



شركة مجموعة الخليج للكابلات والصناعات الكهربائية ش.م.ك.ع. - الكويت

Gulf Cables & Electrical Industries Group Co. K.S.C.P - Kuwait

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M/S. Bursa Kuwait Company

Greeting,

**Subject: 2023 Sustainability Report**

With reference to the above subject, and in accordance with the instructions of the CMA Executive Bylaws – Chapter 1, Module 12 (Listing Rules), we hereby attach the 2023 Sustainability Report.

Best regards

Basel Omran Kanaan  
Chief Executive Officer



كابلات تنبض بالحياة Cables that pulse with life

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Embracing Sustainable Growth  
Gulf Cables & Electrical Industries  
Group Co. (K.S.C.P.)  
Sustainability Report 2023

**In The Name of Allah,  
The Most Gracious, The Most  
Merciful**



**H. H. Sheikh  
Sabah Khaled Al-Hamad Al-Mubarak Al-Sabah  
The Crown Prince**



**H. H. Sheikh  
Mishal Al-Ahmed Al-Jaber Al-Sabah  
The Amir of the State of Kuwait**

# Board of Directors



**Bader Nasser Al-Kharafi**  
Vice Chairman



**Asaad Al-Banwan**  
Chairman



**Bader Al-Juaan**  
Board Member



**Sabah Al-Ghunaim**  
Board Member



**Jamal Al Falah**  
Board Member



**Juhail Al-Juhail**  
Board Member



**Yousef Al-Raqm**  
Board Member



**Mohammad Al-Saad**  
Board Member

## Table of Contents

CEO Letter	12	Duties and responsibilities of each of the Board members and executive management	46
Executive Summary	14	Board of Directors' Achievements During the Year	47
Environmental Responsibility	14	Organizational Structure	54
Social Impact	14	Executive Management	56
Governance Excellence	14	Ownership Structure	56
Performance Highlights	15	Investing in our People	58
Future Outlook	16	Thanks, and Acknowledgements	68
Enhancing Sustainability Through ESG Practices	18	Key Achievements	68
About Gulf Cables & Electrical Industries Group Co. (K.S.C.P.)	19	Looking Ahead	69
Alignment with the Sustainable Development Goals (SDGs)	20	Data for This Report	69
Sustainability Initiatives	22	Gratitude and Acknowledgements	70
Environmental Sustainability	22	Final Thoughts	71
Social Sustainability	36	Appendix A –	72
Governance Sustainability	43		
Governance Framework Within the Company	44		
Composition of the Board	45		

## Table of Figures

Figure 1. Copper Wiring from the Factory	19	Figure 16. Ownership Structure of Gulf Cables as of 31st December 2023	56
Figure 2. Close-up of the wiring in the Factory	19	Figure 17. Top Management and Board Members during the General Assembly	57
Figure 3. SDG Initiatives Followed by the Company	21	Figure 18. Employee Awards - IMS Training	61
Figure 4. Aluminum low in CO2 for utilization in projects	25	Figure 19. Employees Attending IMS Training for ESG purposes	61
Figure 5. Reused Copper Waste Levels in the last two years	27		
Figure 6. Recycling PVC Granules Production Levels in the last two years	28		
Figure 7. Water Consumption Levels in the last two years	30		
Figure 8. Water Coolers in the Factory	30		
Figure 9. Factory Operations	31		
Figure 10. Cable Plant Electricity Consumption over the last two years	32		
Figure 11. Copper Plant Electricity Consumption over the last two years	33		
Figure 12. Safety Protocols in the Factory	38		
Figure 13. Annual General Assembly Meeting	43		
Figure 14. Top Management in IMS Training Certificate Ceremony	53		
Figure 15. Organizational Structure as of 31st December 2023	54		

## CEO Letter



**Engr. Basel O. Kanaan**

*Chief Executive Officer*

Dear Gulf Cables Group Stakeholders,  
It gives me immense pleasure to share with you our 1st «Environmental, Social and Governance (ESG)” report. While we have been addressing ESG aspects at Gulf Cables Group Co. for many years, this is the first time we have compiled a comprehensive summary that outlines our progress and opportunities.

Over the past several years, we have made significant progress in the areas of environmental performance, energy conservation and improved safety considerations in our product design & process. In addition, we have remained focused on the health and safety of our employees & their families as well as strong corporate governance for the enterprise.

Quality has always been our top priority and to meet customer's expectation has been our prime objective; the very basis on which we earned the confidence of our clientele. It is this concern and commitment, rather than just sale of product, that has given us a distinct image and competitive advantage. Since 1997, we have Quality Assurance System to ISO:9001.

We at Gulf Cables Group Co. recognize that environmental issues have become a critical challenge globally. We are committed to contributing towards «leaving a beautiful planet as a legacy to future generations».

For achieving this, we believe that we need to work in harmony with nature; recognize the environmental impact related to our business activities & products and undertake protection of environment through technologically and economically feasible goals within our scope. In order to pursue this we implemented Environmental Management System in the Year 2007, satisfying requirements of ISO:14001.

We at Gulf Cables Group Co. recognize that the way to greater sustainability is through better health measures for employees and better safety measures for protecting men, machines, materials, and environment. For achieving this, we believe that we need to provide a healthy and safe working habitat at our facility and take adequate steps to prevent accidents and injuries arising from the course of our activities, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment. In order to pursue this we implemented Occupational Health & Safety Management System in the year 2007, satisfying requirements of OHSAS:18001/ISO 45001.

Setting the foundation for increased transparency, this report enhances our current ESG efforts with a public commitment to sustainability, social and governance practices and improved disclosures on annual progress to achieve ESG goals, focusing on three key areas:

- Commitment towards Environment to improve energy efficiencies and harness renewable energy options where available.
- Social responsibility to the people and communities we connect to and serve.
- Strong Governance structure with adherence to rigorous security and compliance standards.

We understand that setting our own sustainable development goals in line with the relevant UN-SDGs (United Nations -Sustainability Development Goals} and making progress towards those is a must for sustained growth in our business, as well as develop resilience towards climatic events in line with Kuwait National Development Plan, New Kuwait 2035 vision.



## Executive Summary

This executive summary provides an overview of Gulf Cable's Environmental, Social, and Governance (ESG) performance and initiatives during the year ended 31st December 2023.

### Environmental Responsibility

Our commitment to environmental sustainability is evident in our efforts to reduce carbon emissions, minimize waste generation, and conserve natural resources. Through the implementation of renewable energy sources, adoption of eco-friendly practices in our operations, and investment in sustainable supply chains, we strive to mitigate environmental impact and promote a greener future.

### Social Impact

We prioritize the well-being of our employees, communities, and stakeholders. Our inclusive workplace culture fosters diversity, equity, and safety, ensuring equal opportunities for all. Community engagement initiatives empower local communities through education, healthcare, and economic development projects, thereby creating shared value and fostering long-term partnerships.

### Governance Excellence

Transparency, accountability, and ethical conduct are at the core of our governance framework. Our robust corporate governance practices ensure alignment with regulatory standards and stakeholder expectations. We prioritize integrity in decision-making processes, fostering trust among investors, customers, and partners.

## Performance Highlights



Progressed in reducing pollution and energy consumption by investing in alternative options.



Invested in the Integrated Management System (IMS) for quality management worth 1.2 Million KWD.



Achieved 97.3% retention rate during the year and a turnover rate of 2.7%.



Conducted A total of 2850 hours of safety-related training (2280 monthly awareness training & 570 of firefighting training)



Reduced accident rates in the Company from 1.49 to 0.71 accidents by implementing efficient safety protocols.



Reduced energy in lighting used in the factory by 57% by replacing the lighting across a 2-year plan.



Maintained a strong focus on board independence, diversity, and integrity in governance practices.



Supported 24 Kuwait University students' graduation projects worth 6,000 KWD, and Gulf Cable engineers supported them in their projects.

## Future Outlook

Looking ahead, we remain committed to advancing our ESG agenda and integrating sustainability into every facet of our business. By embracing innovation, collaboration, and continuous improvement, we aim to drive positive impact for our planet, people, and prosperity.

Our commitment to sustainability remains a driving force in our strategy. We are dedicated to strengthening our efforts across environmental, social, and governance pillars to create lasting impact. In the coming years, we aim to broaden our diversity and inclusion initiatives by setting higher targets for representation at all levels and expanding our training programs to support equitable career advancement opportunities. To further empower our workforce, we will enhance training initiatives to address both professional and personal growth, promoting a culture of continuous learning and skill development.

On the environmental front, we will continue to prioritize reducing our carbon footprint through increased energy efficiency, transitioning to renewable energy sources, and controlling emissions across our operations in future. Additionally, we are committed to managing our water usage responsibly, with objectives to reduce consumption and implement sustainable practices in our factories. Through these initiatives, we will work towards not only meeting but exceeding industry standards, creating a resilient and sustainable future for our employees, communities, and stakeholders.

In alignment with our commitment to reducing greenhouse gas emissions, we are currently implementing the Energy Management System (ISO 50001) across our operations. This globally recognized standard will provide a structured framework to systematically monitor, manage, and reduce energy consumption. Through ISO 50001, we aim to identify energy-saving opportunities, improve efficiency, and set actionable targets to minimize our carbon footprint. By adopting this approach, we not only advance toward our environmental objectives but also strengthen our capacity to drive meaningful and measurable progress in managing and mitigating greenhouse gas emissions.

## Enhancing Sustainability Through ESG Practices

In today's rapidly evolving business landscape, organizations are increasingly recognizing the importance of Environmental, Social, and Governance (ESG) considerations in driving long-term value creation. At the intersection of profitability and responsibility lies a compelling imperative: the need to integrate sustainability into every aspect of our operations.

This ESG report serves as a comprehensive overview of Gulf Cable's commitment to sustainability and responsible business practices. It encapsulates our efforts to address environmental challenges, promote social well-being, and uphold strong governance principles. By transparently sharing our progress, achievements, and aspirations, we aim to foster trust, accountability, and collaboration with our stakeholders.

Throughout this report, we will delve into the key pillars of our ESG strategy, highlighting the initiatives, metrics, and outcomes that underscore our commitment to sustainability. From reducing our carbon footprint and fostering diversity and inclusion to ensuring ethical governance and stakeholder engagement, each section reflects our holistic approach to creating value for all stakeholders.

As we navigate a world of interconnected challenges and opportunities, we recognize that sustainable growth is not just a corporate responsibility but a collective endeavor. By embracing innovation, collaboration, and shared purpose, we are confident in our ability to drive positive change and contribute to a more resilient and equitable future.

We invite our stakeholders to join us on this journey as we strive to harness the power of business to make a meaningful difference in the world. Together, let us build a future where sustainability is not just a goal to achieve but a guiding principle that shapes our collective legacy.



## About Gulf Cables & Electrical Industries Group Co. (K.S.C.P.)

Gulf Cables & Electrical Industries Group Co. K.S.C.P is the only domestic manufacturer and exporter of power cables, control cables, telecommunication cables and overhead conductors in Kuwait. Gulf Cable was established in 1975 with the objective of meeting growing local requirements and providing users with quality wires and cables that exceed customers' expectations and positively contribute in developing our society.

### Our Company's products include:

- Medium Voltage Power Cables;
- Low Voltage Power Cables;
- Medium Voltage Power Cables.
- Low Voltage Power Cables.
- Control Cables 600/1000 volts.
- Telephone, Communication & Instrumentation Cables.
- Bare Conductors for Overhead Lines.
- Earthing Conductors.
- Polyvinyl chloride (PVC) or XLPE Insulated Conductors.
- Domestic Applications/Internal Wiring.



Figure 1. Copper Wiring from the Factory

By embedding sustainability into every aspect of our operations, we are not only reducing our environmental impact but also fostering a culture of responsibility and stewardship.



Figure 2. Close-up Wiring in the Factory

## Alignment with the Sustainable Development Goals (SDGs)

As a leading cable manufacturing company, we recognize the importance of aligning our business strategies with the United Nations' Sustainable Development Goals (SDGs) to drive sustainable growth while contributing to global efforts to address pressing environmental, social, and economic challenges. Our commitment to responsible manufacturing and corporate citizenship is reflected through targeted initiatives that support several key SDGs (17 goals), ensuring a positive impact across our value chain. The report will reflect all the different initiatives reflected in our operations under their relevant initiative.

By aligning our ESG efforts with the SDGs, we aim to create a positive impact on society and the environment, while driving sustainable growth and value creation for our stakeholders. We will continue to track our progress and report on our contributions to these global goals in our annual ESG report.



Figure 3. SDG Initiatives Followed by the Company

## Sustainability Initiatives

Our commitment to sustainability is at the core of our business strategy and operations. We understand that sustainable practices are essential for the long-term success of our company and the well-being of our planet. Over the past few years, we have implemented a series of sustainability initiatives aimed at reducing our environmental footprint, enhancing social equity, and promoting responsible governance. This section outlines our key sustainability initiatives and the progress we have made in these areas.

### Environmental Sustainability

In an era where environmental challenges such as climate change, resource depletion, and biodiversity loss are increasingly pressing, our goal is to contribute positively to the global effort for sustainability. This commitment is reflected in our comprehensive approach to environmental management, which encompasses reducing carbon emissions, enhancing energy efficiency, promoting waste reduction, and conserving water.

The following environmental SDGs are the most relevant to our operations and reflect our alignment with the SDG Goals:



**SDG 7:** Affordable and Clean Energy: Gulf Cables provides innovative and sustainable energy solutions, aiming to provide clean, reliable and efficient energy consumption options. The company is committed to empowering underserved communities by increasing access to green electricity. Our Groups key projects and initiatives include optimizing energy efficiency across operations and project selection, utilizing sustainable energy practices, and reducing the environmental impact that affect surrounding communities.



**SDG 9:** Industry, Innovation, and Infrastructure: Gulf Cables is committed to continue salvation and mobilization to ensure its infrastructure and products are modern and sustainable. Our Groups key projects and initiatives include developing sustainable infrastructure and products and integrating innovative boxes, and materials to minimize environmental impact and promote long-term sustainability.



**SDG 12:** Responsible Consumption and Production: Gulf Cables' commitment to sustainability is driven by the core principle of circularity. The company minimizes resource consumption and emphasizes the production of high-quality products to reduce waste and environmental impact. Our Group's key projects and initiatives includes promoting responsible consumption and production, implementing sustainable practices and partnering with suppliers to reduce waste and enhance resource efficiency across our operations.



**SDG 13:** Climate Action: Gulf Cables Group actively combats climate change by implementing sustainable practices, conserving resources, and adhering to ethical standards to preserve the planet for future generations. Our Groups key projects and initiatives includes adopting rigorous sustainability measures and collaborating with partners to reduce carbon emissions and enhancing environmental resilience across our operations.



**SDG 15:** Life on Land: Gulf Cables aims to minimize its use of natural resources by adopting a comprehensive biodiversity policy and partnering with like-minded organizations to prioritize conservation efforts. Our Groups key projects and initiatives includes implementing preventative and proactive management practices and partnering with relevant organizations to protect ecosystems and promote biodiversity.

Our environmental impact strategy is built on the following pillars:

- **Carbon Management:** Focusing on reducing and monitoring greenhouse gas emissions through energy efficiency projects.
- **Waste Reduction:** Implementing robust recycling programs, embracing circular economic principles, and minimizing waste generation.
- **Water Conservation:** Enhancing water use efficiency.
- **Noise Reduction:** Measuring the noise emitted and how it affects the surrounding environment and workplace.
- **Electricity Consumption:** Quarterly measuring the amount of energy consumed and documenting consumption reasons as part of a program to further reduce this impact.
- **Energy Consumption:** Changing the lighting in all the factory units to more conservative options for energy saving.

Through these efforts, we aim to not only comply with environmental regulations but also to exceed them, setting a benchmark for excellence in environmental sustainability. Our dedication to continuous improvement and innovation ensures that we remain at the forefront of environmental stewardship, making a tangible difference in the communities and ecosystems where we operate.

The following sections describe our initiatives and their results regarding Environmental Stability:

## 1. Carbon Footprint Reduction:

- Our company has invested in an Energy Management System – ISO 50001 as a method of monitoring greenhouse gas emissions. This international standard provides a structured framework for establishing energy management best practices, aimed at helping organizations improve their energy efficiency, reduce costs, and decrease greenhouse gas emissions. By adopting ISO 50001, we are committed to a systematic approach that encompasses energy planning, performance measurement, and continuous improvement in energy management. This initiative not only aligns with our sustainability goals but also



Figure 4. Aluminum low in CO2 for utilization in projects

enhances our ability to track and reduce our carbon footprint effectively. Implementing ISO 50001 will enable us to set measurable energy performance targets, engage employees in energy-saving practices, and ensure compliance with regulatory requirements, thereby reinforcing our dedication to environmental stewardship and operational excellence.

The Group has started implementing other ways of controlling carbon emissions by investing in other alternatives for production that are low in levels of Carbon Dioxide to decrease carbon emissions.

## 2. Waste Management:

- **Recycling Programs:** We have established comprehensive recycling programs at all our facilities, resulting in a significant reduction in waste sent to landfills. Materials such as paper, plastics, and electronics are recycled efficiently.
- **Circular Economy:** We are committed to the principles of the circular economy. We have developed processes to reuse and recycle materials within our production cycle, reducing waste and minimizing resource extraction.
- **Waste-to-Energy:** Some of our non-recyclable waste is now diverted to waste-to-energy plants, where it is converted into usable energy. This initiative has further reduced our landfill dependency and contributed to our renewable energy goals

The figures below show the scrap generated from total productivity during 2023:

Month	Scrap from Total Productivity		Variance
	2022	2023	
January	0.83%	0.74%	-0.09%
February	0.76%	0.75%	-0.01%
March	0.66%	0.54%	-0.12%
April	0.74%	0.62%	-0.12%
May	0.68%	0.77%	0.09%
June	0.71%	0.61%	-0.10%
July	0.64%	0.69%	0.05%
August	0.60%	0.72%	0.12%
September	0.65%	0.83%	0.18%
October	0.78%	0.67%	-0.11%
November	0.66%	0.74%	0.08%
December	0.74%	0.60%	-0.14%

The above figures are a result of the Groups' continuous initiative of decreasing the level of scrap in their operations by adequate planning.

The figures below show the recycled waste for copper reused in our copper rod casting line during 2023:

Quarter	Recycled Waste from Copper		Variance	% Change
	2022	2023		
Q1	60	0	-60	-100%
Q2	0	102	102	100%
Q3	0	66	66	100%
Q4	0	25	25	100%
<b>Total</b>	<b>60</b>	<b>193</b>	<b>133</b>	<b>222%</b>

Below are our reused copper waste metrics during 2023



Figure 5. Reused Copper Waste Levels in the last two years

The figures above show the efforts of the company in the year 2023 to recycle any copper waste that was generated through activities and reusing it in our copper casting line

The figures below show the recycled waste for PVC details during 2023:

Quarter	Recycled Waste from Copper		Variance	% Change
	2022	2023		
Q1	91,700	36,200	-55,500	-61%
Q2	50,809	44,000	-6,809	-13%
Q3	58,500	35,100	-23,400	-40%
Q4	50,000	40,700	-9,300	-19%
<b>Total</b>	<b>251,009</b>	<b>156,000</b>	<b>-95,009</b>	<b>-38%</b>

Below are our recycling PVC Granules production details metrics during 2023



Figure 6. Recycling PVC Granules Production Levels in the last two years

The figures above show the efforts of the company in the year 2023 to recycle any PVC Granules production waste that was generated through activities and reusing it in other operations.

The figures below show the non-recyclable CCV SPEW Scrap during 2023:

Month	Non-Recyclable CCV SPEW Scrap		Variance
	2022	2023	
January	0.324%	0.270%	-0.054%
February	0.404%	0.307%	-0.097%
March	0.555%	0.345%	-0.210%
April	0.278%	0.422%	0.144%
May	0.279%	0.323%	0.044%
June	0.176%	0.175%	-0.001%
July	0.156%	0.223%	0.067%
August	0.204%	0.302%	0.098%
September	0.420%	0.447%	0.027%
October	0.411%	0.547%	0.136%
November	0.354%	0.314%	-0.040%
December	0.428%	0.662%	0.234%

Through effective project planning, the company has started implementing more efficient recycling techniques to recycle non-recyclable waste

### 3. Water Conservation:

- Efficient Water Use:** We have started monitoring our water usage thoroughly over the last two years to reach a significant stability as we continue to decrease our consumption.

The figures below show the consumption during 2023:

Quarter	Consumption (Gallons)		Variance	% Change
	2022	2023		
Q1	757,000	822,000	65,000	9%
Q2	2,301,000	2,350,000	49,000	2%
Q3	2,918,000	3,190,000	272,000	9%
Q4	1,155,000	1,109,000	-46,000	-4%
<b>Total</b>	<b>7,131,000</b>	<b>7,471,000</b>	<b>340,000</b>	<b>5%</b>



Below are our water consumption and conservation metrics during 2023:

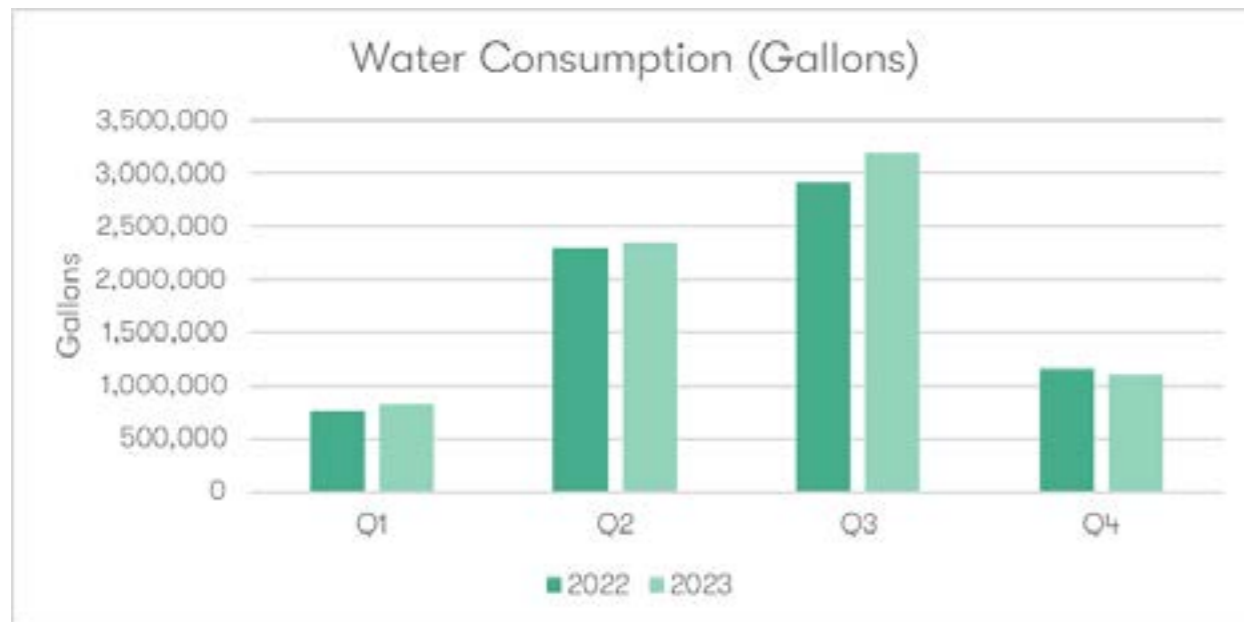


Figure 7. Water Consumption Levels in the last two years

Despite the figures showing that Water Consumption in 2023 increased by 340,000 Gallons. This increase was due to the addition of one desert cooler in the operations activities. Nonetheless, the figures and variances show that the percentage changes are manageable and stable – but their increase was due to inevitable reasons.

Moving forward, we plan on decreasing our water consumption through constant monitoring of the usage of water using several tools. In addition to that, we plan on working on reducing our consumption levels despite new additions to the machinery in the future.



Figure 8. Water Coolers in the Factory

## 4. Noise Reduction

Effective noise reduction is essential for minimizing environmental impact and enhancing the well-being of our stakeholders. To ensure that our efforts in noise reduction are both effective and measurable, we have implemented a robust noise monitoring and measurement framework. This section outlines the methodologies we use to measure noise reduction, presents our recent results, and highlights the continuous improvements we are making in this area.

To accurately measure noise reduction, we employ a comprehensive and systematic approach that includes the following methodologies:

- **Baseline Assessments:** Conducting initial baseline assessments to determine existing noise levels at various sites. This involves using sound level meters and other acoustic measuring devices to capture data at different times and under varying operational conditions.
- **Continuous Monitoring:** Implementing continuous noise monitoring systems in strategic locations across our facilities. These systems provide real-time data on noise levels, enabling us to detect and respond to fluctuations promptly.
- **Periodic Reporting:** We conduct semi-annual reviews of the Noise reduction and track the progress of our mechanism and ensure we are in-line with the regulatory requirements and taking necessary precautions.

### Our initiatives have yielded the following results:

As per the Kuwait Environment Public Authority, the following guidelines are set for noise measurements:

- Less than 85 Decibels: Acceptable Noise Levels
- Between 85-90 Decibels: Ear Plugs Required
- More than 90 Decibels: Ear Protectors

As of our most recent review in August 2023 – 6 out of 106 Sections in the Factory required ear plugs or protectors. This is a significant decrease from the review before where majority of the 6 required Ear protection.



Figure 9. Factory Operations

## 5. Electricity Consumption

Monitoring electricity consumption is a critical component of our environmental strategy within our ESG framework. By implementing advanced metering and energy management systems, we are able to track our electricity usage in real-time across all facilities. This precise monitoring enables us to identify inadequacies, optimize energy use, and implement targeted energy-saving measures. This proactive approach not only lowers operational costs but also significantly decreases our carbon footprint, reinforcing our commitment to sustainable business practices and contributing to our overarching goal of minimizing environmental impact.

We yielded the following results on the two Electricity Consuming Plants:

### Cable Plant Consumption in KWH:

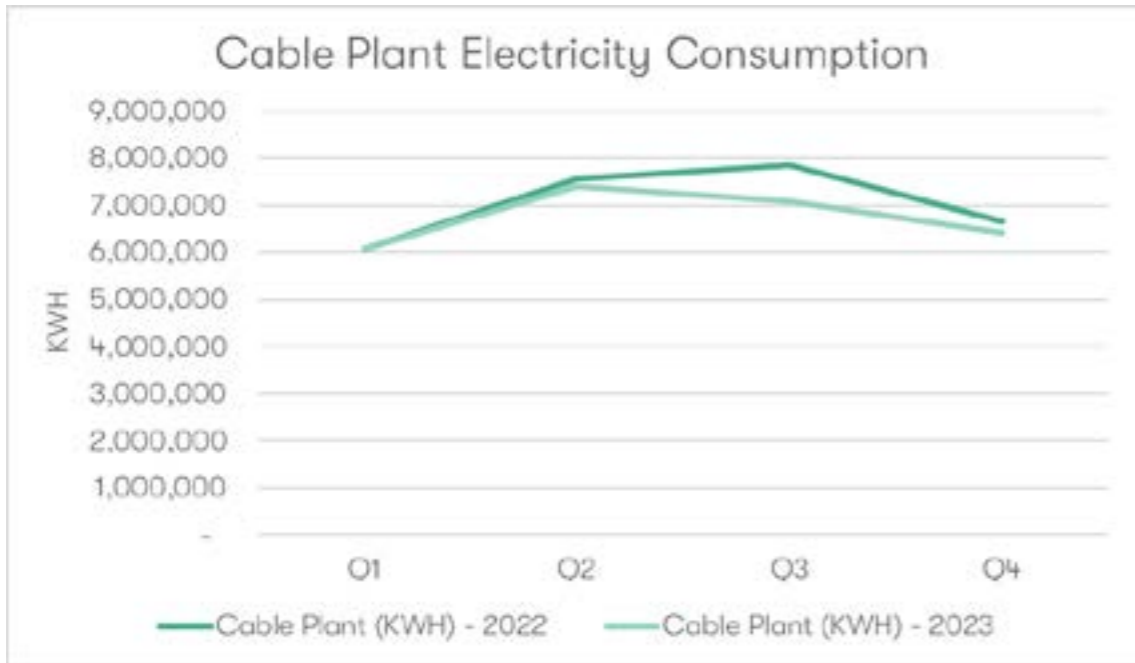


Figure 10. Cable Plant Electricity Consumption over the last two years

### Copper Plant Consumption in KWH:

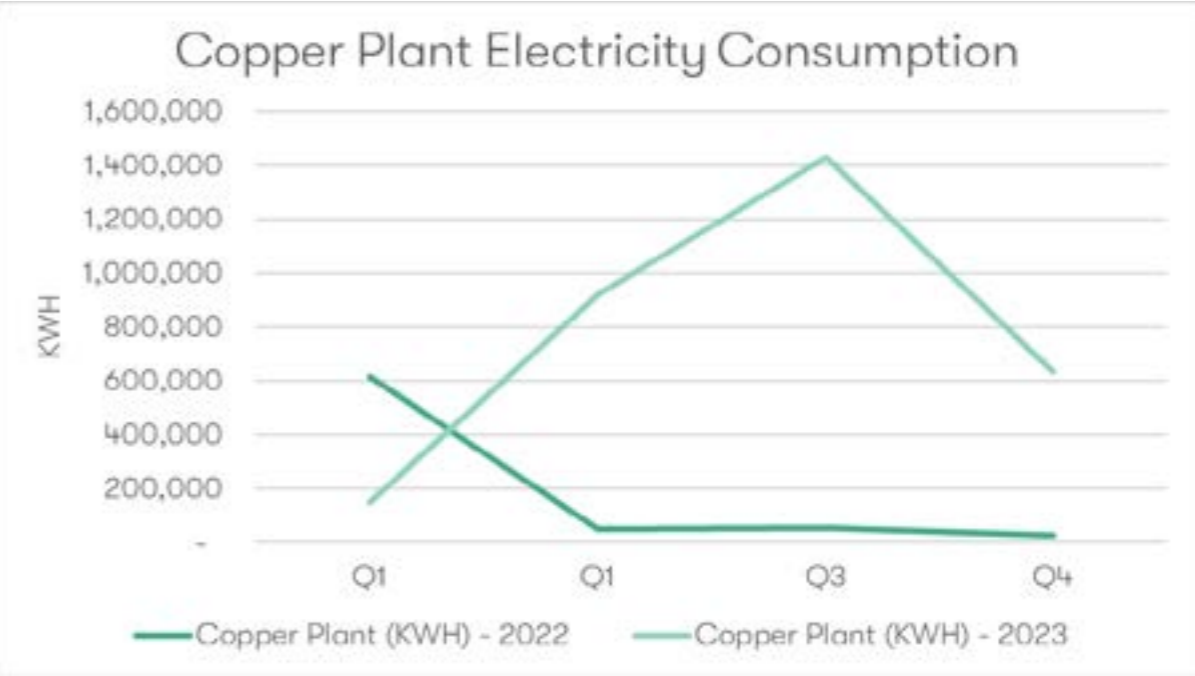


Figure 11. Copper Plant Electricity Consumption over the last two years

The figures below show the plant electricity consumption during 2023:

Quarter	Cable Plant (KWH)		Copper Plant (KWH)	
	2022	2023	2022	2023
Q1	6,077,930	6,081,210	615,406	146,563
Q2	7,556,710	7,408,230	48,787	922,718
Q3	7,853,260	7,089,250	50,319	1,431,684
Q4	6,659,570	6,411,866	22,785	635,886
<b>Total</b>	<b>28,147,470</b>	<b>26,990,556</b>	<b>737,297</b>	<b>3,136,851</b>

The excess consumption in the year 2023 is due to copper plant operating for around 7 months compared to 1 month in 2022.

## 6. Energy Consumption

As part of our energy saving initiatives, we have embarked on a 2-year plan to replace all the Mercury and Fluorescent lamps in our factory buildings to LED lighting. Mercury lighting obtains energy and electricity through a low resistance wire, meaning it requires high levels of power to perform. Meanwhile, LED is a transmitter (electrical component) and does not have a wire attached. This results in less power being required to start the lights and ensure they perform as needed.

The figures below show the energy consumption from lighting in the factory areas during 2023:

Location	Fluorescent / Mercury		LED	
	QTY	Power (Watts)	QTY	Power (Watts)
Factory 1 (F1)	1168	75,920	1168	42,048
CU Plant	128	8,320	128	4,608
F1 CCV Area	66	26,400	45	9,000
Factory 2 (F2)	352	140,800	264	52,800
Factory 3 (F3)	70	28,000	54	10,800
Coiling	57	22,800	45	9,000
Storage Area	33	13,200	31	6,200
Workshop	13	5,200	11	2,200
QC Testing	2	800	2	400
Forklift Area	3	1,200	3	600
QC (LSF Lab)	2	800	2	400
<b>Total</b>	<b>1894</b>	<b>323,400</b>	<b>1753</b>	<b>138,056</b>
<b>Power Saving (W)</b>				<b>185,384</b>
<b>Power Saving (%)</b>				<b>57%</b>


The Groups' future plan is to replace all the lighting in the Head office to consume even less energy on lighting and implement green electricity practices.


## Social Sustainability


At the heart of our company's mission is a steadfast commitment to making a positive social impact. We believe that our success is intertwined with the well-being of the communities we serve and the people who contribute to our growth. Our social impact strategy focuses on fostering an inclusive, supportive, and empowering environment both within our organization and in the wider community.


We understand that our role as a corporate citizen extends beyond economic contributions; it encompasses creating opportunities for individuals, improving quality of life, and addressing pressing social challenges. This section outlines our key social impact initiatives and the tangible benefits they bring to our employees, stakeholders, and the communities in which we operate.


The following social SDGs are the most relevant to our operations and reflect our alignment with the SDG Goals:

 **SDG 3:** Good Health and Well-Being: Gulf Cables prioritizes the well-being of its employees by offering programs that support their physical and mental health. The company ensures the reliability of the healthcare sector by enabling the transmission of power to all facilities, contributing to the seamless operation of essential medical services. Our Groups key projects and initiatives include implementing year-round health initiatives for the workforce and donations across the group, supporting hospitals, and providing essential healthcare services.

 **SDG 5:** Gender Equality: Gulf Cables promotes gender equality by addressing historical disparities and advocating for diversity, equity, and inclusion. Our Groups key projects and initiatives include advancing gender equality through diverse workforce practices and community projects, actively working to ensure equal opportunities and representation for all genders in the company.

 **SDG 10:** Reduced Inequalities: Gulf Cables focuses on empowering and positively influencing its' employees, customers, and communities, promoting equality and enabling all individuals to thrive. Our Groups key projects and initiatives includes promoting equal opportunities and inclusive practices while reducing inequalities within our workforce and the communities we serve.

 **SDG 11:** Sustainable Cities and Communities: Gulf Cables is dedicated to providing sustainable solutions for urban areas through smarter homes and buildings, making sustainable energy accessible and translating global sustainability goals into tangible local efforts. Our Groups key projects and initiatives include investing in projects that have a collective sustainable impact on the business and tone communities it serves.

 **SDG 16:** Peace, Justice and Strong Institutions: Gulf Cables Group works toward creating peaceful and inclusive societies by promoting accountability and transparency through well-defined reporting procedures and guidance on raising concerns. Our Groups key projects and initiatives includes introducing policies that promote accountability and transparency by establishing well-defined reporting procedures and offering guidance on raising concerns.

Our social impact strategy is built on the following pillars:

- **Employee Well-being:** This is through identifying key factors that contribute to the health and safety of the employees and ensuring the existence of a work-life balance.
- **Community Engagement:** This is through initiating local development and community programs for our employees to participate.
- **Diversity and Inclusion:** This is through ensuring that our workplace is diversified and is welcoming to all nationalities.

The following sections describe our initiatives and their results regarding Social Stability:

## 1. Employee Well-being:

**Health and Safety:** We prioritize the health and safety of our employees. Our rigorous health and safety protocols have resulted in a significant reduction in workplace accidents over the past two years. Regular training and safety audits also ensure continuous improvement.

Several initiatives have been undertaken by the company to ensure that the employees are safe in their work environment and do not face unforeseen hazardous risks.



Figure 12. Safety Protocols in the Factory

We have introduced several protocols aimed at enhancing safety and reducing accidents, including:

- Enhanced safety training sessions
  - Regular safety drills and assessments
  - Implementation of more reporting system through the anomaly
  - Safety equipment usage training.
- 
- The accident rate before the implementation of these protocols was 1.49, and it has significantly decreased to 0.71 following their enforcement.
  - During 2023, total hours of safety training amounted to 2,580 hours (Including 2280 of monthly awareness training & 570 of firefighting training).

**Work-Life Balance:** We promote a healthy work-life balance through flexible working arrangements. We value the personal lives of our employees and encourage them to enjoy their own time to ensure their mental health is being taken into consideration by providing them with the facilities needed and giving them benefits.

## 2. Community Engagement:

**Local Development:** We support local communities through various development projects, including education, healthcare, and training whenever possible. Since COVID-19, this has been significantly more difficult, however Gulf Cables continues to take initiative in joining new local community developments.

**The Company has supported the following community activities during 2023:**

- Funding 24 university students in their graduation projects – worth 6,000 KWD, alongside providing the support from our own engineers.
- Funding high school graduation ceremonies – worth 2,100 KWD.

The above activities are part of the Company initiative of providing continuous local support by funding high school graduation ceremonies and increasing their investment that was worth 800 KWD in 2022, and a continuous effort of supporting university students in the same level as 2022 with 24 students also being supported in a similar manner.

**Community Programs:** Our employees are encouraged to participate in volunteer programs. Last year, our employees dedicated several hours to community events, and participating in annual runs organized by banks and different institutions for a humanitarian cause.

During the year 2023, the company employees have taken part in a marathon organized by “Kuwait Industries Union” that was titled “Jusour Run”. This marathon was designed by the union as part of their contribution to the awareness of the industrial sector by holding the run in an industrial area and welcoming participants of different social backgrounds to enhance social integration. As part of our own initiative of social integration, we have funded several employees, including factory workmen to participate in this run – contributing 3,000 KWD to the overall revenue of the run.

## 3. Diversity and Inclusion

**Inclusive Workplace:** We are committed to fostering an inclusive and diverse workplace. Our diversity programs focus on recruitment, retention, and career development for underrepresented groups. Our workforce now includes the following metrics.

- **Employee Retention vs. Turnover Rates:**  
During 2023 the employee retention rate was 97.3% with the turnover rate being 2.7%. This is due to the company ensuring that the employees are being paid on time and being compensated through bonus and increments as per their performance in an effort to ensure the employees have a long journey with Gulf Cables.
- **Employee Diversity Rates:**  
During 2023 the total employee count was 727 employees including head office and factory workers. This composition is made up of a total of 20 nationalities from different continents and regions. This highlights Gulf Cables efforts to further diversify our company to welcome everyone.
- **Employees by Age Group:**  
The table below represents the age groups in the company, as an effort of eliminating any type of age discrimination that may occur as a result of bad practices.

#	Age Group	Count as of 2023
1	30 & BELOW	79
2	30 - 50	468
3	51 & ABOVE	180
	<b>Total</b>	<b>727</b>

■ **Female Count in Head-Office:**

The table below represents the company’s efforts for gender equality in the company. Since the majority of our employees are factory workers, the below ratio was computed in Head Office level only.

Year	Administration	Engineers	Female Count	% of Females
2022	214	38	17	6.75%
2023	219	41	21	8.08%

The Female count in the company has increased by 1.33% from last year.

■ **Kuwaitization Levels:**

The table below represents the Kuwaitization level in the company, as an effort of the company ensuring that local hires are happening as a form of empowerment for the local society. **At a management level, there are 29 Kuwaitis hired in the company.**

#	Nationalities	Numbers	Percentage
1	Kuwaitis	36	5%
2	Foreigners	691	95%
<b>Total</b>			<b>727</b>

■ **Fresh Graduates as New Hires:**

The table below represents the new hires in the company that are fresh graduates in the company, as an effort supporting the newly graduated students in obtaining experience and later empowering society.

#	Department	Hires as of 2023
1	Information Technology	2
2	City Office	2
3	Admin and Human Resources	2
4	Project Management	1
5	Production	2
6	Purchases and Stores	2
7	Technical / Engineering	3
<b>Total</b>		<b>14</b>

## Governance Sustainability

Effective governance is the cornerstone of our commitment to sustainability and corporate responsibility. It ensures that our environmental and social initiatives are not only implemented with integrity but also aligned with our



Figure 13. Annual General Assembly Meeting

long-term strategic objectives. Robust governance structures enable us to maintain high standards of transparency, accountability, and ethical conduct, thereby reinforcing trust among our stakeholders.

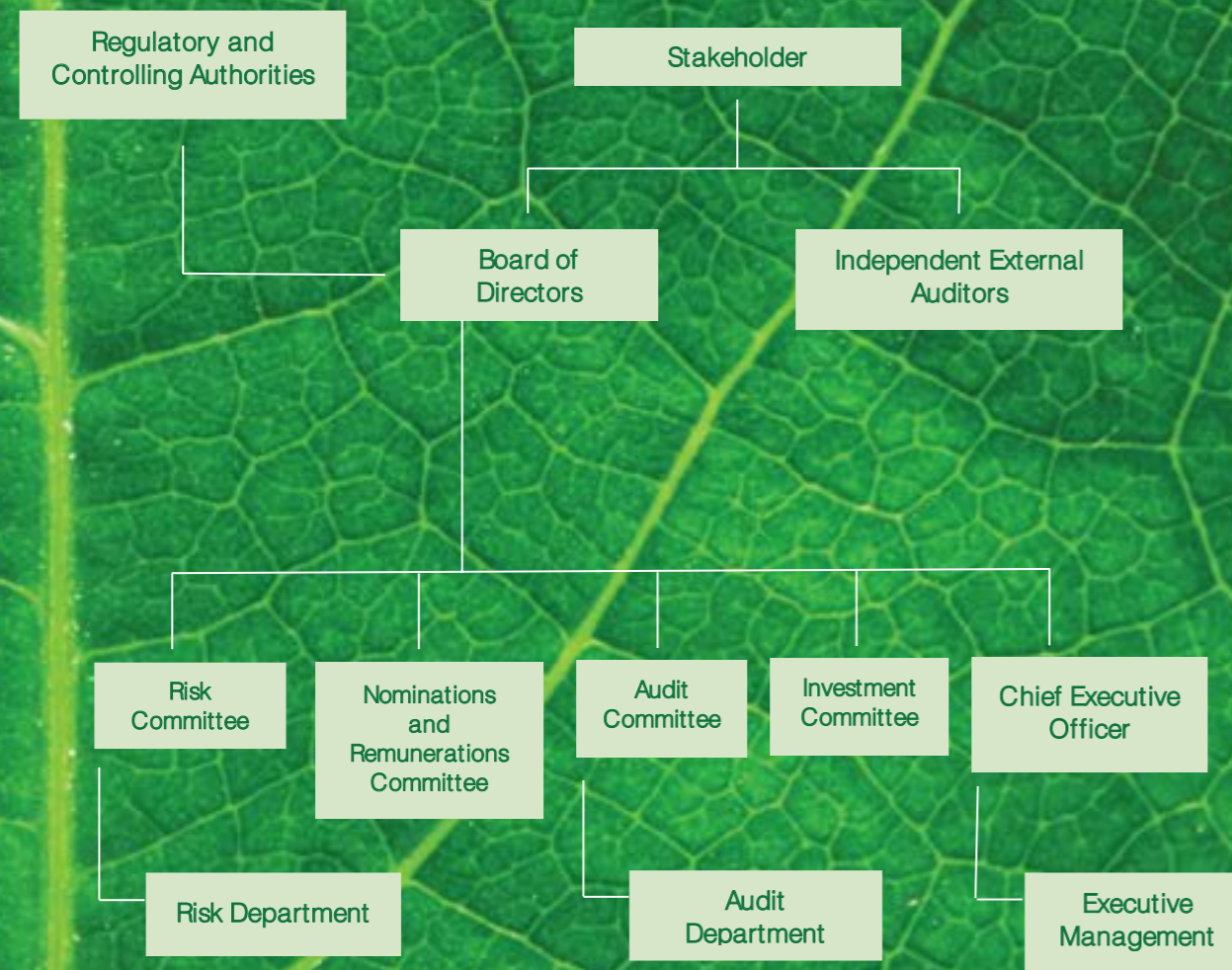
Governance impacts every facet of our operations, from decision-making processes to risk management and regulatory compliance. By integrating governance into our sustainability framework, we create a solid foundation for achieving our environmental and social goals while driving business success. This introduction outlines the critical role of governance in our organization and its impact on our ESG (Environmental, Social, and Governance) performance.

The following Governance SDG is the most relevant to our operations and reflects our alignment with the SDG Goals:



**SDG 16:** Peace, Justice and Strong Institutions: Gulf Cables Group works toward creating peaceful and inclusive societies by promoting accountability and transparency through well-defined reporting procedures and guidance on raising concerns. Our Groups key projects and initiatives includes introducing policies that promote accountability and transparency by establishing well-defined reporting procedures and offering guidance on raising concerns.

## Governance Framework Within the Company



## Composition of the Board

The Board of Directors of Gulf Cables is composed of eight members and Board Secretary in accordance with the Articles of Association that stipulates number of members and position of each Board member. As per the current formation of the Board, all members are non-executives and there are two independent members.

The Board of Directors nominates the Chairman and his deputy through secret voting and reviews formation of the Company's Board of Directors in accordance with CMA and Companies Laws.

Name	Title	Status of Independency	Academic qualification	Date of the first election / appointment
Asaad Al-Banwan	Chairman	Non-Executive	University Degree	April 1996
Bader Naser Al-Kharafi	Vice Chairman	Non-Executive	Master of Business Administration	March 2004
Bader Mohammad Abdul-Wahab Al-Juan	Board Member	Non-Executive (Independent)	University Degree	October 1993
Sabah Khalid Saleh Al-Ghunaim	Board Member	Non-Executive	University Degree	December 1995
Jamal Naser Hamad Al Falah	Board Member	Non-Executive	University Degree	January 2007
Juhail Mohammad Abdul-Rahman Al-Juhail	Board Member	Non-Executive	University Degree	April 2004
Yousef Ibrahim Yousef Al-Raqm	Board Member	Non-Executive (Independent)	University Degree	January 2007
Mohammad Saad Mohammad Al-Saad	Board Member	Non-Executive	University Degree	April 2007
Naser Omran Kanaan	Board Secretary	Board Secretary	University Degree	April/2013



## Duties and responsibilities of each of the Board members and executive management

Duties and responsibilities of each of the Board members and executive management have been clearly defined in the approved policies and guidelines to reflect the balance in the powers and authorities between them through the Board of Directors work charter, which was discussed and approved by the Board. The charter defined the duties and responsibilities of the Board of Directors and the executive management, and specified the duties and responsibilities of the Chairman, CEO, and the Board Secretary, as well as the rules of professional conduct for the Board members. The Board charter also stipulated existence of a structure for the Company's Board commensurate with the size and nature of the Company's activities. Emphasis was placed on the policy of non-conflict of interests and independence of the Board of Directors from executive management. Further, the charter stipulated the importance of allocating sufficient time for the Board meetings to perform their duties and responsibilities.

## Board of Directors' Achievements During the Year:

- Approving the Company's goals, policies, plans and strategies.
- Reviewing and approving the interim and annual financial statements.
- Studying, reviewing, and approving the estimated budget.
- Implementing corporate governance system and monitoring the effectiveness of its implementation in accordance with CMA Law and its executive regulations.
- Following up and supervising the performance of the executive management team and ensuring effectiveness of internal controls.
- Reviewing the Board of Directors' performance evaluation.
- Approving the Executive Management team and employee's remuneration.
- Approving the Board of Directors' remuneration recommended by the Nomination and Remuneration Committee prior to presenting it before the General Assembly for ratification.

On 28/04/2022, the Board formed independent specialized committees in order to assist in performing tasks assigned to them for the electoral period of the Board for years 2022, 2023 and 2024, as follows:

Committee Name	Committee Members	Committee duties and achievements	NO. of Committee Meetings
Nomination & Remuneration Committee	<ul style="list-style-type: none"> <li>- Mr. Bader Naser Al-Kharafi (Committee Chairman)</li> <li>- Mr. Juhail Mohammad AbdulRahman Al-Juhail (Vice Chairman)</li> <li>- Mr. Bader Mohammad Abdul-Wahab Al-Juan (Independent Member)</li> <li>- Mr. Naser Omran Kanaan (Committee Secretary)</li> </ul>	<ul style="list-style-type: none"> <li>- The Nomination and Remuneration Committee assists the Board of Directors in nominating members for the Board of Directors and its committees based on the membership criteria in each committee and ensure that there is sufficient number of non-executive Board members in each committee for more independence of their decisions.</li> <li>- It adopts policies for the remuneration of the Company's Board members and its employees, in addition to regularly monitoring the implementation of such policies.</li> <li>- The committee reviews Company's strategy and policy with regard to remuneration, nominations, and remuneration distribution mechanism, and submits them to the Board of Directors for approval.</li> <li>- Discussing the human resources policy and the remuneration policy manual and submitting them to Board members for approval.</li> </ul> <p><b>The committee's most prominent achievements during the year:</b></p> <ul style="list-style-type: none"> <li>- Working with the concerned departments and committees to assign the required competencies in the Company.</li> <li>- Discussing necessary provisions to approve remuneration of Board members and employees of the Company.</li> <li>- Evaluate the performance of the members of the Board of Directors and the committees derived from it and assess the performance of the Executive Management.</li> </ul>	1
Audit Committee	<ul style="list-style-type: none"> <li>- Mr. Bader Naser Al-Kharafi (Committee Chairman)</li> <li>- Mr. Jamal Naser Hamad Al Falah (Vice Chairman)</li> <li>- Mr. Yousef Ibrahim Yousef Al-Raqm (Independent Member)</li> <li>- Mr. Mohammad Saad Mohammad Al-Saad (Member)</li> <li>- Mr. Naser Omran Kanaan (Committee Secretary)</li> </ul>	<ul style="list-style-type: none"> <li>- Discussing plan of internal control management, audit committee charter, and internal audit policy and procedures manual, and submitting them to Board members for approval and implementation.</li> </ul> <p><b>The committee's most prominent achievements during the year:</b></p> <ul style="list-style-type: none"> <li>- Monitoring financial reports, managing internal control, internal and external audit, following up on compliance also ensured that the internal control systems are maintained and ensure their adequacy and effectiveness for the Company, and other matters that commensurate with its specializations.</li> <li>- Reviewing financial statements and reports of internal control for the interim periods during 2022.</li> <li>- Approval of the internal audit plan.</li> <li>- Nomination of an external auditor for the fiscal year 2023.</li> </ul>	6

Committee Name	Committee Members	Committee duties and achievements	NO. of Committee Meetings
Risk Committee	<ul style="list-style-type: none"> <li>- <b>Mr. Juhail Mohammad AbdulRahman Al-Juhail (Committee Chairman)</b></li> <li>- <b>Mr. Bader Mohammad Abdul-Wahab Al-Juan (Vice Chairman - Independent Member)</b></li> <li>- <b>Mr. Yousef Ibrahim Yousef Al-Raqm (Independent Member)</b></li> <li>- <b>Mr. Naser Omran Kanaan (Committee Secretary)</b></li> </ul>	<ul style="list-style-type: none"> <li>- The Risk Committee is responsible for following up monitoring of Company's risk management systems, which include all risks faced by the Company, and assisting the Board of Directors in identifying and evaluating level of risk appetite of the Company.</li> <li>- Discussing the Risk Committee work charter and the risk management policy and submitting them to the Board members for approval.</li> </ul> <p><b>The committee's most prominent achievements during the year:</b></p> <ul style="list-style-type: none"> <li>- The Risk Committee is responsible for following up monitoring of the Company's risk management systems, which include all risks faced by the Company, and assisting the Board of Directors in identifying and evaluating the level of risk appetite of the Company.</li> <li>- Discussing and approving the two risk management reports for the financial year ended 31/12/2022 and 30/06/2023, also studies on the risks related to the sale or purchase of investments, prepared by the Risk and Compliance Department.</li> <li>- Discussing the risk management strategy and risk appetite prepared by the Risk and Compliance Department for the financial year 2023, as it was presented to and approved by the Board of Directors.</li> </ul>	4

## Organizational Structure

The Company, represented by its Board of Directors and its executive management, assured us that the regulatory requirements are applied within the Company. It also enhanced the regulatory environment within the Company and assured that the Company and its activities are adhered to the issued laws and regulations.

The Company seeks to adhere to the highest standards of governance and ethical business conduct and to apply best practices of transparency to its shareholders by continuously reviewing the governance structure and applied practices.

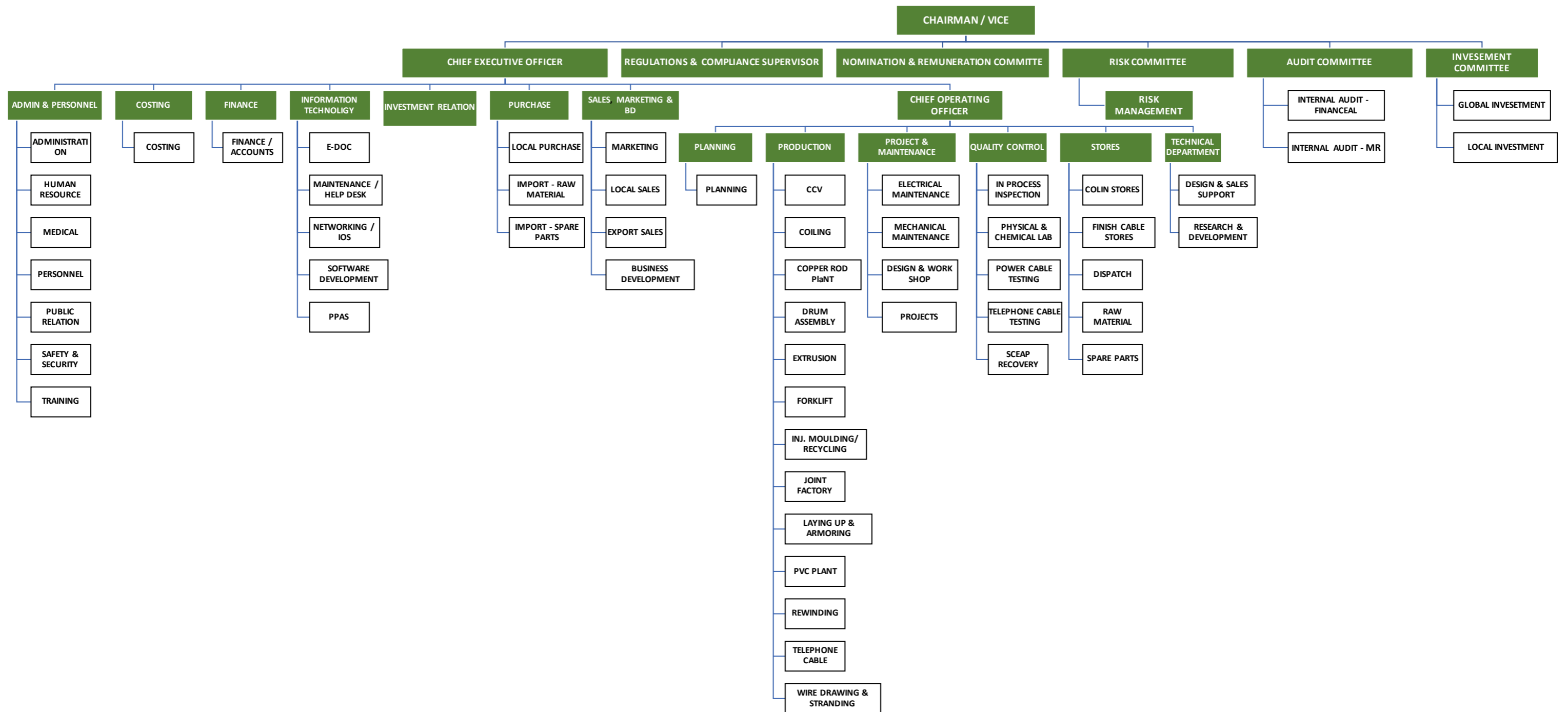
The Board of Directors is responsible for the oversight and strategic direction of the company by reviewing and approving various policies, either directly or through committees derived from the board, to ensure adherence to specific standards and to minimize the company's exposure to risks.

The Board of Directors holds full authority and powers to manage the company and has delegated certain powers and authorities to the executive management, led by the CEO, in accordance with the scope of their responsibilities.

As of December 31, 2023, the company employs a total of 727 employees.



Figure 14. Top Management in IMS Training Certificate Ceremony



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 COMMERCIAL REGISTRATION NO. 23213, ISSUED AND PAID CAPITAL : KD. 20,993.131

Figure 15. Organizational Structure as of 31st December 2023

## Executive Management

Mr. Basel Omran Abdullah Kanaan manages the daily affairs of the company in his capacity as the Chief Executive Officer, assisted in his duties by the department and division managers.

## Ownership Structure

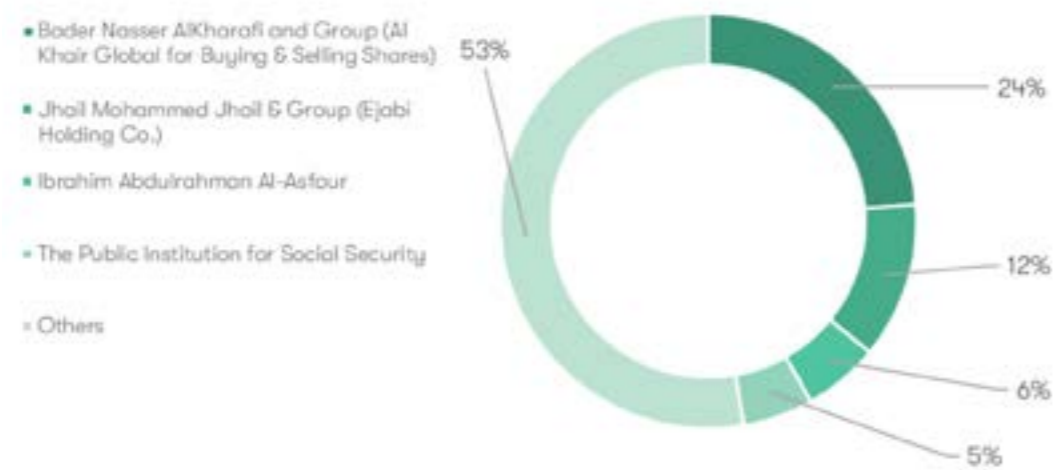


Figure 16. Ownership Structure of Gulf Cables as of 31st December 2023



Figure 17. Top Management and Board Members during the General Assembly

## Investing in our People

Investing in our people is fundamental to achieving long-term sustainability, and it is a cornerstone of our ESG strategy. As a company, we recognize that a thriving, engaged, and resilient workforce is essential for sustained success and positive societal impact. These efforts not only drive our business forward but also align us with global sustainability goals, ensuring we contribute meaningfully to a better future for all.

Through implementing the following SDG's, we build a workplace where everyone can grow and contribute fully



**SDG 3** - Good Health and Well-being: We prioritize employee well-being through comprehensive health programs, mental wellness initiatives, and access to healthcare resources, creating a safe and supportive work environment that promotes a balanced and healthy lifestyle.



**SDG 4** - Quality Education: Our ongoing investment in workforce development includes training programs, skill-building workshops, and continuous learning opportunities to empower our employees and foster lifelong learning.



**SDG 5** - Gender Equality: We promote gender equality through inclusive policies, unconscious bias training, and leadership development programs to support equal opportunities for all genders across the organization. Our initiatives are focused on the head office, taking into consideration the nature of our operations.



**SDG 8** - Decent Work and Economic Growth: Our commitment to decent work is reflected in our efforts to create secure, meaningful jobs with opportunities for career advancement, supported by skill development programs that align with evolving industry needs.



**SDG 10** - Reduced Inequality: Through initiatives aimed at diversity and inclusion, we offer equitable training and development opportunities that support underrepresented groups, reducing inequalities within our workforce and empowering all employees.

## Training Initiatives

Gulf Cable's commitment to excellence in governance and ESG principles is exemplified by its dedication to employee development and safety. In 2023, the company proudly honored 44 employees for their outstanding performance in the Integrated Management System (IMS) and Emergency Response Team (ERT) Training. These employees, representing various departments such as Stores, Maintenance, Quality Control, Sales & Marketing, Production, and Administration, demonstrated exceptional dedication to enhancing the company's operational standards. This achievement underscores Gulf Cable's ongoing efforts to foster a culture of continuous improvement, safety, and sustainability, ensuring that its workforce is well-equipped to meet the highest industry standards. Management's recognition of these employees not only highlights their individual contributions but also reinforces Gulf Cable's commitment to responsible governance and sustainable growth. This recognition further solidifies Gulf Cable's position as a forward-thinking company that values its employees' growth, ensuring long-term success and resilience in an increasingly competitive and sustainable marketplace, by encouraging the employees to recognize the firms' efforts for sustainable practices and monitoring.



*Figure 18. Employee Awards  
IMS Training*



*Figure 19. Employees Attending IMS Training  
for ESG Purposes*



The table below shows the training and workshops that the company provided or participated in as part of its social responsibilities, whether for employees, employees of the Ministry of Electricity, or other customers:

#	Training	No. Of Participants	Training By
1	Management of Health & Safety & Risk Management	17	In House – Company's Executive
2	NEBOSH IGC International General Certification	1	Kuwait Occupational Health Organization
3	Vibration Analysis Training (Engineers / Supervisor from MA) 1st Batch	1	External
4	Vibration Analysis Training (Engineers / Supervisor from MA) 2nd Batch	9	In House – External Agency
5	Fire Prevention and Control Industrial Sector	9	In House - External Agency
6	Ministry of Electricity & Water Engineers Training	1	Kuwait Fire Department
7	Basic English	7	In House – Company's Executive
8	Stress at Work - Maintenance and prevention	2	British Council - Kuwait
9	Kurdistan Regional Government - Ministry of Electricity	9	In House – Company's Executive
10	ISMS Understanding Workshop	5	In House – Company's Executive
11	Quality Control, Design & Innovation	14	In House - External Agency
12	Foundation Certification in Environment Management	1	External
13	ISMS Understanding Workshop	1	External - Online
14	Fluke - Pruftechnik, Condition Monitoring (Seminar)	9	External
15	Data Science (Phase 1) Planning Engineers	4	External
16	Data Science (Phase 2) Planning Engineers 9 Weeks	2	External
17	Creative Innovative Strategic Training	2	External
18	Work Ethics	11	In House – Company's Executive
19	Student Training	11	In House – Company's Executive
20	Stress Management at workplace - Maintain and prevention	15	In House – Company's Executive
21	Basic Course for Fire Prevention & Control	12	In House – Company's Executive
22	Safe use of Forklift - Forklift Driver	3	Kuwait Fire Department
23	On job training for Technical Staff to Upgrade their Knowledge	9	In House – Company's Executive
24	Yearly Refresher Training on IMS for various Department - 22 Sessions	23	In House – Company's Executive
25	Management of Health & Safety & Risk Management	626	In House – Company's Executive
26	Fire Fighting Training – All employees (management staff exempted) – total 44 sessions per year		In House – Company's Executive
27	Monthly Awareness Training (Production/Maintenance Staff) – Total 165 sessions per year		In House – Company's Executive
	<b>Total</b>		<b>835</b>

The following sections describe our initiatives and their results regarding Governance Stability:

### 1. Board Oversight and Accountability:



- Our Board of Directors plays a pivotal role in overseeing our ESG strategies. With dedicated committees focused on sustainability, risk management, and ethics, the board ensures that our initiatives align with our mission and values. Regular reviews and audits are conducted to assess performance and adherence to our governance principles.

### 2. Ethical Conduct and Compliance:



- Upholding the highest standards of ethical conduct is fundamental to our governance framework. Our comprehensive code of ethics guides our employees and partners in making decisions that reflect our commitment to integrity. We have stringent compliance mechanisms in place to ensure adherence to legal and regulatory requirements, minimizing risks and fostering a culture of accountability.

### 3. Stakeholder Engagement:



- Transparent and proactive engagement with stakeholders is essential for informed decision-making and trust-building. Our governance practices include regular communication with investors, employees, customers, suppliers, and the communities we serve. Feedback from these stakeholders informs our ESG strategies and helps us address their concerns effectively.

### 4. Risk Management:



- A robust risk management system is integral to our governance structure. It allows us to identify, assess, and mitigate risks that could impact our ESG objectives. This proactive approach ensures that we are prepared to respond to emerging challenges and opportunities, safeguarding our long-term sustainability.

### 5. Transparency and Reporting:



- We are committed to providing transparent and comprehensive reporting on our ESG performance. Our governance framework includes rigorous data collection and reporting processes, which ensure accuracy and reliability. By disclosing our achievements, challenges, and future targets, we maintain accountability and enable stakeholders to make informed decisions about our company.

### 6. Anti-Corruption:



- We have robust anti-corruption policies in place, including training programs for employees and a whistleblower mechanism to report unethical practices. Our zero-tolerance approach to corruption is fundamental to our business integrity.

### 7. Corporate Social Responsibility:



- We have participated in several initiatives as part of our social responsibility. One of the most notable is funding project for engineering students in Kuwait University and supporting their projects alongside our engineers.

**Strong governance practices enhance our ESG performance in several ways:**

- **Environmental Stewardship:** Governance mechanisms ensure that our environmental policies are effectively implemented and monitored. This leads to better resource management, reduced emissions, and sustainable operational practices..
- **Social Responsibility:** By embedding ethical principles and stakeholder engagement into our governance structure, we promote social equity, diversity, and community well-being. This positively impacts our workforce, customers, and the communities in which we operate.
- **Economic Sustainability:** Effective governance drives long-term financial performance by mitigating risks, ensuring regulatory compliance, and fostering innovation. This creates value for our shareholders and supports sustainable economic growth..

In conclusion, governance is the bedrock of our ESG strategy, ensuring that our environmental and social initiatives are pursued with integrity and aligned with our corporate objectives. Through strong governance, we are committed to achieving sustainable growth, fostering stakeholder trust, and making a positive impact on society and the environment.

## Thanks, and Acknowledgements

As we conclude this ESG report, we reaffirm our steadfast commitment to environmental stewardship, social responsibility, and robust governance. This report encapsulates the strides we have made towards creating a sustainable and equitable future for all our stakeholders. By integrating ESG principles into every facet of our operations, we are not only enhancing our long-term business performance but also contributing positively to the broader global community.

### Key Achievements

Throughout this report, we have highlighted our significant achievements:

- **Environmental Initiatives:** From reducing our carbon footprint through energy efficiency and electricity consumption to implementing comprehensive waste management programs, we have made substantial progress in minimizing our environmental impact. Our water conservation efforts further demonstrate our dedication to preserving vital natural resources.
- **Social Contributions:** Our focus on employee well-being, diversity and inclusion, and community engagement reflects our commitment to fostering a supportive and equitable environment. Initiatives such as health and safety programs, flexible work arrangements, and local development projects illustrate our proactive approach to social responsibility.
- **Governance Practices:** Strong governance underpins our ESG strategy, ensuring that our actions are aligned with our core values and strategic objectives. Enhanced board oversight, ethical conduct, and transparent stakeholder engagement have been central to our success. Our robust risk management and compliance mechanisms safeguard our integrity and drive continuous improvement.

### Looking Ahead

While we are proud of our accomplishments, we recognize that the journey towards sustainability is ongoing. Our future commitments include:

- **Achieving Carbon Neutrality:** We are on track to become carbon neutral by 2035 as per the New Kuwait Project through continued investment in clean energy and carbon offset projects.
- **Promoting a Circular Economy:** Expanding our recycling programs and circular economy initiatives to achieve zero waste to landfill.
- **Fostering Innovation:** Investing in sustainable technologies and innovative solutions to address emerging environmental and social challenges.

We will continue to set ambitious targets, measure our impact, and transparently report our progress. Our dedication to sustainability is unwavering, and we remain committed to creating lasting value for our stakeholders while contributing to the global sustainability agenda.

### Data for This Report

The data in this report covers the Company's sustainability achievements and business activities and data during the year from 1 January 2023 to 31 December 2023. We have made every effort to ensure the accuracy of the information and data contained herein, and we are constantly working to improve data quality and data management systems for display and disclosure of non-financial information. We did not rely on an external source to verify the information contained in this report, as it has been reviewed and approved by senior executive management.

This report was prepared in accordance with the standards of the Global Reporting Initiative (GRI) (Sustainable Reporting), and as per the sustainability metrics recommended within the Guide for Preparing Governance, Social and Environmental Responsibility Reports issued by the Kuwait Boursa (Appendix A).

### **Gratitude and Acknowledgements**

We extend our sincere gratitude to our board, employees, customers, partners, investors, and communities. Your support, collaboration, and feedback have been invaluable in driving our ESG initiatives. Together, we can build a more sustainable, equitable, and prosperous future.

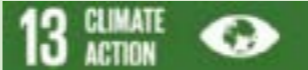






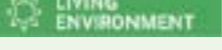

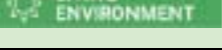




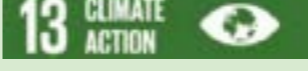
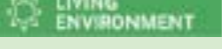
### **Final Thoughts**

In closing, this ESG report not only reflects our achievements and commitments but also serves as a testament to our ongoing journey towards sustainability. We are confident that with continued effort, innovation, and collaboration, we will achieve our goals and make a significant positive impact on the world. Thank you for joining us on this journey, and we look forward to sharing our progress with you in the future.

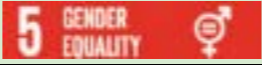






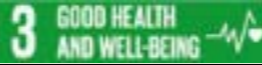




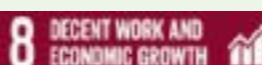



**Together,  
we are shaping  
a better tomorrow.**







## Appendix A – Recommended Sustainability Standards - Environment

Metric	Calculation	Corresponding SDGs	Corresponding GRI	Corresponding Kuwait 2035 Vision Pillars	Reference in the report
<b>GHG Emissions</b>	E.1.1) Total amount, in CO <sub>2</sub> equivalents, for Scope 1 (if applicable) E.1.2) Total amount, in CO <sub>2</sub> equivalents, for Scope 2 (if applicable) E.1.3) Total amount, in CO <sub>2</sub> equivalents, for Scope 3 (if applicable)		GRI 305: Emissions 2016		The company is working to measure this - page 25
<b>Emissions Intensity</b>	E.2.1) Total GHG emissions per output scaling factor E.2.2) Total non-GHG emissions per output scaling factor		GRI 305: Emissions 2016		The company is working to measure these standards
<b>Energy Usage</b>	E.3.1) Total amount of energy directly consumed E.3.2) Total amount of energy indirectly consumed		GRI 302: Energy 2016		Pages 32-35
<b>Energy Intensity</b>	Total direct energy usage per output scaling factor		GRI 302: Energy 2016		Page 32-35
<b>Energy Mix</b>	Percentage: Energy usage by generation type		GRI 302: Energy 2016		Page 32-35
<b>Water Usage</b>	E.6.1) Total amount of water consumed E.6.2) Total amount of water reclaimed		GRI 303: Water and Effluents 2018		Page 29-30
<b>Environmental Operations</b>	E.7.1) Does your company follow a formal Environmental Policy? Yes/No E.7.2) Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No E.7.3) Does your company use a recognized energy management system? Yes/No		GRI 305: Waste 2020		Page 32-35
<b>Environmental Oversight</b>	Does your Board/Management Team oversee and/or manage climate-related risks? Yes/No		GRI 102: General Disclosures 2016		Page 36-39
<b>Climate Risk Mitigation</b>	Does your Board/Management Team oversee and/or manage other sustainability issues? Yes/No				The company has improved the fire and smoke resistant product

## Recommended Sustainability Measures – Social Responsibility

Metric	Calculation	Corresponding SDGs	Corresponding GRI	Corresponding Kuwait 2035 Vision Pillars	Reference to Report
Gender Pay Ratio	Median male compensation to median female compensation		compensation GRI 405: Diversity and Equal Opportunity 2016		Not applicable
Employee Turnover	S2.1) Percentage: Year-over-year change for full-time employees S2.2) Percentage: Year-over-year change for part-time employees S2.3) Percentage: Year-over-year change for contractors and/or consultants		GRI 401: Employment 2016		Non-material changes. The employee turnover rate is very low
Gender Diversity	S3.1) Percentage: Total enterprise headcount held by men and women S3.2) Percentage: Entry- and mid-level positions held by men and women S3.3) 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 42
Temporary Worker	S4.1) Percentage: Total enterprise headcount held by part-time employees S4.2) Percentage: Total enterprise headcount held by contractors and/or consultants		GRI 102: General Disclosures 2016 GRI 401-Employment 2016		Not applicable
Non-Discrimination	Does your company follow a sexual harassment and/or nondiscrimination policy? Yes/No		GRI 406: Non-discrimination 2016		Page 52– Comprehensive Code of Ethics
Injury Rate Percentage	Frequency of injury events relative to total workforce time		GRI 403: Occupational Health and Safety 2018		The company is working to measure these standards and the annual injury rate is very low
Global Health & Safety	Does your company follow an occupational health and/ or global health & safety policy? Yes/No		GRI 103: Management Approach 2016		Page 52
Child & Forced Labor	Labor S8.1) Does your company follow a child and/or forced labor policy? Yes/No S8.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No		GRI 408: Child Labor 2016		The company does not employ minors
Human Rights	S9.1) Does your company follow a human rights policy? Yes/No S9.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No		GRI 412: Human Rights Assessment 2016		Page 52
Nationalization	S10.1) Percentage of national employees S10.2) Direct and indirect local job creation		GRI 202: Market Presence 2016		The company covers the percentage of national workers required in all jobs and administrative levels

## Recommended Sustainability Measures – Governance

Metric	Calculation	Corresponding SDGs	Corresponding GRI	Corresponding Kuwait 2035 Vision Pillars	Reference to Report
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		Not Applicable
Board Independence	G2.1) Does your company prohibit its CEO from serving as board chair? Yes/No G2.2) Percentage: Total board seats occupied by independents		GRI 102: General Disclosures 2016		Page 45
Incentivized Pay	Are executives formally incentivized to perform on sustainability? Yes/No		GRI 102: General Disclosures 2016		Governance Report
Collective Bargaining	Percentage: Total enterprise headcount covered by collective bargaining agreement(s)		GRI 102: General Disclosures 2016 GRI 407: Freedom of Association-and-Collective Bargaining 2016		Not Applicable
Supplier Code of Conduct	G5.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No G5.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?		GRI 102: General Disclosures 2016 GRI-414-Supplier Social Assessment 2016		Page 52
Ethics & Anti-Corruption	G6.1) Does your company follow an Ethics and/ or Anti-Corruption policy? Yes/No G6.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?		GRI 102: General Disclosures 2016 GRI 205: Anti-Corruption 2016		Page 52
Data Privacy	G7.1) Does your company follow a Data Privacy policy? Yes/No G7.2) Has your company taken steps to comply with GDPR rules? Yes/No		GRI 103: Management Approach 2016 GRI 418-Customer Privacy 2016		Page 52
Sustainability Reporting	G8.1) Does your company publish a sustainability report? Yes/No G8.2) Is sustainability data included in your regulatory filings? Yes/No				This Report
Disclosure Practices	G9.1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No G9.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/ No G9.3) Does your company set targets and report progress on the UN SDGs? Yes/No				This Report
External Assurance (Recommended)	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		This report is prepared by external office