



RAPCO INVESTMENT PJSC

2023 Sustainability Report

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RAPCO INVESTMENT PJSC

ABOUT THE REPORT



CHAIRMAN'S STATEMENT



Md. Humaid Abdullah Md. Alqasimi
Chairman.

As Chairman of RAPCO, I'm thrilled to share our sustainability report, outlining our efforts to reduce our environmental impact and promote social responsibility.

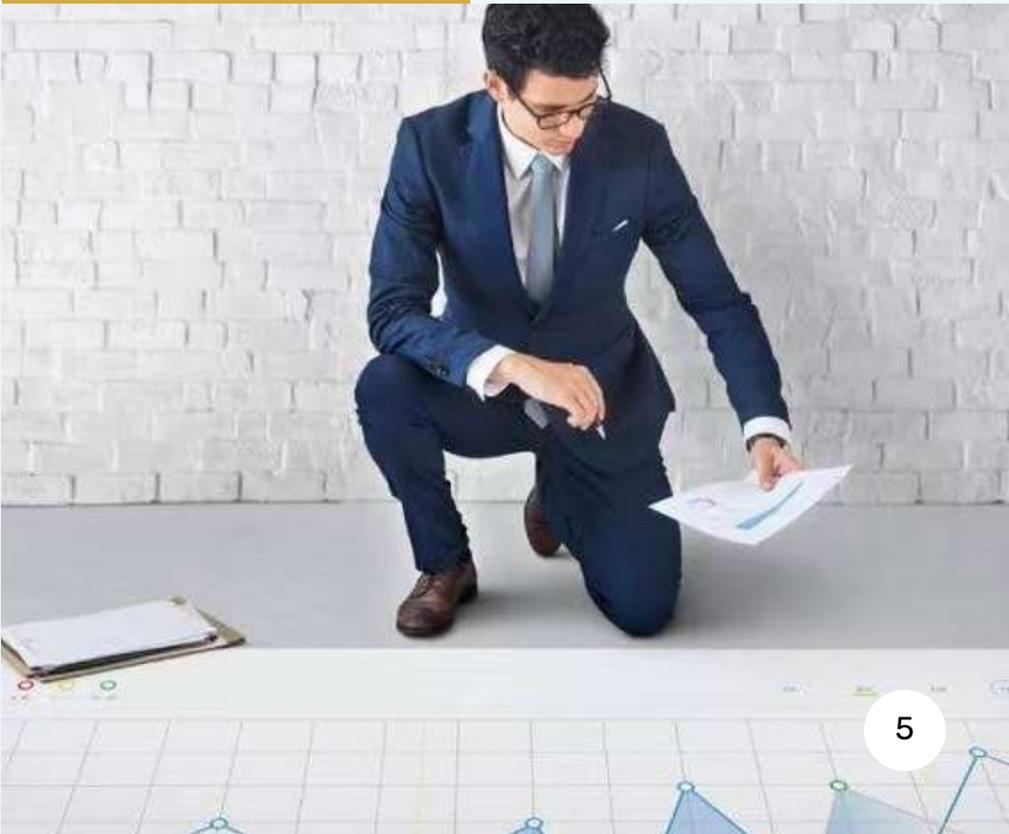
At RAPCO, we understand the importance of sustainable practices for the health of our planet and communities. Equally important to us is our commitment to cultivating a positive work environment for our employees, which we view as crucial to our ongoing success.

There is always more work to be done, and we are committed to continuous improvement in all aspects to create a brighter and more sustainable future for all.

I want to thank our shareholders for their ongoing support and trust in our team. We're dedicated to delivering sustainable performance and value to our investors.

I would also like to take this opportunity to express our deep appreciation and sincere thanks to the visionary leaders of UAE for their exceptional guidance and unwavering commitment to progress and growth.

RAPCO AT A GLANCE



RAPCO Investment is a leading financial entity headquartered in Ras Al Khaimah, UAE and listed on the Abu Dhabi Securities Exchange. Our journey, initiated in 1976 under the visionary guidance of His Highness Sheikh Saud Bin Saqr Al Qasimi, began as a Poultry Company, and has since evolved into an investment and property management company.

In 2023, RAPCO Investment shifted from its poultry business roots to become a dynamic investment company. This strategic move demonstrates our commitment to innovation and adaptability to the evolving global financial landscape.

As a forward-thinking investment entity, RAPCO Investment boasts a diversified portfolio spanning Real Estate, Equity, Capital Markets, and other Financial Assets.





VISION

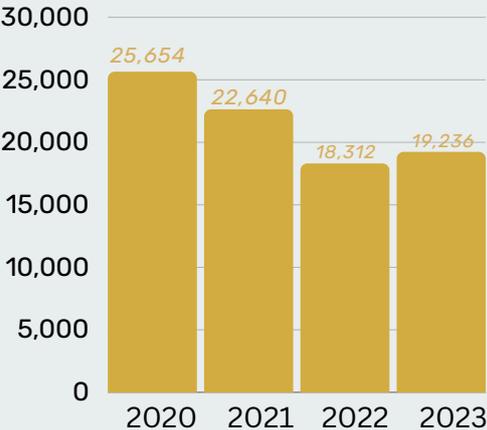
Our vision is to create long term value creation for our shareholders within our risk profile. We strive for business value growth while upholding high ethical standards and contributing to society through integrity and fair practices.

MISSION

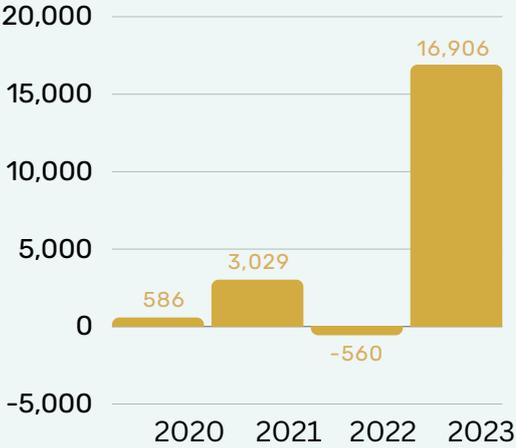
Our Mission is to add value and expand investment portfolio through Real Estate, Equity, Capital Markets, and Venture Funding. We aspire to be the leader in high-quality, profitable investments through our portfolio diversification strategy, in addition to a well-established portfolio of residential, commercial, and strategic investments.



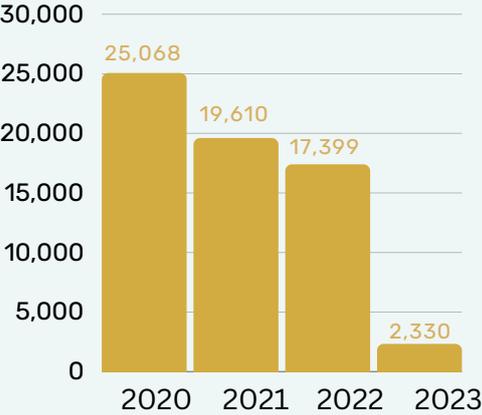
FINANCIAL PERFORMANCE



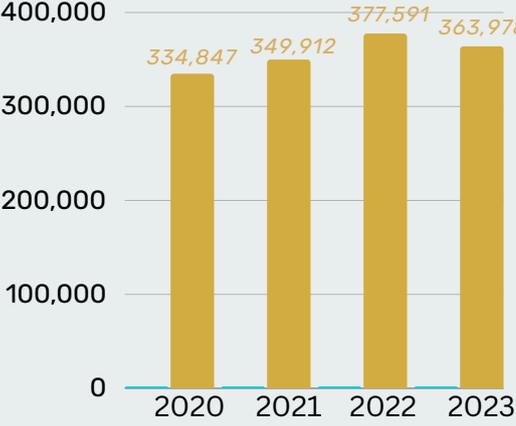
TOTAL REVENUE (AED'000)



NET PROFITS (AED'000)



TOTAL COST INCURRED (AED'000)



TOTAL ASSETS (AED'000)

ENVIRONMENTAL STEWARDSHIP



ENVIRONMENTAL INITIATIVES

At RAPCO, we are implementing diverse environmental initiatives aimed at minimizing our environmental impact and fostering sustainability. We operate within a sector characterized by relatively low energy demand and carbon intensity. However, we continue to implement sustainable practices within our office premises, aiming to curtail our carbon footprint and enhance energy efficiency.

ENERGY-EFFICIENT LED LIGHTS

We've adopted energy-efficient LED lighting systems. By reducing energy consumption while maintaining optimal lighting, we contribute to energy conservation and GHG emission reduction.



COMPREHENSIVE WASTE MANAGEMENT

RAPCO implements waste management practices in real estate management, thus contributing to environmental conservation efforts.

WATER CONSERVATION

We implement water conservation methods to minimize water wastage and preserve this critical resource for future generations.



ENVIRONMENTAL MONITORING

Regular monitoring of energy and water consumption, GHG emissions, and waste generation allows us to identify areas for improvement and continually enhance our environmental performance.

Our environmental initiatives align with the objectives of the COP28 program. By investing in sustainable practices, we contribute to efforts aimed at mitigating climate change and achieving sustainable development goals.

At RAPCO, environmental stewardship isn't just a responsibility – it's a cornerstone of our investment philosophy. We believe that by integrating sustainable practices, we not only protect the environment but also generate long-term value for our investors and society as a whole.

GREEN HOUSE GAS EMISSION

RAPCO emits greenhouse gases (GHGs) during its operations, contributing to climate change. These gases, like carbon dioxide and methane, trap heat in the atmosphere. RAPCO can reduce its GHG emissions by using renewable energy and adopting energy-efficient practices.

We use LED lights which produce considerably lesser green house gas emissions than conventional incandescent or Compact fluorescent lights. produce considerably lesser green house gas emissions than conventional incandescent or Compact fluorescent lights.

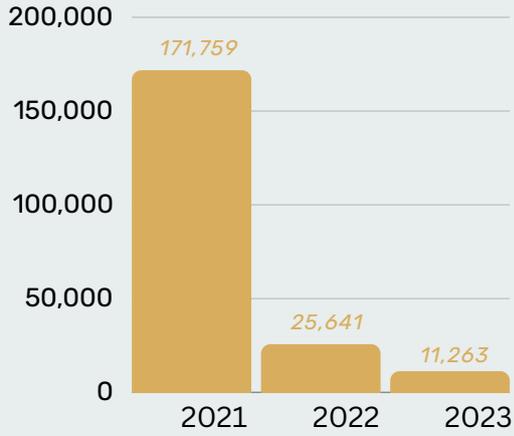
Taking these steps helps RAPCO mitigate its impact on the environment and supports a cleaner future.



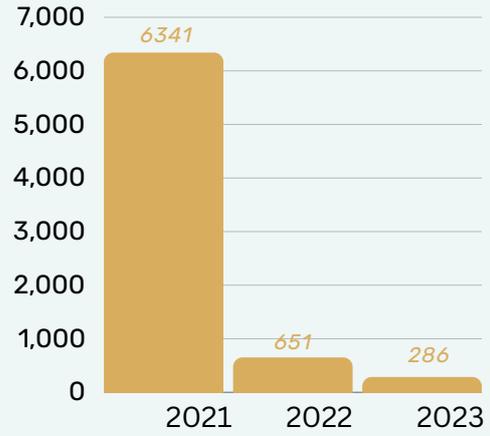
ENERGY AND WATER CONSUMPTION

We're fully committed to sustainability in everything we do, especially regarding energy and water consumption. We know it's crucial to lessen our impact on the environment, so we're planning to introduce several initiatives to achieve this. Our aim is to consider environmental and social factors when we make investment decisions.

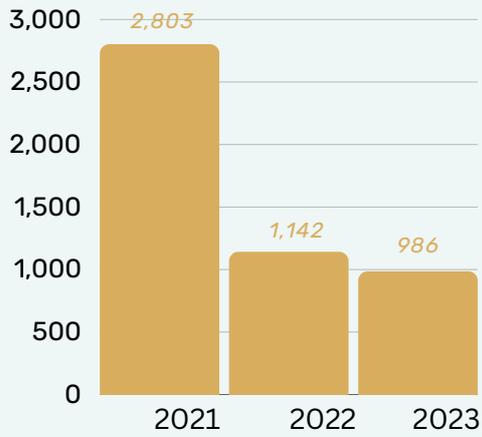
We're initiating simple yet impactful measures such as turning off unnecessary lights and optimizing water usage. As an investment company, we don't consume significant energy and water. By promoting sustainable practices in how we use energy and water, we're showing our dedication to a cleaner, healthier planet for future generations.



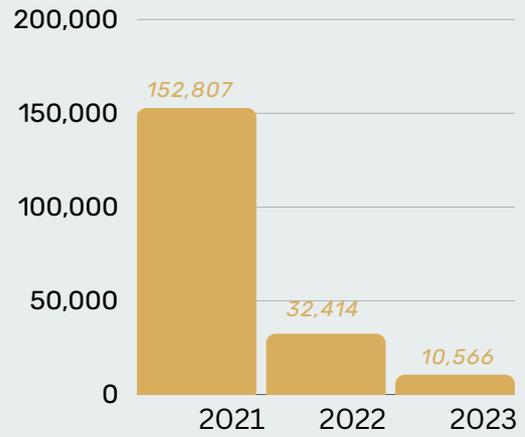
TOTAL AMOUNT OF WATER CONSUMED IN MEGA LITERS



AMOUNT OF WASTE WATER GENERATED/DISCHARGED IN MEGALITERS



TOTAL ELECTRICITY CONSUMPTION IN MEGAWATTS



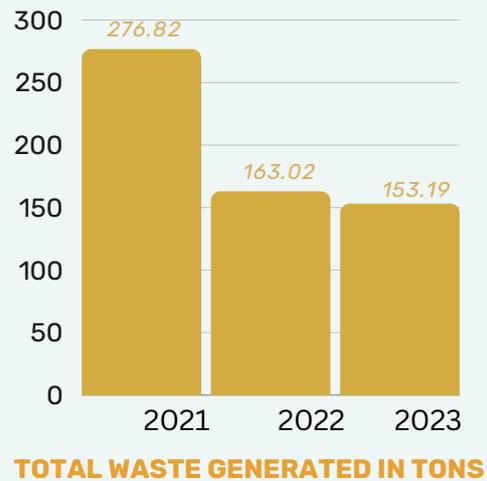
TOTAL FUEL CONSUMPTION IN MEGALITERS (FOR OWNED VEHICLES/EQUIPMENT)



Effective waste management is a crucial component of sustainability, and we are committed to implementing responsible waste management practices within our operations. We have developed a waste management plan that includes strategies to minimize waste generation, promote reuse and recycling, and appropriate disposal.

We understand that real estate creates a lot of waste, so we're sorting it carefully and disposing of it responsibly. Effective waste management is central to our sustainability strategy, and we're dedicated to making it even better over time.

	Composting
	Reusing waste products
	Recycling



SOCIAL STEWARDSHIP

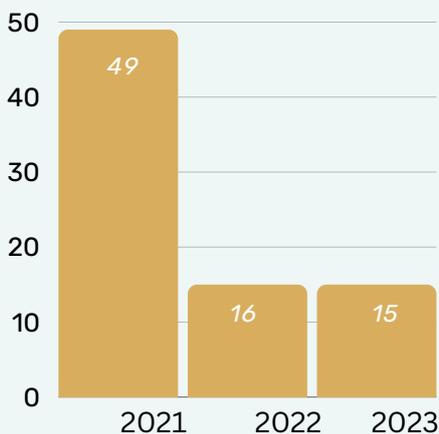


Employees are important to our organization. Doing things to help society, like CSR (Corporate Social Responsibility) activities, is good for sustainable development. It helps our employees learn and do better at their jobs. We treat everyone fairly, no matter their gender or where they come from.

SOCIAL INITIATIVES



HUMAN ASSETS

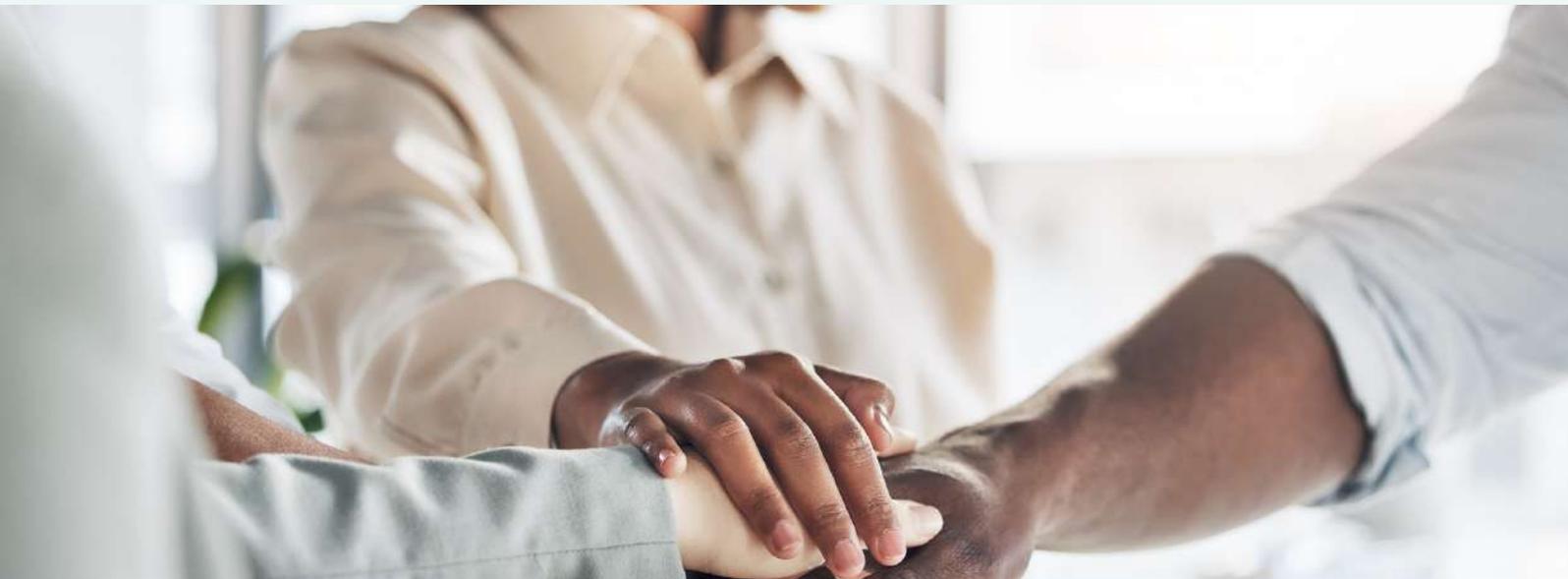


TOTAL NUMBER OF EMPLOYEES

We highly value our employees and prioritize their needs at all times. Through various on-the-job training and development opportunities, we aim to enhance their skills and overall growth. Our workplace is inclusive, free from discrimination based on gender or cultural background, fostering a diverse environment. Employees collaborate harmoniously to achieve our organizational objectives, fostering happiness and efficiency. Our comprehensive HR Policy addresses issues such as non-discrimination, sexual harassment, human rights, ethics, and corruption prevention.

TRAINING AND DEVELOPMENT

In today's competitive world, nurturing talent is essential for developing future leaders. Managing talent is critical in today's fast-paced corporate environment. It's important to eliminate the stigma around mental health and prioritize understanding our employees' needs to ensure they have a stress-free work environment. We provide our employees with the training and skills necessary for navigating the investment industry and managing an investment portfolio.

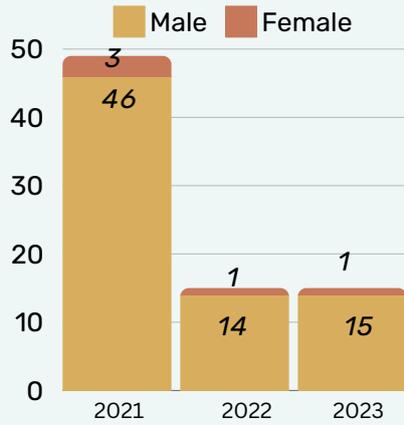


EQUAL OPPORTUNITY AND DIVERSITY

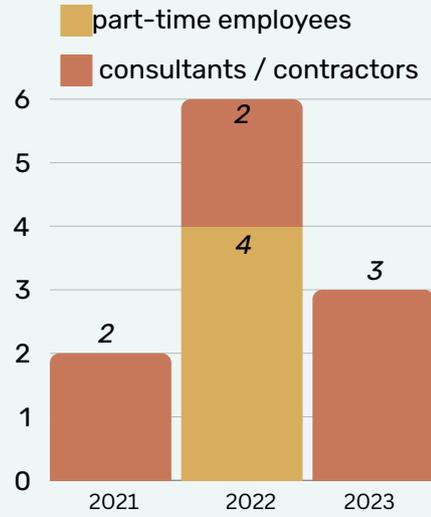
Creating an inclusive environment with diverse individuals and equal opportunities for everyone is crucial in today's world. We ensure equal opportunities for all, regardless of gender, beliefs, or background. The growth of our employees significantly contributes to the overall growth of our organization.

We embrace a diverse environment with various cultures, backgrounds, and heritage. This diversity fosters productivity, enhances job satisfaction, and ultimately improves experiences for our consumers. Every employee is treated with compassion and respect, and discrimination is not tolerated in any form.

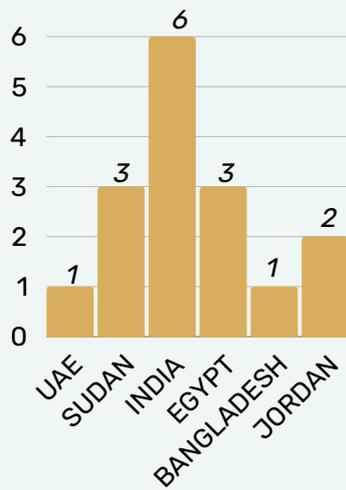
We encourage all employees to pursue their personal and professional goals.



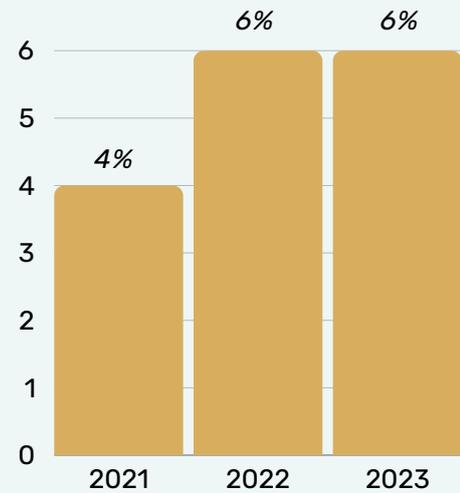
TOTAL NUMBER OF EMPLOYEES



TOTAL NUMBER OF EMPLOYEES

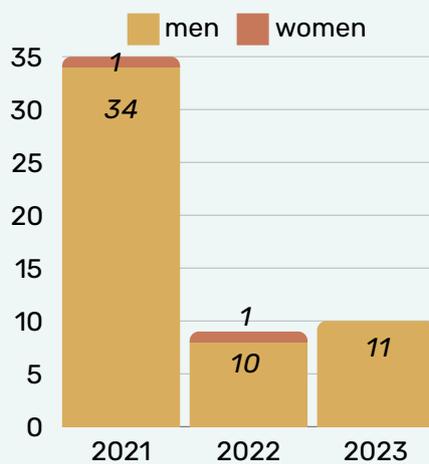


NUMBER OF EMPLOYEES BY NATIONALITIES

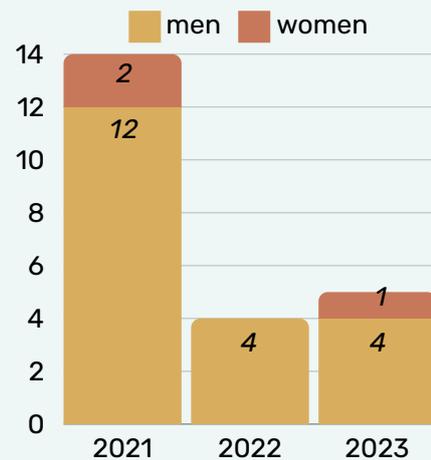


NUMBERS OF UAE NATIONALS

TOTAL NUMBER OF EMPLOYEES, BY GENDER AND JOB LEVEL



ENTRY TO MID LEVEL



SENIOR TO EXECUTIVE LEVEL

RATIO OF THE BASIC SALARY AND REMUNERATION

1 : 1

Ethical Governance



We are continually improving our corporate governance framework to maintain a strong structure, with a focus on effective and efficient practices. We prioritize ethical behavior and compliance with all relevant laws and regulations. Our board members are committed to safeguarding stakeholders interests sustainably and creating long-term stakeholders value. They adhere to the principles outlined in our corporate governance code to understand our objectives.

ETHICAL GOVERNANCE



We are dedicated to maintaining high standards of corporate governance as a vital part of our sustainability strategy. Strong governance practices are crucial for achieving our sustainability goals and ensuring long-term value for our stakeholders. Our board of directors possesses a diverse range of skills and expertise.

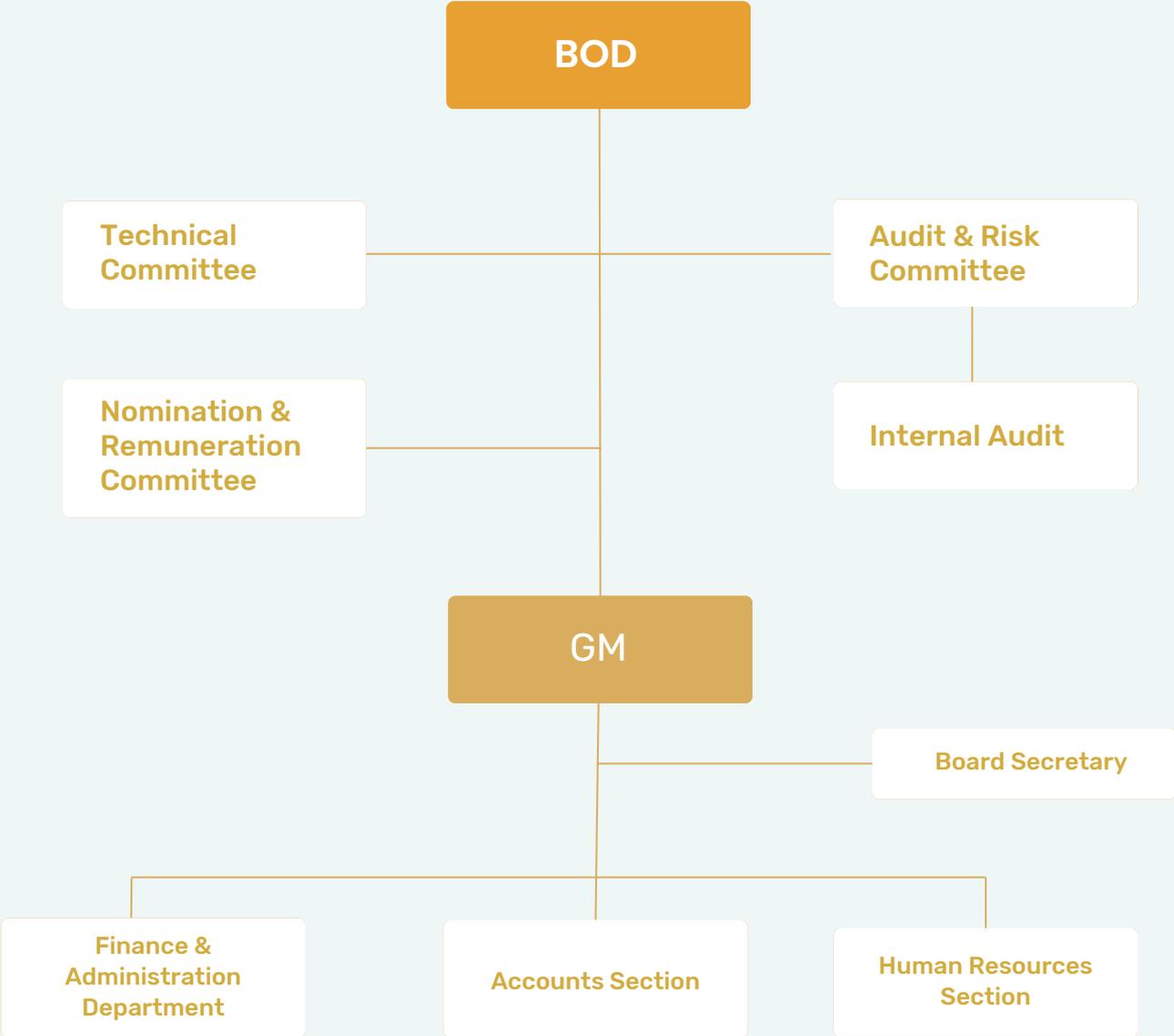
To oversee key areas of our operations, we have established several board committees, including Audit & Risk, Nominations & Remuneration, and Technical Committee. We are committed to implementing proactive risk management practices, including assessments of ESG risks, along with mitigation processes.

Our corporate governance structure is integral to our sustainability efforts and our ability to create long-term value for all our stakeholders.



CORPORATE GOVERNANCE STRUCTURE

ORGANISATIONAL STRUCTURE

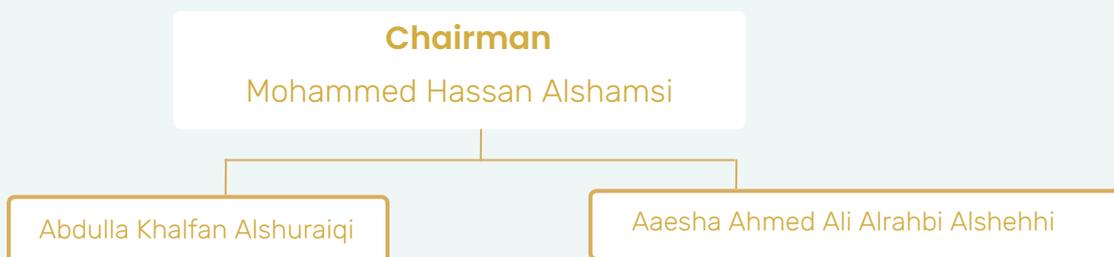


BOARD & COMMITTEE MEMBERSHIP

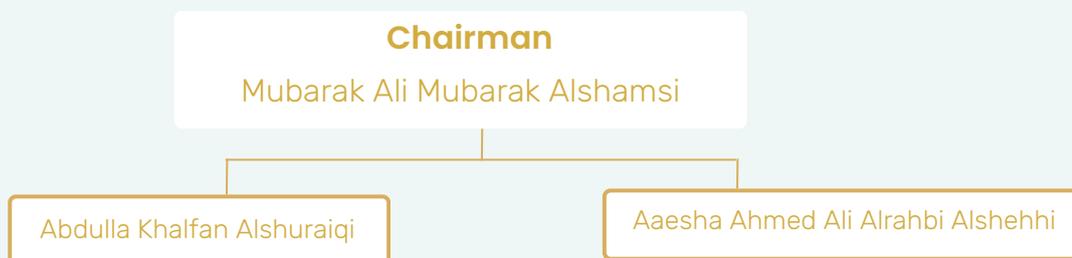
Board of Directors



Audit and Risk Committee



Nomination and Remuneration Committee



Technical Committee



Number of male individuals in governance body/board-



Number of female individuals in governance body/board-



Number of individuals in the governance body/board in age group of -

	2021	2022	2023
Under 30 - 0	0	0	0
30 - 50	2	2	2
50+	3	3	3

The percentage of committee chairs held by women.

20%

The percentage of committee chairs held by women.

2021
 **0%**

2022
 **20%**

2023
 **20%**

2023



Audit Committee

02

01

Nomination & Remuneration Committee

02

01

Technical Committee

04

00

All our board members are **independent**

All of our board members are **UAE Nationals**.

SUSTAINABLE MANAGEMENT



LISTENING TO OUR STAKEHOLDERS

As enterprise leaders, we understand the importance of our valued stakeholders. They inspire and drive our pursuits. We regularly engage with them to gather their perspectives and shape our core development plan. Together, we identify what matters most to the business and keep them informed about environmental, social, and governance concerns.

We deeply value and respond to their interests, as they play a pivotal role in determining our growth trajectory. We actively involve them and prioritize transparency in our communication, continuously refining our approach based on their feedback.

Listening to our stakeholders is integral to our business philosophy.



Customers



**Government
authorities**



Banks



Employees



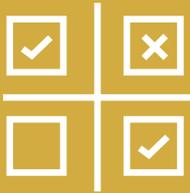
Suppliers



Consultants

IDENTIFICATION

Conduct internal discussions and reviews to identify topics important to stakeholders.



PRIORITIZATION

Prioritize topics based on their significance to stakeholders.

ENGAGEMENT

Connect with stakeholders through multiple channels to understand material topics.



MANAGING EXPECTATION

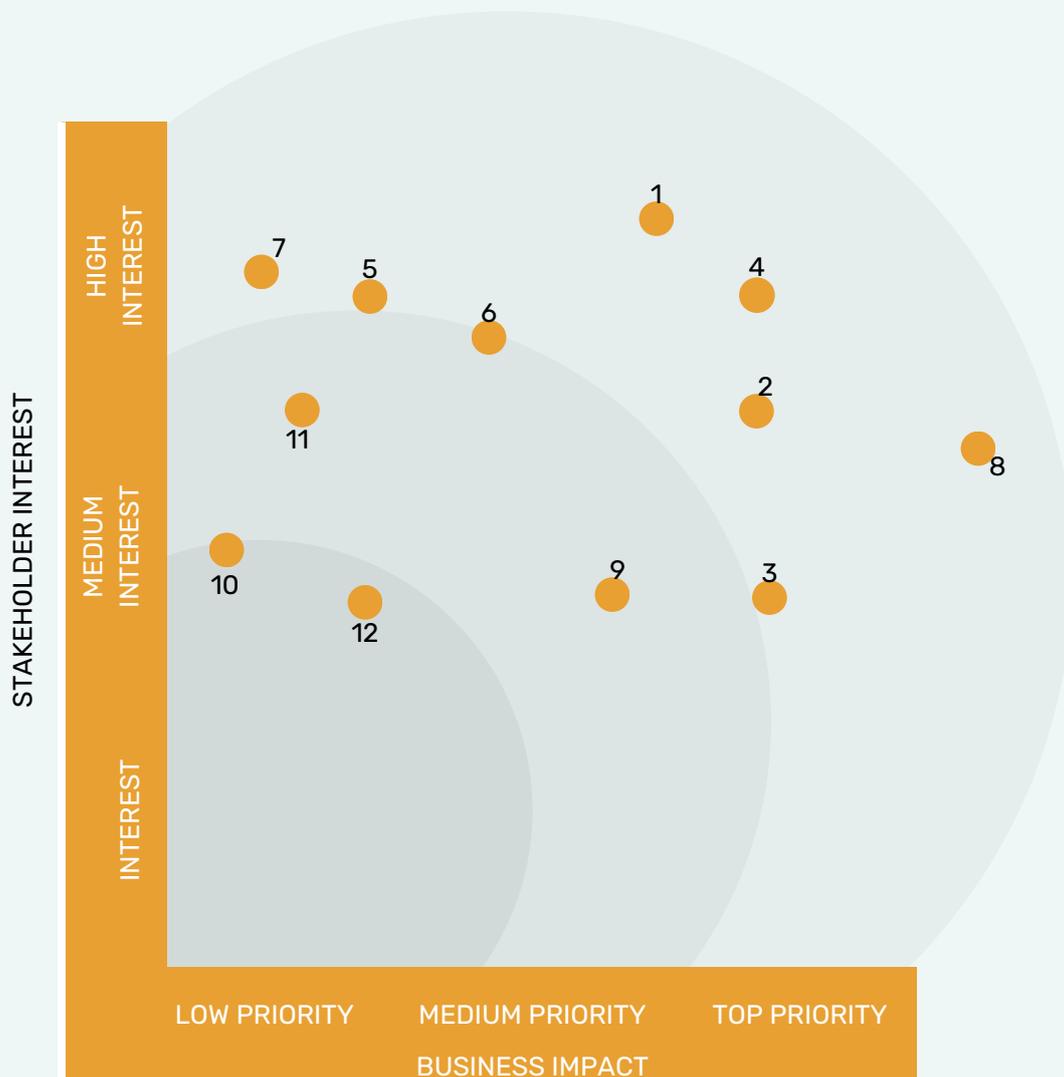
Enhance stakeholder relationships by addressing their needs and concerns through engagement efforts.

MATERIALITY ANALYSIS

It's crucial to monitor present and future issues, which involves analyzing our stakeholders' social, economic, and environmental concerns. We maintain active engagement with stakeholders, whether they're directly or indirectly connected to our operations.

This analysis is crucial for identifying appropriate societal goals that shape the content of our sustainability report and align with our business strategy and vision.

We establish our goals by continuously evaluating material issues using data from internal and external sources, while engaging with a diverse range of stakeholders. Stakeholder input significantly influences our decisions and impacts within this framework. After extensive interaction with stakeholders, we identify major issues that significantly affect our environmental, social, and economic performance.



1. Financial Stability
2. Governance & Risk Management
3. Sustainable Investments
4. GRI - 403 Occupational Health & Safety
5. GRI 405: Diversity & Inclusion
6. GRI - 205 Anti-Corruption
7. GRI 305 - Emissions

8. GRI 401 - Employment
9. Employee well-being and Retention Rate
10. GRI - 404 Training and Development
11. GRI - 413 - Local Communities; CSR; Corporate Volunteering
12. Nationalization

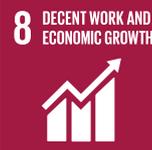
ADX ESG Index

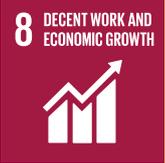
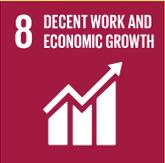
	METRIC	CALCULATION	CORRESPONDING GRI STANDARD	RELEVANT SDGs	PAGE NO.
Environmental	E1. GHG Emissions	E1.1) Total amount, in CO2 equivalents, for Scope 1 E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable) E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)	GRI 305: Emissions 2016		Page 11
	E2. Emissions Intensity	E2.1) Total GHG emissions per output scaling factor E2.2) Total non-GHG emissions per output scaling factor	GRI 305: Emissions 2016		Page 11
	E3. Energy Usage	E3.1) Total amount of energy directly consumed E3.2) Total amount of energy indirectly consumed	GRI 302: Energy 2016		Page 12
	E4. Energy Intensity	Total direct energy usage per output scaling factor	GRI 302: Energy 2016		Page 12

METRIC	CALCULATION	CORRESPONDING GRI STANDARD	RELEVANT SDGs	PAGE NO.
E5. Energy Mix	Percentage: Energy usage by generation type	GRI 302: Energy 2016		Page 12
E6. Water Usage	E6.1) Total amount of water consumed E6.2) Total amount of water reclaimed	GRI 303: Water and Effluents 2018		Page 12
E7. Environmental Operations	E7.1) Does your company follow a formal Environmental Policy? Yes, No	GRI 103: Management Approach 2016*		No
	E7.2) Does your company follow specific waste, water, energy, and/or recycling polices? Yes/No			No
E7.3) Does your company use a recognized energy management system? Yes/No				Page 12
E8. Environmental Oversight	Does your Board/ Management Team oversee and/or manage climate-related risks? Yes/No	GRI 102: General Disclosures 2016		Page 19

	METRIC	CALCULATION	CORRESPONDING GRI STANDARD	RELEVANT SDGs	PAGE NO.
Social	E9. Environmental Oversight	Does your Board/Management Team oversee and/or manage other sustainability issues? Yes/No			Page 19
	E10. Climate Risk Mitigation	Total amount invested, annually, in climate-related infrastructure, resilience, and product development?			Page 10
	S1. CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median FTE total compensation S1.2) Does your company report this metric in regulatory filings? Yes/No	GRI 102: General Disclosures 2016		We are working to provide this data in future reports. Yes
	S2. Gender Pay Ratio	Ratio: Average male compensation to average female compensation	GRI 405: Diversity and Equal Opportunity 2016		Page 17
	S.3 Employee Turnover	S3.1) Percentage: Year-Over-Year change for full-time employees	GRI 401: Employment 2016		Page 17

	METRIC	CALCULATION	CORRESPONDING GRI STANDARD	RELEVANT SDGs	PAGE NO.
Social		S3.2) Percentage: Year-Over-Year change for part-time employees S3.3) Percentage: Year-Over-Year change for contractors and/or consultants			Page 17 Page 17
	S.4 Gender Diversity	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	GRI 102: General Disclosures 2016 GRI 405: Diversity and Equal Opportunity 2016 GRI 405: Diversity and Equal Opportunity 2016		Page 17 Page 17 Page 17
	S.5 Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	GRI 102: General Disclosures 2016		Page 17 Page 17

METRIC	CALCULATION	CORRESPONDING GRI STANDARD	RELEVANT SDGs	PAGE NO.
S6. Non-Discrimination	Does your company follow a sexual harassment and/or nondiscrimination policy? Yes/No	GRI 103: Management Approach 2016*		Page 15
S7. Injury Rate	Percentage: Frequency of injury events relative to total workforce time	GRI 403: Occupational Health and Safety 2018		Page 15
S8. Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy? Yes/No	GRI 403: Occupational Health and Safety 2018		Page 15
S9. Child & Forced Labor	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	GRI 103: Management Approach 2016*		Yes, we adhere to UAE laws.
S10. Human Rights	S10.1) Does your company follow a human rights policy? Yes/No	GRI 103: Management Approach 2016*		Page 15

	METRIC	CALCULATION	CORRESPONDING GRI STANDARD	RELEVANT SDGs	PAGE NO.
Social		S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No			No
	S11. Nationalization	S11.1) Percentage of national employees S11.2) Direct and indirect local job creation			Page 17 Page 17
	S12. Community Investment	S12.1) Amount invested in the community, as a percentage of company revenues			No Amount Invested
Governance	G1. Board Diversity	G1.1) Percentage: Total board seats occupied by men and women G1.2) Percentage: Committee chairs occupied by men and women	GRI 405: Diversity and Equal Opportunity 2016		Page 22 Page 23
	G2. Board Independence	G2.1) Does company prohibit CEO from serving as board chair? Yes/No	GRI 102: General Disclosures 2016		Yes

	METRIC	CALCULATION	CORRESPONDING GRI STANDARD	RELEVANT SDGs	PAGE NO.
Governance		G2.2) Percentage: Total board seats occupied by independents			Page 23
	G3. Incentivized Pay	Are executives formally incentivized to perform on sustainability? Yes/No	GRI 102: General Disclosures 2016		No
	G4. Supplier Code of Conduct	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?	GRI 102: General Disclosures 2016 GRI 103: Management Approach 2016*		The company is following general trade practices as per industry standards.
	G5. Ethics & Anti-Corruption	G5.1) Does your company follow an Ethics and/or Anti-Corruption policy? Yes/No G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	GRI 102: General Disclosures 2016 GRI 103: Management Approach 2016*		Page 15

METRIC	CALCULATION	CORRESPONDING GRI STANDARD	RELEVANT SDGs	PAGE NO.
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Governance

G6. Data Privacy	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	GRI 103: Management Approach 2016*		No Potential areas are being evaluated, to be covered in subsequent reports.
G7. Sustainability Reporting	G7.1) Does your company publish a sustainability report? Yes/No G7.2) Is sustainability data included in your regulatory filings? Yes/No			Yes, this is our third sustainability report. Yes
G8. Disclosure Practices	G8.1) Does your company provide data to sustainability reporting frameworks? 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			No, we will be considering in future for necessary disclosures. Yes No, we will be considering in next report for necessary disclosures.

	METRIC	CALCULATION	CORRESPONDING GRI STANDARD	RELEVANT SDGs	PAGE NO.
Governance	G9. External Assurance	Are your sustainability disclosures assured or validated by a third party? Yes/No	GRI 102: General Disclosures 2016 * GRI 103: Management Approach 2016 is to be used in combination with the topic specific Standards		We chose to have internal assurance this year since it is our third year of reporting.





RAPCO INVESTMENT PJSC

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**Developed by the assistance
of our Sustainability Partner
THE ONE PERCENT**