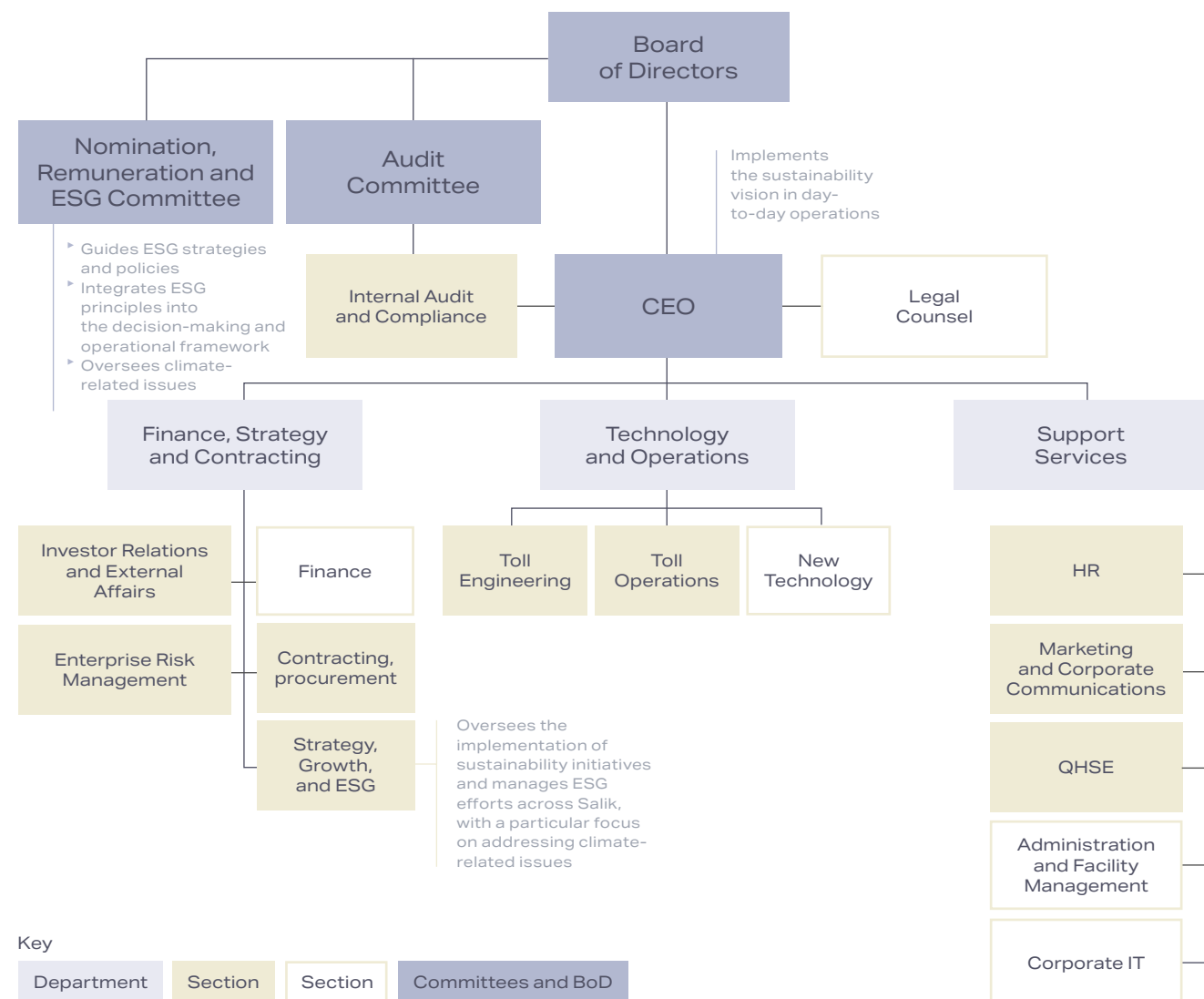


Sustainability Governance

Salik's robust sustainability governance framework is fundamental to achieving its sustainability goals and delivering value to stakeholders. The Company complies with all applicable laws, adheres to ethical business practices, and implements robust governance procedures.

Sustainability governance is vital to Salik's dedication to responsible and ethical business practices. The Company strives to integrate sustainability considerations into its decision-making processes and overarching business strategy. By implementing robust governance structures, policies, and practices, Salik promotes transparency, accountability, and ongoing improvement in sustainability performance.

The sustainability governance system in Salik



The Company's departments involved in sustainability management are highlighted in colour.

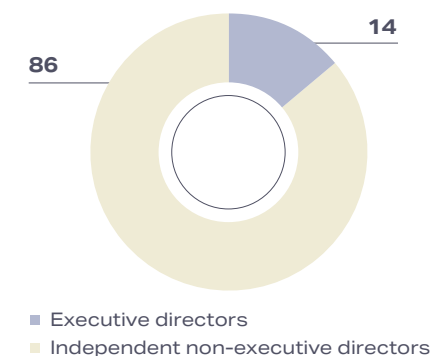
Salik's **Board of Directors** upholds the highest standards of corporate governance, ensuring business integrity and maintaining investor trust. It comprises seven members, appointed to three-year terms. Collectively, the current Board brings over 150 years of experience in addressing Dubai's mobility needs, with backgrounds in development that have shaped the city's urban landscape. The Board convenes at least every three months, providing strategic leadership, setting core management policies, and overseeing the performance of Salik and its CEO.

The Board is the principal decision-making body for all matters significant to Salik, including sustainability topics. The Board's performance is assessed annually through self-assessment and independent evaluation processes.

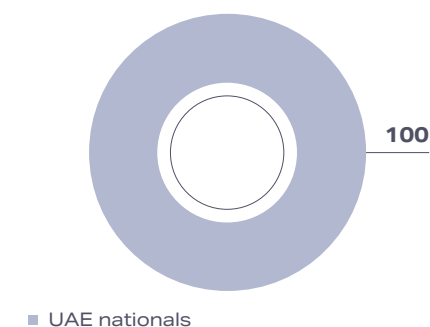


Board structure

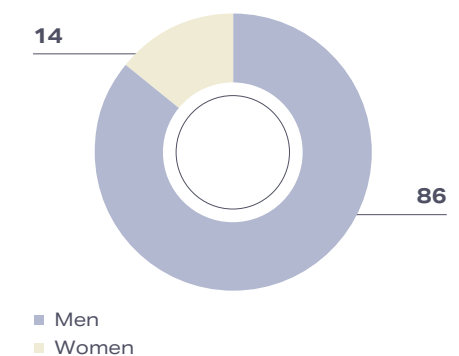
By status, %



By nationality, %



By gender, %



Salik seeks to strengthen the integration of ESG considerations into the executive remuneration structure by progressively raising the percentage variable remuneration associated with ESG. This will commence with a 10% variable in both 2024 and 2025, followed by a doubling of this variable to reach 20% for the subsequent years spanning 2026 to 2028.

For more information on Salik's corporate governance, refer to the 2024 Integrated Annual Report