



SUSTAINABILITY REPORT

2024



His Highness
Sheikh Hamad bin Khalifa Al Thani
Father Emir



His Highness
Sheikh Tamim bin Hamad Al Thani
Emir of the State of Qatar

TABLE OF CONTENTS

01

OVERVIEW

- 06. OUR BOARD OF DIRECTORS
- 07. A MESSAGE FROM OUR PRESIDENT AND CEO
- 08. A MESSAGE FROM OUR SUSTAINABILITY CHAIRMAN
- 09. OUR BUSINESS AT A GLANCE
- 10. THE EVOLUTION OF OUR BUSINESS
- 12. OUR SUSTAINABILITY JOURNEY
- 14. OUR SUSTAINABILITY STRATEGY
- 16. OVERVIEW OF APPLICABLE RISKS
- 19. OUR INTEGRATION MODEL
- 23. OUR SUSTAINABILITY COMMITTEE
- 24. UNGC AND COP REPORT
- 25. THE TEN PRINCIPLES AND THE 17 GLOBAL GOALS
- 29. GROUP HIGHLIGHTS 2023 - 2024

02

ALIGNING OUR DIVISIONS' CORPORATE GOALS WITH THE SDGS

- 44. OUR AUTOMOTIVE BUSINESS
- 65. OUR PROPERTIES BUSINESS
- 76. OUR HOSPITALITY BUSINESS
- 88. OUR JEWELLERY BUSINESS
- 97. OUR HEALTHCARE BUSINESS
- 107. OUR AGRICULTURE BUSINESS
- 119. OUR MARINE BUSINESS
- 125. OUR PRESENCE IN OMAN
- 131. THE TARIQI PROGRAM

03

USING THE GRI G4 GUIDELINES

- 133. OUR ENHANCED COMMUNICATION ON PROGRESS
- 134. USING THE GRI G4 GUIDELINES
- 135. PRINCIPLES AND GLOBAL GOALS ADDRESSED
- 136. SECTION 1: GOVERNANCE
- 139. SECTION 2: HUMAN RIGHTS
- 141. SECTION 3: LABOUR
- 144. SECTION 4: ENVIRONMENT
- 148. SECTION 5: ANTI-CORRUPTION

CLICKABLE NAVIGATION

 HOME ICON LEADS BACK TO THIS PAGE

ABOUT US

Alfardan Group is one of the leading family conglomerates in Qatar and the region, built around traditional family values and an uncompromising commitment to integrity, premium service and social responsibility.

Over the past 70 years, Alfardan Group has evolved from a pearl trading enterprise to a premium business that covers a large variety of industries and sectors by unwavering from its roots and continuing its tradition of high standards. Alfardan Group is a participant of the United Nations Global Compact and adheres to its principles-based approach to sustainability.

Alfardan Group's operations are inspired by passion. All Alfardan offerings have the highest standards of quality and exclusivity, whether in the jewellery, financial services, property, automotive, marine, hospitality, healthcare or agriculture sector. In all business sectors they operate in, the Group strives to achieve mastery, with the goal to exceed expectations.

Alfardan Group strives to regularly improve and raise its standard of service to an even higher level. The Group has also proven itself as one of the most prominent and steadfast brands in Qatar for its incomparable excellence in the region. This strength is manifested through the Group's international presence in the United Arab Emirates, Kingdom of Saudi Arabia, Oman, Turkey and Switzerland.



ABOUT THIS REPORT

This report covers the period from May 2023 to May 2024. It demonstrates our management of environmental, social and governance (ESG) risks and opportunities and progress towards delivering our sustainability ambitions to employees, tenants, customers and suppliers, to regional and global peers, communities and governments.

We have adopted internationally accepted best practices to measure and report our activities and benchmark our performance with reference to the 2021 Global Reporting Initiative (GRI) Standards. Sustainability is becoming an integral element of Alfardan Group's business strategies and processes. This strategic integration paves the way for us to meet our promise to be an enabler of sustainability in a wide range of markets in Qatar and the region.

The report - Athar Alfardan 2024 - is the company's first sustainability report highlighting our influence in the areas of environment, workplace, marketplace and society in the communities we do business.

It demonstrates our efforts to enhance our commitment to the UN 2030 Agenda for Sustainable Development and work towards the Global Goals.



BOARD OF DIRECTORS



Hussain Ibrahim Alfardan
Chairman



Ali Hussain Alfardan
Vice Chairman



Fahad Hussain Alfardan
Board Director



Omar Hussain Alfardan
President & CEO



A MESSAGE FROM OUR PRESIDENT AND CEO



Since our establishment, Alfardan Group has been synonymous with excellence and luxury, guided by the core values of trust, distinction, and dedication, as instilled by our founder and Chairman, my father, Hussain Ibrahim Alfardan. Today, this commitment extends beyond our businesses and services, embracing a deep responsibility for the environment and the communities we serve. In 2022, we proudly joined the United Nations Global Compact, adopting the Ten Principles and aligning our efforts with the UN Sustainable Development Goals (SDGs).

To further solidify our commitment, we developed an ESG Strategy that permeates every division of our organization. This strategic framework enables us to make informed decisions that balance business objectives with environmental stewardship, workforce development, and community engagement. In May 2023, we submitted our first Communication on

Progress (CoP) report, demonstrating our dedication to transparency, continuous improvement, and objective reporting. Throughout the year, we have launched various initiatives aimed at driving positive change, including employee training and development opportunities, responsible waste management solutions, education access through our Tariqi scholarship program, and equal opportunities for mentorship and leadership development.

Today, I am proud to announce that we have developed our first company-wide sustainability strategy - Athar - our roadmap to addressing our material risks and opportunities, ensuring we manage the issues that matter most to our stakeholders and respond effectively to the ESG trends that could impact how we operate. As we move forward in coming together and working in unity toward our shared goals, I firmly believe that we can build a more sustainable,

prosperous, and equitable future for our region and create lasting and meaningful impact for future generations. We remain committed to contributing to the sustainable development of Qatar and inspiring others in the region to follow our lead.

Sincerely,

Mr. Omar Hussain Alfardan
President and CEO

A MESSAGE FROM OUR SUSTAINABILITY CHAIRMAN



Over the past few years, we have seen a rapid acceleration in the ESG agenda being taken up by leading organizations across the globe. As a key contributor to Qatar's private sector, we remain steadfast in our commitment to accelerate corporate sustainability and responsible business practice. Our strategy and ambition are aligned to scale up the regional business community's contributions to the 2030 Agenda and the implementation of Qatar National Vision.

In 2022, after joining the UN Global Compact, we developed our company wide ESG strategy crafted to align with our core business objectives and values and designed to create shared value for our stakeholders, including employees, customers, and communities. In 2023, we submitted our first Communication on Progress (CoP) report, disclosing our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations. This May, we saw a

28% increase in responses to our second annual report compared to the previous year, with the most significant growth in the environmental pillar.

Building on our efforts, we initiated the first phase of our sustainability strategy 'Athar', aiming to create long-term shared value for the industries in which the Group operates, and is committed to responsible practices, ethical governance, and operational excellence reflecting our positive impact on people, planet and partners.

From understanding operational efficiencies that will reduce energy, water and waste consumption and expanding our green portfolio across our diversified businesses, to fostering a culture that promotes economic prosperity, environmental benefits and social value, Alfardan Group is proud to actively contribute to the economic and social development of our region and serve as a sustainability benchmark for organizations looking to scale up their own efforts.

On behalf of the sustainability committee, we look forward to achieving our targets, and furthering our role as a sustainability pioneer, and exploring new opportunities that support us to make an impact on our people, in our communities and for the environment.

Sincerely,

Dr. Ma'n Alhamawi
Chairman of the Sustainability Committee
and CEO of Alfardan Automotive

OUR BUSINESS AT A GLANCE

VISION

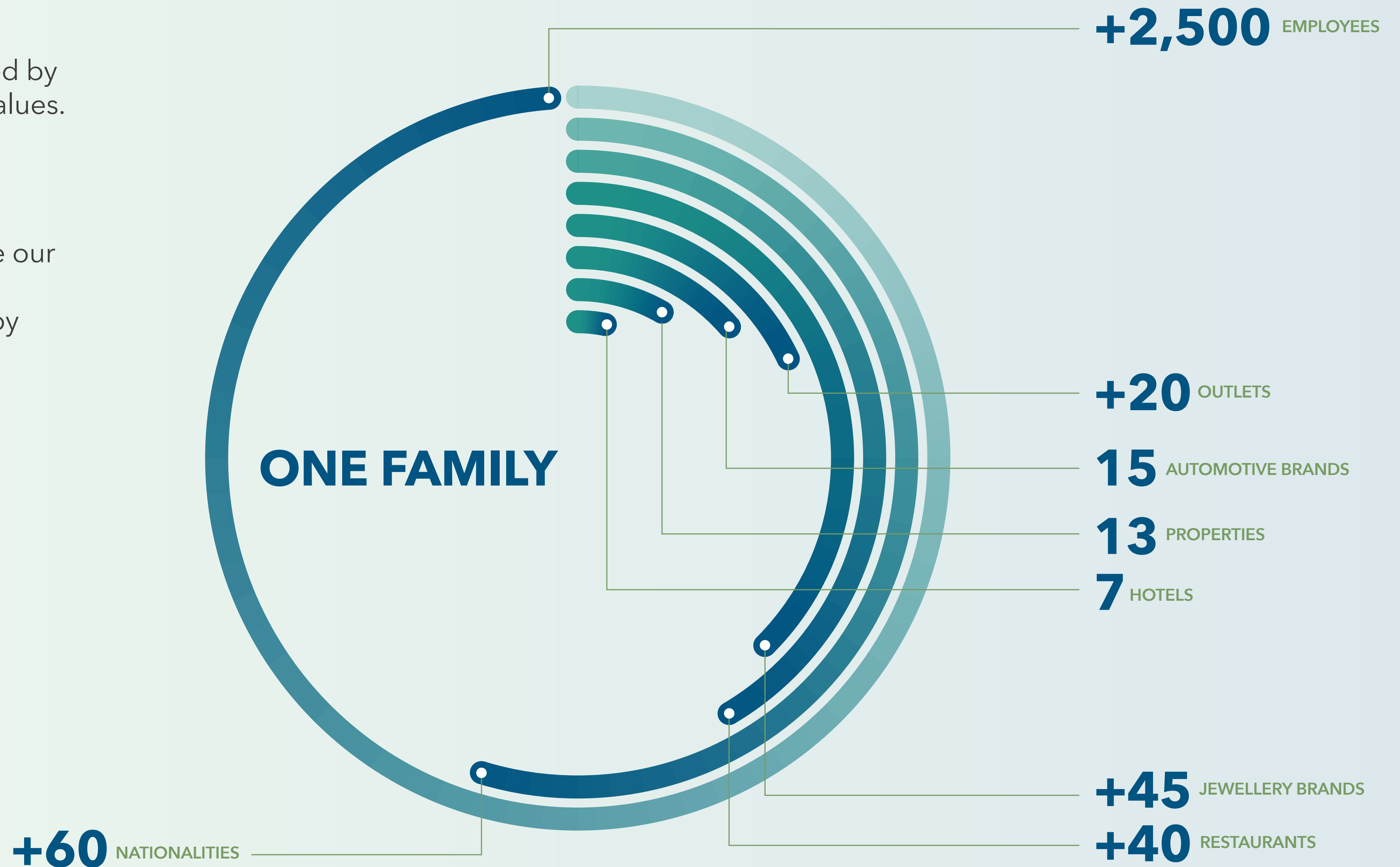
To achieve success, fueled by our passion and family values.

MISSION

To maintain and enhance our exceptional standards; inspired and motivated by our family values and corporate culture.

VALUES

- Passion
- Mastery
- Evolution
- Trust
- Distinction

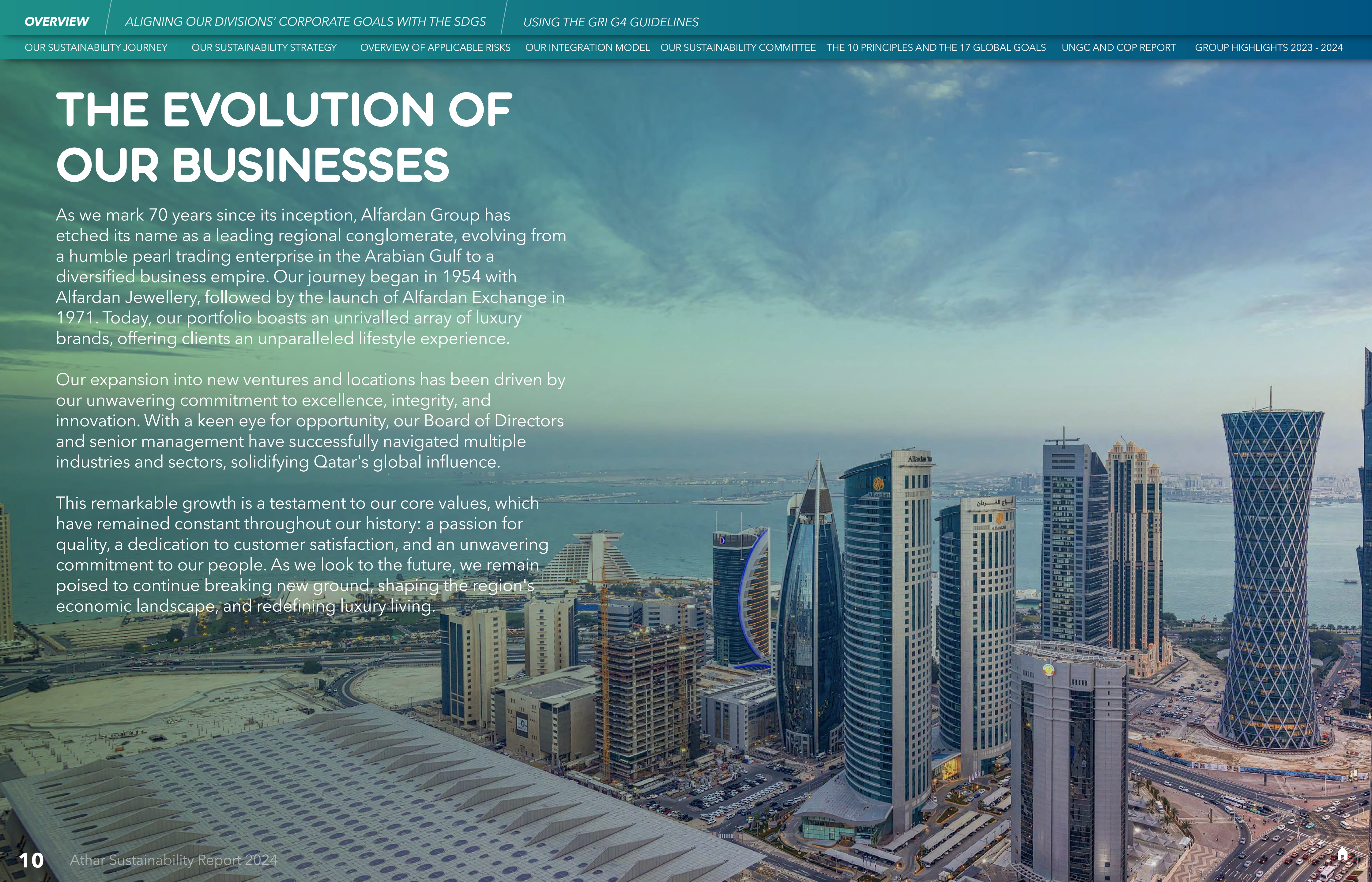


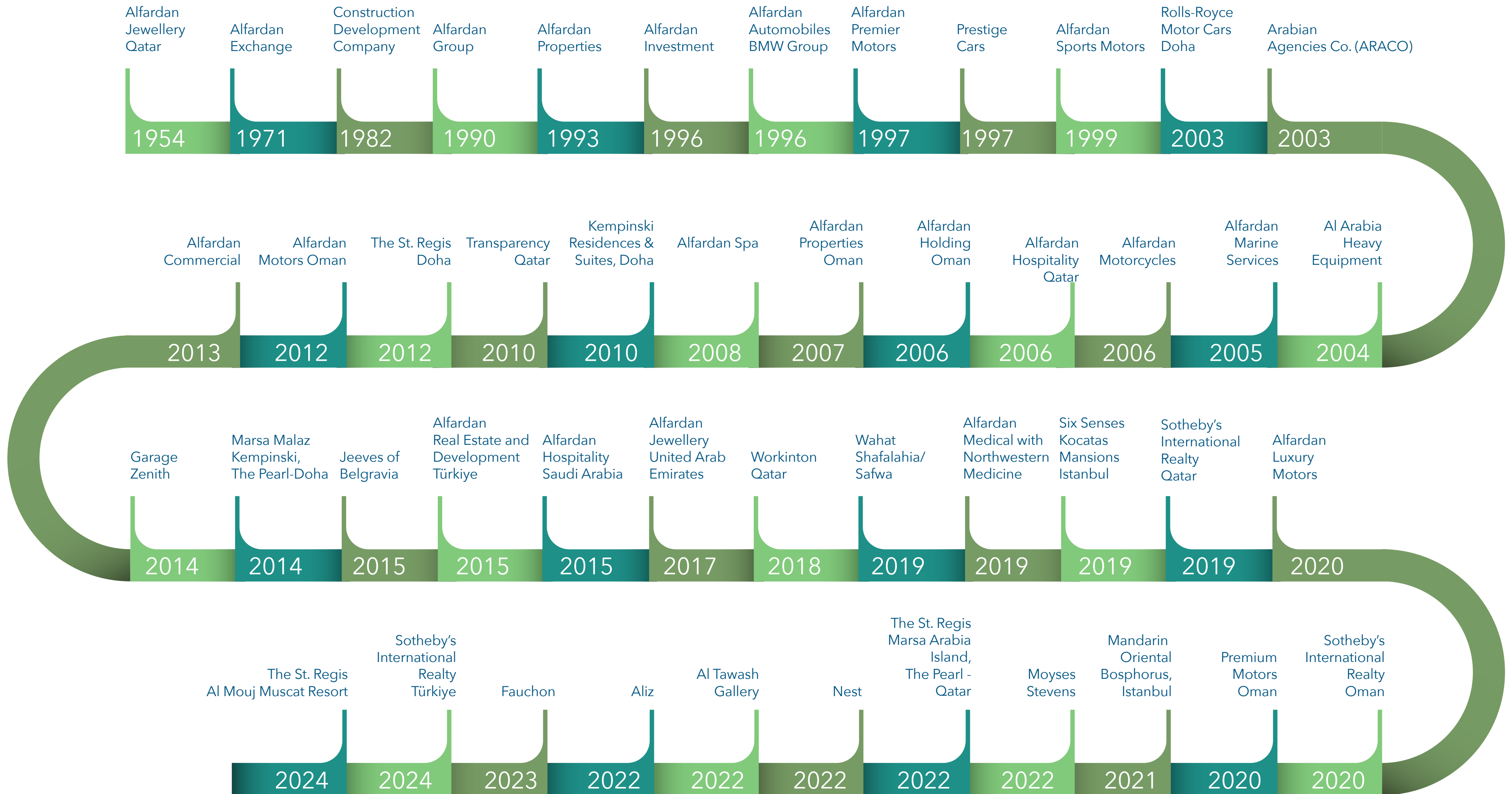
THE EVOLUTION OF OUR BUSINESSES

As we mark 70 years since its inception, Alfardan Group has etched its name as a leading regional conglomerate, evolving from a humble pearl trading enterprise in the Arabian Gulf to a diversified business empire. Our journey began in 1954 with Alfardan Jewellery, followed by the launch of Alfardan Exchange in 1971. Today, our portfolio boasts an unrivalled array of luxury brands, offering clients an unparalleled lifestyle experience.

Our expansion into new ventures and locations has been driven by our unwavering commitment to excellence, integrity, and innovation. With a keen eye for opportunity, our Board of Directors and senior management have successfully navigated multiple industries and sectors, solidifying Qatar's global influence.

This remarkable growth is a testament to our core values, which have remained constant throughout our history: a passion for quality, a dedication to customer satisfaction, and an unwavering commitment to our people. As we look to the future, we remain poised to continue breaking new ground, shaping the region's economic landscape, and redefining luxury living.





OUR SUSTAINABILITY JOURNEY

2022 - 2023

2023 - 2024

2024 - 2025

Awareness

- Signed with the UN Global Compact
- Governance and responsibilities
- Awareness and trainings

Prioritization

- ESG Strategy development
- Submission of the first CoP report
- Target-setting for seven divisions

Implementation

- Initiatives and innovations
- Policy and processes
- Reporting standards and KPIs



أثار athar



OUR SUSTAINABILITY STRATEGY

Athar is Alfardan Group's first company-wide sustainability strategy aiming to integrate sustainability principles into the Group's strategy and daily operations across its business divisions. It is our roadmap for navigating global challenges and seizing the opportunities they present.

Athar aims to create long-term shared value for the industries in which the Group operates, and it is committed to responsible practices, ethical governance, and operational excellence reflecting our positive impact on people, the planet, and society. Athar is dedicated to being a local and regional catalyst for societal and environmental change.

BUSINESS ETHICS & INTEGRITY

As signatories of the United Nations Global Compact (UNGC) and the Women Empowerment Principles (UN WEPs), we respect and adhere to the principles of human rights as proclaimed in the UN Declaration.

We are committed to upholding human rights across our operations and supply chain. This includes instilling the right processes, tools, and mindsets to nurture diversity within our Group, including that of gender, nationality, personality, age, and physical abilities. We make sure our people feel a sense of belonging by promoting equity and inclusion, health and safety, people experience and wellbeing.

VISION

To be a regional catalyst for societal and environmental change through responsible practices, ethical governance, and operational excellence.

MISSION

To integrate the principles of sustainability into the Group's strategy and into our day-to-day operations and reflect our impact on people, planet and society.

SUSTAINABILITY PILLARS

PEOPLE FOCUSED

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

NURTURES AND EMPOWERS TALENT TO CREATE A WORKFORCE TO SUPPORT AFG ESG VISION.

PIONEER

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

LOOKS TO THE FUTURE TO ANTICIPATE TRENDS BEFORE THE MARKET RECOGNIZES THEM.

LOCALIZATION

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

DEVELOPS LOCAL TALENT, PRIORITIZE LOCAL PROCUREMENT, AND MAKE LOCAL INVESTMENT WHERE POSSIBLE.

COMPLIANCE WITH GLOBAL ESG STANDARDS

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

FORMS STRONG INTERNATIONAL RELATIONSHIPS WITH SUPPLIERS AND BENEFITS FROM THEIR INSIGHTS AND PROCEDURES.

INTERNATIONAL PARTNERSHIPS

17 PARTNERSHIPS FOR THE GOALS

PRIORITIZES COMPLIANCE WITH LAWS & REGULATIONS AND PROTECTS AND ENHANCES REPUTATION IN THE MARKET.



2024 marks the launch of Athar, a strategy developed from a multifaceted assessment of the issues that impact our business model and stakeholders and influence how we operate. This included a review of our current practices to assess our performance against a wide range of ESG criteria, peers' strategies to understand industry trends and best practice approaches, and existing and upcoming legislation relevant to our countries of operation to safeguard against transition risks.

MATERIAL ESG TOPICS IDENTIFIED

SOCIAL

- People Agenda
- Workers' welfare/well being
- Occupational Health and Safety
- Localization
- Staff Training
- Gender Equality
- Education of customers on ESG

ENVIRONMENT

- Alignment to SDGs
- Alignment to Qatar National Vision
- Local sourcing
- Sustainable products development (EV, CNG powered vehicles, Green buildings)

GOVERNANCE/ SUSTAINABLE BUSINESS

- Anti Corruption
- Sustainable business strategy (future trends)
- Strategic Partnerships

OVERVIEW OF APPLICABLE RISKS

ALFARDAN AUTOMOTIVE

- Upcoming EU regulations of petrol driven automotives
- Automotive brands increased focus on adopting more sustainable practices
- Higher expectations on dealerships to follow up on the changing landscape

ALFARDAN PROPERTIES

- Possible increase in level of regulation for construction (Green building certification compliance)

ALFARDAN HOSPITALITY

- Hotel operator expectations

ALFARDAN JEWELLERY

- Tighter Anti-Money Laundering (AML) Regulations
- Ethical supply chain regulations in the jewelry industry becoming increasingly important as global awareness of financial crimes and human rights issues grows

ALFARDAN MEDICAL

- Regulation for ethical supply chain

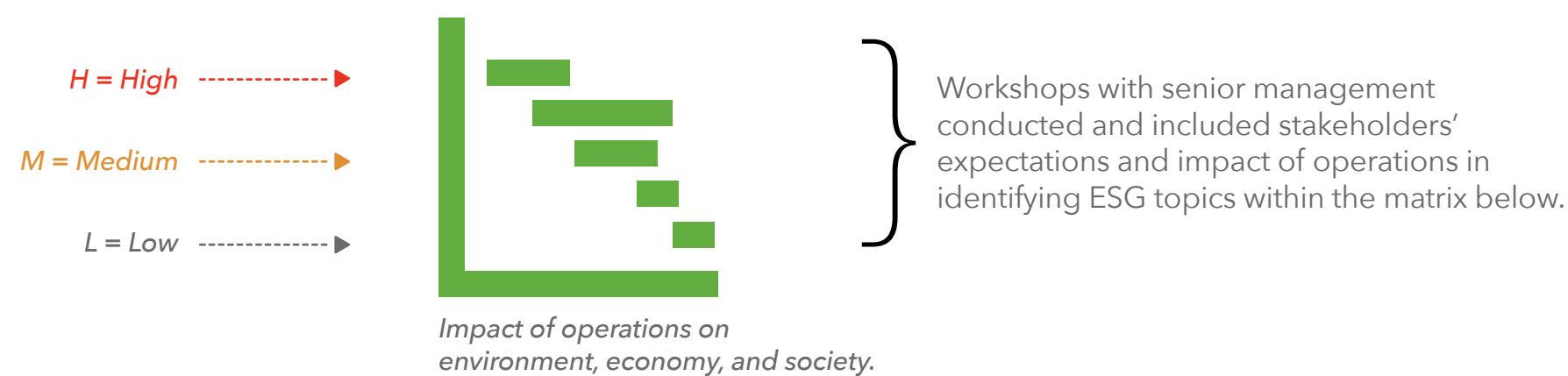
ALFARDAN AGRICULTURE

- Regulation for ethical supply chain
- Increased requirements from consumers for sustainable produce

ALFARDAN MARINE SERVICES

- Regulation for ethical supply chain
- Marine biodiversity

STAKEHOLDER EXPECTATIONS

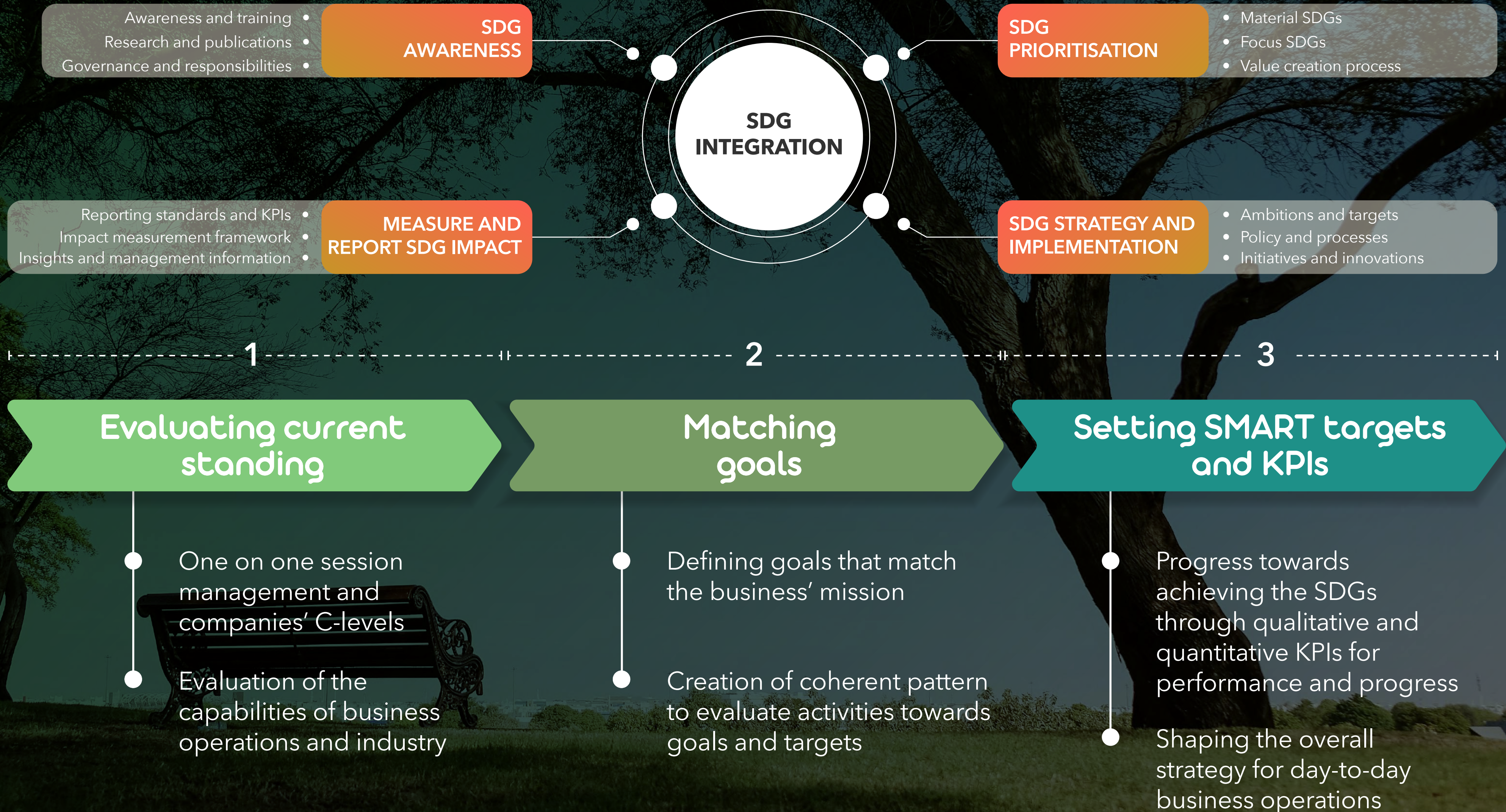


Business Unit	E/S/G	Observations	Level
Alfardan Automotive	S	Strategic International partnerships with ethically minded suppliers	High
	E	Opportunity for strategy to be informed by international partners - cleaner energy automotive (Electric, Hydrogen)	High
	S	Localization: boosting local economy & local employment	Medium
	S	Apprenticeship schemes and internship schemes - developing talent that is recruited	Medium
	S	Supporting QNV 2030 - Leading the way - providing EV stations, CNG powered vehicles	Medium
Alfardan Properties	G	Supporting Anti Corruption - in supply chain, anti-collusion.	Medium
	G	ESG also makes good business sense from an operational and capital expenditure perspective	Low
	S	Contributing to Sustainable Cities, boosting economy & local employment	Medium
	G	Industry Leading - ESG in DNA of operation - Business focused on sustainability - from design, delivery to use of property	High
	E	GSAS / Green building certification for some portfolio properties, plans for all new buildings to have green certification	Medium
Alfardan Hospitality	E	District Cooling initiatives, Reverse Osmosis, LED lighting, water saving taps, tenant education, waste reduction, recycling initiatives	High
	G	Opportunity to influence ESG good practice through the supply chain	Medium
	E	Opportunity to be industry leader driving change, contributing to SDG 11 Sustainable Cities & Communities	Medium
	G	Strategic International Partnerships with ethical Hotel Operators (HO)	High
Alfardan Hospitality	E	Opportunity to drive ESG through future Hotel Operator Agreements	High
	E	Opportunity to drive ESG and in country value through own local restaurant operation - using local produce	Medium
	G	Opportunity to apply good practice from international HO to inform Alfardan Restaurant operations	High

Business Unit	E/S/G	Observations	Level
Alfardan Jewellery	S	Strategic International partnerships with ethical jewellery suppliers	High
	G	Supporting Anti Corruption at national level - operate in compliance with Anti-money laundering policies	High
	G	Opportunity to Partner with international suppliers to inform Alfardan Own jewellery Brand on best practice & ESG good practice	Medium
	S	Localization: in country value generation through own local brand jewellery - supporting Qatari culture, creating local manufacturing, boosting economy & local employment	High
	S	Educating customers	High
	S	Difficulty finding women and specialist skills. Can play a part in strategies to attract women (flexi working) and skilled people.	High
Alfardan Medical	S	Ethically minded. Focus on patient care quality and nurturing talent which is central to service delivery	High
	G	Compliance with industry regulation, patient care, safety, medical waste, OHSAS & Environment laws. Key player supporting SDG 3 - Healthy Lives at national level and Qatar National Vision 2030	High
	S	Promoting sustainable economic growth and decent work	High
	S	Promoting international partnerships - Northwestern Medicine	High
Alfardan Marine Services	S	Dealing with ethically minded international suppliers actively engaged in ESG initiatives and improvement, focus on superior customer experience & support Strategic International partnerships with international suppliers	High
	S	Partnering with international suppliers to inform Alfardan workshops on best practice & ESG good practice	High
	E	Opportunity to preserve life under water - eco-friendly paints, beach clean-up, educating customers on safety and ESG issues - contributing to SDG 13 - Life Below Water	High
Alfardan Group	S	HR goes beyond regulations and requirements and is 'people-focused' - policies in line with international standards	High
	E	Communications - strategic plan for reporting ESG initiatives. Leading visible initiatives on recycling, waste reduction	High
	G	Finance understand that ESG also makes good business sense. Diversification of funding to include green finance	High
	E	Getting ready for IFRS Sustainability Disclosures in the horizon	Medium
	G	Developing policies to support sustainability (Anti Corruption, Codes of Conduct)	High
	S	Supporting group members to achieve the vision	High

INTEGRATION MODEL AND SDG ASSESSMENT

The SDGs are a useful tool because they contain goals aimed at resolving the biggest ESG-related issues that we are currently facing. Our SDG integration model shows which steps we are taking to integrate the SDGs into our companies.



“Athar is our roadmap to addressing our material risks and opportunities, ensuring we manage the issues that matter most to our stakeholders and respond effectively to the ESG trends that could impact how we operate.”

Mr. Omar Hussain Alfardan
President and CEO





“As we unveil our first sustainability report, we reaffirm our commitment to Athar, our guiding strategy that shapes every facet of our operations. Athar represents our dedication to ethical governance, responsible practices, and operational excellence, as we strive to create lasting value not only for our industries but also for the communities we serve. Our vision is clear: to be a driving force for positive societal and environmental change, both locally and regionally.”

Sara Alfardan

Chief Communications & PR Officer



“Athar positions us to navigate the evolving regulatory landscape in ESG with agility and foresight. By integrating sustainability into our strategy, we ensure compliance and enhance our operational resilience and long-term profitability. Our approach is to stay ahead of the curve, turning regulatory changes into opportunities for sustainable growth and value creation.”

Ahmad Nassar

Vice Chairman of the Sustainability Committee and
Chief Financial Officer of Alfardan Group

OUR SUSTAINABILITY COMMITTEE

Our Sustainability Committee reflects the importance of sustainability in Alfardan's corporate governance.

Its purpose is to review the company's sustainability agenda against its ability to create shared value. The Committee oversees matters related to Sustainability Practices and Annual Report preparation as follows:

A) Sustainability Practices

To oversee AFG's sustainability strategy, external commitments, policies and practices, and performances against such matters, including any external ESG ratings or assessments.

B) Sustainability Report

To oversee the preparation of the annual Communications on Progress report (CoP) and ensure on behalf of the Board that the quality of reporting, level of disclosure, and structure reflects AFG's vision and strategy.

THE SUSTAINABILITY COMMITTEE COMPRISES:



Dr. Ma'n Alhamawi
CHAIRMAN



Mohamed Sleiman



Sara Alfardan



Ahmad Nassar
VICE CHAIRMAN



Fadi Sabsabi



May Elfermawy



Antoine Berberi



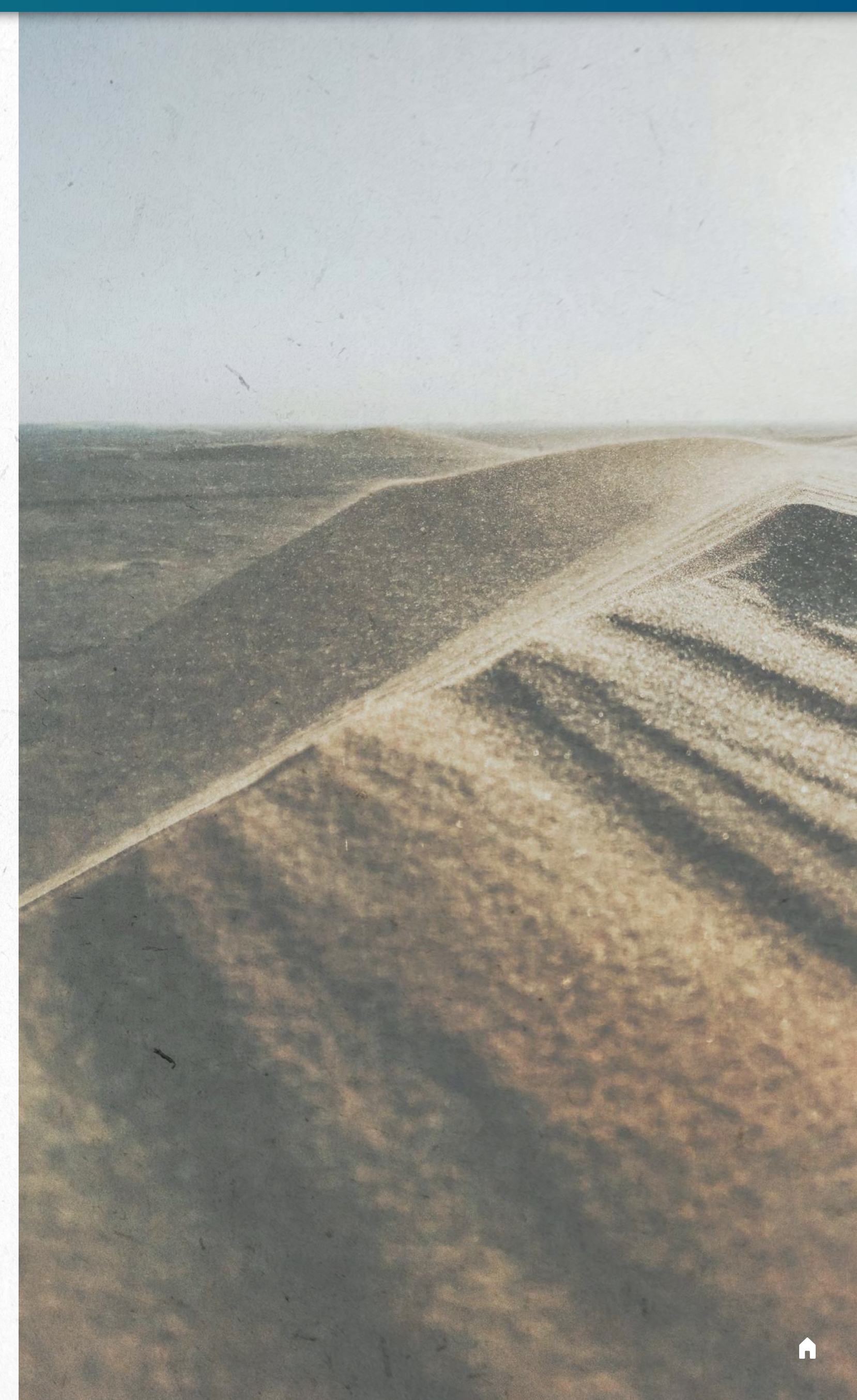
Naim Majdalani



Wissam Suleiman



Dr. Mohanned Al-Makharmeh



UNGC AND COP REPORT

In 2022, Alfardan Group joined the UN Global Compact, the world's largest corporate sustainability initiative embedding its Ten Principles into its strategy, culture, and operations.

WE SUPPORT THE MISSION OF THE UNITED NATIONS GLOBAL COMPACT TO

MOBILIZING A GLOBAL MOVEMENT OF SUSTAINABLE COMPANIES AND STAKEHOLDERS TO CREATE THE WORLD WE WANT

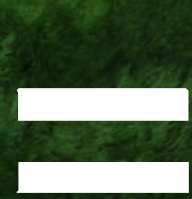


CEO Letter of Commitment - expressing our ongoing commitment to the Ten Principles of the UN Global Compact at the highest level.

THE TEN PRINCIPLES AND THE 17 GLOBAL GOALS

The Ten Principles and the 17 Sustainable Development Goals
The Ten Principles of the UN Global Compact provide a common ethical and practical framework for operationalizing corporate sustainability. Derived from UN Declarations and Conventions, these universal principles represent the fundamental values that business should embed in their daily strategies and operations.

The 17 Sustainable Development Goals (SDGs) have a different but deeply related purpose for business. As the heart of the 2030 Agenda for Sustainable Development, the Global Goals demonstrate the scale and ambition of the boldest vision for humanity ever adopted. They represent aspirational, long-term targets for governments, business and other stakeholders to work towards creating the world we want. Together, the Ten Principles and the SDGs equip business with both the values and vision to help companies make a meaningful contribution to people and the planet.



HUMAN RIGHTS



LABOUR



ENVIRONMENT

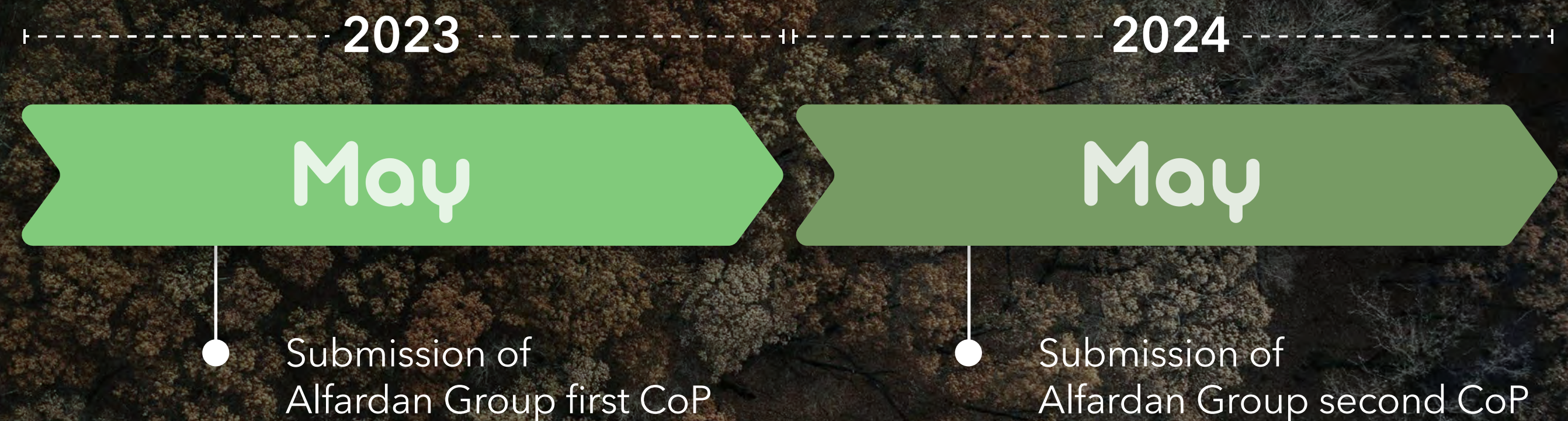


ANTI CORRUPTION



Submissions of the UN Global Compact Communication on Progress (CoP) Report

1. The CoP is a yearly mandatory report for all business participants of the UNGC.
2. Aligned with the Ten UN Principles, and supports companies take action that advance the Sustainable Development Goals (SDGs).
3. Consistent and reliable sustainability reporting
4. Quantifiable and comparable data
5. Aligned with international reporting frameworks: Global Reporting Initiative (GRI), Carbon Disclosure Project (CDP), International Standards of Accounting and Reporting (ISAR).



UNGC AND COP REPORT



“Alfardan Group is committed to support Qatar’s progress in sustainable development. We underscore this commitment by reinforcing our responsibility, and our transparency, integrating the Global Goals and Ten Principles into the core of the work we do.”

UNGC AND COP REPORT

Submission of the UN Global Compact second Communication on Progress (CoP) Report resulted in 28% improvement in responses from 2023.

Submission of the UN Global Compact second Communication on Progress (CoP) Report

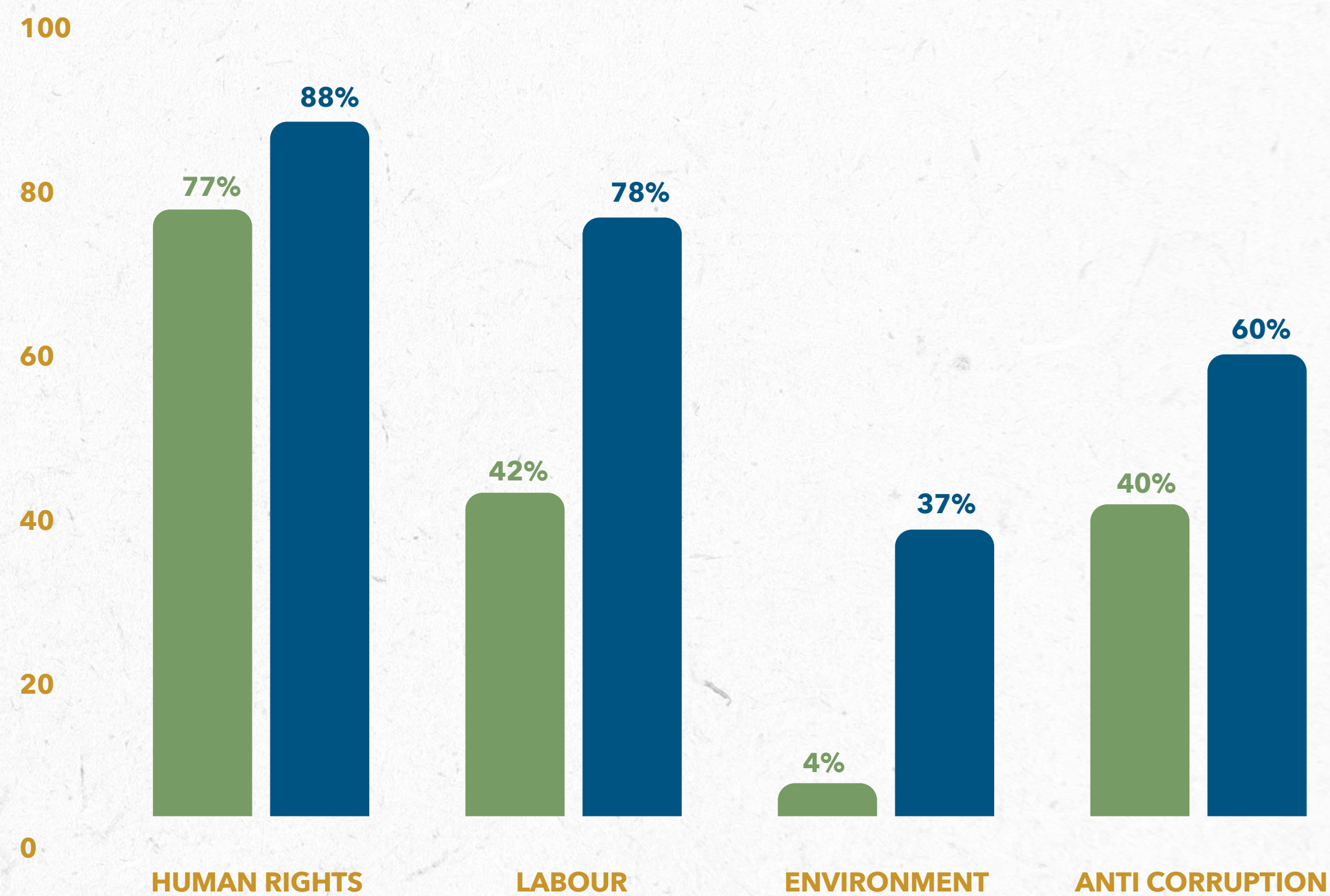
28%
improvement in responses from 2023

[Click here](#)

مجموعة الفران Alfardan Group | United Nations Global Compact

COP IMPROVEMENTS

2023 VS. 2024



ALFARDAN GROUP HIGHLIGHTS



GROUP HIGHLIGHTS

Alfardan Group became a signatory to UN Women's Empowerment Principles

In October 2022, Alfardan Group committed to the United Nations Women's Empowerment Principles (WEPs), positioning itself as one of the pioneering private-sector companies in Qatar to embrace this framework.

Developed by UN Women and the UN Global Compact, the WEPs provide guidelines for businesses to promote gender equality and empower women. By becoming part of the WEPs community, Alfardan Group reaffirms its dedication to furthering its mission and fostering the growth and advancement of women both in the workplace and in society.

WOMEN'S
EMPOWERMENT
PRINCIPLES



Principle 1



Establish high-level corporate leadership for gender equality.

Principle 2



Treat all women and men fairly at work – respect and support human rights and non-discrimination.

Principle 3



Ensure the health, safety and well-being of all women and men workers.

Principle 4



Promote education, training and professional development for women.

Principle 5



Implement enterprise development, supply chain and marketing practices that empower women.

Principle 6



Promote equality through community initiatives and advocacy.

Principle 7



Measure and publicly report on progress to achieve gender equality.

GROUP HIGHLIGHTS 2023-2024

Sustainability Workshops

The launch of the SDG workshop series is a significant step in Alfardan Group's journey towards sustainability.

The Group is committed to empowering its employees to become agents of change and creating a more sustainable future for all. This series of workshops aims to educate and empower employees to become champions of sustainability in their daily lives and within the workplace while also understanding the overall sustainability vision that the Group is working to adopt.



GROUP HIGHLIGHTS 2023-2024

Alfardan Group participates in COP28 conference

Alfardan Group is committed to driving positive change for the planet and its people at COP28. The Group is implementing sustainable practices and advocating for innovative solutions to address the climate crisis. With Siemens, Alfardan Group is exploring ways to accelerate the adoption of electric vehicles in Qatar, promoting a sustainable future for all.



GROUP HIGHLIGHTS 2023-2024

AFG Strengthens Partnership with UN Global Compact

On May 1, 2024, Alfardan Group joined an exclusive Closed-Door Roundtable with the UN Global Compact on the sidelines of the Qatar CSR Summit. The session offered a unique opportunity for insightful discussions with key decision-makers and strategic stakeholders, focusing on shaping Qatar's sustainability landscape.

The following day, the UNGC Regional team visited Alfardan Towers at Nest for a productive discussion, solidifying our commitment to working together and catalyzing sustainable development efforts in Qatar.



GROUP HIGHLIGHTS 2023-2024

Ahmad Nassar, CFO, attends the International Climate Investment and Financing Conference in Guangzhou, China



GROUP HIGHLIGHTS 2023-2024

Our Sustainability Manager, Rewa Faour, joins the IFRS panel with Deloitte and Qatar Financial Center



Deloitte.

IFRS 2023

Discover the latest developments & financial reporting requirements

GROUP HIGHLIGHTS 2023-2024

Alfardan Group awarded 'Best Family Business in Sustainability' by Ministry of Municipality at Qatar Sustainability Awards

In March 2024, the Qatar Sustainability Book was launched under the patronage of the Ministry of Municipality at a special event. It was marked by an awards ceremony to recognize the companies which have been following sustainability norms and applying the best sustainability standards in Qatar. Excellence awards were delivered to local companies that implemented the best sustainability standards in all vital sectors and that have succeeded in applying the highest standards of environmental protection.



GROUP HIGHLIGHTS 2023-2024

Recycling Workshop

Alfardan Group's dedicated staff underwent a comprehensive training program on waste segregation and recycling, led by Elite Paper Recycling experts. The initiative marks a significant step towards environmental stewardship, equipping the team with the knowledge and skills to manage waste effectively. The training covered topics such as waste segregation, recyclable materials, and sorting methods, and included hands-on experience identifying and classifying recyclables.



GROUP HIGHLIGHTS 2023-2024

Alfardan Group signs MoU with Electronics Recycling Factory to promote sustainable practices

Alfardan Group signed a Memorandum of Understanding (MoU) with Electronics Recycling Factory (ERF) to enhance environmental sustainability and promote the recycling of waste electrical and electronic equipment (e-waste). This initiative aligns with Alfardan Group's ESG strategy aimed at reducing its carbon footprint. The collaboration will focus on safe disposal and recycling practices to mitigate environmental risks associated with improper e-waste disposal.



GROUP HIGHLIGHTS 2023-2024

Annual Town Hall

During its annual Town Hall Sohour, Alfardan Group, Alfardan Properties and Alfardan Hospitality honored employees for their excellent performance and long service. In addition to employee awards, the different subsidiaries shared their achievements for the past year and forthcoming projects for the rest of the year.



GROUP HIGHLIGHTS 2023-2024

AFG holds Tariqi awareness and onboarding sessions

Alfardan Group held its awareness and onboarding sessions that gathered the Group's management team, current beneficiaries of the Tariqi program and students from around the country who are interested to learn more about the program's guidelines.



GROUP HIGHLIGHTS 2023-2024

National Sports Day

Alfardan Group celebrated the National Sport Day, 2023, under the theme of 'One Team, One Family' with a full-day event for employees and their families at the Aspire Zone.



ALIGNING OUR DIVISIONS' CORPORATE GOALS WITH THE SDGS



OUR BUSINESS INDUSTRIES

AUTOMOTIVE
PROPERTIES
HOSPITALITY
JEWELLERY
HEALTHCARE
AGRICULTURE
MARINE



AUTOMOTIVE

OUR AUTOMOTIVE BUSINESS

ALFARDAN AUTOMOBILES

ALFARDAN PREMIER MOTORS

ALFARDAN SPORTS MOTORS

ALFARDAN LUXURY MOTORS

ALFARDAN MOTORS - OMAN

PREMIUM MOTORS - OMAN

GARAGE ZENITH

PRESTIGE CARS

ARABIAN AGENCIES CO. (ARACO)

AL ARABIA HEAVY EQUIPMENT

ALFARDAN MOTORCYCLES

TRANSPARENCY QATAR

ALFARDAN COMMERCIAL

Established in 1996, Alfardan Automobiles serves as the official importer of BMW and MINI in Qatar. With landmark showrooms and advanced aftersales facilities, the company is dedicated to delivering premier service to discerning motorists. Building on a robust partnership with the BMW Group spanning over two decades, Alfardan Automobiles has strategically expanded its presence in Qatar to enhance brand accessibility. Similarly, Alfardan Premier Motors, founded in 1997, operates as the official dealer for Jaguar and Land Rover. This dealership capitalizes on modern showrooms and state-of-the-art service centers to provide impeccable support to its clientele.

Established in 1999, Alfardan Sports Motors is well-known for its impressive portfolio of luxury and sports brands, including Ferrari and Maserati, which epitomize Italian automotive excellence at its showroom located in The Pearl-Qatar. In 2003, Rolls-Royce Motor Cars Doha was launched, providing an opulent showroom and advanced service facilities tailored to the burgeoning luxury market in Qatar. More recently, in 2020, Alfardan Luxury Motors was established to deliver dedicated services specifically for Aston Martin enthusiasts from its prime location in West Bay. Expanding beyond retail, Prestige Cars, founded in 1997, specializes in luxury vehicle rentals and chauffeur services, enhancing mobility for both individuals and corporate clients. Arabian Agencies Company (ARACO), established in 2003, focuses on construction equipment and has developed a reputation as a trusted provider in Qatar, backed by a highly skilled service team. In 2004, Al Arabia Heavy Equipment was founded to cater to heavy-duty truck needs, emphasizing safety and quality in its offerings.

Since its inception in 2006, Alfardan Motorcycles has catered to bike enthusiasts, featuring a selection of prestigious brands and opening a bespoke showroom at The Pearl-Qatar in 2016. Transparency Qatar, established in 2010, provides comprehensive car care services, synonymous with luxury and quality. Additionally, in 2013, Alfardan Commercial was launched, delivering automotive aftermarket products and services to meet a diverse range of client needs.

Through these ventures, the Alfardan Group continues to solidify its commitment to luxury, quality, and exceptional service across multiple automotive markets.

SUSTAINABILITY APPROACH

POWERING PROGRESS AND INNOVATION

Unlocking a sustainable future through innovative solutions and responsible practices. Alfardan Automotive strives to promote sustainable development and commits to advancing sustainable solutions within its operations.

1 PROMOTING SUSTAINABLE GROWTH AND WELL-BEING

3 GOOD HEALTH AND WELL-BEING
ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES

8 DECENT WORK AND ECONOMIC GROWTH
PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

3 EMBRACING GREEN ENERGY AND MINIMIZING WASTE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

13 CLIMATE ACTION
TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

2 FOSTERING INNOVATION THROUGH LEARNING AND TRAINING

4 QUALITY EDUCATION
ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL

4 ENSURING A FAIR AND EQUITABLE MARKETPLACE

16 PEACE, JUSTICE AND STRONG INSTITUTIONS
PROMOTE PEACEFUL AND INCLUSIVE SOCIETIES FOR SUSTAINABLE DEVELOPMENT, PROVIDE ACCESS TO JUSTICE FOR ALL AND BUILD EFFECTIVE, ACCOUNTABLE AND INCLUSIVE INSTITUTIONS AT ALL LEVELS





Promoting Sustainable Growth and Well-being

At Alfardan Automotive, we recognize the intrinsic link between employee well-being and sustainable growth. As part of our commitment to SDG 3 (Good Health and Well-being), we aim to foster a work environment that prioritizes both the physical and mental health of our employees. To achieve this, we are implementing key initiatives that align with best practices in occupational safety and health, as well as encouraging active lifestyles through sports and fitness programs.

ENFORCING OCCUPATIONAL SAFETY AND HEALTH

We are dedicated to ensuring that every member of our workforce operates in a safe and healthy environment. To reinforce this commitment, we have developed a comprehensive Occupational Safety and Health (OSH) policy. This policy will serve as the cornerstone of our approach to workplace safety, outlining clear guidelines and procedures to minimize risks and prevent accidents.

The policy is complemented by a robust framework for monitoring and reporting incidents. This framework includes:

- **Incident Tracking and Reporting:** A systematic process for logging incidents, near-misses, and potential hazards, enabling us to identify trends and implement preventive measures.
- **Regular Audits and Inspections:** Periodic safety audits and workplace inspections to ensure compliance with OSH standards and to proactively address any emerging risks.
- **Employee Training and Awareness:** Continuous education and training programs to empower employees with the knowledge and skills to maintain a safe work environment.

INCREASING SPORTS ACTIVITIES FOR EMPLOYEES

Understanding the positive impact of physical activity on overall well-being, we are committed to promoting an active lifestyle among our employees. To this end, we are developing a comprehensive Sports Program across all divisions. This program is designed to encourage participation in various sports and fitness activities, fostering team spirit while improving physical health.

- **Organized Sports Events:** Regularly scheduled events such as football, basketball, and cricket matches, open to all employees, regardless of skill level.
- **Health and Wellness Workshops:** Conducting sessions on topics such as nutrition, mental health, and stress management, further enhancing the overall well-being of our workforce.

We are committed to driving local economic growth by fostering employment opportunities and promoting diversity in the workforce. This approach aligns with SDG 8, which emphasizes inclusive and sustainable economic growth, employment, and decent work for all.

DIVERSIFICATION OF NATIONALITIES AND GENDER

Alfardan Automotive is dedicated to building a diverse workforce that reflects its commitment to inclusivity and equality. By employing people from various nationalities and encouraging gender diversity, we continuously aim to promote a more dynamic and innovative work environment.



Promoting Sustainable Growth and Well-being

Alfardan Automotive is equally committed to creating a work environment where employees can perform at their best. This commitment aligns with the principles of decent work, which focus on providing a fair, safe, and engaging workplace that allows employees to thrive.

EMPLOYEE WELL-BEING AND ENGAGEMENT

We place significant emphasis on creating a supportive and inclusive work culture where employees feel valued and motivated.

SDG	CONTRIBUTION	INDICATOR	TARGET
	Improving health and wellbeing	HSE Policy No. of sports activities	Create a policy in Occupational Safety and Health and a framework for monitoring and reporting of incidents Increasing sports activities for employees by developing a Sports program across divisions Health Awareness sessions by AMNM
	Economic development Establishing decent work Reducing industrial accidents	No. of employment No. of new hires Employee turnover rate Accident frequency rate	Growth of local economic development through job creation and diversification of nationalities and gender. Promote workstyle reforms that allow employees to perform at their best Set up occupational health and safety management for the implementation of employee health and safety activities



Fostering Innovation through Learning and Training

Our most valuable asset is our people. As we strive to stay at the forefront of the automotive industry, we are committed to fostering a culture of continuous learning and innovation. By investing in employee development, we not only enhance individual capabilities but also drive collective growth and organizational excellence.

ESTABLISHMENT OF THE ALFARDAN AUTOMOTIVE ACADEMY TRAINING CENTER

Recognizing the need for specialized training tailored to the unique demands of the automotive sector, we are proud to announce the establishment of the Alfardan Automotive Academy Training Center. The facility serves as the hub for all employee learning and development activities, offering a comprehensive curriculum designed to elevate technical skills, leadership abilities, and industry knowledge.

ENGAGING WITH LOCAL SCHOOLS AND UNIVERSITIES TO INSPIRE YOUNG TALENT

We believe in the power of education to shape the future. As part of our commitment to corporate social responsibility and talent development, we are actively engaging with local schools and universities to inspire the next generation of automotive professionals.

- Internship and Apprenticeship Programs: Providing students with hands-on experience through structured internships and apprenticeships, offering a pathway to future employment within our organization.

SDG	CONTRIBUTION	INDICATOR	TARGET
	Investing in employee learning and training	Hours per learner No. of partnerships	Establishment of the Alfardan Automotive Academy Training Center Increase of training and L&D to 40 hours/year/employee Engaging with local schools or universities to inspire young talent





Fostering Innovation through Learning and Training

Alfardan Training Academy

VISION

To build an education-oriented work atmosphere at Alfardan Automotive through structured and agile training/education measures that consider changes in all global business needs in parallel with global academic and automotive brands requisites.

MISSION

To offer superlative training services of the highest targeted standards of quality and benefits; as well as continuously opening the door for talents to innovate and obtain leading research-based practices to remain leading not only in premium and luxury products and services but also in meeting world's demands of transformation and customer mandate towards change.

GOALS

1. To grow and develop our existing businesses, human capital, and markets in accordance with the global and local needs in terms of change
1. To constantly evaluate and look to open in new markets or in new business that brings innovation
1. To maintain and grow our reputation for leadership in luxury through well trained and structured team
1. To evaluate the transformation needs constantly and act accordingly through initiating training plans meeting the requisitions





Fostering Innovation through Learning and Training

2023 Highlights

ONLINE COURSES



- 1. Manufacturers
- 2. Technical Trainings
- 3. Product trainings
- 4. Sales and aftersales process trainings
- 5. Marketing and CRM Trainings

2 hrs
per employee
per month

1,300
attended
online course

VIRTUAL COURSES



- 1. Manufacturers
- 2. Technical Trainings
- 3. Product trainings
- 4. Sales and aftersales process trainings
- 5. Marketing and CRM Trainings

3 hrs
per employee
per month

1,500
attended
virtual course

IN-PERSON TRAININGS (LOCAL)



- Offered locally - they include:
- 1. Technical Trainings
 - 2. Product trainings
 - 3. Sales and aftersales process trainings
 - 4. Soft skills

3
courses delivered
locally per month

85
in-person
trainings

IN-PERSON TRAININGS (ABROAD)



- Offered abroad - they include:
- 1. Technical trainings
 - 2. Product trainings
 - 3. Sales and aftersales process trainings
 - 4. Marketing and CRM trainings

11
Average number
of courses
delivered abroad
monthly in 2023

13
Average number
of abroad training
trips per month

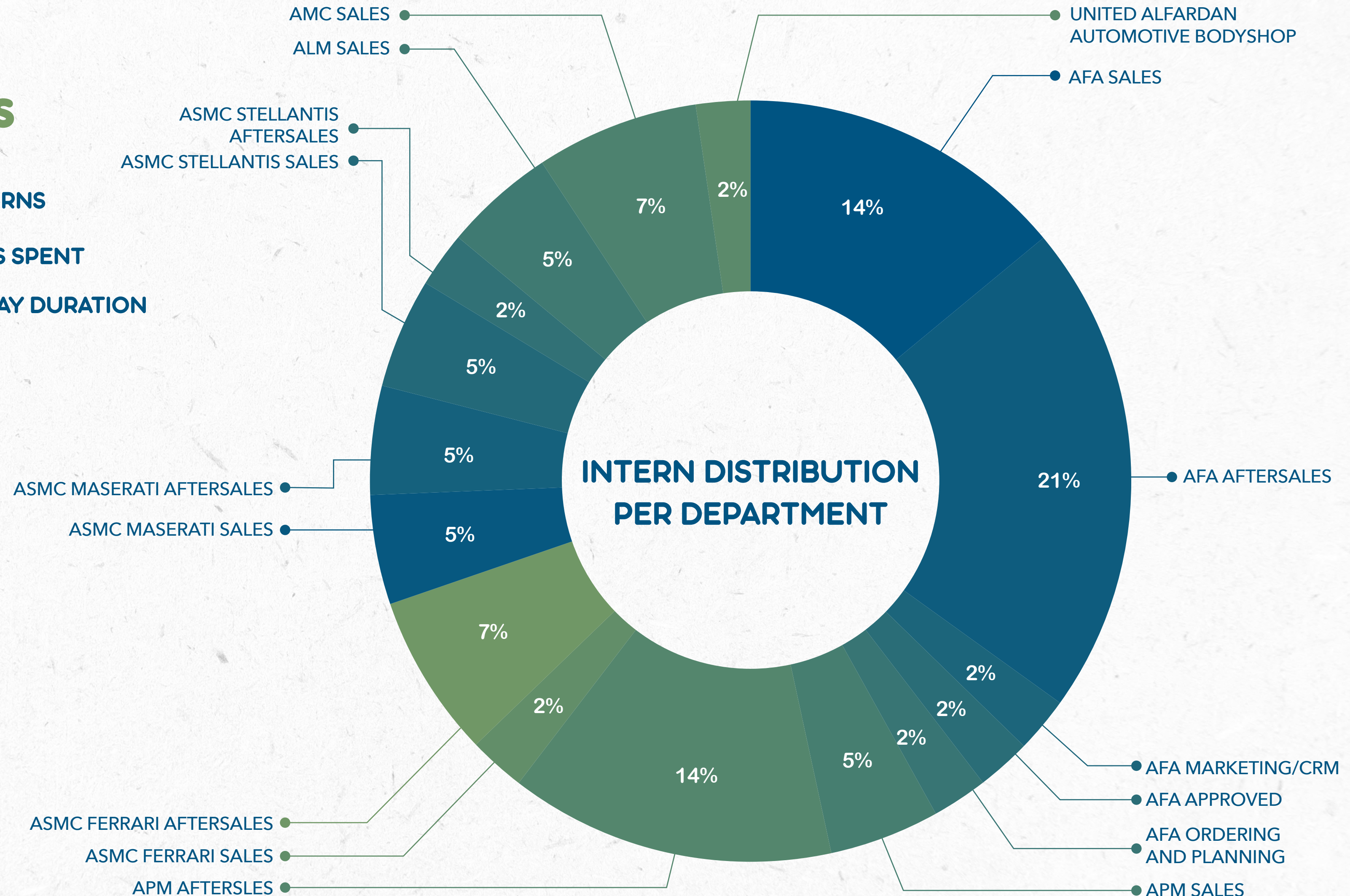




Fostering Innovation through Learning and Training

Achievements

- 12** TOTAL NUMBER OF INTERNS
- 316** TOTAL INTERNSHIP DAYS SPENT
- 6 HRS** AVERAGE INTERNSHIP DAY DURATION

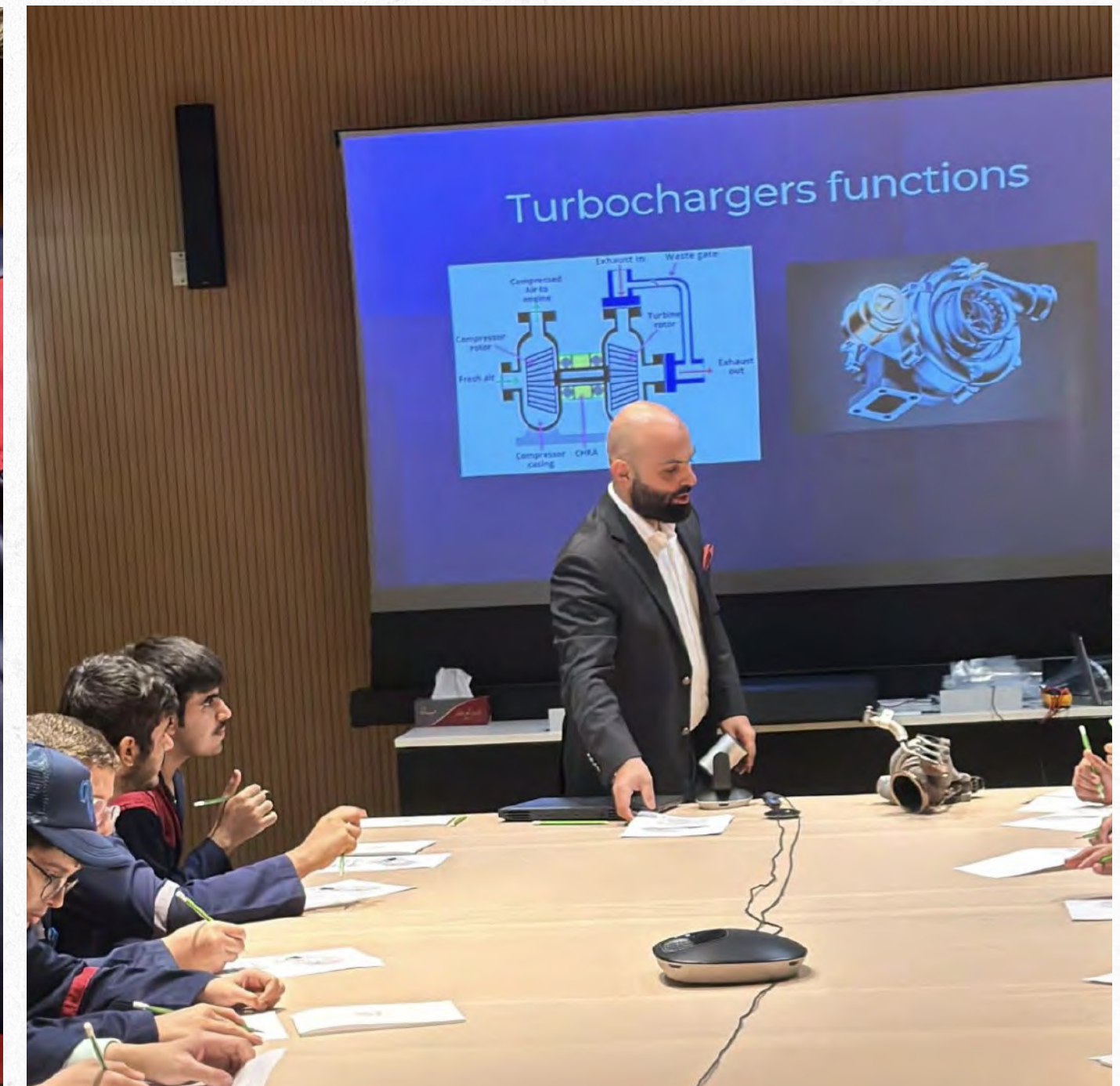




Fostering Innovation through Learning and Training

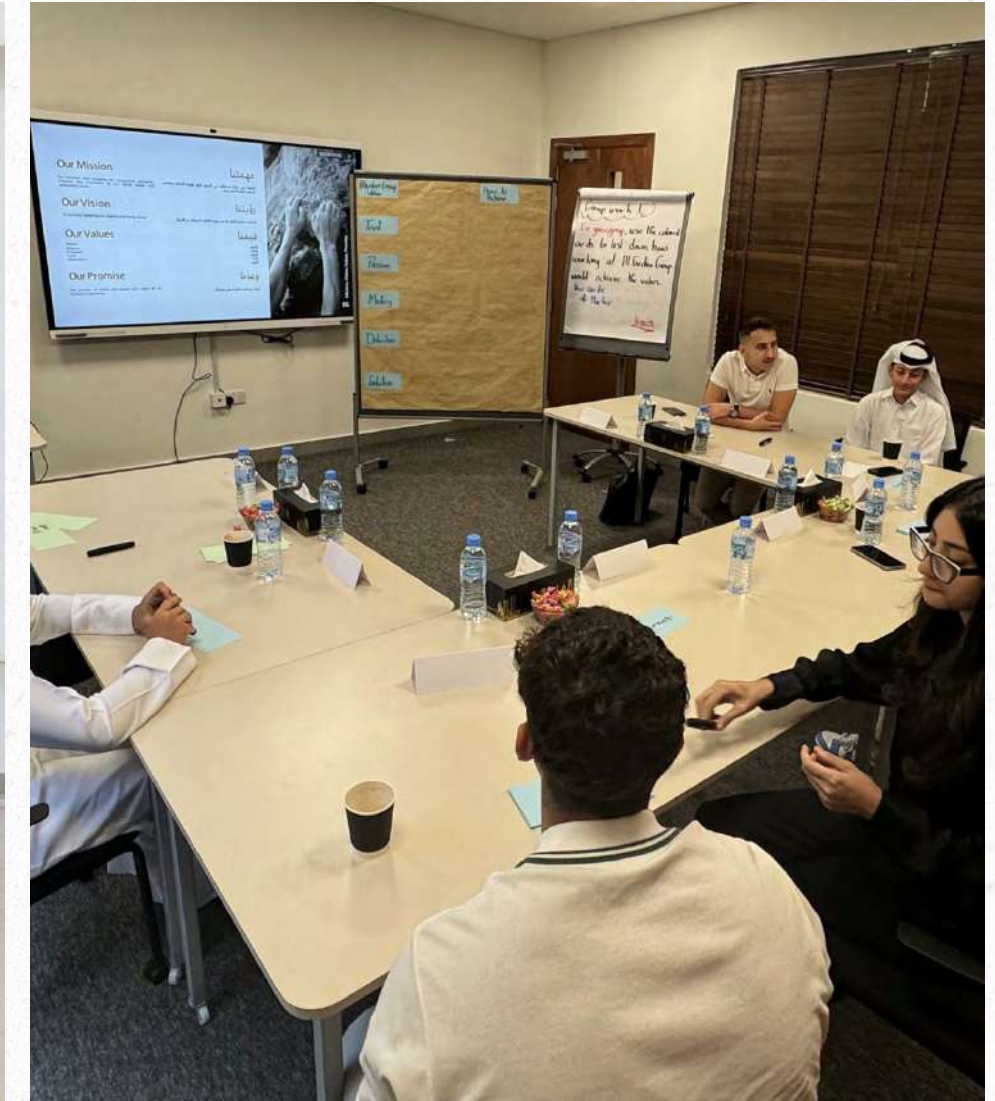
Social Learning and Development Contribution

MOTORSPORTS TRAINING WORKSHOP IN PARTNERSHIP WITH QATAR AUTO MUSEUM TO STUDENTS AT LOCAL SCHOOLS (INCLUDING TECHNICAL SCHOOLS)





Fostering Innovation through Learning and Training





Embracing Green Energy and Minimizing Waste

Reducing waste

Alfardan Automotive is dedicated to reducing its environmental impact by embracing sustainable practices across all operations. As part of our commitment to environmental stewardship, we are implementing a series of initiatives focused on minimizing waste, optimizing resource use, and adopting green technologies.

DISPOSAL OF USED LUBRICANT (OIL)

Proper disposal of used lubricants is crucial to preventing environmental contamination. We have established a protocol for the responsible collection, storage, and disposal of used oil. This process is carried out in compliance with environmental regulations and best practices to ensure that harmful substances do not enter the ecosystem.

- **Safe Collection and Storage:** Used lubricants are carefully collected and stored in secure, leak-proof containers to prevent spills and leaks.
- **Partnership with Licensed Disposal Facilities - Geo Green Shield:** We work with certified waste management partners who specialize in the safe disposal and recycling of used lubricants, ensuring that these materials are handled in an environmentally sound manner.

RESPONSIBLE DISPOSAL OF TIRES AND BATTERIES

Tires and batteries are among the most challenging automotive components to dispose of due to their potential environmental hazards. Alfardan Automotive has implemented a comprehensive system for the responsible disposal and recycling of these materials.

- **Certified Recycling Programs:** We partner with volta Battery Recycling Factory, a certified recycling facility that specializes in the safe disposal and recycling of tires and batteries, ensuring that these items are processed in an environmentally responsible manner.
- **Material Recovery:** Through these programs, valuable materials such as rubber, metals, and lead are recovered and reused, reducing the need for virgin resources and minimizing waste.

CARWASH WATER RECYCLING

Water conservation is a key priority at Alfardan Automotive, and our carwash facilities are designed to reflect this commitment. By implementing advanced water recycling systems, we have significantly reduced our water consumption, demonstrating our dedication to sustainable resource management.

Highlights of our water recycling initiative include:

- **Up to 90% Water Reduction:** Our recycling systems allow us to reuse up to 90% of the water used in the carwash process, dramatically decreasing our overall water usage.
- **Filtration and Purification:** The recycled water is thoroughly filtered and purified, ensuring that it meets the highest standards for quality and safety before being reused.



Embracing Green Energy and Minimizing Waste

PLASTIC RECYCLING ACROSS SHOWROOMS

Plastic waste is a significant environmental challenge, and we are committed to addressing this issue through comprehensive recycling initiatives. Across all our showrooms, we have implemented plastic recycling programs aimed at reducing our environmental footprint and promoting a circular economy.

- **Collection and Sorting:** Designated recycling bins are available in showrooms and offices, encouraging employees and customers to participate in our recycling program. Collected plastics are sorted and prepared for recycling.
- **Partnership with Elite Recycling Factory:** We collaborate with local recycling facilities to ensure that the collected plastics are processed and repurposed into new products.

CONTRIBUTING TO THE EV NETWORK EXPANSION

The global shift towards electric mobility presents an opportunity for cities like Doha to reduce their carbon footprint and enhance air quality. Recognizing the pivotal role that charging infrastructure plays in this transition, Alfardan Automotive is committed to expanding the EV charging network, making it more accessible and convenient for drivers.

- **Installation of EV Chargers Across Our Locations:** We are increasing the number of EV chargers at our dealerships, service centers, and other strategic locations in Doha.
- **Collaboration with Key Stakeholders:** Alfardan Automotive is working closely with government agencies, utility providers, and other stakeholders to align our efforts with the broader city and national goals for electric mobility.



NO. OF EV CHARGING STATIONS

	2020	2021	2022	2023	2024
A/C	2 units	10 units (AC/DC)	-	157 units	23 units
D/C	3 units 50 kW		1 unit 180 kW	3 units 180 kW	





Embracing Green Energy and Minimizing Waste

SDG	CONTRIBUTION	INDICATOR	TARGET
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Reducing waste	<p>Waste reduction rates</p> <p>Water reduction</p>	<p>Disposal of used lubricant (oil)</p> <p>Responsible disposal of tires and batteries</p> <p>Carwash water recycling</p>
 <p>13 CLIMATE ACTION</p>	Embracing sustainable green energy	No. of EV charging stations	<p>Contributing in the EV network expansion by increasing installments of EV chargers</p> <p>Supporting the Global Hydrogen Car market for emission free mobility</p>

SPOTLIGHT

Sustainability Workshop with Alfardan Sports Motors – Ferrari team Doha



In January 2023, a sustainability workshop was held with Alfardan Sports Motors - Ferrari team. The workshop covered an understanding of The UN 2030 Agenda and in-depth session about Ferrari's pledge to carbon neutrality. This is an opportunity to understand a purpose-driven agenda and, most importantly, learn about Ferrari's vision for 2030.

SPOTLIGHT

Automotive Initiatives

Alfardan Automotive organizes a variety of community events for its clients and members, fostering a strong sense of community engagement and support.



Ramadan Ride & Suhoor Gathering



Ducati Ride - We Ride As One



Rolls Royce Padel Experience



Tariqi x Rolls Royce Program

Rolls-Royce Motor Cars Doha made the significant decision to sponsor one student from the Tariqi scholars' roster during their final week. This marks the inaugural instance in which a dedicated business unit has supported a single student as part of the brand's Corporate Social Responsibility (CSR) initiatives.



Alfardan Premier Motors - Staff Accomplishments Celebration

Each year, Alfardan Group and its Business Units conduct Town Hall events to commemorate the accomplishments of the preceding year. This year, each Business Unit within the Alfardan Automotive division hosted its own Town Hall event to recognize and celebrate staff achievements for 2023.

SPOTLIGHT

Qatar Exxonmobil Tennis Open – Official Transport Partner



Alfardan Automobiles announced its exclusive partnership with the Qatar Tennis Federation to sponsor the Qatar ExxonMobil Tennis Open, which is part of the ATP World Tour 2024, serving as the official transportation partner.

To support the event, Alfardan Automobiles will provide a fleet of luxury BMW vehicles to meet the transportation requirements of participating players and officials.

Alfardan Automobiles' continuous support of the Qatar ExxonMobil Tennis Open demonstrates its dedication to promoting international sports events in Qatar, which is progressively establishing itself as a key global hub for sporting excellence.

SPOTLIGHT

Alfardan Automotive supports Qatar National Vision 2030 by supplying Electric Vehicles Charging Stations



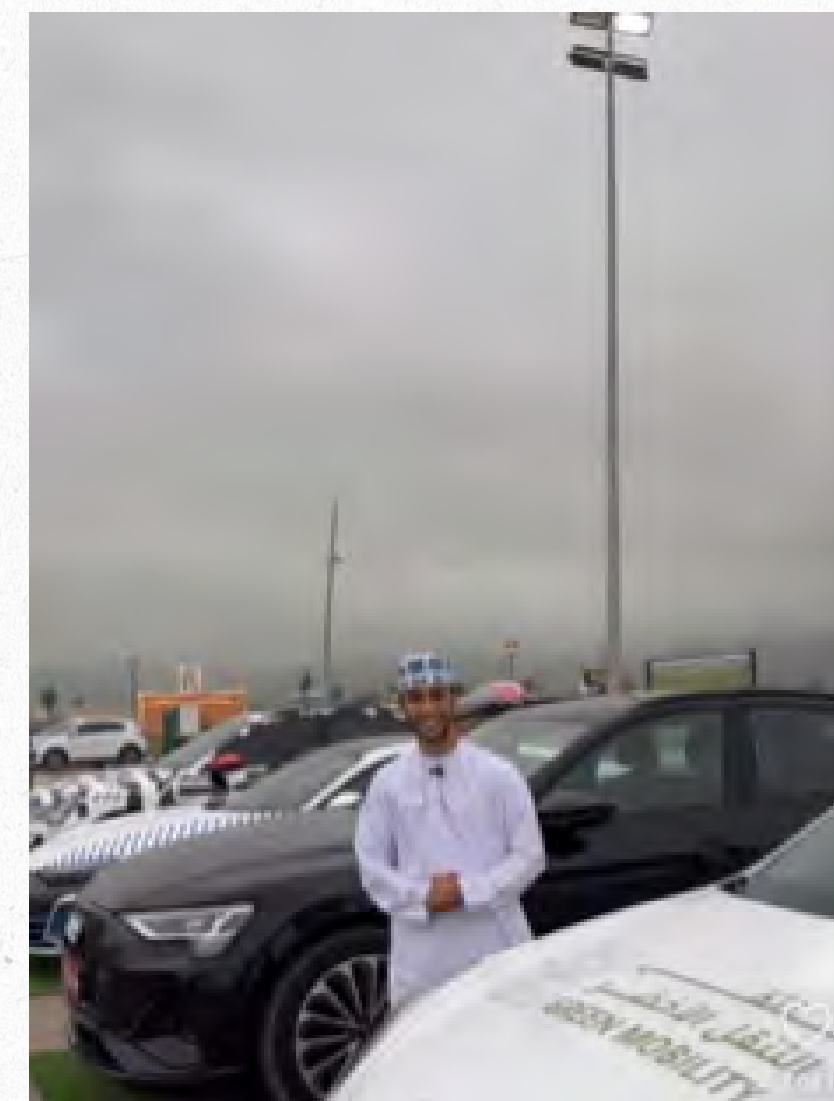
In a major advancement towards achieving Qatar's National Vision 2030, Alfardan Automotive has successfully established a network of Electric Vehicle Charging Stations in key locations throughout Qatar. Collaborating with the Ministry of Transportation (MoT), these stations are now fully operational and open to the public, accommodating all types of electric vehicles in the nation. This initiative supports Qatar's commitment to promoting environmentally sustainable practices, driving economic growth, and enhancing social well-being. The strategically located charging stations, situated in 10 important areas, are designed to encourage the broader adoption of electric vehicles, contributing to a more sustainable future. This expansion of infrastructure highlights Qatar's commitment to embracing sustainable transportation solutions and fostering a cleaner environment for future generations.

SPOTLIGHT

Audi Oman awarded by Ministry of Transport, Communications and Information Technology during Oman Sustainability week



Audi Oman collaborated with Ministry of Transport at the Green Mobility Forum



SPOTLIGHT

Audi Training for Youth Center



Ministry of Culture and Sports awards Premium Motors (Audi) at the Omani Youth Day (2022 - 2023)



SPOTLIGHT

Audi EV Chargers Infrastructure launch



Award from the Ministry of Transport, Communication, and Information (2023)



PROPERTIES

OUR PROPERTIES BUSINESS

Established in 1993, Alfardan Properties is an award-winning luxury lifestyle service provider that plays a leading role in Qatar's residential and commercial property sector. Renowned for creating top-quality and stellar developments for individuals, families and businesses alike, Alfardan Properties pledges to provide remarkable and meaningful lifestyle and services to its tenants.

Alfardan Properties is certified with ISO 9001:2015 certification for its Quality Management System (QMS). This affirms the company's commitment to develop luxurious properties that provide quality leasing and property management services.

8 NUMBER OF RESIDENTIAL PROPERTIES

- *Al Gassar Resort*
 - *One Porto Arabia*
 - *Alfardan Towers - Residential*
 - *Laguna Beach Compound*
 - *Alfardan Gardens*
-
- *Al Fina'a*
 - *Al Jazeera Residence*
 - *Al Sadd Residence*

5 NUMBER OF COMMERCIAL PROPERTIES

- *Burj Alfardan*
 - *Burj Al Gassar*
 - *Alfardan Towers - Commercial*
-
- *Alfardan Plaza*
 - *Alfardan Centre*

SUSTAINABILITY APPROACH

OPTIMIZING RESOURCES AND BUILDING RESILIENCE

Embracing innovation and turning challenges into opportunities. Alfardan Properties strives to promote sustainable development and commits to advance sustainable solutions within its operations.

1  **IMPROVE EFFICIENCY IN WATER USAGE**

6  **ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL**

2  **IMPROVE OPERATIONAL SUSTAINABILITY AND QUALITY OF CONNECTED RESOURCES**

9  **BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION**

3  **CONTRIBUTE IN CREATING SUSTAINABLE CITIES AND COMMUNITIES**

11  **MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE**

4  **REDUCE ENVIRONMENTAL IMPACT**

13  **TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS**





Improving efficiency in water usage

Water is an essential resource in property management, and optimizing its usage is crucial for sustainability. As part of Alfardan Properties' commitment to sustainability, the target is to establish clear and measurable water reduction goals.



1 SETTING REDUCTION TARGETS FOR WATER USE



1. Reduce water use intensity (m3/m2/year)
2. Identify Baseline Data: Analyze water usage data for each property to establish a baseline for comparison.
3. Set a modest and achievable goal (5% to 10% reduction for the first year)



Baseline Year 2023

Monthly average Water Consumption established for:

(a) Alfardan Towers	2,989 m3/month
(b) Al Gassar Resort	5,000 m3/month
(c) Burj Alfardan	2,100 m3/month
(d) Burj Al Gassar	853 m3/month



Improving efficiency in water usage

As part of Alfardan Properties' ongoing commitment to sustainability, the implementation of water-saving measures is a crucial step in optimizing resource use across all managed properties. These measures are designed to significantly reduce water consumption while maintaining the highest standards of service and comfort for tenants and residents.



2 IMPLEMENTING WATER-SAVING MEASURES WITHIN THE PROPERTIES



Tenant-focused measures:

1. Education and Awareness: Raise tenant awareness about water conservation through newsletters, signage, and workshops. Offer tips for reducing water use in daily activities.

Property-wide measures:

1. Smart Irrigation Systems: Implement smart irrigation systems that adjust watering based on weather and soil moisture conditions.
2. Graywater Systems: Explore the feasibility of using graywater (used water from sinks and showers) for non-potable uses like irrigation.



For Graywater system:

Effluent treated in Burj Alfardan and Al Gassar Resort since building inception:

1. Burj Alfardan 282 m³ of effluent is treated and recycled in Feb. 2024
2. Al Gassar Resort 11,184 m³ of effluent is treated and recycled in 2023 or average of 932 m³ per month



Improving efficiency in water usage

To further enhance water conservation efforts, Alfardan Properties is committed to reducing its reliance on potable water for landscape irrigation. This approach not only conserves valuable water but also aligns with broader sustainability goals by utilizing alternative water sources and innovative irrigation techniques.



TARGET



ACTION



PROGRESS

3 **REDUCING RELIANCE ON POTABLE WATER FOR LANDSCAPE IRRIGATION**

Potable water conserved (m3/year)

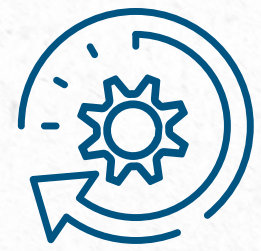
Landscape Irrigation: Utilize reclaimed water for irrigation if available.

Cleaning Practices: Implement water-saving cleaning methods, such as using low-flow pressure washers and minimizing rinse cycles.

Ground water withdrawals in Alfardan Gardens, Al Gassar Resort and Laguna Beach Compound for irrigation established since property inception:

1. Alfardan Gardens -6,600 m3 of ground water withdrew and treated in 2023
2. Al Gassar Resort -218,000 m3 of ground water withdrawn and treated in 2023
3. Laguna Beach compound consumption measurement is pending meter installation





Improve operational efficiency and quality of connected assets and resources

Transitioning to LED (Light Emitting Diode) lighting is a key strategy for improving operational efficiency and reducing energy consumption across all properties. By achieving 60% completion of the transition to LED lighting by 2025, Alfardan Properties will significantly enhance operational efficiency, reduce energy costs, and contribute to broader sustainability goals. This initiative aligns with the company's commitment to improving the quality of connected assets and resources while promoting environmentally responsible practices.



TARGET

1

TRANSITIONING TO LED LIGHTS ACROSS ALL PROPERTIES 60% COMPLETION BY 2025



ACTION

Conduct a detailed inventory of all lighting across selected properties and Track installation progress towards the set target



PROGRESS

Phase 1: LED Implementation Status
 (a) Burj Alfardan -100%
 (b) Alfardan Towers - 10%
 (c) Al Gassar Resort - 40%
 (d) One Porto Arabia - 60%
 (e) Alfardan Centre - 60%
 (f) Alfardan Gardens - 70%

Phase 2 : Continue to replace with LED lamps in Phase 1 properties
 Phase 3 Plan budget/plan to replace with LED lamps in remaining properties





Improve operational efficiency and quality of connected assets and resources



1

**ACHIEVE GSAS
CERTIFICATION
FOR NEW BUILD
PROPERTIES**

2

**PROMOTE
RESPONSIBLE USE OF
ENERGY /
ENCOURAGE TENANTS
TO GO GREEN**



Design Phase for Office Development Project in Lusail to meet GSAS 5 certification

1. Monthly Eco-Tip Campaign (Social Media, Mobile App, Tenant Emailers)
2. Green Living Workshop
3. Community Garden Project
4. Waste Reduction Programmes



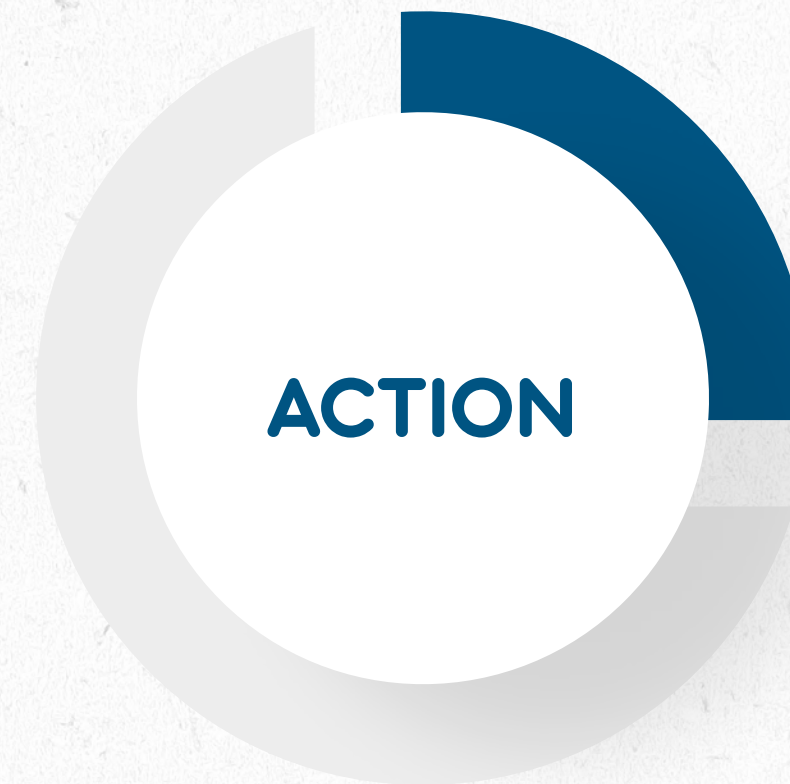


Reducing Environmental Impact



1

IMPLEMENT ENERGY-SAVING MEASURES WITHIN THE PROPERTIES



1. Use of solar power street lamppost: Pilot project in Laguna Beach Compound; Potential electricity saving is 8kw-hr/day from 37 lampposts
2. Energy Management and Savings opportunities



1. Request for management approval to install solar-power street lamppost in Laguna Beach Compound
2. Source for energy management company willing to undertake non-capex energy saving solutions. Start with pilot project -Chiller Plant in AGR

SPOTLIGHT

Building Sustainability into the Future

In the real estate sector, eco-friendly practices are increasingly adopted, setting new standards. With its pioneering technology, Burj Alfardan stood out as 2020's Green Commercial Building, for its efforts in sustainability and environmental protection with intelligent resource allocation that mirrors sustainability in its design. This became the second time Burj Alfardan has won a sustainability certification. With green building principles at its core, Burj Alfardan has a 3-star GSAS (Global Sustainability Assessment System) rating which highlights its cutting-edge design that is luxurious yet sustainable. Impressive features like Automatic Plate Number Recognition (APNR), state-of-the-art offices, and designated data systems allow Burj Alfardan to exceed its tenants' expectations. The building also features a built-in grid-connected solar electric PV system and dedicated electric car charging stations that are planned to be installed in the future. Throughout its design, other features including indoor and outdoor digital screens, mobile Bluetooth access, and AC cooling system are all purposely designed around sustainability, incorporating it within the day-to-day operations of the building.



SPOTLIGHT

Burj Alfardan Wins 'Best International Commercial High-Rise Development'

Burj Alfardan, located in Lusail smart city's most coveted Marina District, was awarded the title of 'Best International Commercial High-Rise Development' at the 2020 International Property Awards for its outstanding architectural design, development, and sustainability aspects.

The title gives recognition to Burj Alfardan's visionary design, which features a cantilevered podium intended as a luxury showroom which transitions into a symmetrical sharp-edged 32 storey high-rise building wrapped in a glazed façade. Additionally, the judges were impressed with Burj Alfardan's effective energy performance, water consumption, cutting edge technology, and high standards of safety and security that have been incorporated in the building.



HOSPITALITY

OUR HOSPITALITY BUSINESS

Launched in 2006, Alfardan Hospitality looks to bring the highest levels of service experience across Alfardan Group to the management of the Group's hotel ventures such as Kempinski Residences & Suites, Doha, The St. Regis Doha, Marsa Malaz Kempinski, The Pearl-Doha, The St. Regis Marsa Arabia Island, The Pearl-Qatar and The St. Regis Al Mouj Muscat.

Alfardan Hospitality blends its highest levels of service with the unique delivery of high-profile celebrity F&B outlets such as Hakkasan, Scalini, Rivaaj, Toro Toro, Zengo, Maya, La Bodega Negra and Nozomi to name a few, catering to discerning food and entertainment lovers. Banking on the expertise of its partners, Alfardan Hospitality brings to Qatar the finest services in hotels, F&B, and luxury services to complement the country's drive towards being a world-class tourism destination.

+40
RESTAURANTS

7
HOTELS

+20
OUTLETS



7 HOTELS



IN TURKIYE



MANDARIN ORIENTAL
BOSPHORUS
ISTANBUL



SIX SENSES
KOCATAS MANSIONS, ISTANBUL



IN QATAR



Kempinski
RESIDENCES & SUITES
DOHA



Marsa Malaz
Kempinski
THE PEARL I DOHA



ST REGIS
DOHA



ST REGIS
MARSA ARABIA ISLAND - THE PEARL QATAR



IN OMAN



ST REGIS
AL MOUJ • MUSCAT

20 OUTLETS

1. SARAB LOUNGE
2. FAUCHON PARIS
3. THE ENGINE ROOM
4. VINTAGE LOUNGE
5. ZOF LOUNGE
6. TITAN TIKES PLAYROOM
7. PEXEL PIONEERS
8. MARSA MALAZ SPA
9. NEST
10. AL FARDAN SPA
11. THE LOUNGE (MUSCAT)
12. 1860 LOUNGE (ISTANBUL)
13. BOSPHOROUS LOUNGE (ISTANBUL)
14. BOHEMIA
15. LOBBY LOUNGE
16. SAILOR'S LOUNGE
17. BOTANICAL GARDEN
18. POOL BAR
19. KIDS CLUB
20. LONGEVITY HUB BY CLINIQUE LA PRAIRIE

40 RESTAURANTS

KEMPINSKI RESIDENCES & SUITES, DOHA,

- ZENGO
- MAYA
- LALIGA TWENTYNINE'S DOHA
- GOURMET HOUSE

THE ST. REGIS DOHA

- ASTOR GRILL
- BEBABEL
- VINE
- HAKKASAN
- HUQQA
- OYSTER BAY & BAR
- SAX
- SCALINI
- LA BODEGA NEGRA
- RIVAAJ
- NOVIKOV
- OPA

MARZA MALAZ KEMPINSKI

- PUBLIC HOUSE
- AL SUFRA
- BIBO
- NOZOMI
- HARRY'S DOLCE VITA
- LOBITO DE MAR
- THE STAGE
- THE SECRET GARDEN

THE ST. REGIS MARSA ARABIA ISLAND, THE PEARL-QATAR

- AHWET ZEITOUNA
- CHOTTO MATTE
- MANOS
- BABEL
- ROBERTO'S

THE ST. REGIS AL MOUJ, MUSCAT-OMAN

- HAKKASAN
- ROBERTO'S MUSCAT
- ZOBRA
- KARIBU
- COYA
- NOVIKOV CAFE
- EM SHERIF
- THE STAGE

SIX SENSES KOCATAS MANSIONS - ISTANBUL

- SCALINI ISTANBUL
- CHEF ERDAL KOCATAS MANSIONS
- KAHVE
- KOCATAS PATISSERIE
- TORO LATIN GASTRO BAR
- SAX

MANDARIN ORIENTAL BOSPHOROUS - ISTANBUL


- NOVIKOV ISTANBUL
- HAKKASAN ISTANBUL
- HAKKASAN BODRUM



SUSTAINABILITY APPROACH

BEYOND LUXURY: A JOURNEY TO RESPONSIBLE HOSPITALITY

Preserving local traditions, supporting community livelihoods, and ensuring the conservation of natural resources for future generations. Alfardan Hospitality strives to promote sustainable development and commits to advance sustainable solutions within its operations.

1  **REDUCE ENVIRONMENTAL FOOTPRINT**


6  **ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL**

13  **TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS**

3  **SOURCE RESPONSIBLY**

8  **PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL**

11  **MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE**

2  **OPERATE SUSTAINABLE HOTELS**

12  **ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS**



Reduce Environmental Footprint




Operate Sustainable Hotels

SUSTAINABLE ENERGY MANAGEMENT

Alfardan Hospitality is dedicated to optimizing energy use across all properties by integrating energy-efficient systems and technologies. This includes transitioning to LED lighting, implementing smart thermostats, and using energy management systems that monitor and control energy consumption in real time.

WATER CONSERVATION INITIATIVES

To sustainably manage water resources, Alfardan Hospitality is implementing water-saving measures, including the installation of low-flow fixtures, the use of greywater systems for landscape irrigation, and the regular monitoring of water use to identify and address inefficiencies. These efforts aim to reduce water consumption without compromising guest comfort, ensuring that luxury and sustainability coexist harmoniously.

SDG	CONTRIBUTION	INDICATOR	TARGET
	Reduce Environmental Footprint Minimize our environmental footprint by sustainably managing our energy and water use, reducing our waste and carbon emissions and increasing the use of renewable energy.	Energy intensity reduction	Manage and reduce water usage (reduction targets)
		Water intensity reduction	Increase water-use efficiency of groundwater treatment plants
	Operate Sustainable Hotels Collaborating with our brands, suppliers, business partners and guests to actively reduce the environmental impact of and risk to our business by operating sustainable hotels.	Waste generation	Operational efficiency and lower costs
			Reducing and Recycling Waste
			Eliminate single-use plastics from hotels' guest experience progressively
			<i>Kempinski 7% saving for Energy and 10% for water compared to 2022</i>



Source Responsibly

We are dedicated to embedding sustainability into our supply chain by adopting responsible sourcing practices that prioritize social equity, and community support. This commitment is reflected in the company's focus on working with suppliers and partners who share its values and vision for a more sustainable future.

INTEGRATING SOCIAL STANDARDS IN THE SUPPLY CHAIN

Alfardan Hospitality aims to prioritize working with suppliers who adhere to high environmental and social standards. This involves conducting regular assessments of suppliers to ensure they comply with criteria such as reducing carbon emissions, minimizing waste, conserving water, and upholding fair labor practices. By maintaining strict guidelines for supplier selection and evaluation, we ensure that its supply chain aligns with its sustainability goals.

PARTNERING WITH RESPONSIBLE SUPPLIERS

The company actively seeks partnerships with suppliers who demonstrate a commitment to sustainability and ethical practices. This includes prioritizing suppliers that use environmentally friendly materials, engage in ethical labor practices, and have robust sustainability policies in place. Such partnerships help create a network of like-minded businesses that work together to minimize negative environmental and social impacts, while also promoting innovation and continuous improvement in sustainability practices.

PROMOTING SUSTAINABLE SOURCING

Sustainable sourcing involves selecting products and services that are environmentally sound and socially responsible. We focus on sourcing materials that are recyclable, biodegradable, or sustainably harvested. By doing so, we contribute in reducing the reliance on resources that are harmful to the environment or contribute to deforestation, pollution, and other ecological problems.

SDG	CONTRIBUTION	INDICATOR	TARGET
	<p>Source Responsibly Commit to integrating leading environmental and social practices into our supply chain and partnering with like-minded suppliers.</p>	<p>Reduction of food waste</p>	<p>Optimize the traceability of our supply chain and source our food more responsibly</p>
	<p>Reduce the negative environmental and social impact of our business activities by focusing on sustainable, responsible and local sourcing.</p>	<p>Yearly awareness campaign No. of local suppliers</p>	<p>Provide biological, local and seasonal food offerings and promote more eco-conscious food habits</p>

St. Regis Marsa Arabia certified Green Key Hotel

We are proud to announce that the St. Regis Marsa Arabia hotel has achieved the Green Key certification, acknowledging our ongoing efforts to develop an environmentally and socially responsible establishment. The team has worked tirelessly to make measurable differences and will continue to work towards a more environmentally friendly future for the tourism and hospitality industry.



SPOTLIGHT

Alfardan Hospitality wins big at FACT Dining Awards 2023

For over a decade, Alfardan Hospitality has consistently delivered exceptional luxury hospitality services and has made a significant mark in Qatar's prestigious properties. As a result, the company was honored with 18 awards at the esteemed FACT Dining Awards 2023 edition.



SPOTLIGHT

Kempinski Residences & Suites, Doha receives coveted award for Serviced Apartments of the Year at the Prestigious Leaders in Hospitality - Qatar Awards 2023

Kempinski Residences & Suites, a prestigious luxury hotel located in the heart of Doha, received the esteemed Serviced Apartments of the Year award during a spectacular ceremony at The St. Regis Marsa Arabia Island in The Pearl-Qatar, part of the Leaders in Hospitality Qatar Awards 2023.



SPOTLIGHT

Six Senses Kocataş Mansions, Istanbul

About Six Senses Kocataş Mansions, Istanbul

Six Senses Kocataş Mansions, Istanbul offers a seamless blend of the future and the past, inviting you to escape the stresses of modern life while immersing yourself in one of the world's most historically rich cities. The beautifully restored Ottoman-era mansions, with their spacious, elegant design, combine handcrafted details and natural elements to create a relaxed yet bohemian atmosphere. In line with our commitment to sustainability, the property incorporates eco-friendly practices throughout, from waste reduction initiatives to energy-efficient design. Nestled in a prime location with breathtaking views and lush greenery, this "Pearl of the Bosphorus" serves as an urban oasis, offering unique, curated experiences within its iconic buildings—all while respecting the environment and promoting a sustainable future.



SPOTLIGHT

Six Senses Kocataş Mansions, Istanbul

Sustainability

Six Senses is committed to sustainability and its responsibility to both the environment and the community. Recognized for setting the initial benchmarks in the hospitality industry, Six Senses has shown that a luxury lifestyle can be seamlessly combined with sustainability. By respecting nature, the brand has enhanced the guest experience, offering the finest in eco-conscious hospitality.

At Six Senses Istanbul Kocataş Mansions, sustainability is deeply rooted in the culture and history of this unique location. The Earth Lab, an interactive space at the heart of our operations, offers guests the opportunity to explore sustainable practices firsthand. It's a place for engagement, innovation, and learning, where guests can discover how to incorporate eco-friendly habits into their lives—during their stay and beyond, when they return home.

The resort is deeply committed to sustainability through innovative recycling and reuse practices. This includes an in-house glass recycling, transforming waste oils into soap, repurposing used candles, and more. These initiatives significantly reduce waste and reinforce our dedication to environmental stewardship.

An organic vegetable garden further helps reduce our environmental footprint. Wherever possible, we minimize packaging, opt for reusable options, and support plastic-free initiatives, reinforcing our unwavering commitment to sustainability in every detail.

We also prioritize supporting local suppliers, contributing to the community's growth while promoting ethical and eco-friendly practices. Through our boutique, we empower women's financial freedom by showcasing products meticulously handcrafted by women. This not only strengthens the economic independence of women but also celebrates local craftsmanship, creativity, and sustainability in every item we offer.



SPOTLIGHT

Six Senses Kocataş Mansions, Istanbul

Sustainability in Numbers

At Six Senses Kocataş Mansions, Istanbul, we are committed to making a measurable impact on the environment. These figures highlight our ongoing efforts to reduce waste, promote sustainability, and create a positive environmental impact.

Here are some key sustainability achievements:

5,915

liters of waste oil repurposed into biodiesel by our contracted partner since 2022

12,980

soap bars produced in the Earth Lab from waste oils since 2022

728 kg

of organic produce harvested from our on-site vegetable garden, promoting local and sustainable farming since 2022

20,652 kg

of cardboard, plastic, wood, and glass diverted from landfills through recycling since 2022

2,097

recycled candles created from upcycled materials since 2022

823 kg

of glass recycled in-house, contributing to significant waste reduction in 2024

688

guests engaged in sustainability activities since 2022



OUR JEWELLERY BUSINESS

With its long-standing partnerships with the majority of Europe's best known watchmakers and jewellery designers, Alfardan Jewellery has several branches in the State of Qatar that address the specific needs of its discerning clientele.

Alfardan Jewellery, established in 1954, has built a reputation for providing exceptional quality and value to customers in Qatar and beyond. The company's commitment to excellence has led it to become a leader in offering high-end jewellery and watches, with a presence across several locations in Doha.

In addition to its Qatar operations, Alfardan Jewellery has a strong presence in Saudi Arabia, with branches in Riyadh, Jeddah, and Al Khobar, catering to the local market's discerning customers. The company has also recently expanded into the United Arab Emirates, with locations in Dubai and Abu Dhabi, as well as commencing operations and sales in Muscat, Oman. Through its various operations, Alfardan Jewellery aims to provide an unparalleled experience for its customers, offering a range of fine jewellery and watches from prominent brands.

SUSTAINABILITY APPROACH

CRAFTING A RESPONSIBLE ECOSYSTEM

Ensure ethical and responsible principles are incorporated into our practices wherever possible.

Alfardan Jewellery strives to promote sustainable development and commits to advance sustainable solutions within its operations.

1  **ENSURING FAIR, SAFE AND INCLUSIVE WORKPLACE**

5 GENDER EQUALITY
 **ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS**

8 DECENT WORK AND ECONOMIC GROWTH
 **PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL**

3  **RESPONSIBLE BUSINESS PRACTICES**

16 PEACE, JUSTICE AND STRONG INSTITUTIONS
 **PROMOTE PEACEFUL AND INCLUSIVE SOCIETIES FOR SUSTAINABLE DEVELOPMENT, PROVIDE ACCESS TO JUSTICE FOR ALL AND BUILD EFFECTIVE, ACCOUNTABLE AND INCLUSIVE INSTITUTIONS AT ALL LEVELS**

2  **ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS**

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
 **ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS**





Ensuring Fair, Safe and Inclusive Workplace

Alfardan Jewellery is dedicated to cultivating an inclusive, diverse, and supportive work environment. By championing diversity in cultural backgrounds, gender, age groups, and experience, Alfardan Jewellery seeks to leverage diverse perspectives, fostering creativity and innovation across all levels. A commitment to equitable opportunities ensures that all employees, irrespective of their background, have a platform to excel and grow within the company.

WORK-LIFE BALANCE, EMOTIONAL HEALTH, AND SOCIAL CONNECTIVITY INITIATIVES

Understanding the importance of a balanced and fulfilling work experience, Alfardan Jewellery has developed a range of initiatives targeting work-life balance, emotional well-being, social connections, and fostering a positive workplace attitude. Regular wellness workshops, team-building activities, and mental health resources are introduced to help employees manage stress, stay connected, and maintain a positive mindset. These programs reflect Alfardan Jewellery's commitment to a holistic approach to employee well-being.

PROMOTING GENDER DIVERSITY AND FEMALE REPRESENTATION

AFJ actively promotes gender diversity and strives to increase female representation across various roles. The number of female employees is tracked as an indicator of success, with targeted hiring and career development strategies aimed at fostering an inclusive workforce. Alfardan Jewellery remains committed to creating an environment where all employees feel valued, respected, and empowered to thrive.

TRAINING AND DEVELOPMENT FOR CONTINUOUS GROWTH

Alfardan Jewellery invests in its people by providing comprehensive training and professional development opportunities. A key metric for success includes the number of training hours per employee category, enabling a tailored approach to skill development. The company identifies and monitors annual training hours, ensuring all employees have access to relevant learning that enhances their expertise and career growth. Training programs also cater specifically to brand managers and executives, with monthly training sessions from partner brands, equipping them with the latest industry knowledge and customer engagement skills.

LEARNING METRICS AND APPRENTICESHIP PROGRAMS

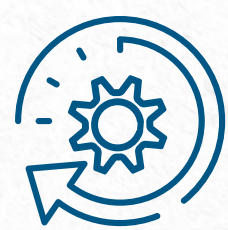
To measure the impact of learning, Alfardan Jewellery tracks hours per learner, underscoring the company's commitment to upskilling and continuous improvement. Apprenticeship programs are also part of AFJ's workforce strategy, offering hands-on training to nurture emerging talent in the jewelry industry. These programs prepare apprentices with essential skills, encouraging the next generation of jewelry experts and contributing to local employment.



Ensuring Fair, Safe and Inclusive Workplace

SDG	CONTRIBUTION	INDICATOR	TARGET
	<p>Ensuring Fair, Safe and Inclusive Workplace Committed to ensuring a diverse workforce in terms of cultural backgrounds, gender, generations and experience.</p>	No. of initiatives	<p>Develop a number of initiatives created specifically to address “work-life balance”, emotional health, social connectivity and positive attitude</p>
		No. of female employees	
		Hours per learner	Identify hours of training per year and by employee category
		Apprenticeship programmes	Identify the number of brands’ monthly trainings for brand managers and executives





Ensure Sustainable Consumption and Production Patterns

Alfardan Jewellery is committed to sustainable production by prioritizing ethically sourced materials, minimizing waste, and adopting environmentally responsible practices. This approach aligns with values of environmental stewardship, as it strives to reduce the environmental footprint of its operations, create awareness among employees, and foster a more sustainable jewelry industry.

USING ETHICALLY SOURCED MATERIALS

Alfardan Jewellery recognizes the importance of ethical sourcing, choosing suppliers who adhere to fair labor practices and minimize their environmental impact. By selecting responsibly mined and conflict-free gemstones and metals, the company ensures that each piece aligns with socially responsible standards. This commitment not only enhances transparency within the supply chain but also appeals to conscientious consumers who value sustainably crafted luxury items.

MINIMIZING WASTE AND PROMOTING RECYCLING

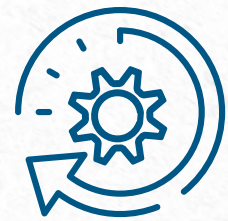
Waste reduction is central to Alfardan Jewellery's production strategy, with a focus on recycling and reusing materials wherever possible. By actively tracking waste reduction rates, the company is able to measure its progress toward its waste management goals. The target is to reduce waste materials through robust recycling initiatives, including separating recyclable materials and ensuring their proper disposal or reuse. To reinforce this culture, Alfardan Jewellery organizes awareness training sessions on waste management for employees, empowering them with knowledge to contribute to waste reduction efforts in their daily work.

ENHANCING OPERATIONAL EFFICIENCY AND REDUCING COSTS


In addition to environmental benefits, Alfardan Jewellery's sustainability efforts are designed to improve operational efficiency and reduce costs. Streamlined production processes reduce material consumption and waste, while energy-efficient practices lower overall operational expenses. This approach benefits both the environment and the company's bottom line, creating a win-win scenario that underscores the practical value of sustainability.

UPCYCLING OLD AND OUTDATED JEWELRY

To further promote sustainable practices, Alfardan Jewellery offers upcycling services for old or outdated pieces. Customers can transform existing jewelry items into new, modern designs, breathing new life into cherished pieces while reducing the demand for newly mined materials. This upcycling initiative not only conserves resources but also allows customers to maintain a personal connection to their jewelry, reinforcing Alfardan Jewellery's commitment to sustainable luxury.



Ensure Sustainable Consumption and Production Patterns

SDG	CONTRIBUTION	INDICATOR	TARGET
	<p>Ensure sustainable consumption and production patterns Using ethically sourced materials, minimizing waste, and adopting environmentally friendly production processes.</p>	Waste reduction rates	<ul style="list-style-type: none"> Reduce waste materials with recycling Organize an awareness training about waste management Operational efficiency and lower costs Upcycling old and outdated jewellery



Responsible Business Practices

Alfardan Jewellery is committed to conducting business with integrity, transparency, and accountability. This commitment to responsible business practices is implemented through a robust framework of policies designed to ensure ethical conduct, prevent corruption, and promote regulatory compliance across all levels of the organization.

COMPREHENSIVE POLICIES IN BUSINESS ETHICS, ANTI-BRIBERY, AND COMPLIANCE

The foundation of Alfardan Jewellery's responsible business approach is a comprehensive set of policies that uphold business ethics, anti-bribery, and anti-corruption measures. These policies provide clear guidelines for ethical behavior, fostering a culture of trust and accountability. Regular training on business ethics and compliance ensures that all employees understand and adhere to these standards, minimizing the risk of unethical practices and enhancing the company's reputation as a responsible and transparent organization.

ANTI-MONEY LAUNDERING AND TERRORISM FINANCING COMPLIANCE

Alfardan Jewellery takes its commitment to legal compliance seriously, particularly in relation to anti-money laundering (AML) and counter-terrorism financing (CTF) regulations. By actively implementing measures to prevent illicit financial activity, the company complies with all relevant local and international legal requirements, safeguarding its operations from potential financial and reputational risks. Compliance is regularly monitored and reinforced, ensuring AFJ remains a trusted player within the industry.

ISO 9001:2015 QUALITY MANAGEMENT SYSTEM

To further demonstrate its commitment to excellence, AFJ adheres to the ISO 9001:2015 Quality Management System standards. This internationally recognized certification reflects the company's dedication to maintaining high-quality processes, continuous improvement, and customer satisfaction. By integrating ISO 9001:2015 into its operations, the company consistently evaluates and enhances its practices, promoting a culture of efficiency, reliability, and quality assurance.

MONITORING AND REPORTING

To measure the effectiveness of its responsible business initiatives, Alfardan Jewellery tracks the number of policies added or modified each year, ensuring its governance framework remains relevant and up-to-date. This approach enables the company to respond proactively to new regulatory requirements, evolving ethical standards, and industry best practices, positioning Alfardan Jewellery as a leader in responsible and sustainable business.

SDG	CONTRIBUTION	INDICATOR	TARGET
	<p>Responsible business</p> <p>Our commitment to responsible business is implemented through a series of policies encompassing business ethics, anti-bribery/corruption and our overall compliance regulations.</p>	<p>No. of policies added and/or modified</p>	<p>Anti-Money Laundering and Terrorism Financing - comply with the legal requirements</p> <p>ISO 9001:2015 Quality Management System</p>



SPOTLIGHT

Jewellery Highlights



Alfardan Jewellery Qatar certified as a Great Place to Work! This recognition celebrates the company's incredible team and their dedication to fostering an amazing workplace culture.



Driving Change: Empowering and Inspiring Change for a Sustainable Future. Alfardan Jewellery Dubai partnered up with Abaya Rally and You Are The Lady of Society Forum in 2023 in celebration of Emirati Women's Day.



Alfardan Jewellery Workshop achieved ISO 9001:2015 certification for quality management systems for the second time, solidifying its status as the first company in the region to attain this prestigious standard. Renowned for being the exclusive agent of numerous major jewelry and watch brands globally, the workshop boasts a rich history comparable to the oldest jewelry workshops worldwide. A key factor in its success is the rigorous training and qualification of its employees, alongside ongoing customer feedback to enhance product offerings.

Mr. Sahag Khajadourian, Workshop Manager, emphasized that this certification reaffirms Alfardan Jewellery's commitment to excellence and adherence to international quality standards. This milestone not only elevates the workshop's reputation within Qatar but also enhances its standing on a global scale. The continuous development in design and quality practices positions Alfardan Jewellery Workshop as a leader in the industry and reflects its dedication to sustained excellence.

HEALTHCARE



OUR HEALTHCARE BUSINESS

Alfardan Medical with Northwestern Medicine (AMNM) is a premier multi-specialty day care center dedicated to providing world-class healthcare services. Established through a strategic partnership between Alfardan Group and the U.S.-based Northwestern Medicine, AMNM combines Alfardan Group's expertise in luxury and hospitality with Northwestern Medicine's legacy of medical excellence and innovation.

With a commitment to service excellence and patient-centered care, AMNM introduces a groundbreaking healthcare model to Qatar and the region. It follows an American approach to advanced medical practices, emphasizing transparency, world-class service, and a collaborative care environment that ensures superior patient outcomes.

Strategically located in the heart of Lusail—Qatar's city of the future—AMNM operates from the iconic Burj Alfardan, spanning 11,000 sqm across six dedicated floors. Its state-of-the-art facilities offer advanced, patient-centric treatment, delivered by a multinational team of highly skilled physicians, including a strong representation from the U.S.


SUSTAINABILITY APPROACH


EMBEDDING SUSTAINABILITY INTO EVERYDAY PRACTICE


Empowering shared action for a thriving healthcare ecosystem. Alfardan Medical with Northwestern Medicine (AMNM) strives to promote sustainable development and commits to advance sustainable solutions within its operations. AMNM follows the Sustainable Development Goals (SDGs) as a framework for setting sustainability targets. The SDGs provide a globally recognized and comprehensive set of goals and targets that cover various aspects of sustainability, including environmental, social, and economic dimensions.

1  **PATIENT-CENTERED CARE: SUSTAINING QUALITY AND ENSURING SATISFACTION**

3  **ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES**

2  **INVESTING IN HEALTH EDUCATION, PREVENTION, AND COMMUNITY WELL-BEING**

4  **ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL**

3  **ACHIEVING GENDER BALANCE AND EQUAL OPPORTUNITIES**

5  **ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS**

8  **PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL**





Patient-Centered Care: Sustaining Quality and Ensuring Satisfaction

At the heart of our healthcare mission lies a commitment to patient-centered care, a philosophy that prioritizes the needs, preferences, and values of each patient. We believe that by focusing on the individual, we not only enhance the quality of care but also ensure a more satisfying healthcare experience for our patients.

HOLISTIC APPROACH TO CARE


Our patient-centered care model is grounded in a holistic approach that considers not just the physical aspects of health but also the emotional, psychological, and social factors that contribute to overall well-being. By integrating these elements into our care plans, we aim to address the unique needs of each patient, fostering a more comprehensive and effective healthcare journey.

COLLABORATIVE CARE TEAMS

Our approach to patient-centered care involves multidisciplinary teams that work collaboratively to provide seamless, coordinated care. Each team member—from physicians and nurses to dietitians—contributes their expertise to create a care plan that is personalized to the patient’s needs.

CONTINUOUSLY IMPROVING PATIENT EXPERIENCE

We are committed to continuous improvement in patient care. Regular feedback from patients and their families is solicited and used to refine our practices and policies. By integrating patient feedback into our quality improvement initiatives, we ensure that our services are responsive to the needs of those we serve, leading to greater patient satisfaction.

SDG	CONTRIBUTION	INDICATOR	TARGET
	<p>Patient Care Quality Maintain or improve the quality of patient care, as measured by patient satisfaction surveys.</p>	<p>Patient experience surveys results</p>	<p>Maintain and improve the quality of patient care, as measured by patient experience surveys (equal or above 90%)</p>





Investing in Health Education, Prevention, and Community Well-being

At the core of our mission lies a profound commitment to enhancing the health and well-being of the communities we serve. Our efforts focus on equipping individuals with the knowledge and tools they need to live healthier lives while strengthening our healthcare workforce to meet the evolving needs of our society.

HEALTH AWARENESS AND COMMUNITY ENGAGEMENT

Empowering Communities Through Health Education

We believe that informed communities are healthier communities. As part of our commitment to health education, we have developed comprehensive programs designed to raise awareness about prevalent health issues and promote preventive care. These programs are tailored to address the specific needs of different demographic groups, ensuring that every segment of our community has access to vital health information. Our health education initiatives include doctors talks, workshops, seminars, webinars and public awareness campaigns focused on an array of topics such as chronic disease management, health conditions, diet and nutrition, mental health, and physical activities. By empowering individuals with the knowledge they need to make informed health decisions, we aim to encourage them to undertake preventive measures and improve overall community health outcomes.

BUILDING STRONGER COMMUNITIES THROUGH ENGAGEMENT

Engagement is key to the success of our health education and prevention efforts. We actively seek to foster strong partnerships with local schools, businesses, religious institutions, and community organizations to expand the reach and impact of our programs. Through these partnerships, we aim to create a network of support that empowers individuals to take charge of their health and well-being.

Our community engagement initiatives also include organizing health fairs, mobile clinics, and outreach programs that bring healthcare services directly to underserved populations. By meeting people where they are, we ensure that everyone in our community has the opportunity to benefit from our health education and prevention efforts.

ENHANCING TRAINING PROGRAMS FOR HEALTHCARE EXCELLENCE

A well-trained healthcare workforce is essential to delivering high-quality care and sustaining the health of our community. We are dedicated to enhancing our healthcare workforce training programs to ensure that our professionals are equipped with the latest knowledge, skills, and technologies needed to meet the demands of modern healthcare.

Our training programs are comprehensive, covering a wide range of specialties and disciplines. We focus on both clinical excellence and compassionate care, recognizing that technical expertise must be paired with a deep understanding of patient-centered care principles. Through continuous education and professional development opportunities, we empower our healthcare workers to provide the best possible care to our patients.




Investing in Health Education, Prevention, and Community Well-being

FOSTERING LONG-TERM COMMUNITY HEALTH AND WELL-BEING

Our investment in health education, prevention, and workforce training is driven by a vision of long-term community well-being. By empowering individuals with knowledge, preventing disease before it starts, and ensuring that our healthcare workforce is prepared for the challenges of tomorrow, we are building a foundation for a healthier, more resilient community.

We remain committed to these initiatives as part of our broader sustainability strategy, recognizing that the health of our community is integral to the overall well-being of our society.

SDG	CONTRIBUTION	INDICATOR	TARGET
	Health Awareness and Community Engagement Implement health education and prevention programs to reduce the incidence of prevalent diseases.	No. of prevention programs	Conduct a minimum of 4 health awareness activities per year
	Healthcare Workforce Training Enhance healthcare workforce training programs.	Completion rate of trainings	Achieve the required completion rate of required trainings by MoPH and other planned trainings



Achieving Gender Balance and Equal Opportunities

We believe that a diverse and inclusive workforce is not only a matter of equity but also a key driver of innovation, creativity, and organizational success. Our ongoing efforts to achieve gender balance and ensure equal employment opportunities reflect our dedication to creating a workplace where everyone can thrive.

GENDER COMPOSITION AT ALL LEVELS

Gender balance is essential to our vision of an equitable workplace. We have made significant strides in achieving gender balance at all levels of our organization, with a focus on increasing female representation in our workforce. Currently, women make up 47% of our total workforce, a testament to our commitment to gender equality.

However, our efforts do not stop at workforce participation. We are equally focused on ensuring that women are well-represented in leadership positions. By promoting a culture of inclusion and actively supporting the career development of women, we are working to achieve gender parity in our leadership teams. This includes setting clear targets for female representation in management roles, providing mentorship programs, and ensuring that our promotion processes are transparent and free from bias.

CREATING AN INCLUSIVE CULTURE

We understand that achieving gender balance is about more than just numbers; it's about creating a culture where everyone feels valued, respected, and empowered to succeed. To this end, we have implemented a range of initiatives designed to support women at all stages of their careers. Our inclusive culture is further reinforced by our commitment to pay equity. We regularly conduct pay audits to ensure that there are no gender-based disparities in compensation and take corrective actions where necessary.

Our journey toward gender balance and equal employment opportunities is ongoing. We are committed to continuously improving our practices and setting new benchmarks for diversity and inclusion. By prioritizing gender balance, promoting equal opportunities, and fostering an inclusive culture, we are building a future where every individual, regardless of their background, has the opportunity to contribute to and succeed within our organization.



PROMOTING DIVERSITY AND INCLUSION

Equal employment opportunities are foundational to our approach to workforce diversity. We are committed to creating a workplace where all individuals, regardless of gender, age, disability, ethnicity, or other characteristics, have the opportunity to succeed. This commitment is reflected in our recruitment, retention, and promotion practices, which are designed to eliminate barriers and promote diversity at all levels of the organization.

We actively seek to attract and retain a diverse workforce by implementing inclusive hiring practices, such as diverse interview panels. Additionally, our talent development programs are designed to provide equal opportunities for career advancement, ensuring that all employees have access to the resources and support they need to reach their full potential.



Achieving Gender Balance and Equal Opportunities

SDG	CONTRIBUTION	INDICATOR	TARGET
	<p>Achieve gender balance and equal opportunities Gender composition at all levels: This includes workforce participation rates and representation in leadership positions.</p>	No. of female employment	Maintain equal representation Current Female employment is at 52%
	<p>Equal Employment Opportunities Promote equal employment opportunities for all, regardless of gender, age, disability, or other characteristics, aiming for a diverse and inclusive workforce.</p>	Diversity of the workforce	Report on the diversity of the workforce and track progress toward achieving diversity and inclusion goals

QATAR CORPORATE SOCIAL RESPONSIBILITY AWARD

Alfardan Medical with Northwestern Medicine won the Qatar Corporate Social Responsibility Award 2024 for the best CSR healthcare initiative.

Our dedication to excellence in healthcare services, sustainability initiatives and community engagement reinforces our position as a leader in corporate social responsibility in Qatar.



SPOTLIGHT

Medical Initiatives

In 2023, Alfardan Medical with Northwestern Medicine (AMNM) signed a Clinical Training and Education Agreement with elite medical college Weill Cornell Medicine-Qatar (WCM-Q). This agreement aims to provide clinical training opportunities and insights into the private healthcare sector for several WCM-Q students annually during the early stages of their medical education, while also furthering AMNM's commitment to fostering academic and clinical excellence.



The Clinical Training and Education Agreement with WCM-Q



Every year, Alfardan Group encourages its employees to participate in a blood donation drive organized by Alfardan Medical with Northwestern Medicine - AMNM and Hamad Medical Corporation.



Community events with AMNM



Kids Summer Camp at Marsa Malaz Kempinski

AGRICULTURE

OUR AGRICULTURE BUSINESS

Safwa is a leader in automated hydroponic, aeroponic and aquaponic farming, built and maintained locally by in-house experienced engineers at the Alfordan family farm, "Wahat Al-Shafalahia".

The farm, started in 1975, grows a variety of vegetables in greenhouses, which act as a protective microclimate, providing consistent temperatures and humidity, and efficiently using resources to ensure higher yields where otherwise harsh environmental conditions in Qatar would limit produce production.

Top-quality produce is grown with cutting-edge, environmentally friendly farming technology that requires no soil, protecting the most valuable asset, the land, and growing vegetables where otherwise the climate would not allow. At Safwa, the aim is for customers to experience the freshest, best-tasting, local produce at their doorstep.

In addition, Safwa uses indoor hydroponic systems, which require no soil to grow vegetables and are up to 90% more efficient in their use of water.

At Safwa, the land is trusted, and great measures are taken in ensuring the land is protected, so that it remains as generous as the day the farm opened. Farming methods protect the land and Safwa products are grown with the highest levels of care and attention.


SUSTAINABILITY APPROACH

CULTIVATING SUSTAINABLE AGRICULTURE

Creating a positive and sustainable impact on our people and planet, farmers and communities and our customers and partners.

1  **ENHANCING SUSTAINABLE AGRICULTURE AND FARMING PRACTICES**

3 GOOD HEALTH AND WELL-BEING
 **ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES**

2  **ADVANCING ECONOMIC PRODUCTIVITY, INCLUSIVITY, AND WORKERS' RIGHTS IN AGRICULTURE**

8 DECENT WORK AND ECONOMIC GROWTH
 **PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL**

3  **REDUCING ENVIRONMENTAL IMPACTS THROUGH VERTICAL FARMING**

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
 **ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS**

13 CLIMATE ACTION
 **TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS**





Enhancing Sustainable Agriculture and Farming Practices

At Safwa, we are at the forefront of revolutionizing agriculture through cutting-edge automated hydroponic, aeroponic, and aquaponic systems. Our commitment to sustainability is embedded in every step of our process, from cultivation to harvest.

We aim to set new benchmarks in sustainable farming by focusing on 3 core targets:

1. REDUCING PESTICIDE AND SYNTHETIC FERTILIZER USE


We prioritize the health of our ecosystems and consumers by minimizing the use of pesticides and synthetic fertilizers. Through our innovative farming methods, we create optimal growing conditions that naturally deter pests and diseases. This not only ensures that our produce is safer and healthier but also reduces the environmental impact associated with conventional farming practices.

2. SUPPORTING LOCAL FOOD SYSTEMS

Safwa is deeply committed to strengthening local food systems. By cultivating crops in controlled environments closer to urban areas, we significantly reduce food miles and associated carbon footprints. Our practices also support local economies by sourcing materials and employing local talent, fostering a resilient and sustainable food network.

3. MINIMIZING WASTE

Sustainability at Safwa means striving for zero waste. Our farming systems are designed to optimize resource use, from water recycling in hydroponics to nutrient recapture in aquaponics. We aim to use every resource efficiently, ensuring that by-products are either reused or repurposed, further reducing our environmental impact.

SDG	CONTRIBUTION	INDICATOR	TARGET
	<p>Enhancing Sustainable Agriculture Promote safe and sustainable food production by reducing pesticide and synthetic fertilizer use, supporting local food systems, and minimizing waste.</p>	<p>No. of products</p> <p>No. of partnerships</p>	<p>Target to increase the availability of nutritious food</p> <p>Establish partnerships with organizations and schools to promote health education, including awareness campaigns on nutrition</p>





Advancing Economic Productivity, Inclusivity, and Workers' Rights in Agriculture

Safwa recognizes that the success of our sustainable agriculture practices depends not only on technology but also on the people who make it possible. We are dedicated to ensuring the well-being of our farm workers by:

PROVIDING PROPER TRAINING

We offer comprehensive training programs that equip our workers with the skills and knowledge to operate advanced farming technologies safely and efficiently. This not only enhances productivity but also empowers our workforce to contribute meaningfully to the sustainable agriculture movement.

UPHOLDING FAIR WORKING CONDITIONS

We believe that ethical treatment of workers is a cornerstone of sustainability. Safwa ensures that all employees work in safe environments, receive fair wages, and are provided with opportunities for professional growth. We are committed to creating a workplace where every individual is valued and respected.

ACHIEVING HIGHER LEVELS OF ECONOMIC PRODUCTIVITY

We believe that the future of agriculture lies in embracing diversification, technological upgrading, and innovation. By integrating advanced automation and precision farming techniques, Safwa not only increases crop yields but also enhances resource efficiency. Our commitment to continuous innovation ensures that we remain at the forefront of sustainable agriculture, driving economic growth while reducing environmental impact.

- **Diversification:** We actively explore and integrate diverse crop varieties and farming practices, reducing dependency on single crops and enhancing resilience against market fluctuations.
- **Technological Upgrading:** Our investment in state-of-the-art farming technologies allows us to optimize production processes, from seed to harvest, ensuring consistent quality and quantity.
- **Innovation:** Safwa fosters a culture of innovation, encouraging the development of new methods and tools that push the boundaries of what's possible in sustainable farming.


ENSURING DECENT WORK CONDITIONS

Safwa is deeply committed to upholding the rights and dignity of every worker. We understand that sustainable agriculture is not just about the environment, but also about the people who contribute to our success.

- **Compliance with Labor Laws:** We strictly adhere to all relevant labor laws and regulations, ensuring that our practices meet or exceed legal standards. This includes fair working hours, non-discriminatory policies, and transparent communication with our workforce.
- **Fair Wages:** We believe that every worker deserves fair compensation for their efforts. Safwa is dedicated to providing wages that reflect the true value of our employees' contributions, ensuring that they can support themselves and their families.
- **Safe Working Conditions:** The safety of our employees is paramount. We maintain rigorous safety protocols and provide regular training to ensure that all workers operate in a secure and healthy environment.



Advancing Economic Productivity, Inclusivity, and Workers' Rights in Agriculture

SDG	CONTRIBUTION	INDICATOR	TARGET
	<p>Advancing Economic Productivity, Inclusivity, and Workers' Rights in Agriculture</p> <p>Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation in agricultural practices.</p> <p>Ensure decent work conditions and promote the rights of agricultural workers: comply with labor laws and promote fair wages, safe working conditions for farm workers.</p>	<p>No. of Sustainable Agricultural Practices</p> <p>No. of trainings</p> <p>Employment rate</p>	<p>Sustainable Agriculture Certification - check Rainforest Alliance</p> <p>Provide a yearly Training and Skill Development workshop for workers</p>



Reducing environmental impacts through vertical farming

At Safwa, our commitment to sustainability is reflected in every aspect of our farming operations. We understand that true sustainability goes beyond simply reducing our environmental footprint; it involves rethinking how we use resources, manage waste, and contribute to a regenerative economy.

MINIMIZING WASTE GENERATION

Safwa is dedicated to minimizing waste at every stage of our operations. By leveraging advanced farming techniques, such as hydroponics, we ensure that every resource is utilized to its fullest potential. Our closed-loop systems are designed to recycle water, nutrients, and other inputs, significantly reducing waste generation and ensuring that nothing goes to waste.

MAXIMIZING MATERIAL EFFICIENCY

Efficiency is at the core of our farming practices. We continuously strive to optimize the use of materials, from seeds and water to energy and nutrients. Through precision farming technologies, we can closely monitor and adjust our processes to ensure that resources are used as efficiently as possible. This not only reduces our environmental impact but also enhances the overall sustainability of our operations.

CONSERVING RESOURCES

Resource conservation is a fundamental principle of Safwa's approach to sustainable farming. Our farming systems are designed to use water and energy as efficiently as possible, ensuring that these vital resources are conserved for future generations. By integrating renewable energy sources and implementing water-saving technologies, we further reduce our resource footprint.

CONTRIBUTING TO A CIRCULAR ECONOMY

Safwa is committed to fostering a circular economy where materials are continuously repurposed and reused. By transforming organic waste into valuable inputs for our farming systems, we close the loop on resource use, reducing the need for new inputs and minimizing waste. This approach not only benefits our operations but also sets an example for sustainable practices across the agricultural industry.



Reducing environmental impacts through vertical farming

Safwa is pioneering the use of vertical farming to revolutionize agricultural practices and reduce environmental impacts. By utilizing vertical farming, we maximize space efficiency, enhance resource utilization, and significantly lower our carbon footprint.

LOWERING CARBON EMISSIONS

Vertical farming plays a crucial role in reducing carbon emissions. By growing produce closer to urban centers, we cut down on transportation distances, significantly lowering the carbon footprint associated with food distribution. Additionally, our use of renewable energy sources and energy-efficient technologies further reduces the environmental impact of our operations, helping us contribute to a more sustainable future.

CREATING VALUE FROM WASTE

At Safwa, we are committed to turning waste into value. In our vertical farming systems, organic waste is repurposed as inputs for other processes, such as composting or energy generation. This not only reduces waste but also creates valuable by-products that can be reintegrated into our farming cycle, contributing to a circular economy.

CONSISTENT SUPPLY OF FRESH PRODUCE

Vertical farming enables Safwa to provide a consistent supply of fresh produce year-round, regardless of seasonal variations. By controlling the growing environment, we can produce high-quality crops throughout the year, reducing the need for out-of-season imports.

SDG	CONTRIBUTION	INDICATOR	TARGET
	<p>Sustainable Farming Practices Committed to minimizing waste generation and maximizing material efficiency throughout our operations. We strive to achieve sustainable practices that benefit the environment, conserve resources, and contribute to a circular economy.</p>	<p>Waste management and material efficiency</p>	<p>Upcycle a percentage of of all agricultural waste into useful products such as animal feed</p> <p>Utilize surplus or imperfect fruits and vegetables to create pickled products</p>
	<p>Reducing environmental impacts through vertical farming Advancing resource efficiency, lowering carbon emissions and creating value from waste. Consistent supply of fresh produce - reducing the need for out-of-season imports</p>	<p>Water management</p> <p>Energy intensity</p>	<p>Reduce water intensity index through precision irrigation and recirculating hydroponic systems</p> <p>Increase energy efficiency and grow use of renewable energy (installation of solar panels)</p>



SPOTLIGHT

Safwa Highlights

"QATAR AIRWAYS INTRODUCES NEW ORGANIC FOOD CHOICES FOR PASSENGERS IN CELEBRATION OF EXPO 2023 DOHA"

"MARKING THE COMMENCEMENT OF ENVIRONMENTAL CELEBRATIONS WITH EXPO 2023 IN DOHA, QATAR, QATAR AIRWAYS INTRODUCED NEW MENU ITEMS ONBOARD THAT WERE SOURCED FROM LOCAL ORGANIC FARMS IN QATAR. "

"IN THE WORLD'S BEST BUSINESS CLASS CABIN, PASSENGERS WERE GREETED WITH AN EXCLUSIVE À LA CARTE MENU, FEATURING A NEW SUPER FOOD SALAD MADE FROM ORGANIC INGREDIENTS SOURCED FROM SAFWA, WHOSE MAIN PRIORITY WAS PROVIDING TOP-QUALITY LOCAL PRODUCE."



SPOTLIGHT SAFWA AT QATAR INTERNATIONAL AGRICULTURAL & ENVIRONMENTAL EXHIBITION 2021

In 2021, AgriteQ returned for its 8th edition at the Doha Exhibition and Convention Center from March 23rd to 27th, highlighting innovative techniques in agricultural advances and planning to achieve food security and sustainable development.

The event invited industry specialists to explore a wide range of agricultural technologies, equipment, and related products, providing valuable insights, discovering new practices, and meeting key decision-makers in the industry. SAWFA and Wegrow were proud to display their stand, showcasing their innovative techniques and ideas for the future of agriculture.



SPOTLIGHT

SAFWA WINS INTERNATIONAL AWARD FOR PIONEERING SUSTAINABLE HYDROPONIC FARMING IN QATAR

Fardan Fahad Alfardan, the founder and general manager of Safwa, was awarded the 'FBN International NxG Lombard Odier Award' during the Family Business Network's (FBN) 31st Global Summit in Budapest, Hungary, for his achievements in sustainable innovation in entrepreneurship. He was the first-ever awardee from the GCC in the history of this accolade.



SPOTLIGHT

SAFWA EDUCATIONAL PARTNERSHIP WITH SWISS INTERNATIONAL SCHOOL FOR EDUCATION ON SUSTAINABLE FARMING

SAFWA has been strenuously working to educate and encourage all the country of Qatar to focus on being sustainable for the future. Its aims to be a leading powerhouse for innovative agriculture and sustainable development, being a local brand it wishes to take Qatar to new heights when it comes to the agriculture industry and to meet Qatar's 2030 National Vision. SAFWA believes, to achieve the ambitious goal of sustainable development and self-sufficiency, the country must work together and educate each other on new technologies and techniques which make such a vision come to reality. For its first collaboration, SAFWA united with the Swiss International School in order to educate the young minds of Qatar. To develop new ideas and create a generation of forward thinkers with awareness of the challenges we may face in the future. SAFWA first phase for donations was of seedlings, plants and soil was given to the Swiss School's agriculture club the "Hummingbirds" who were extremely excited to create their own garden at the school and successfully completed it. Having expanded their garden with new plants, students are using this garden now to do further research in their biology class's. The students are also invited to the SAFWA farms for a tour of the greenhouses and the farm lands. SAFWA second phase for donations is to provide the school a hydroponic system as the next challenge for the Hummingbirds. This system will be an indoor activity, a perfect alternative for farmer in the summers. This system is a future proof way for farming and an innovative way to do farming with reduced water, carbon footprint, pesticides, less fertilizers and gaining higher yields of products. Students are extremely excited to be working on this sophisticated yet easy to maintain systems for their new garden. Fardan Fahad Al Fardan hopes that students will continue to be encouraged and realize the importance of sustainable agricultural solutions. Food security is vital for the future and raising awareness with young and bright minds is the right way to secure a chance for a developed future. SAFWA hopes that this educational partnership is one of many more to come and is extremely eager to provide for other schools and universities of Qatar. Students Quote: "During lunch, we eat looking at our garden because we can't believe that it is real and the plants are so cute".



MARINE



OUR MARINE BUSINESS

Alfardan Marine Services, established in 2005 in Doha, targets Qatar's marine industry as well as the Gulf and Middle East markets. With a profound commitment to the ocean and the environment, the company strives to maintain the highest standards by acquiring the latest products in the marine industry. Its extensive product portfolio features Searay boats, Mercury Marine Engines and Racing Engines, OceanLED underwater lighting, Raymarine electronics, and Jackson Kayak products, catering to diving professionals, water sports enthusiasts, and boat owners alike.

Central to their vision is the promotion of an eco-friendly environment. By adopting eco-conscious approaches to minimize its ecological impact, Alfardan Marine Services proudly offers a range of environmentally-friendly alternatives for outboard engines. These include CARB (California Air Resources Board) 3-Star-certified engines manufactured by Mercury Marine, which are designed to deliver cleaner air and water by burning 30 to 40% less gas and oil than conventional carbureted two-stroke engines.

All outboards produced by Mercury Marine at Alfardan are certified by the US Environmental Protection Agency, ensuring compliance with regulations for air pollution control from new outboard motors. Through these initiatives, Alfardan Marine Services not only aims to provide top-quality marine products but also to foster a sustainable future for the marine environment.

ALIGNMENT WITH SDGS

6 CLEAN WATER
AND SANITATION



ENSURE AVAILABILITY
AND SUSTAINABLE
MANAGEMENT OF
WATER AND
SANITATION FOR ALL

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



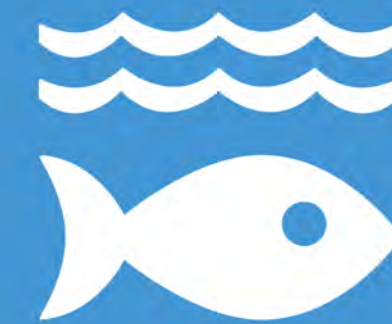
BUILD RESILIENT
INFRASTRUCTURE,
PROMOTE INCLUSIVE
AND SUSTAINABLE
INDUSTRIALIZATION
AND FOSTER
INNOVATION

11 SUSTAINABLE CITIES
AND COMMUNITIES







MAKE CITIES AND
HUMAN SETTLEMENTS
INCLUSIVE, SAFE,
RESILIENT AND
SUSTAINABLE

14 LIFE
BELOW WATER



CONSERVE AND
SUSTAINABLY USE THE
OCEANS, SEAS AND
MARINE RESOURCES
FOR SUSTAINABLE
DEVELOPMENT

OUR SUSTAINABILITY TARGETS FOR 2024 ONWARDS

SDG	CONTRIBUTION	TARGET
	<p>REDUCTION IN MARINE POLLUTION (Target 6.3) by 2030, improve water quality by reducing pollution, eliminating dumping, and minimizing the release of hazardous chemicals and materials into water bodies.</p>	Reduction in pollutants discharged into marine ecosystems, including plastics, chemicals, and oil spills.
	<p>INNOVATION AND TECHNOLOGY ADOPTION invest in and adopt innovative technologies and practices to improve operational efficiency and reduce environmental impact.</p> <p><i>The recent launch of the avator electric engine by mercury in alfardan marine services exemplifies our commitment to promoting innovation and adopting new technologies. by incorporating electric engine technology, alfardan marine services contributes to the 2024 targets for sustainable industry practices with aim to reducing environmental impact and enhancing economic viability in the marine sector.</i></p>	Document the implementation of new technologies or practices.
	<p>COMMUNITY ENGAGEMENT AND PARTNERSHIPS Foster partnerships with local communities and stakeholders for sustainable coastal and maritime development.</p> <p><i>In line with our commitment to community engagement, alfardan marine services organises yearly beach clean-ups, recently in collaboration with the ministry of municipality. through this activity, we have actively contributed to improving local environmental conditions, promoting community awareness, and encouraging a culture of sustainability among our employees and community members.</i></p>	Organize two yearly initiatives.
	<p>SAFE DISPOSAL OF HAZARDOUS WASTE achieve zero incidents of hazardous waste dumping or improper disposal into marine environments.</p> <p><i>Through their annual beach clean-ups, alfardan marine services directly address sdg 14: life below water, by mitigating ocean pollution and protecting marine ecosystems.</i></p>	Monitor and report on the proper disposal of hazardous materials and waste generated by marine operations.

SPOTLIGHT

Annual Beach Clean-Ups

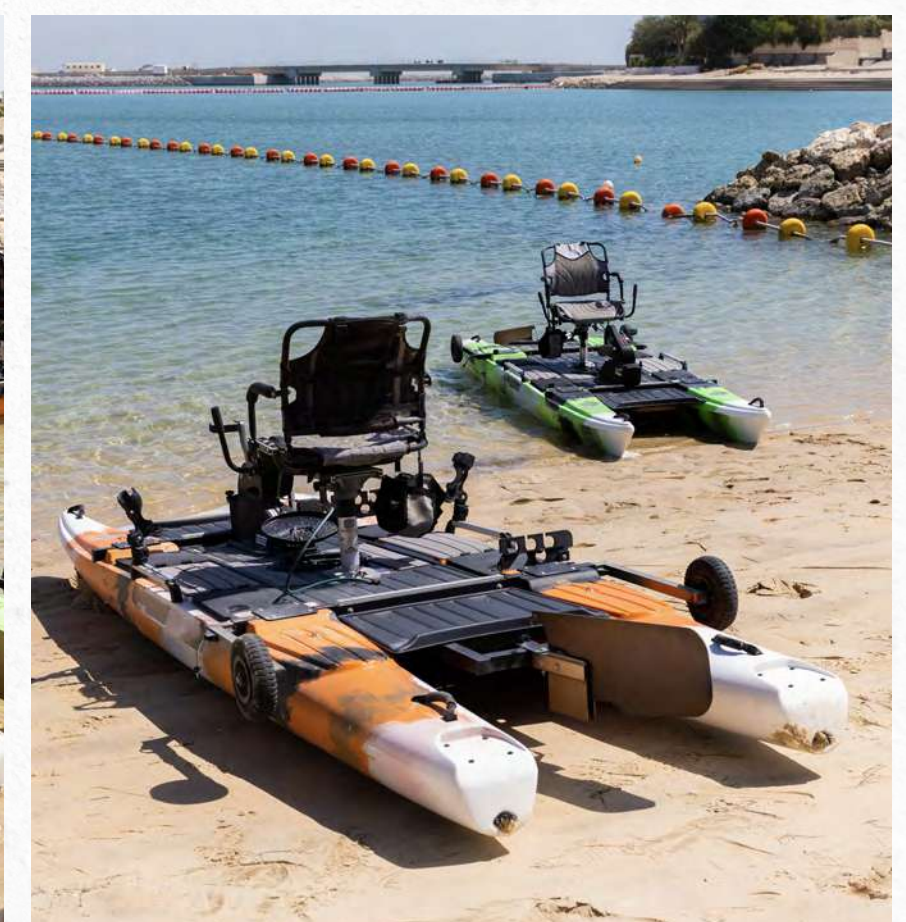
Alfardan Marine Services organizes annual beach cleanups, with the most recent event conducted in partnership with the Ministry of Municipality. These initiatives not only focus on cleaning the beaches but also aim to raise awareness about environmental conservation and the importance of protecting marine ecosystems.



SPOTLIGHT

Celebrating the Global Wellness Day in collaboration with Gymmito

As part of Alfardan Marine Services' commitment towards global wellness, the group collaborated with Gymmito and Marsa Malaz Kempinski, highlighting the importance of exercise for mental health in an event where participants competed in a circuit training by the beach.



OMAN

Established in 2007, Alfardan Properties marked the Alfardan Group's strategic expansion into the Sultanate of Oman, leveraging years of expertise gained in Qatar. With a steadfast commitment to quality, luxury, and excellence, Alfardan Properties is dedicated to enhancing the living experience across both residential and commercial sectors. The company prides itself on offering a range of meticulously designed properties that are not only strategically located but also fully secured, ensuring a premium lifestyle for its tenants. Guided by a team of well-trained professionals, Alfardan Properties embraces a philosophy of enriching the quality of life for all its residents and clients, encapsulated in the ethos of "Alfardan Living."

In addition to its real estate efforts, Alfardan Group is a prominent player in the luxury automotive market in Oman. Alfardan Motors, the official importer of Ferrari and Maserati, opened its doors in 2012, quickly becoming a go-to destination for luxury car and motorcycle enthusiasts. The showroom, situated in Finaa Alazaibah, adheres to the rigorous standards of both Italian manufacturers, providing an environment where clients can customize their dream cars with unparalleled service and professionalism.

Further expanding its automotive footprint, Alfardan Group introduced Premium Motors—as the official importer of Audi and Volkswagen—in December 2020. The state-of-the-art showroom, located in Alfardan Heights, Ghala, spans 10,000 square meters and is designed to enhance the customer experience, reflecting global standards in automotive retail. With a focus on exceptional service and cutting-edge technology, Premium Motors is poised for an exciting future, aiming to provide the finest offerings to Audi and Volkswagen customers in Oman.

Through its various ventures, the Alfardan Group exemplifies a robust commitment to quality, innovation, and the luxurious experience that is synonymous with its brand, solidifying its stature as a leader in both real estate and luxury automotive sectors in Oman.

ST. REGIS AL MOUJ

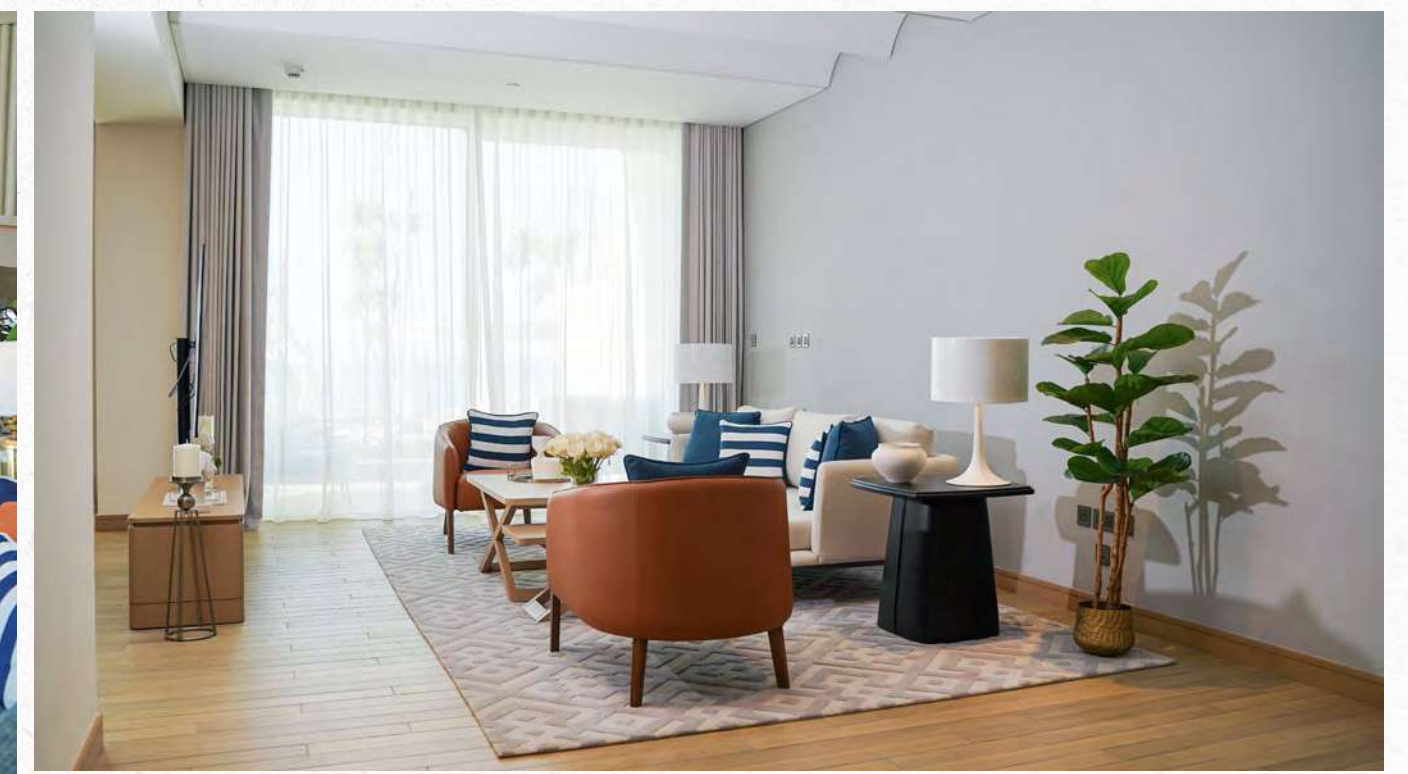
St. Regis Al Mouj in Muscat stands out as a beacon of sustainability in the hospitality sector. Committed to eco-friendly practices, the hotel has implemented several green initiatives that significantly reduce its environmental footprint while ensuring an unparalleled guest experience.

One of the notable features of St. Regis Al Mouj is its treated sewage effluent plant (TSE), which efficiently processes wastewater for reuse within the property. This system not only conserves valuable water resources but also minimizes the hotel's impact on the local water supply. Additionally, the hotel's reverse osmosis system ensures the provision of high-quality potable water while reducing reliance on single-use plastic bottles. This initiative is a significant step towards promoting sustainability and reducing waste within the hotel's operations.

To enhance energy efficiency, St. Regis Al Mouj has implemented a lighting management system designed to optimize energy consumption throughout the property. This system allows for intelligent control of lighting, ensuring that energy is used effectively without compromising comfort or ambiance.

Finally, the establishment boasts its own water bottling plant, providing guests with fresh, locally sourced drinking water. By producing its bottled water on-site, the hotel further reduces plastic waste and reinforces its commitment to sustainability.

Through these initiatives, St. Regis Al Mouj Muscat demonstrates that luxury and environmental responsibility can coexist harmoniously. By prioritizing sustainability, the hotel is paving the way for a greener future in the hospitality industry, setting a formidable example for others to follow.



AUDI OMAN'S ACTIVE PARTICIPATION AT THE GREEN MOBILITY FORUM DEMONSTRATES THE BRAND'S UNWAVERING COMMITMENT TO SUSTAINABLE MOBILITY

In its unwavering pursuit of fostering a more sustainable future, Audi Oman recently demonstrated its dedication to conservation-oriented transportation at the significant Green Mobility Forum. The forum, organised by Oman's Ministry of Transport, Communications, and Information Technology, served as a platform for industry leaders to engage in insightful discussions and present innovative solutions. As a representative of Audi Oman, Premium Motors actively participated in this influential event, highlighting the brand's sustainable mobility initiatives and reaffirming its commitment to shaping a greener automotive landscape.



AUDI OMAN AND EVO ANNOUNCE THE SUCCESSFUL ROLLOUT OF OMAN'S LARGEST NETWORK OF INTERCONNECTED ELECTRIC VEHICLE CHARGERS

Audi Oman and Electric Vehicles One (EVO) are proud to announce the successful rollout of Oman's largest network of interconnected electric vehicle chargers. In October 2022, the companies announced their plans to install chargers across the Sultanate, and most recently installed 48 in various locations in the country. The two latest chargers have been installed on the borders of Hatta and Buraimi, providing EV drivers with access to fast and reliable charging options. These chargers are a critical part of the ongoing efforts by Audi Oman and EVO to facilitate the transition from internal combustion engines (ICE) to electric vehicles (EVs) in Oman which represents a critical element of the road to Net Zero. The transition to EVs in Oman is relatively complex and challenging, but the efforts made by the Omani government, Audi Oman, and EVO, aim to make a massive leap forward before the end of 2023. With the continued expansion of the EV charging network, Audi Oman and EVO are facilitating the ability of EV owners to travel long distances whilst supporting the sustainable and rapid growth of the e-mobility sector in Oman.



AUDI OMAN AWARDED CERTIFICATE OF RECOGNITION FOR AFTERSALES CUSTOMER SERVICE

Premium Motors, the official dealer of Audi vehicles in Oman, was recognized as “the most improved dealer in aftersales customer experience - 2022” by Audi Middle East.

The award acknowledged Premium Motors' exceptional commitment and consistently high standards of customer service, as demonstrated through the implementation of various initiatives aimed at continuous improvement. These included expanding its Service Centre capacity, enhancing its digital service offerings, and introducing a comprehensive aftersales training program for employees. Premium Motors had highly trained and experienced technicians equipped with the latest diagnostic tools and equipment to provide customers with fast, efficient, and reliable service. They offered a wide range of aftersales services, including maintenance, repairs, and genuine Audi parts.



ALFARDAN HEIGHTS OMAN AWARDED COMMERCIAL PROJECT OF THE YEAR

In 2020, Alfardan Heights won 'Commercial Project of the Year' at the Construction Week Oman Awards for its concept design and environmental practices.

The nine-floor mixed-use property, designed by Ibrahim Jaidah Architects & Engineers (IJAE), the Oman-based subsidiary of the Arab Engineering Bureau, consisted of luxury residences, executive offices, retail, and hospitality services. Located on the South of Sultan Qaboos Street in Ghala Heights, it served as the perfect address for business owners looking for easy access to the center of the city. The tower also offered flexible customizable offices, dedicated parking spaces, and exceptional services that were tailored to the needs of the office. At Alfardan Properties, we aimed to continuously build projects to leverage the best of cutting-edge technology, high-end architecture, and state-of-the-art amenities, whilst also maintaining sustainability at its core within its structures and operations.



TARIQI

The Alfardan Group's Tariqi scholarship program, launched in 2006, has been dedicated to supporting students pursuing higher education in Qatar. The program's primary goal is to provide quality education and training opportunities to eligible students. As one of the company's core CSR pillars, education is considered a fundamental right that must be accessible to all citizens and residents of Qatar.

The scholarship program offers a unique opportunity for students to gain hands-on experience through a three-month professional internship with the Alfardan Group. Upon graduation, scholars are often offered a full-time position within the group, commensurate with the duration of their studies. The program attracts talented individuals from diverse backgrounds who share a commitment to excellence, aligned with the company's core values.

The Alfardan Group's investment in education is driven by its ambition to empower future generations and contribute to Qatar's educational services. By providing financial means and opportunities for students to pursue their dreams, the company aims to build a strong foundation of human capital that can adapt to constant change. Through this initiative, the Alfardan Group is fulfilling its responsibility to support the next generation of talents, providing them with the resources they need to succeed and thrive in their chosen fields.



OVERALL NUMBERS

89

Total number of students since 2006

46

CSR cases - not required to work after graduation

15

Worked with Alfardan

13

Currently working in the Group

23

To graduate and to be employed up to 2028

14

Majors

- Information Technology
- Data and Cyber Security
- Engineering - Civil, Mechanical, Electrical, Chemical, Computer
- Computer Science
- Architecture
- Interior Design
- Business Administration

- Human Resources
- Finance & Accounting
- Journalism
- Media & Communications
- Marketing
- Digital Marketing
- Graphic Design



طريقي
TARIQI



OUR ENHANCED COMMUNICATION ON PROGRESS | GRI STANDARDS

The data in this report relates to the period from May 2023 to May 2024, unless otherwise stated. For a detailed explanation of the indicators, visit the Global Reporting Initiative (GRI) website: [globalreporting.org](https://www.globalreporting.org)

This content report accompanies our 2023 sustainability report and has been prepared in accordance with the GRI Standards: Comprehensive option, and the UNGC CoP standards.

THE QUESTIONS ADDRESS

1. The governance frameworks, policies, and processes that must be implemented in order to create transformational change on social and environmental issues, and
2. Tangible outcomes tracked through quantitative metrics. Where possible, questions align with relevant existing sustainability reporting frameworks and key UN guidance, such as the UN Guiding Principles on Business and Human Rights.

THE REPORT ALLOWED US TO

1. Measure and demonstrate progress on the Ten Principles in a consistent and harmonized way;
2. Build credibility and brand value by showing their commitment to corporate sustainability, the Ten Principles, and the SDGs;
3. Receive insights, learn, and continuously improve sustainability performance by helping to identify gaps and inform goal-setting year over year.

USING THE GRI G4 GUIDELINES

I. IMPLEMENTING THE TEN PRINCIPLES INTO STRATEGIES & OPERATIONS

- The report describes mainstreaming into corporate functions and business units
- The report describes value chain implementation

Robust Human Rights Management Policies & Procedures

- The report describes robust commitments, strategies or policies in the area of human rights
- The report describes effective management systems to integrate the human rights principles
- The report describes effective monitoring and evaluation mechanisms of human rights integration

Robust Labour Management Policies & Procedures

- The report describes robust commitments, strategies or policies in the area of labour
- The report describes effective management systems to integrate the labour principles
- The report describes effective monitoring and evaluation mechanisms of labour principles integration

Robust Environmental Management Policies & Procedures

- The report describes robust commitments, strategies or policies in the area of environmental stewardship
- The report describes effective management systems to integrate the environmental principles
- The report describes effective monitoring and evaluation mechanisms for environmental stewardship

Robust Anti-Corruption Management Policies & Procedures

- The report describes robust commitments, strategies or policies in the area of anti-corruption
- The report describes effective management systems to integrate the anti-corruption principle
- The report describes effective monitoring and evaluation mechanisms for the integration of anti-corruption

II. TAKING ACTION IN SUPPORT OF BROADER UN GOALS AND ISSUES

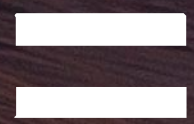
- The report describes core business contributions to UN goals and issues
- The report describes strategic social investments and philanthropy
- The report describes advocacy and public policy engagement
- The report describes partnerships and collective action

III. CORPORATE SUSTAINABILITY GOVERNANCE AND LEADERSHIP

- The report describes CEO commitment and leadership
- The report describes Board adoption and oversight
- The report describes stakeholder engagement

PRINCIPLES AND GLOBAL GOALS ADDRESSED IN THIS REPORT

PRINCIPLES



HUMAN RIGHTS



LABOUR



ENVIRONMENT



ANTI CORRUPTION

SDGS

1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION 	7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS 			



SECTION 1: GOVERNANCE

Governance refers to the systems and processes in place that facilitate the effective strategy and operations of an entity. Given the importance and cross-cutting nature of governance, questions in this section span the other four sections: Human Rights, Labour, Environment, and Anti-Corruption.

AREA TOPIC	RELATED REPORTING STANDARDS	DISCLOSURE	MAPPING TO THE TEN PRINCIPLES	MAPPING TO SDG TARGETS
<h2>GOVERNANCE</h2>				
G1: Board/ senior Management engagement	GRI Disclosures 2-12, 2-14, 2-22 (2021)	Our sustainability committee chairman and vice-chairman oversee the progress of our sustainability strategy 'Athar' along with our corporate goals and environmental targets. To ensure 'Athar' is being driven from the highest level, the Executive of Alfardan's Operating Companies are issued with sustainability targets, which are in turn cascaded down to senior management and sustainability champions. Our CEO emphasizes our commitment to sustainable development in our annual report. Our governance structure embeds accountability at all levels, with action plans and targets driving progress in areas where we can maximize positive impact. Sustainability is a core topic in business meetings, facilitating discussions on progress and challenges. We also communicate our efforts through our social media channels to keep stakeholders informed.	Principle 1 Principle 7	5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
G2: Publicly stated commitment	GRI Disclosure 2-23 (2021)	Letter of Commitment List of policies Code of Conduct, Supplier Code of Conduct and Anti-Corruption policy	Principle 1 Principle 7 Principle 10	8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
G3: Code of Conduct	NASDAQ G6.1 GRI Disclosure 2-23 (2021)	Our Code of Conduct	Principle 1 Principle 7 Principle 10	5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
G4: Individual or group responsible	GRI Disclosure 2-13 (2021)	By appointing our group sustainability manager and formalizing our sustainability committee, AFG created an accountability mechanism to enact environmental and social policies; enforce initiatives and evaluate and manage risk; and address negative impacts.	Principle 1 Principle 7 Principle 10	5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7



AREA TOPIC	RELATED REPORTING STANDARDS	DISCLOSURE	MAPPING TO THE TEN PRINCIPLES	MAPPING TO SDG TARGETS
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GOVERNANCE

G5: Formal structure	GRI Disclosures 2-9, 2-13 (2021)	Sustainability Manager and Sustainability Committee oversee topics of the Ten Principles. "...with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of the company)"	Principle 1 Principle 7 Principle 10	5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
G6: Risk assessment processes	GRI Disclosure 205- 1 (2016)	Our Risk Management Process and robust Enterprise Risk Management (ERM) Framework govern key risks that could adversely affect our business. In addition, they ensure the effective identification, assessment and communication of risk management information between Alfardan Group and the Operating Companies in line with stakeholder expectations and the overall strategy of the Company.	Principle 1 Principle 7 Principle 10	5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
G7: Due diligence	GRI Disclosures 2-12, 2-23-a-ii, 3-1, 3-3-d (2021)	Our due diligence process should include assessing actual and potential human rights impacts, integrating and acting upon the findings, tracking responses, and communicating how impacts are addressed.	Principle 1 Principle 7 Principle 10	5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
G8: Raising concerns about company conduct	Reporting Guidance on the 10th Principle Against Anti-Corruption - B3; GRI Disclosure 2-26 (2021)	Employees are responsible for upholding the Code of Conduct and are encouraged to raise their concerns. Employees can report a complaint or incident related to any Business Unit of Alfardan Group by filling an online form or can speak to their manager or human resources department. (refer to code of conduct p.21) Our Code of Conduct	Principle 1 Principle 3 Principle 7 Principle 10	5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
G9: Lessons	GRI Disclosure 3-3- e (2021)	AFG documents learnings to best understand if policies are being well-implemented, if the company's actions are effective, where there may be opportunities to improve, and how best to work toward continuous improvement. Such documentation includes contracts, reviews, surveys, audits, and other data where relevant.	Principle 1 Principle 7 Principle 10	5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
G10: Executive pay linked to sustainability performance	CDP W6.4 (2022); CDP F4.3a (2022); CDP C1.3a (2022); Nasdaq G3 2335; GRI Disclosure 2-19 (2021); WEF Common Metrics	We recognize the importance of integrating sustainability into our overall performance metrics. As part of our long-term strategy, we are committed to aligning executive compensation with key sustainability goals within the next two years. This will ensure that our sustainability champions are incentivized to drive meaningful progress on environmental, social, and governance (ESG) priorities, further embedding sustainability into the core of our operations.	Principle 1 Principle 7 Principle 10	5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7



AREA TOPIC	RELATED REPORTING STANDARDS	DISCLOSURE	MAPPING TO THE TEN PRINCIPLES	MAPPING TO SDG TARGETS
GOVERNANCE				
G11: Board composition	UNCTAD, ISAR D.1.2 (2019), UNCTAD, ISAR D.1.3 (2019); GRI Disclosures 29 (2021), 405-1 (2016)	Total number of board members (4) Gender: Male (100%) Above 50 years old (100%) Executive (25%)	Principle 1 Principle 6	
G12: Sustainability reporting	Nasdaq G9.1	We produce sustainability reporting in compliance with both national and local regulations on sustainability in Qatar. Additionally, our reporting aligns with the Global Reporting Initiative (GRI) standards, ensuring transparency and accountability in addressing environmental, social, and governance (ESG) issues. This approach allows us to meet regulatory requirements while adhering to global best practices in sustainability reporting.	Principle 1 Principle 7 Principle 10	5.5, 8.5, 8.7, 8.8, 16.7
G13: Information assurance	CDP C.10.1 (2022); GRI Disclosure 2-5 (2021)	A minority of the metrics disclosed in this questionnaire undergo reasonable assurance by an independent third party. This ensures accuracy and reliability in key areas, and we are continuously exploring opportunities to expand the scope of third-party assurance in the future.	Principle 10	8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7



SECTION 2: HUMAN RIGHTS

Human rights are universal rights afforded to each person in “recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family” which form the “foundation of freedom, justice, and peace in the world,” as expressed in the Universal Declaration of Human Rights (1948).

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

AREA TOPIC	RELATED REPORTING STANDARDS	DISCLOSURE	MAPPING TO THE TEN PRINCIPLES	MAPPING TO SDG TARGETS
HUMAN RIGHTS				
HR1: Material topics	GRI Disclosure 3-2 (2021)	Company identified as material human rights topics connected with its operations and/or value chain: forced labour, non-discrimination in respect of employment and occupation, safe and healthy working environment, working conditions (wages, working hours)	Principle 1 Principle 2	1.1, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a, 2.c, 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3
HR2: Policy commitment	GRI Disclosures 2-23-a-iv, 2-23- b, 3-3-c (2021)	Our policy commitment refers to publicly available statements of the company's responsibilities, commitments or expectations with regard to respect for human rights across activities and business relationships. Policies have been updated in 2023 and they cover: freedom of expression, access to water and sanitation, digital security/privacy, gender equality and women's rights.	Principle 1 Principle 2	1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3
HR3: Stakeholder engagement	GRI Disclosures 3-1-b, 3-3-f (2021)	We strive to understand the specific human rights impacts on affected stakeholders within the context of our operations. This typically involves assessing the human rights landscape prior to any proposed business activity, identifying those who may be impacted, and cataloging relevant standards and issues. Additionally, we carefully evaluate how the proposed activity and associated business relationships may adversely affect these stakeholders, with a particular focus on freedom of expression, access to water and sanitation, digital security/privacy, and gender equality.	Principle 1 Principle 2	1.1, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3
HR4: Prevention/ Mitigation	GRI Disclosure 3-3-d (2021)	Preventive actions include: working with stakeholders to prevent or mitigate impacts, and include new or increased communication channels for connecting on the company's mission or policies, enhancing training on appropriate practices or procedures, and developing reporting mechanisms to improve transparency along the value chain.	Principle 1 Principle 2	1.1, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3

AREA TOPIC	RELATED REPORTING STANDARDS	DISCLOSURE	MAPPING TO THE TEN PRINCIPLES	MAPPING TO SDG TARGETS
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HUMAN RIGHTS

HR5: Training	GRI Disclosure 2-24 (2021) and 404-1 (2016)	Trainings include: <ul style="list-style-type: none"> ◦ all types of vocational training and instruction; ◦ paid educational leave provided by an organization for its employees; ◦ training or education pursued externally and paid for in whole or in part by an organization; ◦ training on specific topics. 	Principle 1 Principle 2	1.1, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3
HR6: Prevention/ mitigation progress assessment	GRI Disclosure 3-3-e (2021)	Actions include: <ul style="list-style-type: none"> ◦ revision of topics on ad hoc basis ◦ setting annual kpis to track progress ◦ internal programs (such as WEPs) 	Principle 1 Principle 2	1.1, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3
HR7: Remedy	GRI Disclosure 3-3-d-ii (2021)		Principle 1 Principle 2	1.1, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3
HR8: Practical actions	GRI Disclosures 3-3-c and 3-3-d (2021)	We are committed to respecting human rights as set out in the United Nations Guiding Principles on Business and Human Rights (UNGPs). This commitment encompasses internationally recognized human rights as defined by the International Bill of Human Rights – as well as the Qatar Labor Law. We have implemented a set of policies and processes that serve as the foundation for our approach to protecting our employees and maintaining ethical and integral business practices. Our Code of Conduct, which aligns with internationally recognized best practices, ensures that we uphold and enhance labor standards, such as fair wages and benefits, appropriate working hours, adequate annual leave, fundamental employee rights, women's rights, prevention of child labor, and measures for health and safety, employee housing, and education. AFG reviewed previous policies and actions to implement human rights principles and will be implementing a human rights training program for employees and/or conducting a human rights assessment.	Principle 1 Principle 2	1.1, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3



SECTION 3: LABOUR

The four labour Principles of the UN Global Compact are derived from the 1998 ILO Declaration on Fundamental Principles and Rights at Work:

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

AREA TOPIC	RELATED REPORTING STANDARDS	DISCLOSURE	MAPPING TO THE TEN PRINCIPLES	MAPPING TO SDG TARGETS
LABOUR				
L1: Policy commitment	GRI Disclosure 3-3-c (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)	Our policy commitment refers to publicly available statements of the company's responsibilities, commitments or expectations with regard to respect for labour rights across activities and business relationships. Policies have been updated in 2023 and they cover: forced labour, child labour, non-discrimination in respect of employment and occupation, safe and healthy working environment. (Refer to: Diversity & Equal Opportunity Policy)	Principle 3 Principle 4 Principle 5 Principle 6	
L2: Stakeholder engagement	GRI Disclosures 3-1- b and 3-3-f (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)	We are incorporating a broader set of perspectives on select issues as a key part of due diligence and risk assessment processes.	Principle 3 Principle 4 Principle 5 Principle 6	
HR3: Stakeholder engagement	GRI Disclosure 3-3-d (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)	Actions include: <ul style="list-style-type: none"> ◦ increased communication channels for connecting on the company's mission or policies, enhancing training on appropriate practices or procedures, and developing reporting mechanisms to improve transparency along the value chain. ◦ audit processes defined as an on-site verification activity, such as an inspection or examination, of a process or quality system, to ensure compliance with requirements, typically done by an independent party. 	Principle 3 Principle 4 Principle 5 Principle 6	
HR4: Prevention/mitigation	GRI Disclosure 3-3-d (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)	Trainings include: <ul style="list-style-type: none"> ◦ all types of vocational training and instruction; ◦ paid educational leave provided by an organization for its employees; ◦ training or education pursued externally and paid for in whole or in part by an organization; ◦ training on specific topics. 	Principle 3 Principle 4 Principle 5 Principle 6	

AREA TOPIC	RELATED REPORTING STANDARDS	DISCLOSURE	MAPPING TO THE TEN PRINCIPLES	MAPPING TO SDG TARGETS
<h2>LABOUR</h2>				
L5: Prevention/mitigation progress assessment	GRI Disclosure 3-3-e (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)	Actions include: ◦ revision of topics on ad hoc basis	Principle 3 Principle 4 Principle 5 Principle 6	
L6: Collective bargaining agreement		Collective bargaining (N/A)	Principle 3 Principle 4 Principle 6	8.5
L7: Women in managerial positions	UNCTAD, ISAR C1.1 (2022)	AFG, AFP, AFH: 26% Number of hotels and medical staff are not included in this report, and L7 data are employees in grade 4 and up irrespective of titles. AFA, AFM: 9% Indicator is expressed as the number of women in managerial positions, divided by the total number of managerial positions in 2023-2024.	Principle 6	8.5
L8: Pay equity	GRI Disclosure 405-2 (2016)	AFG, AFP, AFH: 59% Number of hotels and medical staff are not included in this report. AFA, AFM: 5% Reference for calculation: Gender Equal Pay p.34	Principle 6	1.2, 1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.3, 5.1, 5.4, 5.5, 8.5
L9: Injury frequency	ISAR C.4.2 GRI Disclosure 403-9 (2018)	AFG, AFP, AFH: No. of hours worked = 2,536 No. of incidents 2024 = 0 Number of hotels and medical staff are not included in this report. AFA, AFM: No. of hours worked = 2,080 No. of incidents 2024 = 5 Rate of recordable work-related injuries = [Number of recordable work-related injuries divided by Number of hours worked] multiplied by either 200,000 or 1,000,000.	Principle 3 Principle 4 Principle 5 Principle 6	1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.3, 5.1, 5.4, 5.5, 8.5

AREA TOPIC	RELATED REPORTING STANDARDS	DISCLOSURE	MAPPING TO THE TEN PRINCIPLES	MAPPING TO SDG TARGETS
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LABOUR

L10: Incident rate	ISAR C.4.2 GRI Disclosure 403-9 (2018)	<p>AFG, AFP, AFH: Total number of injuries = 0 Total no. of workers in the reporting period = 923</p> <p>Number of hotels and medical staff are not included in this report.</p> <p>AFA, AFM: Total number of injuries = 5 Total no. of workers in the reporting period = 1,274 0.003925</p> <p>This indicator is related to the number of occupational accidents, injuries, and diseases during the reporting period.</p> <p>The incident rate is calculated in the following way: Total number of injuries / total number of workers in the reporting period.</p>	Principle 3 Principle 4 Principle 5 Principle 6	1.2, 1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8
L11: Remedy	GRI Disclosure 3-3- d-ii (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)	No adverse impacts have been caused (therefore, no remedy needs to be provided)	Principle 3 Principle 4 Principle 5 Principle 6	1.2, 1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8
L12: Practical actions	GRI Disclosures 3-3-c and 3-3-d (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)	We are committed to upholding labor rights principles and have implemented a comprehensive set of policies to ensure that all employees and direct contractors adhere to the highest standards. Specifically, we require compliance with the International Labour Organisation's eight core conventions, as well as the Qatar Labor Law. By doing so, we aim to create a workplace that is fair, safe, and respectful for all workers.	Principle 3 Principle 4 Principle 5 Principle 6	1.2, 1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.3, 5.1, 5.4, 5.5, 8.5

SECTION 4: ENVIRONMENT

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies

AREA TOPIC	RELATED REPORTING STANDARDS	DISCLOSURE	MAPPING TO THE TEN PRINCIPLES	MAPPING TO SDG TARGETS
ENVIRONMENT				
E1: Policy commitment	GRI Disclosure 3-3-c (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016)	Refer to Code of Conduct 5. ENVIRONMENT - CLIMATE CHANGE	Principle 7 Principle 8	1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 9.5, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b
E2: Stakeholder engagement	GRI Disclosures 3-1-b and 3-3-f (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016)	<ul style="list-style-type: none"> ◦ Working with frontline communities to prioritize adaptation actions and projects ◦ Working with communities across the company's value chain to help build resilience ◦ Working with local governments and other stakeholders to engage in processes such as waste management 	Principle 7 Principle 8	1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b
E3: Prevention/mitigation	GRI Disclosure 3-3-d (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-iv (2016)	<p>The following includes:</p> <ul style="list-style-type: none"> ◦ Building capacity among relevant relationships by working with stakeholders to prevent or mitigate impacts and increasing communication channels for connecting on the company's mission or policies, training on appropriate practices or procedures, and developing reporting mechanisms to improve transparency along the value chain. ◦ "Collective action with peers or other stakeholders to address the issue" by collaborating on industry-wide initiatives/projects to work on products/services to help mitigate the risks/impacts of climate change 	Principle 7 Principle 8	1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b

AREA TOPIC	RELATED REPORTING STANDARDS	DISCLOSURE	MAPPING TO THE TEN PRINCIPLES	MAPPING TO SDG TARGETS
<h2>ENVIRONMENT</h2>				
E4: Prevention/mitigation progress assessment	GRI Disclosure 3-3-e (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016)	Tracking the progress of actions taken by the company to mitigate environmental impacts within own operations, and across business relationships, includes key performance indicators that focus on easier-to-gather data such as: inputs (includes allocation of resources and finances) and programmatic activities (includes environmental trainings and assessments)	Principle 7 Principle 8	1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b
E4.1: Goals and targets	CDP F6.1 2021; GRI Disclosure 3-3-e (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016)	Description of targets: <ul style="list-style-type: none"> Water: Absolute annual reduction (%) in consumption with a long-term target of creating more recycled water than consumed by 2040. Waste: Phase-out single-use plastics within our operational control by 2025 in Hospitality Reduce food waste by 30% by 2030. Energy & resource use: in progress of Scope 1 & 2 SBTi aligned (near-term) 	Principle 7 Principle 8	1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b
E4.2: Measuring progress against targets	GRI Disclosure 3-3-e (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016)	Method to track progress include: <ul style="list-style-type: none"> Water: progress is reviewed against annual goals Waste: progress is reported internally Energy & resource use: progress is reviewed against annual goals 	Principle 7 Principle 8	1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b
E5: Remedy	GRI Disclosure 3-3-d-ii (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016)		Principle 7 Principle 8	1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b
E6: Greenhouse gas emissions (Scopes 1 and 2)	CDP C6.1 (2022), CDP C6.3 (2022); GRI Disclosures 305-1, 305-2 (2016); UNCTAD, ISAR B.3.1, UNCTAD, ISAR B.3.2	GHG emissions are yet to be calculated for the coming years. AFG is planning to include SBTi soon.	Principle 7 Principle 8	1.5, 2.4, 11.3, 12.4, 13.1, 13.2, 13.3, 13.a, 13.b, 14.3

AREA TOPIC	RELATED REPORTING STANDARDS	DISCLOSURE	MAPPING TO THE TEN PRINCIPLES	MAPPING TO SDG TARGETS
ENVIRONMENT				
E7: Greenhouse gas emissions (Scope 3)	CDP C6.5 (2022); GRI Disclosure 305-3 (2016)	GHG emissions are yet to be calculated for the coming years. AFG is planning to include SBTi soon.	Principle 7 Principle 8	1.5, 2.4, 11.3, 12.4, 13.1, 13.2, 13.3, 13.a, 13.b, 14.3
E8: R&D investment in low-carbon products and services	CDP C4.3c (2022), CDP C4.2b (2022); (partially linked to) UNCTAD, ISAR A.3.3	R&D expenditure is not easily mapped to low-carbon products and services	Principle 7 Principle 8 Principle 9	
E9: Climate adaptation	GRI Disclosure 201-2-a-iv (2016)	'We have taken action to increase company-wide resilience to climate change' - business continuity planning, water and energy efficiency efforts, redesigning business operations.	Principle 7 Principle 8 Principle 9	1.5, 2.4, 11.3, 12.4, 13.1, 13.2, 13.3, 13.a, 13.b, 14.3
E10: Renewable energy	UNCTAD, ISAR B.5.1; GRI Disclosure 302-1 (2016)	Company's renewable energy consumption as a percentage of total energy consumption within the reporting period - unknown	Principle 7 Principle 8 Principle 9	1.5, 2.4, 11.3, 12.4, 13.1, 13.2, 13.3, 13.a, 13.b, 14.3
E11: Low-carbon products/services	SASB CG-MR410a.1a; WEF Common Metric	Percent of the company's revenue came from low-carbon products/services within the reporting period - unknown	Principle 7 Principle 8 Principle 9	
E12: Additional topic specific questions	GRI Disclosure 3-2 (2021)	'None of the topics have been identified as material by the company'	Principle 7 Principle 8 Principle 9	1.5, 2.4, 11.3, 12.4, 13.1, 13.2, 13.3, 13.a, 13.b, 14.3

AREA TOPIC	RELATED REPORTING STANDARDS	DISCLOSURE	MAPPING TO THE TEN PRINCIPLES	MAPPING TO SDG TARGETS
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ENVIRONMENT

E22: Practical actions	GRI Disclosures 3-3-c and 3-3-d (2021)	<p>AFG will be looking to setting Science-Based Targets (SBTs) within the following years to reduce our greenhouse gas emissions and contribute to the global effort to combat climate change. To ensure that we are meeting our sustainability goals, we will be looking to conduct an environmental audit of our operations to identify areas where we can improve our environmental performance. In addition, we will look into adopting a sustainable procurement policy to ensure that the products and services we use in our operations meet our sustainability standards. Furthermore, we will work more on encouraging our suppliers to adopt more sustainable practices, such as using renewable energy and reducing waste. To reduce our energy consumption, we will monitor our energy use and identify areas where we can implement energy-efficient practices. This will include measures such as installing LED lighting, upgrading HVAC systems, and implementing energy-saving practices throughout our operations. Finally, we recognize that our employees play a critical role in achieving our sustainability goals. We will provide training and education to our employees to raise awareness about environmental issues and to encourage them to adopt environmentally friendly practices in their work and personal lives.</p>	<p>Principle 7 Principle 8 Principle 9</p>	
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SECTION 5: ANTI-CORRUPTION

- Principle 10: "Businesses should work against corruption in all its forms, including extortion and bribery."

AREA TOPIC	RELATED REPORTING STANDARDS	DISCLOSURE	MAPPING TO THE TEN PRINCIPLES	MAPPING TO SDG TARGETS
ANTI-CORRUPTION				
AC1: Compliance programme	GRI Disclosure 3-3-c (2021) for the topic GRI 205 (2016)	We are committed to a culture of honesty, transparency, and accountability, exceeding compliance and ethics regulations while sharing international best practices across our operations. Our comprehensive Code of Conduct sets the highest standards for anti-bribery and corruption, fostering a culture of integrity. We proactively manage these risks through a robust framework that includes a risk register utilized by Business Units (BUs) to assess governance and identify potential employee exposure to corruption. Identified risks trigger immediate evaluation and, if necessary, improvements to procedures and protocols.	Principle 10	16.4, 16.5, 16.6
AC2: Policy		AFG addresses the various manifestations of corruption through policies and procedures. We have set policies on key risk areas such as facilitation payments, expenses related to gifts, hospitality, travel, entertainment, sponsorships, etc. Code of Conduct	Principle 10	16.4, 16.5, 16.6
AC3: Training	WEF Common Metrics; GRI Disclosure 205-2 (2016)	'Select employees' receive trainings through courses that are normally rolled out periodically, have different levels, and "certificates of attendance" are often issued can be an effective tool. This serves to prevent incidents of corruption and identify misconduct within our organization. Training can also be an effective tool for implementing anti-corruption measures among business partners and within supply chains.	Principle 10	16.4, 16.5, 16.6
AC4: Compliance monitoring	SDG Action Manager - SDG 16: Monitoring Ethics and Corruption; GRI Disclosure 3-3-e (2021) for the topic GRI 205 (2016)	<ul style="list-style-type: none"> ◦ Results of internal monitoring of relevant practices (including internal controls) by the company's management to provide extensive information on the overall quality of the programme; ◦ Results of internal and external audits; ◦ Results of internal and external audits on the programme and policies; ◦ Assessments of employee skills, business partners, policies and risk. 	Principle 10	16.4, 16.5, 16.6

AREA TOPIC	RELATED REPORTING STANDARDS	DISCLOSURE	MAPPING TO THE TEN PRINCIPLES	MAPPING TO SDG TARGETS
ANTI-CORRUPTION				
AC5. Incidents of corruption	GRI Disclosure 205-3 (2016); WEF Common Metrics; UNCTAD, ISAR D.2.1	No disclosure of the metric	Principle 10	16.4, 16.5, 16.6
AC6: Measures to address suspected incidents of corruption	GRI Disclosure 3-3-d (2021) for the topic GRI 205 (2016); Reporting Guidance on the 10th Principle Against Anti-corruption - B3; UNCTAD, ISAR D.2.1	Not applicable/no incidents in the reporting period	Principle 10	16.4, 16.5, 16.6
AC7: Collective action against corruption	GRI Disclosure 3-3-d (2021) for the topic GRI 205 (2016)	<p>“Collective action is a collaborative and sustained process of cooperation between stakeholders. It increases the impact and credibility of individual action, brings vulnerable individual players into an alliance of like-minded organizations, and levels the playing field between competitors.”</p> <p>Refer to ANTI-BRIBERY AND ANTI-CORRUPTION POLICY</p>	Principle 10	16.4, 16.5, 16.6
AC8: Practical actions	GRI Disclosures 3-3-c and 3-3-d (2021) for the topic GRI 205 (2016)	<p>Alfardan Group takes a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly, and with integrity in all its business dealings and relationships.</p> <p>Refer to ANTI-BRIBERY AND ANTI-CORRUPTION POLICY</p>	Principle 10	16.4, 16.5, 16.6

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