

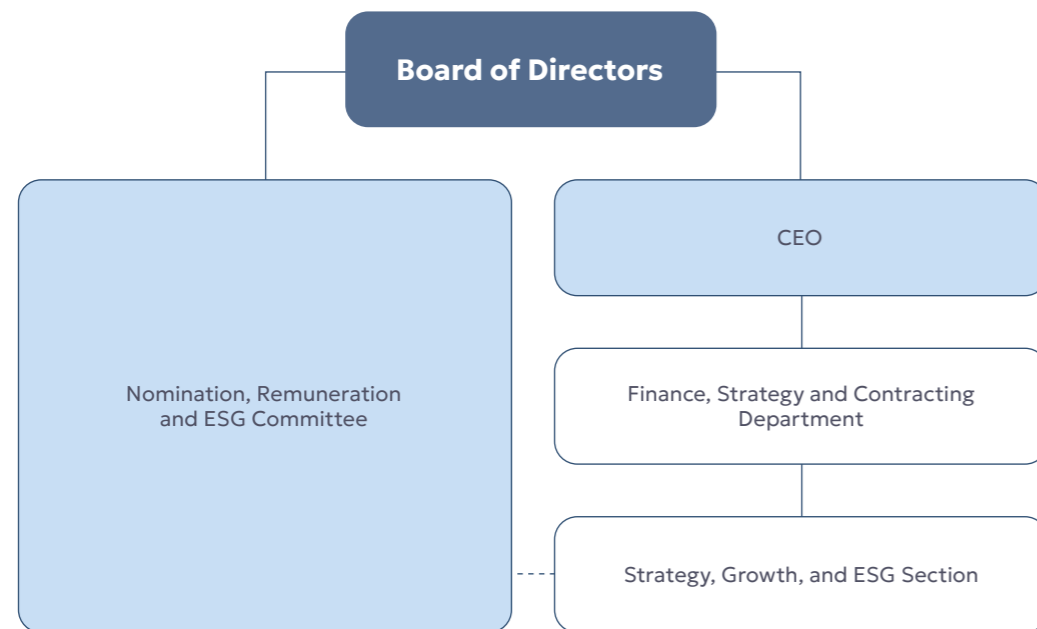
Responsible Governance

Responsible Governance at Salik is built on clear decision-making and strong integrity controls. Oversight begins with the Board and is reflected in accountability throughout the management team. Salik maintains stakeholder trust through a robust ethics and compliance framework, anchored in the Code of Conduct and supported by a zero-tolerance policy for bribery, corruption and fraud.

The Board of Directors provides strategic leadership and serves as the principal decision-making body for matters significant to Salik, including sustainability. Annual evaluations of the Board, conducted through self-assessment and independent evaluation, consistently cover ESG awareness, oversight, and sustainability integration into strategy. Outcomes are incorporated into the Board and Committee training programmes, with a consistent focus on sustainability. Implementation of the Sustainability Policy is delegated to management through the Delegation of Authority framework, with regular updates to the Board and its Committees.

Committee oversight strengthens accountability. The Board-level Nomination, Remuneration and ESG Committee (NRESG) oversees appointments and remuneration and guides the Company's ESG strategies and policies, recommending initiatives to the Board. The execution of these initiatives is led by the CEO and delivered through the Company's operating divisions. Implementation is coordinated through Strategy, Growth and ESG Section.

Sustainability Governance System



In 2025, Salik further integrated ESG criteria into its performance management system. The Board approved the CEO's KPIs, with ESG accounting for 15% of the total weighting. These KPIs are assessed through measurable outcomes, including the S&P Corporate Sustainability Assessment (CSA) ESG rating score, the proportion

of solar-powered gantries, and the number of fatal workplace injuries. ESG KPIs are also cascaded down to senior executives and incorporated into management scorecards, fostering a sense of shared responsibility throughout the Company.

Business Ethics and Compliance

Salik's ethics and compliance framework is anchored in its Company's corporate culture and built around four core principles:

<p>Accountability</p>	<p>Transparency and Disclosure</p>
<p>Responsibility</p>	<p>Fair Treatment</p>

These principles are operationalised through a Board-approved Code of Conduct that applies to employees, Board members and relevant third parties, setting clear expectations for ethical behaviour and establishing integrity as a non-negotiable part of the Company's culture.

In 2025, Salik implemented a Supplier ESG Programme integrated into procurement and supplier engagement processes.

Oversight is supported by the Internal Audit & Compliance Section, which helps maintain alignment with applicable laws and internal policies, and provides confidential channels for raising concerns. The framework is reinforced by a set of practical policies and controls, including:

Salik further strengthened its anti-corruption stance in 2025 through ISO 37001 certification for its Anti-Bribery Management System, reinforcing consistent controls, escalation and investigation processes.

- [Salik's Code of Conduct](#)
- [Conflicts of Interest Policy](#)
- [Whistleblower Policy](#)
- [Anti-Money Laundering Policy](#)
- [Fraud Control Policy](#)

In 2025, Salik maintained awareness and training coverage on ethics and compliance policies and recorded zero incidents of corruption, bribery, conflicts of interest, money laundering, or insider trading. Over the years 2023–2025, the Company recorded zero regulatory fines or violations related to environmental compliance, labour and workplace matters, or ethical business conduct.

Salik's Whistleblowing Policy enables employees and external stakeholders to report suspected misconduct openly or anonymously, including via an independently managed whistleblowing portal, as well as hotline and email options. Reports are handled confidentially to the extent possible, with protections in place against retaliation.

100%
Of All Suppliers Screened

Should you have any concerns or wish to report corruption incidents or fraudulent activity, please reach out to the Internal Audit & Compliance Section by one of the following channels:

- Compliance and Ethics Hotline +971-523181299
- Email IAC@salik.ae
- [Whistleblowing Portal](#)