

# Salik Company PJSC

*Corporate Social Responsibility & Volunteering Policy*

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# **A – List of Abbreviations and Definitions**

# A – List of Abbreviations and Definitions

## 1.1 List of Abbreviations

Abbreviation	Expansion
<b>Salik</b>	Salik Company PJSC
<b>ESG</b>	Environment, Social and Governance
<b>SCA</b>	Securities and Commodities Authority
<b>DFM</b>	Dubai Financial Market
<b>CSR</b>	Corporate Social Responsibility
<b>KPI</b>	Key Performance Indicators
<b>Board</b>	Board of Directors of Salik Company PJSC

# A – List of Abbreviations and Definitions

## 2.1 List of Definitions

Terms / Abbreviations	Definition
<b>Charitable contributions</b>	Charitable contributions are donations made for philanthropic causes or to nonprofit organizations. Donations can be money, noncash items, in kind, or volunteer hours.
<b>National legislation</b>	National legislation includes complying with UAE legislations and UAE federal laws.
<b>Not-for-profit organizations</b>	A non-profit organization is a group organized for purposes other than generating profit and in which no part of the organization's income is distributed to its members, directors, or officers.
<b>Stakeholders</b>	A stakeholder is either an individual, group or organization that's impacted by the outcome of a project or a business venture.

## **B. Corporate Social Responsibility Policy**

## B.1 – Scope and Objectives

### 1. Introduction

Salik, a listed entity on the Dubai Financial Market (DFM) regulated by the Securities and Commodities Authority (SCA), operates as Dubai's exclusive road tolling system operator.

Its Corporate Social Responsibility (CSR) policy underscores Salik's commitment to social accountability, aiming to make a positive impact on society and contribute to the company's sustainable development goals.

### 2. Purpose and Scope:

Drive socially accountable behavior, guide CSR projects, reinforce Salik's commitment to CSR, and promote a culture of accountability within leadership.

### 3. Objectives:

Achieve measurable positive change in communities, align with Dubai as well as UAE Government's vision, and support socio-economic development while enhancing commitment to societal well-being. Uphold Salik's core values, prioritize stakeholder interests, and grow in a socially responsible manner.

### 4. Periodic Review and Administration:

Marketing & Corporate Communications section conducts periodic (annually or every two years as required) policy review, seeks endorsements from Nomination, Remuneration and ESG Committee and Chief Executive Officer (CEO), and implements changes within six months of approval.

### 5. Responsibility for Implementation:

Marketing & Corporate Communication section oversees policy implementation under the Nomination, Remuneration, and ESG Committee's delegation.

## B.2 – CSR Policy

### 1. Our Commitments

Salik is committed to

- Fostering a culture of social responsibility within the organization, contributing to sustainable value creation for society, employees, customers, shareholders, and communities.
- Generating goodwill and reinforcing a positive, socially responsible corporate image.
- Establishing fundamental principles and a framework for managing CSR practices, integrating social responsibility into its Corporate and Sustainability/ESG strategy.
- Reviewing regularly and enhancing CSR focus areas, encouraging long-term sustainable value creation, engaging employees and the community for measurable change and fostering transparent communication with stakeholders to building trusting relationships.

### 2. Budget

A separate budget will be allotted for CSR activities every financial year which shall not exceed 0.25% of the forecasted revenue for the financial year and is subject to approval by the Board of Directors. The CSR expenditure shall include all actual expenditures including donations/contributions to projects and programs and other related expenditures relating to the CSR activities.

### 3. Donations

- Salik will implement effective governance to oversee charitable contributions, ensuring donations support registered charities locally and globally while adhering to strict guidelines prohibiting support for commercial entities, discriminatory organizations, human rights violators, organizations committing environmental crimes, illegal pursuits and activities that contravene any of Salik's Policy.
- Salik shall also endeavor to focus on socioeconomic development and disaster recovery efforts.

## **C. Volunteering Policy**

## C.1 – Scope and Objectives

### 1. Introduction

This policy establishes an environment to encourage and motivate Salik employees to participate in endorsed volunteering activities.

### 2. Purpose and Scope:

Set collective commitment to volunteering, promote a volunteering culture, increase awareness and participation in volunteering activities.

Foster voluntary action aligned with Salik's core values, delivering humanitarian services locally and globally. It applies to Board of Directors and Salik's employee.

### 3. Objectives:

Outline opportunities and procedures for volunteering, contribute positively to society through charitable donations and community engagement initiatives.

### 4. Periodic Review:

Policy is reviewed annually or every two years (as required) by Marketing & Corporate Communication Section, with amendments endorsed by Nomination, Remuneration and ESG Committee and Chief Executive Officer (CEO) and changes implemented within six months of approval.

### 5. Implementation Responsibility:

Managed by Marketing & Corporate Communication Section, overseen by concerned Department Head as well as CEO, with ownership and responsibility lying within the Marketing and Corporate Communication section.

### 6. Community Engagement:

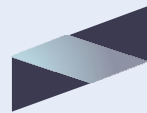
Encourage participation in community initiatives, fostering a sense of community responsibility and support for recognized charities and organizations.

## C.2 - Volunteering Policy

### 1. Our Commitments

To deliver the objectives of the Volunteering policy, Salik is committed to:

- Ensuring compliance with national legislation for volunteering activities and promoting fair engagements where volunteers neither gain nor lose economically.
- Promoting culturally inclusive volunteering, considering various social, cultural, political, economic and religious factors.
- Recognizing the volunteering contributions covering service delivery, administrative work and any other relevant specialized tasks.
- Supporting marketing and promotional activities stemming from volunteering efforts and conducting thorough risk assessments for safe volunteering environments.
- Providing employees with paid time off for volunteering, encouraging participation in initiatives promoting social inclusion and cohesion, and engaging both employees and the wider community in national and local volunteering opportunities



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