

Independent Assurance Letter

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Subject: Independent assurance letter on the Sustainability Report of Salik Company P.J.S.C for FY2024 along with QSZ assurance report reference number - FO_QSZ_Assurance_Salik, v01_2025.05.09.

To the management of Salik Company P.J.S.C.

We, QSZ Certification Services LLC, have been engaged by Salik Company P.J.S.C. to provide independent limited assurance over selected sustainability disclosures in its Sustainability

Report, 2024. This assurance is conducted in alignment with the Global Reporting Initiative (GRI) Standards and the Dubai Financial Market (DFM) ESG Reporting Guide (2023).

Salik's Responsibilities

The Board of Directors of Salik Company P.J.S.C is responsible for overseeing the preparation of the Sustainability Report which complies with the requirements of the GRI along with the DFM Guide to ESG Reporting (2023) and for being satisfied that the Sustainability Report, taken as a whole, is fair, balanced and understandable. Salik's Management is responsible for:

- Selecting and establishing the applicable reporting criteria.
- Preparing, measuring, presenting, and reporting the selected information in accordance with the applicable criteria.

- Publishing the applicable criteria at or before the time of publication of the sustainability disclosures.
- Designing, implementing, and maintaining internal processes and controls to ensure the information is free from material misstatement, including those arising from fraud or errors.
- Providing access to all relevant records, information, and explanations required for the independent assurance process.

Our Responsibilities

We, at QSZ Certification Services LLC, are responsible for:

- Planning and performing procedures to obtain sufficient evidence in order to express an independent limited assurance conclusion on the selected information. The assessors involved in the assurance process confirm that they are free from any conflicts of interest and have no prior relationships with Salik Company P.J.S.C.

- Communicating matters that may be relevant to the selected information to the appropriate party including identified or suspected non-compliance with laws and regulations, fraud or suspected fraud, and bias in the preparation of the selected information.
- Reporting our conclusion in the form of an independent limited assurance report to the management of Salik Company P.J.S.C.

Assurance Conclusion and Key Findings

We conducted an independent assurance engagement in accordance with ISAE 3000 (Revised) to assess the accuracy and reliability of the reported information. Based on the procedures performed and evidence obtained, we conclude that the report has been prepared, in all material respects, in accordance with GRI Standard and DFM guide for ESG reporting (2023).

Our assurance procedures encompassed thorough data validation and source verification of Salik's Sustainability Report' 24. Any discrepancies uncovered were promptly addressed by Salik's team and rectified during the review, ensuring the accuracy and completeness of the reported information.

Scope of Our Assurance Engagement

We provide independent **limited assurance** in accordance with the terms of engagement agreed upon with **Salik Company P.J.S.C.** Our assurance engagement covers the **Salik's Sustainability Report'24** for the period **FY**

2024. The engagement includes an assessment of the **selected sustainability indicators**, as outlined in the **GRI standard and DFM Guide to ESG Reporting (2023)** listed in the accompanying table.

Material Topic	GRI Standard 2021	DFM Guide to ESG reporting	Location in Report
GRI 2: General Disclosures 2021	2-5 External assurance ,2-7 Employees, 2-8 Workers who are not employees, 2-11 Chair of the highest governance, 2-12 Role of the highest governance body in overseeing the management of impacts. 2-19 Remuneration policies ,2-21 Annual total compensation ratio, 2-23 Policy commitments, 2-24 Embedding policy commitments, 2-27 Compliance with laws and regulations 2-30: Collective Bargaining Agreements	E8. Environmental Management, S1. CEO pay ratio, S3. Breakdown with Staff S5. Gender Diversity and Equality, S6. Human Rights G2. Board Independence, G3. Collective Bargaining, G4. Supply Chain Management, G9. External Assurance	1, 4-6, 9, 12-29, 34-36, 38, 40, 42

Material Topic	GRI Standard 2021	DFM Guide to ESG reporting	Location in Report
Environment	GRI 302-1 Energy consumption within the organization, 302-2 Energy consumption outside of the organization, 302-4 Reduction of energy consumption	E3. Energy Usage, E4. Energy Intensity, E5. Energy Mix	49-50
	GRI 303: Water and Effluents 2018: 303-3 Water recycling and reuse, 303-4 Water withdrawal by source, 303-5 Water consumption	E6. Water and Effluents	50
	GRI 305: Emissions: 305-1 Direct (Scope 1) GHG emissions, 305-2 Energy indirect (Scope 2) GHG Emissions, 305-3 Other indirect (Scope 3) GHG Emissions, 305-4 GHG emissions intensity 305-5 Reduction of GHG emissions, 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	E1. GHG Emissions, E2. Emissions Intensity	47-48
	GRI 306: Waste 2020: 306-3 Waste generated, 306-4 Waste diverted from disposal, 306-5 Waste directed to disposal	E7. Waste	51
	GRI 308: Supplier Environmental Assessment, GRI 308-1: New suppliers that were screened using environmental criteria	G4. Supply Chain Management	30-31
	GRI 401: Employment 2016: 401-1 New employee hires and employee Turnover	S4. Employee Turnover and New Hires	34, 40
Social	GRI 403: Occupational Health and Safety 2018: 403-5 Worker training on occupational health and safety, 403-9 Work-related injuries	S7. Health and Safety	39
	GRI 404: Training and Education 2016, 404-1 Average hours of training per year per employee, 404-2 Programs for upgrading employee skills and transition assistance programs	G8. Sustainability Practices	38
	GRI 405: Diversity and Equal Opportunity 2016: 405-1 Diversity of governance bodies and employees, 405-2 Ratio of basic salary and remuneration of women to men	S5. Gender Diversity and Equality, G1. Board Diversity	24, 34, 36
	GRI 413: Local Communities 2016: 413-1 Operations with local community engagement, impact assessments, and development programs	S8. Community Engagement	43
	GRI 406: Non-discrimination 2016 406-1 Incidents of discrimination and corrective actions taken	-	27
	GRI 414: Supplier Social Assessment 2016: 414-1 New suppliers that were screened using social criteria	G4. Supply Chain Management	19,42
	GRI 418: Customer Privacy 2016, GRI 418-1: Customer Privacy	G6. Data Security	

Material Topic	GRI Standard 2021	DFM Guide to ESG reporting	Location in Report
Governance	GRI 201: Economic Performance 2016: 201-1 Direct economic value generated and distributed, 201-2 Financial implications and other risks and opportunities due to climate change	E9. Climate Risk Management and Oversight	40,46
	GRI 203: Indirect Economic Impacts 2016, 203-1 Infrastructure investments and services supported, 203-2 Significant indirect economic impacts	-	1, 4-7, 12-15, 20-23, 41-43, 46-51
	GRI 202: Market Presence (2016):202-2 Proportion of senior management hired from the local community	S3. Breakdown with Staff	24
	GRI 205: Anticorruption 2016: 205-1 Operations assessed for risks related to corruption, 205-2 Communication and training about anti-corruption policies and procedures, 2053 Confirmed incidents of corruption and actions taken 205-4: Actions Taken in Response to Incidents of Corruption	G5. Ethics and Anti-corruption	28

Details of the assessment are incorporated in the report available with Salik's management. Ref # FO_QSZ_Assurance_Salik, v01_2025.05.09.

Warm regards,

For QSZ Certification Services LLC.

Note: The assessment focused on evidence cross verification and adequacy of various data fields with respect to standards and baseline data received from Salik Company P.J.S.C.

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Managing Director

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