foundations Corporate Governance Report	
2-14	Role of the highest governance body in sustainability reporting	5.4.1. Transforming Multiply Group's ESG governance model 6. Robust Foundations Corporate Governance Report	
2-15	Conflicts of interest	6. Robust Foundations Corporate Governance Report	
2-16	Communication of critical concerns	6. Robust Foundations Corporate Governance Report	

# GRI and ADX Content Index

## GRI 2: GENERAL DISCLOSURES (continuation)

GRI Disclosure	Content	Reference Section	Notes
<b>Governance</b>			
2-17	Collective knowledge of the highest governance body	6. Robust Foundations Corporate Governance Report	
2-18	Evaluation of the performance 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	Corporate Governance Report	
<b>Strategy, policies and practices</b>			
2-22	Statement on sustainable development strategy	5. Our Sustainability Journey	
2-23	Policy commitments	5. Our Sustainability Journey 6. Robust Foundations	
2-24	Embedding policy commitments	5. Our Sustainability Journey 6. Robust Foundations	
2-25	Processes to remediate negative impacts	6. Robust Foundations	
2-26	Mechanisms for seeking advice and raising concerns	6. Robust Foundations Corporate Governance Report	
2-27	Compliance with laws and regulations	6. Robust Foundations Corporate Governance Report	
2-28	Membership associations		Currently not disclosed
<b>Stakeholder engagement</b>			
2-29	Approach to stakeholder engagement	5. Our Sustainability Journey	
2-30	Collective bargaining agreements		Not applicable for companies operating in the UAE

### GRI 3: MATERIAL TOPICS

GRI Disclosure	Content	Reference Section	Notes
3-1	Process to determine material topics	5. Our Sustainability Journey	
3-2	List of material topics	5. Our Sustainability Journey	
3-3	Management of material topics	5. Our Sustainability Journey	
<b>GRI 200: Economic Standard Series</b>			
<b>GRI 201: Economic Performance 2016</b>			
<b>GRI 201 Topic Specific</b>			
3-3	Management Approach	9. Investing in a Sustainable Future	
201-1	Direct economic value generated and distributed	9. Investing in a Sustainable Future Financial Statements	
<b>GRI 203: Indirect Economic Impacts 2016</b>			
<b>GRI 203 Topic Specific</b>			
3-3	Management Approach	9. Investing in a Sustainable Future	
203-2	Significant indirect economic impacts	9. Investing in a Sustainable Future	
<b>GRI 204: Procurement Practices 2016</b>			
<b>GRI 204 Topic Specific</b>			
3-3	Management Approach	8.3. Responsible Procurement 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
204-1	Proportion of spending on local suppliers	8.3. Responsible Procurement 11. Detailed Disclosures	



## GRI and ADX Content Index

### GRI 3: MATERIAL TOPICS (continuation)

GRI Disclosure	Content	Reference Section	Notes
<b>GRI 200: Economic Standard Series</b>			
<b>GRI 205: Anti-Corruption 2016</b>			
<b>GRI 205 Topic Specific</b>			
3-3	Management Approach	6. Robust Foundations 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
205-3	Confirmed incidents of corruption and actions taken	6. Robust Foundations	
<b>GRI 300: Environmental Standard Series</b>			
<b>GRI 302: Energy 2016</b>			
<b>GRI 302 Topic Specific</b>			
3-3	Management Approach	8.1. Preserving Natural Resources and Addressing Climate Change 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
302-1	Energy consumption within the organization	8.1. Preserving Natural Resources and Addressing Climate Change 11. Detailed Disclosures	
302-2	Energy consumption outside of the organization	8.1. Preserving Natural Resources and Addressing Climate Change 11. Detailed Disclosures	
302-3	Energy Intensity	8.1. Preserving Natural Resources and Addressing Climate Change 11. Detailed Disclosures	
302-4	Reduction of energy Consumption	8.1. Preserving Natural Resources and Addressing Climate Change 11. Detailed Disclosures	
<b>GRI 303: Water and Effluents 2018</b>			
<b>GRI 303 Topic Specific</b>			
3-3	Management Approach	10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
303-5	Water Consumption	11. Detailed Disclosures	
<b>GRI 305: Emissions 2016</b>			
<b>GRI 305 Topic Specific</b>			
3-3	Management Approach	8.1. Preserving Natural Resources and Addressing Climate Change 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
305-1	Direct (Scope 1) GHG emissions	8.1. Preserving Natural Resources and Addressing Climate Change 11. Detailed Disclosures	
305-2	Energy indirect (Scope 2) GHG emissions	8.1. Preserving Natural Resources and Addressing Climate Change 11. Detailed Disclosures	
305-3	Other indirect (Scope 3) GHG emissions	11. Detailed Disclosures	
305-4	GHG emissions intensity	8.1. Preserving Natural Resources and Addressing Climate Change 11. Detailed Disclosures	
305-5	Reduction of GHG emissions	8.1. Preserving Natural Resources and Addressing Climate Change 11. Detailed Disclosures	
<b>GRI 306: Waste 2020</b>			
<b>GRI 306 Topic Specific</b>			
3-3	Management Approach	10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
306-3	Waste generated	11. Detailed Disclosures	
306 - 4	Waste diverted from disposal	11. Detailed Disclosures	

## GRI and ADX Content Index

### GRI 3: MATERIAL TOPICS (continuation)

GRI Disclosure	Content	Reference Section	Notes
<b>GRI 300: Environmental Standard Series</b>			
<b>GRI 308: Supplier Environmental Assessment</b>			
<b>GRI 308 Topic Specific</b>			
3-3	Management Approach	10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
308-1	New suppliers that were screened using environmental criteria	11. Detailed Disclosures	Where applicable
<b>GRI 400: Social Standard Series</b>			
<b>GRI 401: Employment 2016</b>			
<b>GRI 401 Topic Specific</b>			
3-3	Management Approach	7. Growing our Human Capital 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
401-1	New employee hires and employee turnover	7. Growing our Human Capital 11. Detailed Disclosures	
401-2	Benefits provided to full-time employees that are not provided to part-time employees	7. Growing our Human Capital 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
401-3	Parental leave	7. Growing our Human Capital	
<b>GRI 403: Occupational Health &amp; Safety 2018</b>			
<b>GRI 403 Topic Management Disclosures</b>			
3-3	Management Approach	7. Growing our Human Capital 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
403-1	Occupational health and safety management system	7. Growing our Human Capital 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
403-2	Hazard identification, risk assessment, and incident investigation	7. Growing our Human Capital 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
403-3	Occupational health services	7. Growing our Human Capital 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
403-4	Worker participation, consultation, and communication on Occupational health and safety	7. Growing our Human Capital 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
403-5	Worker training on occupational health and safety	7. Growing our Human Capital 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
403-6	Promotion of worker health	7. Growing our Human Capital 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	7. Growing our Human Capital 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
<b>GRI 403 Topic Specific</b>			
403-8	Workers covered by an occupational health and safety management system	7. Growing our Human Capital 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
403-9	Work-related injuries	7. Growing our Human Capital 11. Detailed Disclosures	
403-10	Work-related ill-health	7. Growing our Human Capital 11. Detailed Disclosures	

# GRI and ADX Content Index

## GRI 3: MATERIAL TOPICS (continuation)

GRI Disclosure	Content	Reference Section	Notes
<b>GRI 400: Social Standard Series</b>			
<b>GRI 404: Training &amp; Education 2016</b>			
<b>GRI 404 Topic Specific</b>			
3-3	Management Approach	7. Growing our Human Capital 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
404-1	Average hours of training per year per employee	7. Growing our Human Capital 11. Detailed Disclosures	
404-2	Programs for upgrading employee skills and transition assistance programs	7. Growing our Human Capital 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
404-3	Percentage of employees receiving regular performance and career development reviews	7. Growing our Human Capital	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
<b>GRI 405 Topic Specific</b>			
3-3	Management Approach	7. Growing our Human Capital 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
405-1	Diversity of governance bodies and employees	7. Growing our Human Capital 6. Robust Foundations 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
<b>GRI 406: Non-Discrimination 2016</b>			
<b>GRI 406 Topic Specific</b>			
3-3	Management Approach	7. Growing our Human Capital 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
406-1	Incidents of discrimination and corrective actions taken	7. Growing our Human Capital 11. Detailed Disclosures	
<b>GRI 413: Local Community 2016</b>			
<b>GRI 413 Topic Specific</b>			
3-3	Management Approach	8.2. Community Support & Development 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
<b>GRI 413: Local Community 2016</b>			
<b>GRI 413 Topic Specific</b>			
3-3	Management Approach	10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
414-1	New suppliers that were screened using social criteria	11. Detailed Disclosures	Where applicable
<b>GRI 418: Customer Privacy</b>			
<b>GRI 418 Topic Specific</b>			
3-3	Management Approach	6.4. Privacy and Information Security 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	6.4. Privacy and Information Security 11. Detailed Disclosures	

# GRI and ADX Content Index

## Index - Abu Dhabi Securities Exchange (ADX) Environmental, Social and Governance (ESG) Disclosure Guidance for Listed Companies

The below index is prepared in accordance with the Abu Dhabi Securities Exchange (ADX) Environmental, Social and Governance (ESG) Disclosure

<b>ADX ESG Disclosure Guidance</b>			
Metric	Calculation	Reference Page or Section	Note
<b>Environmental</b>			
<b>E1. GHG Emissions</b>	E1.1) Total amount in CO2 equivalents, for Scope 1 E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable) E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)	8.1. Preserving Natural Resources and Addressing Climate Change 11. Detailed Disclosures	
<b>E2. Emissions Intensity</b>	E2.1) Total GHG emissions per output scaling factor E2.2) Total non-GHG emissions per output scaling factor	8.1. Preserving Natural Resources and Addressing Climate Change 11. Detailed Disclosures	
<b>E3. Energy Usage</b>	E3.1) Total amount of energy directly consumed E3.2) Total amount of energy indirectly consumed	8.1. Preserving Natural Resources and Addressing Climate Change 11. Detailed Disclosures	
<b>E4. Energy Intensity</b>	Total direct energy usage per output scaling factor	8.1. Preserving Natural Resources and Addressing Climate Change 11. Detailed Disclosures	
<b>E5. Energy Mix</b>	Percentage: Energy usage by generation type	8.1. Preserving Natural Resources and Addressing Climate Change 11. Detailed Disclosures	
<b>E6. Water Usage</b>	E6.1) Total amount of water consumed E6.2) Total amount of water reclaimed	11. Detailed Disclosures	E6.2. Currently not disclosed
<b>E7. Environmental Operations</b>	E7.1) Does your company follow a formal Environmental Policy? Yes/No E7.2) Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No E7.3) Does your company use a recognized energy management system?	8.1. Preserving Natural Resources and Addressing Climate Change 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
<b>E8. Environmental Oversight</b>	Does your Management Team oversee and/or manage sustainability issues? Yes/No	5. Our Sustainability Journey 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
<b>E9. Environmental Oversight</b>	Does your Board oversee and/or manage sustainability issues? Yes/No	5. Our Sustainability Journey 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
<b>E10. Climate Risk Mitigation</b>	Total amount invested, annually, in climate related infrastructure, resilience, and product development	Currently not disclosed	



## GRI and ADX Content Index

### Index - Abu Dhabi Securities Exchange (ADX) Environmental, Social and Governance (ESG) Disclosure Guidance for Listed Companies (continued)

The below index is prepared in accordance with the Abu Dhabi Securities Exchange (ADX) Environmental, Social and Governance (ESG) Disclosure

ADX ESG Disclosure Guidance			
Metric	Calculation	Reference Page or Section	Note
<b>Social</b>			
<b>S1. CEO Pay Ratio</b>	S1.1) Ratio: CEO total compensation to median Full Time Equivalent (FTE) total compensation S1.2) Does your company report this metric in regulatory filings? Yes/No		Currently not disclosed
<b>S2. Gender Pay Ratio</b>	Ratio: Median male compensation to median female compensation		Currently not disclosed
<b>S3. Employee Turnover</b>	S3.1) Percentage: Year over-year change for full-time employees S3.2) Percentage: Year over-year change for part-time employees S3.3) Percentage: Year over-year change for contractors/consultants	7. Growing our Human Capital 11. Detailed Disclosures	
<b>S4. Gender Diversity</b>	S4.1) Percentage: Total enterprise headcount held by men and women S4.2) Percentage: Entry- and mid-level positions held by men and women S4.3) Percentage: Senior- and executive level positions held by men and women	7. Growing our Human Capital 11. Detailed Disclosures	
<b>S5. Temporary Worker Ratio</b>	S5.1) Percentage: Total enterprise headcount held by part-time employees S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	7. Growing our Human Capital 11. Detailed Disclosures	
<b>S6. Non-Discrimination</b>	Does your company follow non-discrimination policy? Yes/No	6. Robust Foundations 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
<b>S7. Injury Rate</b>	Percentage: Frequency of injury events relative to total workforce time	7. Growing our Human Capital 11. Detailed Disclosures	
<b>S8. Global Health &amp; Safety</b>	Does your company follow an occupational health and/or global health & safety policy? Yes/No	6. Robust Foundations 7. Growing our Human Capital 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
<b>S9. Child &amp; Forced Labor</b>	S9.1) Does your company follow a child and/or forced labor policy? Yes/No S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No	6. Robust Foundations 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
<b>S10. Human Rights</b>	S10.1) Does your company follow a human rights policy? Yes/No S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	6. Robust Foundations 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
<b>S11. Nationalization</b>	Percentage of national employees	11. Detailed Disclosures	
<b>S12. Community Investment</b>	Amount invested in the community, as a percentage of company revenues.	11. Detailed Disclosures	

## GRI and ADX Content Index

### Index - Abu Dhabi Securities Exchange (ADX) Environmental, Social and Governance (ESG) Disclosure Guidance for Listed Companies (continued)

The below index is prepared in accordance with the Abu Dhabi Securities Exchange (ADX) Environmental, Social and Governance (ESG) Disclosure

ADX ESG Disclosure Guidance			
Metric	Calculation	Reference Page or Section	Note
<b>Governance</b>			
<b>G.1: Board Composition</b>	G1.1) Percentage: Total board seats occupied by men and women G1.2) Percentage: Committee chairs occupied by men and women	6. Robust Foundations Corporate Governance Report	
<b>G.2: Board Independence</b>	G2.1) Does company prohibit CEO from serving as board chair? Yes/No G2.2) Percentage: Total board seats occupied by independent board members	6. Robust Foundations Corporate Governance Report	
<b>G.3: Incentivized Pay</b>	Are executives formally incentivized to perform on sustainability?		Currently not incentivized
<b>G.4: Supplier Code of Conduct</b>	G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?	8.3. Responsible Procurement 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	G4.2) currently not disclosed
<b>G.5: Ethics &amp; Prevention of Corruption</b>	G5.1) Does your company follow an Ethics and/or Prevention of Corruption policy? Yes/No G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	6. Robust Foundations 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
<b>G.6: Data Privacy</b>	G6.1) Does your company follow a Data Privacy policy? Yes/No G6.2) Has your company taken steps to comply with GDPR rules? Yes/No	6.4. Privacy and Information Security 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
<b>G.7: Sustainability Reporting</b>	Does your company publish a sustainability report? Yes/No	1. About this Report 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
<b>G.8: Disclosure Practices</b>	G8.1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No G8.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No G8.3) Does your company set targets and report progress on the UN SDGs? Yes/No	1. About this Report 5. Our Sustainability Journey 10. In Focus ESG Practices of Key Subsidiaries (where applicable)	
<b>G.9: External Assurance</b>	Are your sustainability disclosures assured or verified by a third-party audit firm? Yes/No	1. About this Report	

