

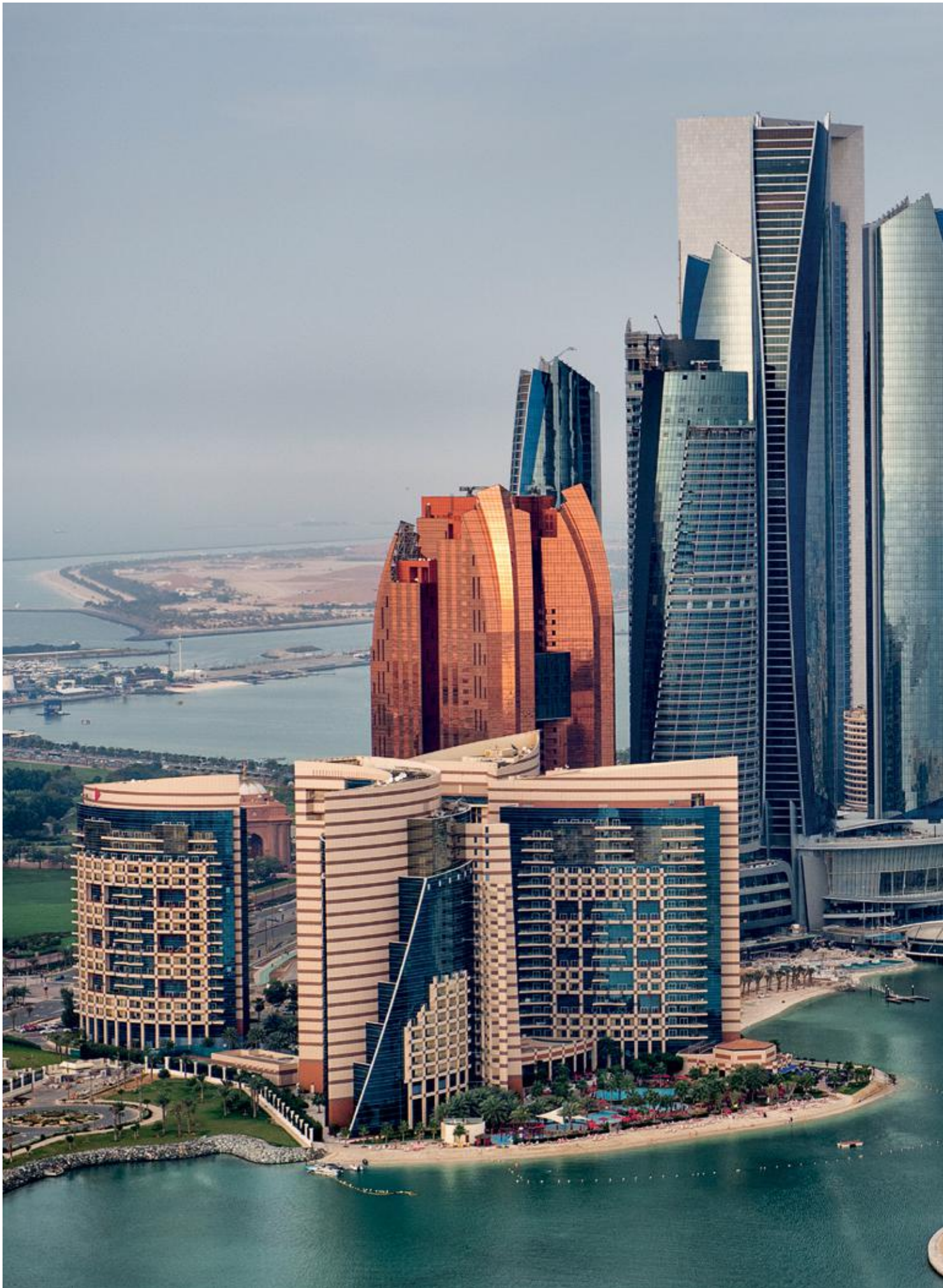
WAHA CAPITAL

Sustainability Report 2022



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Section 1

Introduction



We understand that staying at the forefront of the latest developments in ESG will make our operations more resilient and sustainable – supporting our long-term financial performance – while also delivering a positive impact and social benefits for the world around us.

Waleed Al Mokarrab Al Muhairi

Chairman, Waha Capital



Introduction

1.1 Introduction (purpose, scope, data source and integrity, external assurance, contact information)

Waha Capital PJSC's (further as: the Company or Waha Capital) second Sustainability Report (further as: the Report) demonstrates the will and commitment of the Company to advance its sustainability agenda and support the UAE's leading role in the region in addressing climate change.



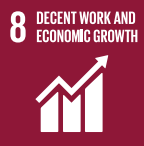
THE GLOBAL GOALS
For Sustainable Development

This Report fulfils the Company's reporting requirements under under the Abu Dhabi Securities Exchange (ADX) Rules for Listed Companies and has been developed fully in accordance with the ADX ESG Disclosure Guidance for Listed Companies. Furthermore, this Report reflects international objectives as set by the United Nations Sustainable Development Goals (UN SDG) as well as the Global Reporting Initiative (GRI) standards. For that purpose, the Company's ESG performance data has been collected and analysed in relation to the relevant SDGs and GRI indicators, as recommended by the ADX Guidance, and displayed in the Appendix to this Report.

On that account, in November 2022 the Company conducted a comprehensive survey in order to assess its own ESG performance in 2022. The survey encompassed 68 ESG metrics in total, included interviews with employees from six different Departments, as well as a desk research exercise incorporating key documents. Based on the results of the survey, a 2022 ESG Performance Analysis was produced as the main data source for this Report and will also be used as the baseline for measuring future relevant initiatives and enhancements.

Finally, please note that in order to assure the authenticity and high quality of the data, collected via the survey and subsequently disclosed in this Report, the Company has engaged an external expert.

For any further information on this Report please contact us via: communications@wahacapital.ae



8 DECENT WORK AND ECONOMIC GROWTH

The Company conducted a comprehensive survey in order to assess its own ESG performance in 2022.



Introduction

1.2 Message from the Chairman

I am pleased to present Waha Capital's Sustainability 2022 report.

As a responsible corporate citizen, Waha Capital recognizes its role in creating financial value for shareholders while positively impacting society and the environment by integrating ESG best practices throughout our businesses and investment activities.

This report details Waha Capital's environmental impact, social responsibility practices, and governance policies and procedures in 2022. During the year, Waha Capital launched a comprehensive performance analysis to conduct a thorough assessment and establish baselines for its ESG performance. This analysis has enabled us to establish a clear roadmap for aligning our ESG initiatives with other regional investment industry leaders.

In 2023, the UAE will host COP28, one of the most significant international conferences on climate change in recent years. As a company committed to enhancing our ESG responsibilities and practices, we will use this event to share knowledge and expertise in sustainable development and environmental stewardship with global pioneers and experts in the field.

Over the coming year, we will aim to make significant progress on our journey towards a more sustainable future by ensuring that our ESG priorities are considered in all areas of the Company's current activities.

We understand that staying at the forefront of the latest developments in ESG will make our operations more resilient and sustainable – supporting our long-term financial performance – while also delivering a positive impact and social benefits for the world around us.

Waleed Al Mokarrab Al Muhairi

Chairman, Waha Capital



Waha Capital recognizes its role in creating financial value for shareholders while positively impacting society and the environment by integrating ESG best practices throughout our businesses and investment activities.

Introduction

1.3 Message from our Chief Operating Officer

Waha Capital's 2022 Sustainability Report provides an overview of the activities we have undertaken over the previous year, and demonstrates our commitment to managing stakeholder expectations, aligning with our peers, and addressing the environmental, social, and governance (ESG) issues that are increasingly recognised as risk and return drivers in the financial sector.

As we approach a significant year for the United Arab Emirates, with the COP 28 climate summit at the end of the year, it is more important than ever for financial institutions to take a proactive approach to sustainability. The UAE has set ambitious targets to reduce its carbon footprint, and Waha Capital is proud to play a role in supporting these efforts.

At Waha Capital, we understand that sustainability is not just about social responsibility, but also a critical driver of long-term financial performance. ESG issues, such as climate change, and corporate governance, are increasingly recognised as key risk and return drivers, and we are committed to these principles.

In 2022, we have undertaken several important initiatives to improve our ESG performance that are detailed in this report. These activities demonstrate and reinforce our commitment to robust ESG standards. In addition to these initiatives, we are also committed to engaging with our stakeholders and keeping them informed about our ESG performance through our annual sustainability report. We believe that this is critical to building trust and maintaining long-term relationships with our investors and wider stakeholders.

As we look ahead, we recognise that there is more work to be done, but we are confident that by working together with our stakeholders and continuing to drive innovation and best practices, we can make a positive impact.

In conclusion, I would like to thank our employees, partners, and stakeholders for their commitment to sustainability and for their support in helping us achieve our goals. We look forward to continued progress in this important area and to building a more sustainable future for us all.

Ahmed Al Mansoori
Chief Operating Officer



At Waha Capital,
we understand that
sustainability is not
just about social
responsibility, but also a
critical driver of long-term
financial performance.



Section 2

The Company



The Company

2.1 General Information

The Company is an Abu Dhabi-listed investment management company that leverages its emerging markets expertise, business networks and research capabilities to deliver attractive returns to shareholders and investors in its funds.

Founded in 1997, the Company is one of the Emirate’s leading private sector investment houses, providing a world-class platform for investment and growth. The Company has a long-established track record of investing in public and private markets, deploying proprietary capital in alignment with third-party investors.

Counting Mubadala Investment Company as an anchor shareholder, the Company is at the forefront of Abu Dhabi’s increasingly dynamic and entrepreneurial ecosystem, creating long-term value for shareholders, fund investors, employees, and communities.

The Company and the funds managed by its subsidiary operate in a robust UAE and international regulatory environment. We follow international best practice in risk management, disclosure and reporting, while employing disciplined investment processes with rigorous oversight.

Headquartered in Abu Dhabi, a source of financial strength and stability, the Company benefits from close relationships with the Emirate’s major institutions and its global network of business connections and partnerships, and embraces the world-class governance practices that shareholders and third-party investors demand from a publicly listed company.

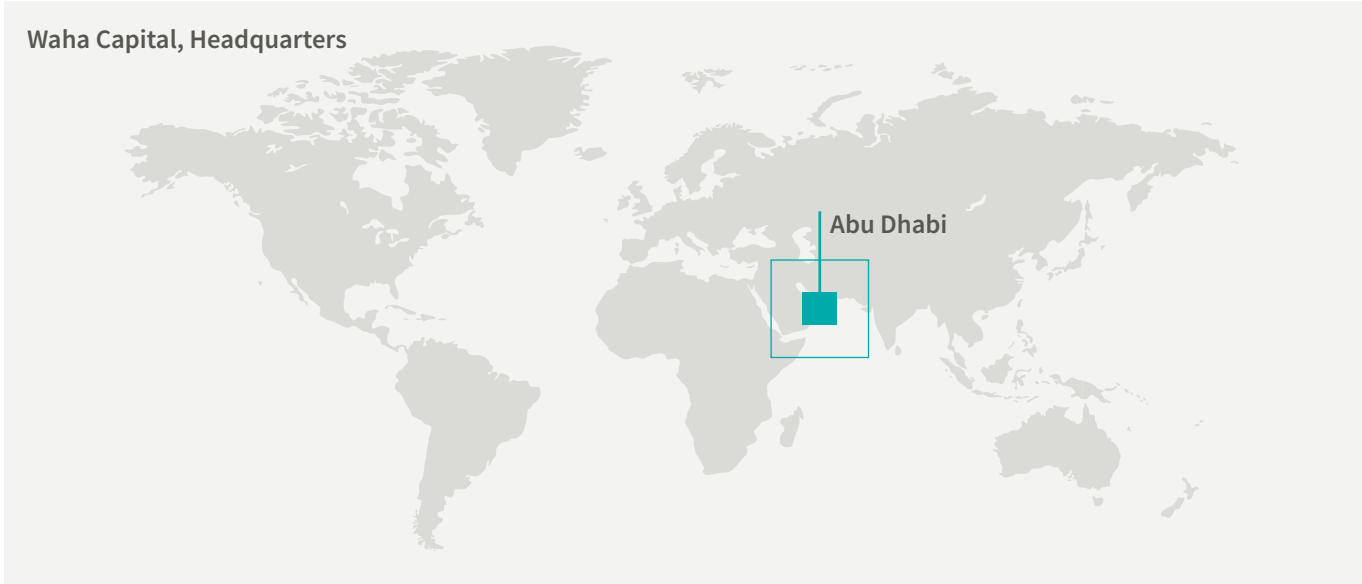
The Company’s purpose is to consistently deliver strong and steady returns to its shareholders and investment partners.

The Company’s purpose is to consistently deliver strong and steady returns to its shareholders and investment partners. The Company is focused on building scale, delivering high quality earnings and providing excellence in client service.

Our people are at the core of the value that we create for our investors. Each individual plays a critical role in the Company, and together create synergies and produce results. We are focused, tenacious, and performance driven. We value hard work, collaboration, and achievement.

We invest in the growth and development of our people by equipping them with the most appropriate tools through upskilling and training. As a key private sector player in Abu Dhabi, we champion local talent in the financial sector.

For more information visit: www.wahacapital.com



The Company

2.2 Our Vision and Mission

The Company views sustainability in comprehensive terms. We are committed to ensuring that our organisation remains resilient, future-proof and sustainable, while serving the interests of all our stakeholders and the communities we operate in.

The Company’s performance and future development is closely aligned with the UAE’s strategy for a sustainable and diversified economy that is progressively less dependent on hydrocarbons. In this respect, we support the UAE’s overarching strategies such as ‘UAE Green Agenda 2015-2030’, ‘UAE’s 2030 Agenda for Sustainable Development’, ‘UAE Energy Strategy 2050’ and the most recent ‘UAE Pathway to Net Zero by 2050’ which sets the timeframe and identifies the mechanisms of implementing the UAE Net Zero by 2050 Strategic Initiative, introduced in 2021.

Furthermore, the Company fully supports the UAE’s Securities and Commodities Authority’s Master Plan for Sustainable Markets that was developed to contribute to a more stable and resilient financial system.

Taking into the consideration that the Company is a key part of Abu Dhabi’s growing financial services sector, naturally we embrace all the relevant Abu Dhabi policies, namely ‘Abu Dhabi Vision 2030’ that sets the framework to build a sustainable and diversified, high value-added economy with more high-valued opportunities for its citizens and residents.

While the Company’s direct carbon footprint is within the relatively small scale of our physical/office operations, the Company is eagerly looking at ways to reduce it further by developing and adopting a new environmental management policy. This policy will primarily be focused on further fuel, waste and water-usage reduction, as well as improving the indoor air quality and energy efficiency, thus immediately enhancing well-being of its employees.

To ensure a more consistent sustainability approach, we are now working to incorporate more specific ESG considerations and metrics into our investment approach. Our aim is to ensure that our individual investments and overall portfolios better reflect the Company’s own commitment to ESG and carbon reduction. More time and efforts are planned to be invested into training employees on sustainability issues, trends, relevant best-practices and sustainable finance.

The Company is working on setting higher standards and criteria for its performance, in line with the Sustainable Finance Agenda Declaration.

Moreover, the Company is working on setting higher standards and criteria for its performance, in line with Sustainable Finance Agenda Declaration, developed by the Abu Dhabi Global Market (ADGM), in collaboration with Central Bank of UAE, the Securities and Commodities Authority and the Ministry of Climate Change, as a framework for fostering and integrating green and sustainable investments in the UAE. Since the Company shares the vision of this Declaration, becoming a voluntary member and signatory of this Declaration in the near future, will only enhance Company’s commitment to furthering the UAE’s sustainability footprint and ensuring the longevity of the UAE’s economy.

Lastly, for 2023, the official ‘Year of Sustainability’ in the UAE and the year of hosting 28th Session of the Conference of the Parties (COP28) to the UN Framework Convention on Climate Change (UNFCCC), the Company is planning to participate and contribute to numerous relevant events and workshops, in order to network with like-minded financial institutions and other stakeholders, to benefit from emerging innovative business opportunities in the UAE and world-wide and to implement more projects, investments and activities that are socially beneficial, environmentally responsible and economically viable.



11 SUSTAINABLE CITIES AND COMMUNITIES
We are committed to ensuring our organisation remains resilient, future-proof and sustainable, while serving our stakeholders and the communities we operate in.







Section 3

Environmental Standards Performance

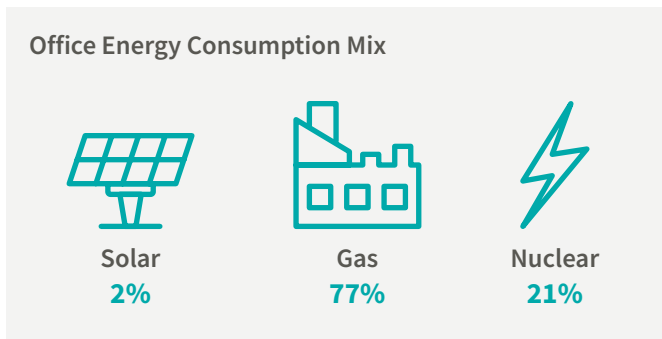
Environmental Standards Performance

3.1 Energy Use and Greenhouse Gas Emissions – Carbon Footprint

The Company has not established a specific policy to promote sustainable energy consumption or energy reduction as the Company’s direct activities are not significantly contributing to greenhouse gases emissions. Nevertheless, the Company considers that this is an area where improvements can be made in the future through energy-saving measures, in line with the UAE’s strategic shift towards renewable sources of power.

At present, the Company’s main source of energy is electricity consumed in the administrative offices, as per the energy policy/system of the office building.

On that account, the energy mix supplied by the building is divided between 2% solar, 77% gas and 21% nuclear. Energy consumption of the offices in 2022 was approximately 9,000kWH.



The Company acknowledges that the total energy usage per output scaling is assessed to be relatively high, considering the total space and the employee headcount (2,000 m2 for approximately 60 employees). However, certain measures are in place that contribute to energy reduction, such as a ‘one day work from home option’, that is usually implemented on Fridays by the majority of employees, and which reduces electricity and water consumption in the office significantly during that day.

In terms of direct carbon emissions (Scope 1), the Company maintains two vehicles performing only as personnel driving cars that have consumed in 2022 approximately 3,000 litres of petrol. Considering only the amount of petrol used and the model, type, and the age of the cars (Nissan Patrol SUV, 2020 and 2021) direct carbon emissions from the Company’s cars were approximately 7,000 kg of CO2 (3000*2.31=6,930).

Scope 2 emissions were not calculated in this report due to lack of relevant data but will be taken into consideration for the next Sustainability Report.

3.2 Water consumption

To date, the Company has not adopted a specific water consumption policy or measures to promote water consumption reduction, water reuse or water recycling. However, it is assessed that the Company does not have excessive water consumption, limited only to the regular office consumption of the employees.

In 2022, the cost of water consumption was paid directly to the landlord, in advance together with the rent, calculated per square meter of the space and was estimated to be in the amount of 3,500 running hours/year, thus the real consumption is unknown. This issue will be addressed in the new ESG policy and improvement measures that the Company has planned for 2023.

3.3 Waste Management

The Company intends to address waste management in a new ESG policy and will seek to implement improvement measures in 2023 including to reduce and prevent plastic waste or single-use plastic items.

However, in other areas of waste management, the Company is carrying out numerous activities and implementing measures to reduce office IT waste, and good practice is being applied in regards to management of electrical and electronic waste. For example, IT wastepaper is treated as general paper waste, shredded, and disposed of by the office cleaning company. Toners are carefully replaced and disposed in the designated bin for such waste products.

For the purpose of paper waste reduction, all printers are configured by default to print on both sides and it is at the discretion of the user to explicitly stipulate single-side printing for special audiences or purposes.

Waste management is conducted through a professional agency, which disposes of electronic products after clearing material data. Such agencies are appointed by the Government as the competent authority for responsible waste management. Whenever possible, the Company trades in old equipment after clearing them of data.

Environmental Standards Performance

3.4 Air Quality

The Company plans to address the issue of indoor air quality in its new ESG policy and improvement measures that the Company has planned for 2023.

There is a reasonable concern raised by the Company related to air quality in the offices given that the only air circulation is via the air conditioning system employed by the office building. As per the facility maintenance policy and practice of the building, air conditioners are cleaned and sterilised only every two years and there are no air quality measures in place, such as air purifiers, cleaners or humidifiers installed throughout the office. In addition, there are also no measures or activities in place to monitor office air quality. Finally, a comprehensive cleaning and disinfection of the offices is done weekly by using non-environmentally friendly cleaning products which significantly contributes to the indoor air pollution, considering there is no possibility for the air ventilation.

3.5 Environmental Management

The Board of Directors is responsible for sustainability issues related to the Company, discussing them during its regular meetings. Given the size of the Company, an external sustainability expert was engaged in 2022.

The external expert launched the Sustainability report project in the fourth quarter of 2022, and has initiated multiple activities related to ESG including a new sustainability policy for the Company. On that account, the first baseline ESG performance survey was conducted in November 2022, and the results serve as the main source of data for this Report. The Board has also instructed the senior management of the Company to adopt a new ESG policy in the first quarter of 2023. The Board will oversee implementation of the new ESG policy and program.

3.6 Investments in Climate Related Infrastructure/ Projects, Resilience, and Product Development

While the Company may indirectly invest into companies (through the funds managed by its subsidiary and which it invests into) that are involved in renewables, green technology and related infrastructure, no direct investments have been undertaken by the Company into such initiatives during 2022.



The Company is carrying

out numerous activities and implementing measures to reduce office IT waste.



Section 4

Social Standards Performance



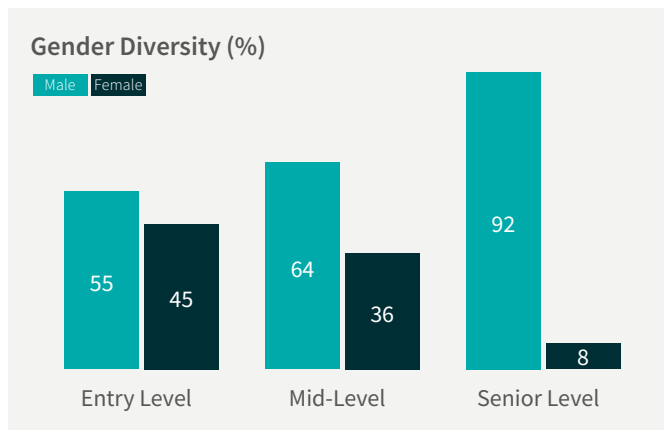
Social Standards Performance

4.1 Gender Diversity

The Company maintains a diversity and inclusion policy, which has been designed to develop and foster a work environment that encourages and enforces gender equity and diversity.

However, the Company recognises that gender diversity in particular should be further addressed, as male employees currently outnumber females by two to one, representing 68% of the workforce versus 32%. The Company has attempted to address this imbalance through diverse recruitment of fresh graduates/junior levels, while at senior levels the difference is more pronounced.

- at the Entry level representation is almost equal - Male 55% and Female 45%
- at the Mid-level women unequally represented- Male 64% and Female 36%
- at the Senior-level women are hardly present - Male 92% and Female 8%, and
- at the Executive level there are no female employees.



Further consideration of this diversity policy and its implementation will be addressed in the new ESG policy together with relevant improvement measures that the Company has planned for 2023.

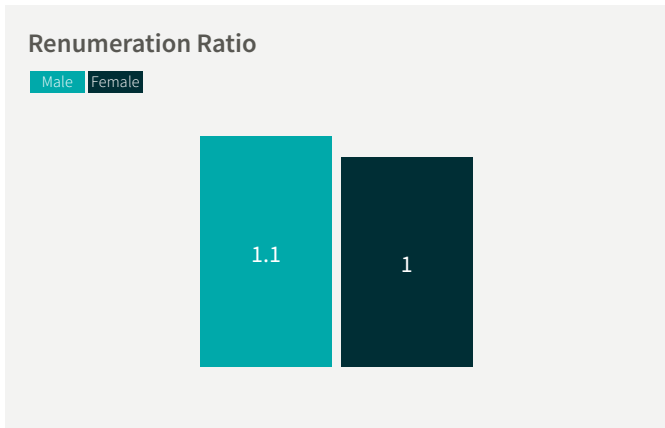
5 GENDER EQUALITY

Gender equality is guaranteed by the Company's overarching principals as set out in its HR policy and is effectively implemented in practice.

4.2 Gender Equality

Gender equality is guaranteed by the Company's overarching principals as set out in its HR policy and is effectively implemented in practice.

It has been identified that the ratio of the male compensation to female compensation in 2022 was almost equal 1:1.1 based on the same working positions in the Company. In addition, working hours and travel/ leave conditions, including for parental leave, are equally guaranteed to both female and male employees in accordance with the UAE Labour Law.



Social Standards Performance

4.3 Non-Discrimination Policy

A non-discrimination policy is in place and effectively implemented, as a part of the HR policy. The Company strongly prohibits any sort of discrimination based on the characteristics related to the ethnicity, religion, gender or age. This policy is reviewed at least annually by the Company's Nomination and Remuneration Committee and any amendments or updates are reviewed by the Committee.

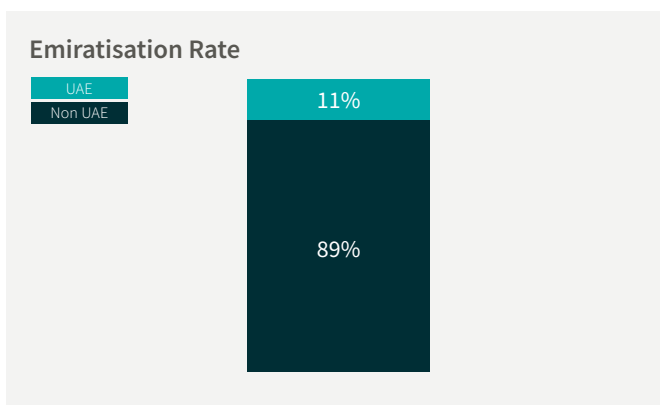
Finally, please note that the CEO Pay Ratio is compensated fairly and in line with the market, and senior executive remuneration is reported annually in the Company's annual Corporate Governance Report.

4.4 Temporary Workers, Turnover Ratio

Total annual Turnover was at 24% in 2022 in various employment roles (including through dismissal, retirement, job transition or death). Temporary Worker Ratio was below average, as there were no part-time employees in the Company. In 2022, the Company employed three contractors and three consultants and they accounted for 9% of the total headcount.

4.5 Emiratisation Rate

The Company is fully committed to providing meaningful and rewarding career opportunities to UAE Nationals. In close alignment with the Government, the Company operates a merit-based system that fast-tracks UAE National development into positions of responsibility, with a focus on the development of Investment and Asset Management professionals.



The "Nationalisation Criteria" is assessed to be above average, whereas UAE National employees accounted for 11% of total employees as at the end of 2022.



The Company is fully committed to providing meaningful and rewarding career opportunities to UAE Nationals.

4.6 Health & Safety and Injury Rate

An Internal Occupational Health & Safety Policy has been adopted and effectively implemented, as part of the HR Policy, and reviewed annually. This policy is regularly updated and will be aligned with the new ESG policy in 2023. In terms of injury at work, there were no incidents reported in 2022. Considering the nature of the Company's business, injury at work is assessed to be less relevant topic for the Company.

Social Standards Performance

4.7 Whistle-Blowers

The Company has an open approach to whistleblowing and a strong commitment to whistle-blower protection. A whistle-blower policy has been adopted and is reviewed annually as a part of the process of the Company's Audit Committee. Employees are encouraged to report any concerns on any potential breach of Law immediately to the Human Capital department, their Department Head, any Manager, or the CEO. In addition, there is another reporting channel operational i.e. a designated phone "hot line". Notably, from 2021, only three whistleblowing reports were recorded in the compliance risk registry of the Company.

Whistle-blower protection measures are also in place, and they include a non-retaliation provision that applies to people who report an incident, make a complaint, or express a concern about a legal violation or other misconduct. This policy also protects those who review or investigate a complaint or concern, serve as a witness, or give background information regarding the complaint or issue.

4.8 Human Rights and Child Labour

It has been assessed that, given the nature the Company's business, a child & forced labour policy is not relevant to the direct operations of the Company.

4.9 Access to Education and Life-long Learning (ESG training)

The Company employs effective measures related to access to education and life-long learning for employees, ranging from financial support to paid business leave days for the purpose of study. Moreover, the Company is fully committed to attract, recruit, train, and retain talent, especially UAE Nationals. Prospective candidates are offered the option to be sponsored for training in order to qualify as a Certified Financial Analyst (CFA) or equivalent or to pursue a Master's degree at a reputable university, provided that it is relevant to the employee's department and recommended by the Head of Department.

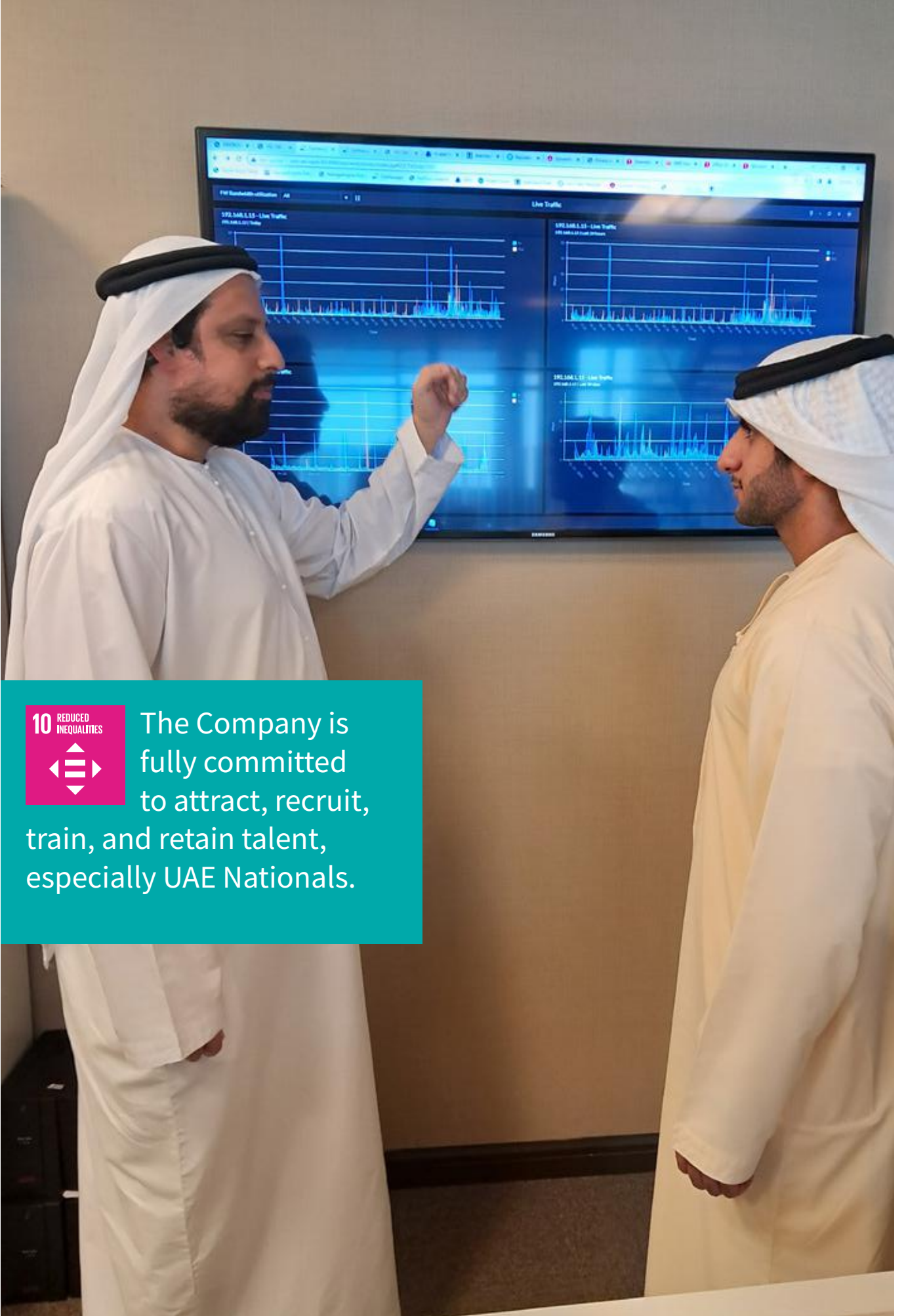
Please note that there were no training or educational courses organised related to ESG and sustainable finance in 2022. Further consideration of this topic will be addressed in the new ESG policy together with relevant improvement measures that the Company has planned for 2023.



The Company employs effective measures related to access to education and life-long learning for employees.

4.10 Community Investments

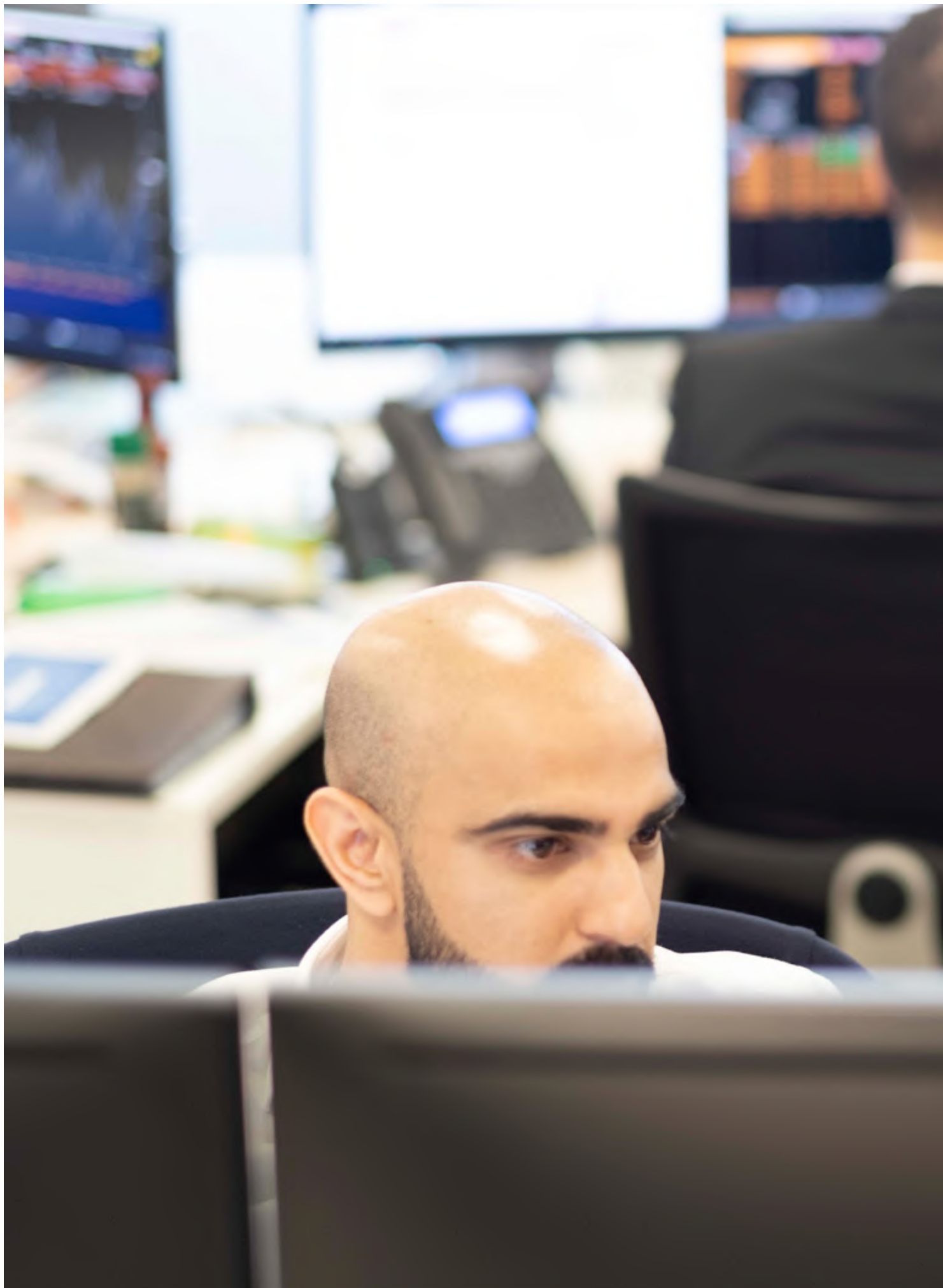
While the Company has provided donations to charities and social initiatives in previous years, there were no community investments or related donations placed in 2022.



10 REDUCED INEQUALITIES



The Company is fully committed to attract, recruit, train, and retain talent, especially UAE Nationals.



A man with a beard and dark hair, wearing a dark suit jacket, a light blue striped shirt, and a purple tie, is looking intently at a laptop screen. The background is a blurred office or library setting with bookshelves filled with books. Another person in a dark suit is partially visible on the left side of the frame. The overall scene suggests a professional or academic environment.

Section 5

Governance Standards Performance

Governance Standards Performance

5.1 Independence and Diversity of Board Members

The Company's Board comprises seven Directors. All Directors are non-executive directors, with six regarded as independent in accordance with the Corporate Governance Code. Each Director has the requisite knowledge, skills and expertise required to enable the Board to perform its functions efficiently and effectively. Pursuant to the Company's Articles of Association, each Director serves for a term of three years and may be re-elected to serve successive terms at the end of each three-year term.

Each Director has the requisite knowledge, skills and expertise required to enable the Board to perform its functions efficiently and effectively.

Please note that in 2022 there were no female members on the Board, the Audit Committee or the Nomination and Remuneration Committee.

5.2 Ethics and Prevention of Corruption

Rules on ethics and the prevention of corruption are established in the Company's Code of Conduct, as well as in the Anti-bribery and Corruption policy and Gifts & Entertainments policy. Employees in positions of authority are expected to make ethics and integrity a priority in their actions and conduct. Furthermore, the Company ensures that all reported cases of non-ethical behaviour and non-compliance are investigated, reported, and resolved through the appropriate authorities, and that proper records are maintained. The Company has also established a zero-tolerance policy on bribery, corruption, and fraud in accordance with UAE and other applicable laws. Compliance with this policy is promoted and reinforced annually via training and employee declarations.



The Company has also established a zero-tolerance policy on bribery, corruption, and fraud in accordance with UAE and other applicable laws.

5.3 Code of Conduct

The Code of Conduct promotes the Company's commitment to the highest standards of professional and equitable behavior in everything that it does. Principally, the code sets out:

- the minimum standard of personal conduct that the Company expects from anyone working for, or on behalf of, the Company; and
- a clear and concise suite of rules and standards that have been developed to cater for a business environment that is ethical, non-discriminatory, compliant and in adherence with the Company's principal values.

In addition, the Code also sets a rule for everyone to be aware of their personal responsibility to themselves and others in their daily activities, giving due consideration to the prevention of accidents, harm to health, environmental damage, or negative community impacts. It applies to all employees and representatives, including secondees. All contractors, suppliers, and business partners of the Company are also expected to comply with the Code in their business actions and practices.

To ensure the integrity of the sourcing process, the Company has policies and procedures in place. Tenders for goods and services are conducted in an open and transparent manner and suppliers are chosen fairly and based on merit and obliged to follow the principles outlined in this Code.

Governance Standards Performance

5.4 Data Privacy

The Company's data privacy policy is established, effectively implemented, and reviewed yearly as part of the Audit Committee's processes.

The Company values the privacy of people's personal information, especially that of its employees, and defines 'personal information' as any information that can be used to identify an individual.

In this respect, all personal records are accessible only to those who have been appropriately authorised and on a need-to-know basis.

Please note that the General Data Protection Regulation (GDPR) rules on data privacy are not implemented as they currently do not apply to the Company's operations. However, the Company follows all data protection laws and regulations that are applicable to it.

5.5 Sustainable Reporting

From 2021, the Company published a separate Sustainability Report.

For the purpose of developing a more accurate and comprehensive Sustainability Report for 2022, the Company engaged an independent expert who performed a baseline assessment of the ESG performance of the Company and ensured accuracy of the disclosed data in this Report.

Besides its first Sustainability Report for 2021, the Company has not published any other relevant sustainability data or used sustainability reporting frameworks such as GRI, CDP, SASB, IIRC or UNGC.

Additionally, in 2022 the Company did not focus on any specific UN Sustainable Development Goals (SDG) or set any SDG targets.

Further consideration of this topic will be addressed in the new ESG policy together with the relevant improvement measures that are planned for 2023.



Section 6



**ESG Metrics -
SDG Correlation
Table**

ESG Metrics - SDG Correlation Table

Statement of Use

Waha Capital has reported the information cited in this GRI content index for the period from 1 January 2022 to 31 December 2022 with reference to the GRI Standards.

Environment

METRIC	CALCULATION	CORRESPONDING GRI STANDARD	CORRESPONDING SDG	NOTES
E1. GHG Emissions	E1.1) Total amount in CO2 equivalents, for Scope 1	GRI 305: Emissions 2016		Scope 1 – direct carbon emissions from the Company's car were app 7,000 kg of CO2 Scope 2 - not calculated For more detail, please see page No. 12
	E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)			
	E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)			
E2. Emissions Intensity	E2.1) Total GHG emissions per output scaling factor	GRI 305: Emissions 2016		N/A
	E2.2) Total non-GHG emissions per output scaling factor			
E3. Energy Usage	E3.1) Total amount of energy directly consumed	GRI 302: Energy 2016		Energy consumption of the offices in 2022 was approximately 9,000kWH (9MW). For more detail, please see page No. 12
	E3.2) Total amount of energy indirectly consumed			
E4. Energy Intensity	Total direct energy usage per output scaling factor	GRI 302: Energy 2016		The total energy usage per output scaling is assessed to be high, considering the office space and number of employees For more detail, please see page No. 12
E5. Energy Mix	Percentage: Energy usage by generation type	GRI 302: Emissions 2016		Energy mix supplied by the building is divided between 2% solar, 77% gas and 21% nuclear, as sourced through the national grid. For more detail, please see page No. 12
E6. Water Usage	E6.1) Total amount of water Consumed	GRI 303: Water and Effluents 2018		Data on the amount of the consumed water are unavailable and are assessed by the office building management. No policy or relevant measures in place on water consumption For more detail, please see page No. 12
	E6.2) Total amount of water reclaimed			
E7. Environmental Operations	E7.1) Does your Company follow a formal Environmental Policy?	GRI 2: General Disclosures 2021	 	No policy or relevant measures in place For more detail, please see page No. 12
	E7.2) Does your Company follow specific waste, water, energy, and/or recycling policies?			
	E7.3) Does your Company use a recognised energy management system?			
E8. Environmental Oversight	Does your Management Team oversee and/or manage sustainability issues?	GRI 2: General Disclosures 2021		No policy or relevant measures in place For more detail, please see page No. 13
E9. Environmental Oversight	Does your Board oversee and/or manage sustainability issues?	GRI 2: General Disclosures 2021		Yes For more detail, please see page No. 13
E10. Climate Risk Mitigation	Total amount invested, annually, in climate-related infrastructure, resilience, and product development			No relevant investments recorded in 2022








ESG Metrics - SDG Correlation Table

Social

METRIC	CALCULATION	CORRESPONDING GRI STANDARD	CORRESPONDING SDG	NOTES
S1. CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median FTE total compensation	GRI 2: General Disclosures 2021		Yes - policy in place and effectively implemented For more detail, please see page No. 17
	S1.2) Does your Company Report this metric in regulatory filings?			
S2. Gender Pay Ratio	Ratio: Median male compensation to median female compensation	GRI 405: Diversity and Equal Opportunity 2016		Yes - policy in place and effectively implemented For more detail, please see page No. 16
S3. Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees	GRI 401: Employment 2016		Yes - policy in place and effectively implemented For more detail, please see page No. 16
	S3.2) Percentage: Year-over-year change for part-time employees			
	S3.3) Percentage: Year-over-year change for contractors/consultants			
S4. Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women	GRI 2: General Disclosures 2021 GRI 405: Diversity and Equal Opportunity 2016	 	Yes - policy in place and effectively implemented For more detail, please see page No. ?
	S4.2) Percentage: Entry- and midlevel positions held by men and women			
	S4.3) Percentage: Senior- and executive-level positions held by men and women			
S5. Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees	GRI 2: General Disclosures 2021		Yes - Policy in place and effectively implemented No part-time employees recorded in 2022 and only a few contractors For more detail, please see page No. 16
	S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants			
S6. Non-Discrimination	Does your Company follow a Non-discrimination policy?	GRI 3: Material Topics 202		Yes - Policy in place and effectively implemented For more detail, please see page No. 17
S7. Injury Rate	Percentage: Frequency of injury events relative to total workforce time	GRI 403: Occupational Health and Safety 2018	 	Yes - policy in place and effectively implemented No reported injuries in 2022 For more detail, please see page No. 17
S8. Global Health & Safety	Does your Company follow an occupational health and/or global health & safety policy?	GRI 3: Material Topics 2021	 	Yes - policy in place and effectively implemented For more detail, please see page No. 17
S9. Child & Forced Labour	S9.1) Does your Company follow a child and/or forced labour policy?	GRI 3: Material Topics 2021	 	No policy in place (but not applicable to this line of business) For more detail, please see page No. 18
	S9.2) If yes, does your child and/or forced labour policy also cover suppliers and vendors?			
S10. Human Rights	S10.1) Does your Company follow a human rights policy?	GRI 3: Material Topics 2021	  	No policy in place For more detail, please see page No. 18
S11. Nationalisation	Percentage of the national employees	GRI 2: General Disclosures 2021		Yes - policy in place and effectively implemented 14% of the total headcount For more detail, please see page No. 17
S12. Community Investment	Amount invested in the community, as a percentage of Company revenues.	GRI 413: Local Communities 2016		No relevant investments recorded in 2022

ESG Metrics - SDG Correlation Table

Governance

METRIC	CALCULATION	CORRESPONDING GRI STANDARD	CORRESPONDING SDG	NOTES
G1. Board Diversity	G1.1) Percentage: Total board seats occupied by men and women	GRI 2: General Disclosures 2021 GRI 405: Diversity and Equal Opportunity 2016		There were no board seats or committee chairs occupied by woman in 2022 For more detail, please see page No. 22
	G1.2) Percentage: Committee chairs occupied by men and women			
G2. Board Independence	G2.1) Does Company prohibit CEO from serving as board chair?	GRI 2: General Disclosures 2021		Yes For more detail, please see page No. 22
	G2.2) Percentage: Total board seats occupied by independent board members			
G3. Incentivised Pay	Are executives formally incentivised to perform on sustainability?			No policy or relevant measures in place
G4. Supplier Code of Conduct	G4.1) Are your vendors or suppliers required to follow a Code of Conduct?	GRI 3: Material Topics 2021		Yes - policy in place and effectively implemented For more detail, please see page No. 22
	G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?			
G5. Ethics & Prevention of Corruption	G5.1) Does your Company follow an Ethics and/or Prevention of Corruption policy?	GRI 3: Material Topics 2021		Yes - policy in place and effectively implemented For more detail, please see page No. 22
	G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?			
G6. Data Privacy	G6.1) Does your Company follow any Data Privacy policy?	GRI 3: Material Topics 2021		Yes - policy in place and effectively implemented (does not comply with GDPR rules as it not required) For more detail, please see page No. 23
	G6.2) Has your Company taken steps to comply with GDPR rules?			
G7. Sustainability Reporting	Does your Company publish a sustainability Report?	GRI 2: General Disclosures 2021		Yes - annually as a separate report For more detail, please see page No. 23
G8. Disclosure Practices	G8.1) Does your Company provide sustainability data to sustainability Reporting frameworks?	GRI 2: General Disclosures 2021 GRI 1: Foundation 2021		No - not required for this line of business For more detail, please see page No. 23
	G8.2) Does your Company focus on specific UN Sustainable Development			
	G8.3) Does your Company set targets and Report progress on the UN SDGs?			
G9. External Assurance	Are your sustainability disclosures assured or validated by a third-party audit firm?	GRI 2: General Disclosures 2021		Yes - an external expert has been engaged for the purpose of this reporting For more detail, please see page No. 23

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