

ESG REPORT

2023

Committed to a Sustainable Future



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Introduction

As the leading law firm in the Middle East and North Africa (MENA), we are proud to present our inaugural Environmental, Social, and Governance (ESG) Report. We recognise the paramount importance of integrating ESG principles into our operations, reflecting our commitment to responsible legal and business practices and a holistic approach to corporate citizenship.

About this Report

Our report provides an overview of our activities, achievements, and ESG performance throughout 2023. It encapsulates our approach, progress, and future aspirations in integrating ESG considerations across our business and client services.

Developed with reference to national and international standards and goals, including the Global Reporting Initiative (GRI) Standards, International Financial Reporting Standards (IFRS), Sustainability Account Standards Board (SASB), the United Nations Global Compact (UN Global Compact), and the United Nations Sustainable Development Goals (Global Goals), this report marks our first step on a continuous journey towards greater ESG integration. It acts as a testament to our pledge to promote sustainable legal practices.

Recognising the evolving nature of our sustainability efforts, we actively encourage and invite feedback from our stakeholders, including clients, employees, and the wider public, to help us refine our approach over time. These insights are crucial in shaping our sustainability initiatives, ensuring we remain responsive to diverse needs and expectations. We look forward to the collaborative engagement of all our stakeholders as we collectively strive to create lasting positive change.

Reporting Period

The scope of this report covers all Al Tamimi & Company's (the Firm's) operations in all the countries where we do business unless stated otherwise.

The report covers the calendar year from 1 January 2023 to 31 December 2023 unless stated otherwise.

Enquiries and Feedback

For any enquiries, feedback, or suggestions, please contact ESGWorkingGroup@tamimi.com or visit www.tamimi.com.

Cautionary Message

This report contains statements that may be deemed as "forward-looking statements" that express the way in which Al Tamimi & Company intends to conduct its activities. Forward statements could be identified by the use of forward-looking terminology such as "plans", "aims", "assumes", "continues", "believes", or any variations of such words that certain actions, events or results "may", "could", "should", "might", "will", or "would" be taken or be achieved.

Al Tamimi & Company has made every effort to ensure that this report is as accurate and truthful as possible. However, by their nature, forward-looking statements are subject to inherent risks and uncertainties surrounding future expectations that could cause actual results to differ materially from these projected or implied statements. Such statements are subject to risks that are beyond Al Tamimi & Company's ability to control and therefore do not represent a guarantee that events implied in these forward-looking statements will actually occur.

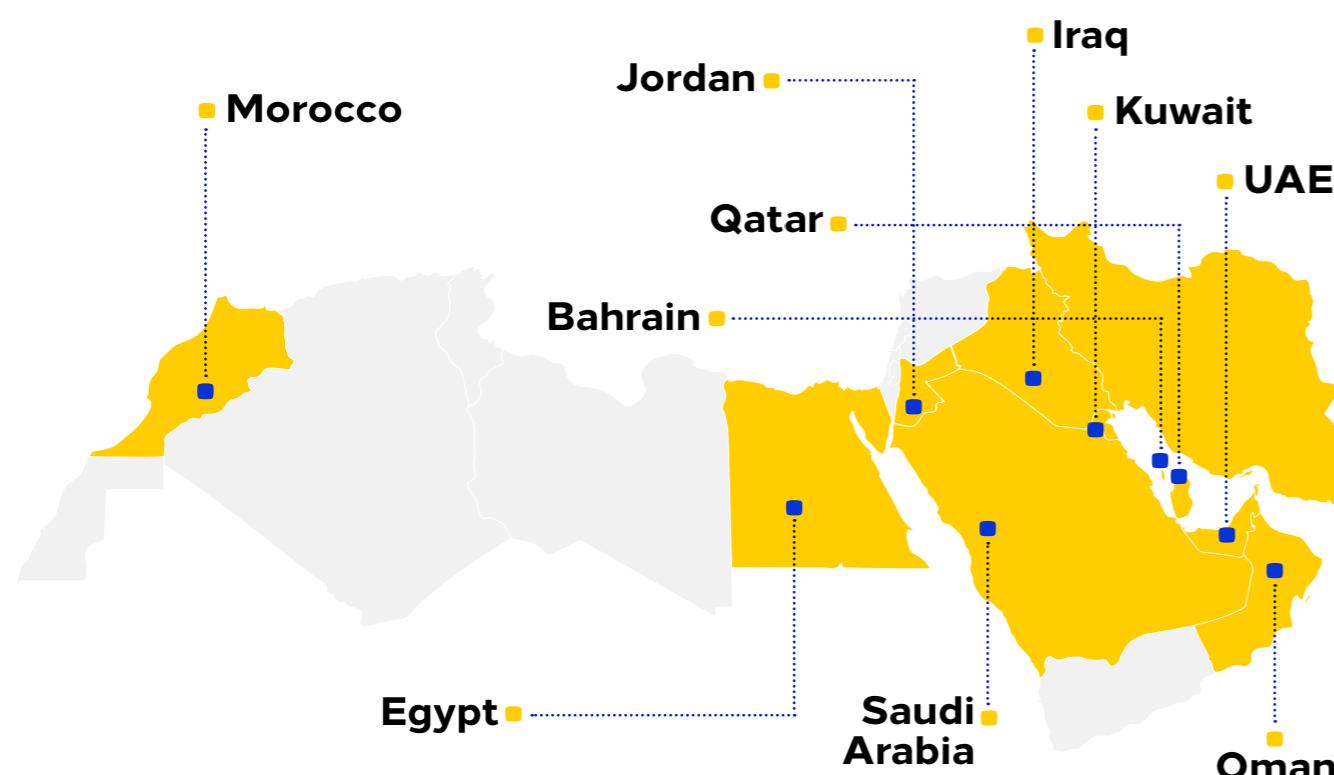


Overview of Al Tamimi & Company

Established in 1989 by Essam Al Tamimi, our Firm, Al Tamimi & Company stands as a full-service law firm renowned for our knowledge, expertise and breadth of practice area coverage.

We provide our clients with professional legal expertise, quality strategic advice and maintain a superior level of client service. Over the years, we have emerged as a leading corporate law

firm in the United Arab Emirates (UAE) and the broader MENA region with 17 offices across 10 countries.



1000+
Employees

99
Partners

420+
Lawyers (fee earners)

10
Countries

17
Offices

560+
Legal
Professionals

1
Fully integrated
Law firm

Our primary objective is to provide clients with access to cost-effective and commercially sound legal solutions. This commitment is steadfast in utilising knowledge, experience, and intellectual rigor to devise innovative solutions to stay ahead of industry trends and provide innovative solutions to complex legal challenges.

We offer a wide range of legal services, including Arbitration, Banking and Finance, Capital Markets, Construction and Infrastructure, Corporate and Commercial, Intellectual Property, Digital and Data, Tax and more. For further details on our legal practices, please visit our website on www.tamimi.com/client-services/.

Value Proposition

Our legal expertise

Our business understanding

Our local know-how and our global strength

Our people

Our value

Our deep legal know-how distinguishes us.

Our clients' business goals are our priority.

Unique cross-border capabilities.

We ensure impeccable service and build trust in our relationships.

Providing full-service capabilities while delivering exceptional value.

Awards and Recognition

In 2023, we received significant external recognition at both corporate and individual levels. Some notable awards include:



Corporate Awards

Law Middle East and Africa (MEA) Awards

Regional Firm of the Year

Oath Awards

Dispute Resolution and Litigation – Team of the Year

Law Firm of the Year – Bahrain

Law Firm of the Year – Kuwait

Law Firm of the Year – Oman

Regional Firm of the Year – Honourable Mention

Law Firm of the Year – Qatar – Honourable Mention

Legal Era Middle East Awards

Middle East Law Firm of the Year

Managing Partner of the Year – Samer Qudah

Banking, Finance and Restructuring Law Firm of the Year

Corporate Structuring – Team of the Year

Law Firm of the Year – Bahrain

Law Firm of the Year – Kuwait

Law Firm of the Year – Qatar

International Employment Lawyer Awards

Middle East Law Firm of the Year

Wealth Briefing MENA Awards

Excellence in Legal Advice Provision for ultra-high-net-worth individuals (UHNWI's), Families and Wealth Managers



Individual Awards

LexisNexis Women in Law Awards

Corporate Lawyer of the Year
Andrea Tithcott

Women in Business Law Europe, the Middle East and Africa (EMEA)

Structured Finance Lawyer of the Year
Sakshi Puri

Managing Intellectual Property (IP) Awards

United Arab Emirates Practitioner of the Year
Omar Obeidat

Asian Legal Business (ALB) Super 50 Lawyers

Omar Obeidat, Rad El Treki and Aaron Dikos

Law MEA Awards

Regional Managing Partner of the Year
Samer Qudah

Legacy of Justice and Compassion Memorial – Ehab Taha

Legal Era Awards

Regional Managing Partner of the Year
Samer Qudah

Banking and Finance Lawyer of the Year
Jody Waugh

Capital Markets Lawyer of the Year
Andrew Tarbuck

Data Protection Lawyer of the Year
David Yates

Memberships & Participants

As part of our commitment to advancing business practices, we proudly maintain active membership in key international organisations and initiatives, participate in global initiatives and support global networks including:



Memberships



Legal Sustainability Alliance



ESTEEMED
SUSTAINABILITY
PROGRAMME
PARTNER



Support



Participant



Partnership





Message from the Chairman



Welcome to Al Tamimi & Company's 2023 ESG report.

I am pleased to present this message as we embark on a significant milestone in our journey towards sustainable business practices. As Chairman of Al Tamimi & Company, presenting our inaugural ESG report is a momentous occasion for us, underscoring our commitment to environmental, social, and governance principles. The evolving dynamics of the global landscape highlight the imperative for businesses to embrace sustainability. As a proud participant of the UN Global Compact, we recognise the importance of collective action in advancing the Global Goals, striving to contribute meaningfully.

Since our establishment in 1989, we have diligently tailored legal solutions for our diverse clientele, coalescing our extensive knowledge, experience, and expertise. Collaborating closely with our clients, we strive to deliver solutions that epitomise the highest ESG standards. Today, we are proud to serve a diverse national and international client base across the region.

As a leading law firm in the region, we acknowledge our responsibility to set industry benchmarks by upholding the highest standards and reporting transparently on our efforts. I am pleased to present this report as a testimony to our efforts so far across our ESG performance.

I am also delighted to introduce our new Managing Partner, Jody Waugh. Jody has been with the Firm for 16 years and has a wealth of knowledge and experience of our business and a deep understanding of our vision and values. This makes him ideally qualified to lead our ESG activities in the years ahead.

Lastly, a heartfelt appreciation goes to our dedicated team of professionals whose hard work and contributions propel us towards our ESG goals. Our success is a collective effort, reflective of the robust culture and team spirit within Al Tamimi & Company, positioning us strongly to confront the challenges that lie ahead.

Essam Al Tamimi
Chairman, Al Tamimi & Company

■ We work with our clients to offer solutions that incorporate the highest ESG standards. ■



Message from the Managing Partner



As the newly appointed Managing Partner of Al Tamimi & Company, I am both honoured and thrilled to present our inaugural ESG Report.

My journey with Al Tamimi & Company has culminated in this opportunity to lead and shape our ESG endeavours in the coming years.

Our ESG commitment forms the core of our operations. In 2023, we launched a robust ESG strategy, underpinned by essential pillars: ethical governance, environmental stewardship with a focus on Net Zero transition, social justice, and workplace diversity. This strategy incorporates leading sustainability standards, considering sector specific ESG practices and ensuring our actions align with the Global Goals.

Significantly, the United Nations Climate Change Conference (COP28) event held in the UAE in 2023 has been a pivotal influence, inspiring our initiatives and strategic vision towards environmental sustainability. Our participation in and contributions to COP28 underscored our commitment to climate action, reflecting our goal of transitioning to Net Zero emissions. We have conducted a comprehensive assessment to pinpoint key ESG issues governing our operations, leading us to prioritise the transition to Net Zero, alongside ethical governance and fostering diversity in the workplace.

In 2023, we undertook several initiatives, showcasing our dedication to these goals. A key example is the launch of our Al Tamimi Academy, which offers diverse training programmes and courses, focusing not only on legal excellence

but also on ESG principles. This initiative underscores our commitment to education and professional development, reflecting our investment in our employees' growth.

Our report highlights specific figures and achievements from our initiatives. We have made substantial strides in promoting workplace diversity and have actively engaged in social justice through our extensive pro bono work. These efforts are not just about compliance but are integral to our identity and value system.

Looking ahead, our vision is to be recognised as the region's leading law firm, exemplifying ESG excellence. We strive to integrate sustainability with legal expertise, creating a unique blend that sets us apart in the MENA region.

As we embark on this journey, we are propelled by a shared vision of a sustainable future, where our Firm plays a pivotal role in shaping a just, equitable, and environmentally responsible world.

Jody Waugh
Managing Partner, Al Tamimi & Company

"We strive to integrate sustainability with legal expertise, creating a unique blend that sets us apart in the MENA region."

1

Sustainability at Al Tamimi & Company

As a prominent contributor to the legal sector, we recognise the critical role we play in advancing ESG principles. Our commitment to sustainability extends beyond mere acknowledgment of responsibility; it is a strategic imperative that shapes our decision-making processes, influences our organisational culture, and drives positive change within and beyond our Firm. Our sustainability efforts encompass a broad spectrum of areas including environmental stewardship, sustainable legal practices, community engagement and pro bono services, social impact, Diversity, Equity, and Inclusion (DEI), responsible supply chain management, and employee well-being.

We aim to become a regional leader for sustainability in the legal sector. As the foundation of this journey, we conducted a series of comprehensive assessments, including an ESG peer analysis to benchmark our performance and identify areas for improvement, focus group sessions, and a firm wide ESG cultural survey. Through these efforts, we have gathered valuable insights that informed the development of our robust ESG strategy. We believe that engaging our stakeholders and continuously assessing our performance are integral to building a sustainable and responsible legal firm. Prior to the enactment of this strategy, we established pertinent policies and convened an ESG Working Group, indicating the proactive measures undertaken prior to the formal formulation of the strategy.

"Striving for sustainability involves both direct impacts—being a champion of ESG good practice through tangible improvements and meaningful metrics—and indirect impacts, heightening ESG awareness throughout our business sphere. Our ESG report becomes not just a showcase for our efforts but a practical tool showing what firms can and should be doing to build a more sustainable future. We stay abreast of evolving ESG regulations, ensuring that our operations align with the latest standards, and actively engage with regulatory bodies to contribute to the development of ethical industry practices. By demonstrating a commitment to compliance, we safeguard our operations and contribute to the overall advancement of ESG standards within the legal sector."



Andrew Tarbuck
Partner and Head of Capital Markets,
and a member of the ESG Working Group,
Al Tamimi & Company

"As a member of the ESG Working Group and through my expertise across various ESG issues ranging from health and safety, environmental, renewable energy, consumer protection, and product liability, my role is to integrate ESG considerations into our legal practices effectively. This involvement allows me to be at the forefront of developing legal strategies that not only comply with but also advance ESG principles. It is about crafting a legal framework where sustainability is not just an option, but a standard practice, guiding the sector towards ethical and responsible governance."



Andrea Tithecott
Partner and Head of Regulatory
and Healthcare, and a member of the ESG
Working Group, Al Tamimi & Company



Our Sustainability Strategy

Our ESG strategy, under the vision "Committed to making ethically sound decisions that drive progress, create lasting impact, and deliver responsible business practices." is poised to integrate these principles into our business. This strategy sets us on a path to become the leading law firm in the region. It is anchored in measurable, time-bound goals that ensure accountability and enable clear assessment of our progress.

Rooted in industry best practices and aligned with the leading sustainability standards, such as the Global Goals and the Ten Principles of the UN Global Compact, our strategy is more than a commitment. It serves as a blueprint for creating value by addressing critical sustainability issues, fostering innovation, and building long-term resilience. Aligning with such standards is a conscious choice; it ensures our business practices are not only exemplary within our sector but also resonate with broader, internationally recognised benchmarks of sustainability.

Building on this foundation, our ESG strategy further integrates with The Chancery Lane Project (TCLP), a collaborative initiative that unites leading lawyers globally to develop climate and Net Zero aligned legal models and contract clauses. Our association with TCLP adds a unique dimension to our ESG endeavours, as it provides us with the tools to embed environmental responsibility directly into legal agreements. This means actively participating in climate action by implementing contract clauses that have a real-world impact on carbon reduction and sustainability. This strategic alignment not only reflects our dedication to legal excellence but also our commitment to safeguarding the environment from detrimental human activities.

The development of our ESG strategy was a collaborative effort, steered by our leadership to mirror our overarching business objectives. Their direction has been instrumental in integrating sustainability into our core decision-making, thereby making our ESG strategy a cornerstone of our business operations. This strategy cements our pledge to continual stakeholder dialogue, securing essential insights and perspectives.

Committed to making ethically sound decisions that drive progress, create lasting impact and deliver responsible business practices.



Our People

Creating a diverse and inclusive workplace that fosters professional growth.



Our Markets

Integrating sustainability considerations to address our client's needs and align with their values.



Our Culture

Promoting transparent accountability and strong values for our sustainability efforts.



Quality and Client Care

Maintaining high-quality legal services and sustainability-embedded considerations to our clients.



■ Our ESG strategy is about joining up all parts of our Firm. My role in bridging business services and legal departments is crucial in embedding these sustainability principles into every facet of our operations, ensuring that our strategy is not just words, but a reality across all departments. ■



Patrick Earl
Chief Operating Officer and a member of the
ESG Working Group, Al Tamimi & Company

Our Material Topics

In 2023, we conducted a desktop-based materiality assessment to identify our key material topics, following the GRI four stage process:



Consequently, 13 material topics were identified in alignment with industry requirements, our aspirations, global frameworks, and national ESG trends and ambitions.

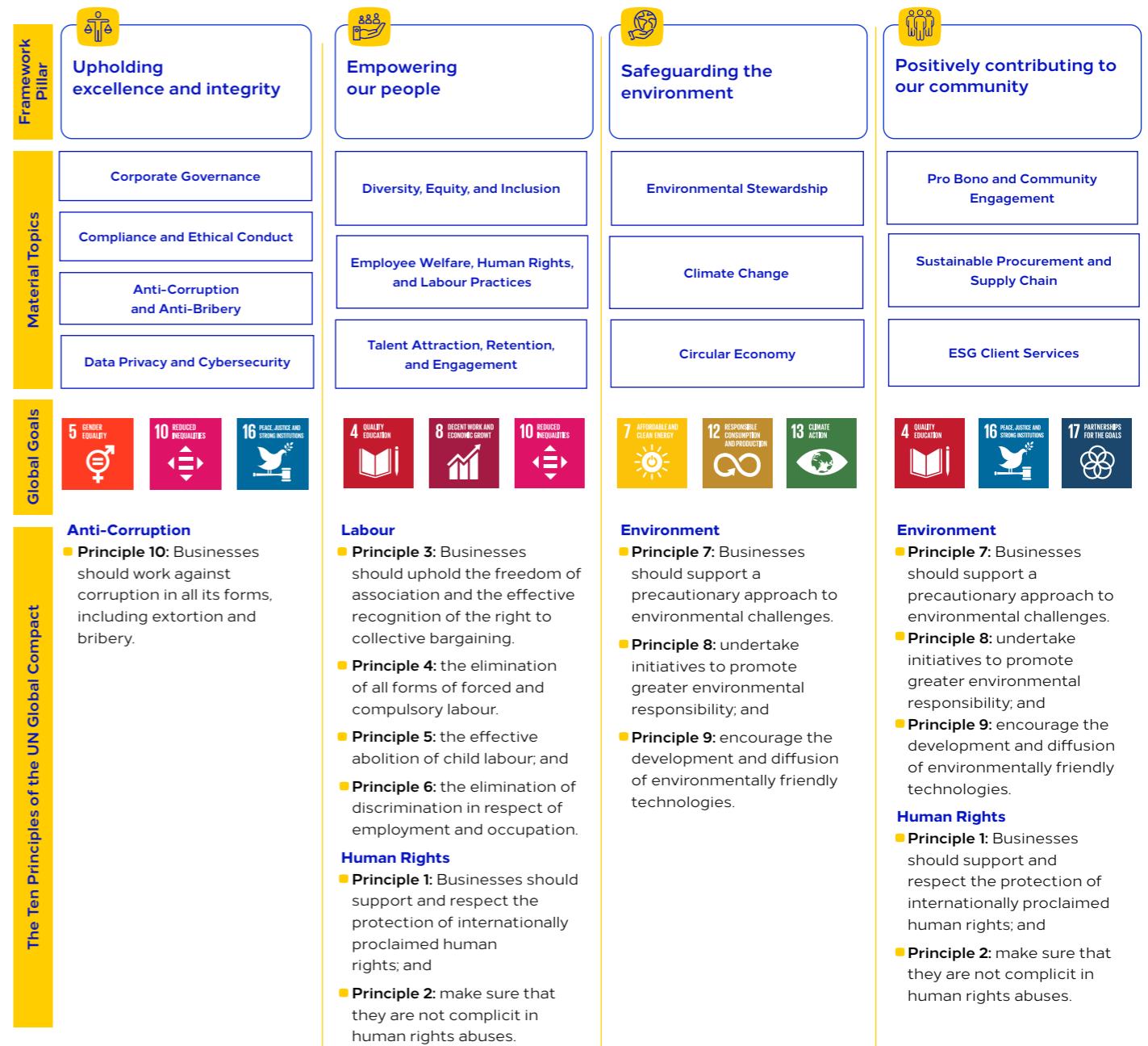
Material Topics List

E	Environmental Stewardship
E	Climate Change
E	Circular Economy
S	Diversity, Equity, and Inclusion
S	Pro Bono and Community Engagement
S	ESG Client Services
S	Employee Welfare, Human Rights, and Labour Practices
S	Talent Attraction, Retention, and Engagement
S	Sustainable Procurement and Supply Chain
G	Corporate Governance
G	Compliance and Ethical Conduct
G	Anti-Corruption and Anti-Bribery
G	Data Privacy and Cybersecurity

E Environment **S** Social **G** Governance

Our ESG Framework

Informed by our materiality assessment, we developed our ESG framework in alignment with our ESG strategy. This framework, structured around our material topics, serves as a strategic guide, seamlessly integrating ESG considerations into our operations and decision-making processes.



2

Upholding Excellence and Integrity



At Al Tamimi & Company, we are committed to upholding excellence and integrity in all aspects of our operations. Our dedication to operational excellence and corporate governance is unwavering, ensuring accountability, trust, and stakeholder protection. We prioritise transparency and accountability in handling sensitive client information, while diligently combatting corruption and bribery. This commitment is deeply embedded in our values, guiding us as we strive for continuous improvement and ethical practices.

UN GLOBAL COMPACT

Principle 10 on Anti-Corruption

GLOBAL GOALS



Corporate Governance

Dedicated to fostering transparency and accountability, our aim is to set the standard for corporate governance excellence within the sector in which we operate.

We prioritise diversity and inclusivity within our leadership, emphasising gender equality by maintaining a diverse partner profile, in alignment with Global Goal 5. This ensures fair representation and equitable opportunities for all.

Compliance with all relevant laws, regulations, and internal policies is a fundamental aspect of our corporate governance framework. Our Code of Conduct serves as a guiding beacon, applicable to all individuals associated with us, including subcontractors, agents, suppliers, vendors, and third-party contractors.

As a UN Global Compact participant, we strive to align our Firm's culture with the Ten Principles of the UN Global Compact. These principles are integral to our core business objectives, guiding our legal practices and reinforcing our commitment to diversity and inclusion at every level.

Executive Committee

The Executive Committee (ExCo) is an integral part of our Firm's management, operating under the direction of the Managing Partner and serving as the principal executive body. Comprising representatives of the Practice Group leadership, ExCo plays a crucial part of the day-to-day management of our Firm and is responsible for all significant strategic and policy decisions, including approval of any ESG-related evaluations, reviews, and decisions.

ESG Working Group

Aligned with our commitment to ESG principles, we have established an ESG Working Group. This group is tasked with setting ESG-related Key Performance Indicators (KPIs) and targets, fostering ESG awareness internally and among clients, and evaluating our ESG know-how and integration across our legal practices. The Group's initiatives directly contribute to the 17 Global Goals and are guided by the Ten Principles of the UN Global Compact. Meetings of the ESG Working Group are held at least quarterly, ensuring consistent engagement and progress towards our sustainability goals.

Partner and Gender Profile

In 2023, we celebrated an increase in the total number of partners, with the proportion of female partners growing to over 14% of all partners, representing a 44% increase from the previous two years. This progress is a reflection of our commitment to Global Goal 5 on Gender Equality.

14% of our partners are female

Partners	2021	2022	2023
Total number of partners (#)	78	87	90
Equity vs. salaried			
Equity partners (#)	34	38	44
Salaried partners (#)	44	49	46
Gender profile			
Male partners (#)	69	75	77
Female partners (#)	9	12	13





Compliance and Ethical Conduct

Committed to maintaining the highest standards of integrity and legal compliance, we have implemented a comprehensive range of policies and procedures to ensure compliance with relevant laws and regulations as well as with industry best practices.

This includes but is not limited to Anti-Bribery, Anti-Corruption, Anti-Money Laundering, Anti-Fraud, Anti-Slavery, Data Privacy and Conflict, Confidentiality and Disclosure policy.

The policies and procedures we have in place are mandatory for all offices and all staff are required to sign an annual declaration confirming that they have read, understood, and agreed to comply with our mandatory policies. In addition to compliance with all applicable laws and regulations in their operating jurisdictions, suppliers, vendors and third-party providers conducting business with us must also adhere to relevant policies.

Our compliance policies are subject to annual reviews and updates by our Risk and Compliance Committee, following regulatory or statutory changes to ensure continued adherence. Additionally, our staff are required to comply with our Whistleblowing policy and are encouraged to report any instances

of non-compliance or breaches without fear of repercussions.

In 2023, we also conducted an external audit to review the policies governing our compliance department. The audit results confirmed that our policies align with best practices and affirmed the robustness and effectiveness of our compliance framework, thereby assuring the effective mitigation of risks.

Risk Management

The Risk and Compliance Committee, reporting to our ExCo, oversees our risk management framework and assessment. Conducted biannually, these assessments provide essential information that inform our risk matrix. This includes rating for risks by region, as well as evaluating impact and likelihood. A summary of the resulting risk assessment, along with any issues raised, including priorities, mitigation plans, and resourcing requirements, is shared annually with our ExCo to inform business planning and decision-making.

For every recognised risk, stakeholders accountable for the respective areas develop well-defined measures to effectively manage and mitigate the identified risks. These measures are discussed in biannual meetings with members of our senior management and ExCo meetings. Our risk assessment covers all aspects of our operations across all 17 offices, including due diligence when onboarding new clients and suppliers/vendors at pre-contract stage, and audits to review specific or local circumstances posing risks to our offices and operations.

Anti-Corruption and Anti-Bribery

Aligned with Principle 10, Anti-Corruption, of The Ten Principles of the UN Global Compact, our anti-corruption and anti-bribery policies are strictly enforced, ensuring that all business activities adhere to the highest standards of integrity and ethics. As part of our comprehensive anti-corruption measures, we require that all our suppliers, vendors, and third-party providers involved in transactions over 250,000 United Arab Emirates Dirhams (AED) provide signed affirmations. These affirmations certify their commitment to operating in line with our ethical standards and policies. Our stringent anti-bribery policy unequivocally prohibits employees from engaging in any form of bribery, including offering, promising, or accepting bribes. Furthermore, employees are forbidden from providing any form of value to public officials and must adhere strictly to our guidelines on gifts and benefits. Facilitation payments are categorically forbidden. Additionally, we mandate that employees conduct comprehensive due diligence on all third-party providers. These practices are reinforced through various methods, including raising employee awareness, providing training programmes on anti-bribery and anti-corruption, and conducting online assessments.

We conduct third-party assessments as part of our due diligence processes to identify risks related to bribery and corruption, meeting all applicable regulatory requirements for scope and thoroughness. In 2023, audits by four

separate regulators found no adverse findings related to these processes.

Since inception, we have maintained a clear record with no instances of convictions, disbarments, or penalties concerning bribery and corruption involving the Firm or any of our partners, directors, or staff members.

Conflict of Interest

Our conflict-of-interest policies ensure the integrity of our operations and upholding ethical standards. Employees are required to disclose any personal conflicts of interest or external business interests that might affect their ability to act impartially. This disclosure promotes transparency and trust within our operations. We maintain a strict prohibition on the use of client information for personal gain and rigorously enforce compliance with our policies, with any breaches being subject to disciplinary action. Before starting any client work, we conduct thorough conflict checks using the Intapp system, a cloud-based platform, and our dedicated Conflicts of Interest Working Group efficiently manages conflict-related risks.

Throughout 2023, we continued to adhere to professional and regulatory standards governing the various jurisdictions in which the Firm operates, and we are pleased to report no notable issues in our conflict management protocols.

Data Privacy and Cybersecurity

We are dedicated to complying with data protection laws and respecting the privacy of our colleagues, clients, and other individuals. Given the nature of the legal industry, data privacy and cybersecurity are critical considerations for our Firm. We acknowledge the vital importance of safeguarding sensitive information and implement comprehensive measures to mitigate risks associated with our business operations, including enforcing data protection policies. Our Data Protection Working Group is tasked with ensuring that all processes, systems, and staff adhere to applicable data protection laws, maintaining the highest standards of data security and privacy.

To ensure compliance with industry standards, we have attained the International Organization for Standardisation (ISO) 27001 certification for Information Security, Cybersecurity and Privacy Protection along with the Cyber Essentials certification from the National Cyber Security Centre of the United Kingdom. These certifications validate that our Firm employs an effective system for managing data security risks, aligning with industry standards and ensuring robust protection of sensitive information.

Our employees regularly participate in training focussed on cybersecurity essentials, aimed at enhancing awareness and ensuring adherence to secure data handling practices. During the Cybersecurity Month in February, we conducted

awareness raising campaigns on digital security matters in an engaging educational manner through quizzes, competitions, electronic assessments in emails, and training programmes on phishing.

We utilise advanced technologies and encryption methods to protect data transmission and storage, reducing the risk of unauthorised access and data breaches. Additionally, we implement a safe print security feature for securely printing confidential documents. To ensure compliance with our data protection standards, third-party vendors, suppliers, and service providers are subjected to rigorous security assessments.

In the event of a security incident, we have clear protocols for incident response and breach notification to facilitate swift and effective action. We put our digital system to test annually through penetration tests to identify gaps and prevent any possible attacks.

Our commitment to data privacy and cybersecurity is demonstrated through regular policy reviews and updates to address emerging threats and regulatory changes. These initiatives underscore our dedication to safeguarding the interests of our clients and stakeholders in the legal profession.

3

Safeguarding the Environment



Recognising that legal firms have a role to play in environmental stewardship, we are dedicated to integrating environmental considerations into our operations. We strive to minimise our carbon footprint through initiatives focused on energy efficiency and circular business models. Our role extends to assisting clients in embedding ESG into their strategies, with an emphasis on environmental regulatory compliance and incorporating strategies for Net Zero emissions. We are committed to shaping sustainable legal practices and frameworks, contributing significantly to the industry's journey towards long-term environmental resilience and the reduction of greenhouse gas (GHG) emissions.

UN GLOBAL COMPACT

Principles 7, 10 and 13 on Environment

GLOBAL GOALS



Environmental Stewardship

Our commitment to environmental stewardship is firmly established with the implementation of a comprehensive Environmental Management System (EMS) policy, reinforced by our achievement of the ISO 14001 certification for Environmental Management Systems in four of our regional offices. We are progressing towards extending this certification to all our offices by the end of 2024.

Each office will undergo third-party audits to ensure compliance and secure certification, demonstrating our firm-wide commitment to environmental responsibility.

Our EMS undergoes regular reviews and updates to ensure that our objectives, targets, policies, and practices remain aligned with our commitment to environmental responsibility. This milestone not only underscores our dedication but also aligns our practices with internationally recognised environmental management standards.

We have put in place a number of environmental initiatives and programmes, underpinned by a comprehensive ESG policy framework that measures, reports, and tracks our progress against our major impact areas. In a pioneering move for the MENA region, we became the first law firm to join the Legal Sustainability Alliance (LSA) in 2019. Our membership in the LSA provides us with access to a wide range of tools, resources and benefits, such as the LSA Carbon Calculator for

measuring emissions across scopes 1, 2, and 3. Compliant with Streamlined Energy and Carbon Reporting (SECR) and Science-Based Targets initiative (SBTi), this online tool has been specifically designed for law firms.

Through transparent communication channels such as our Green Newsletter, our environmental initiatives are communicated to our staff, and the broader community. We provide relevant training to empower individuals to minimise their environmental footprint.

As we embark on our ESG disclosure journey, we are diligently working to refine and enhance our data gathering processes and systems. For the purpose of reporting and disclosure, we have designated the data collected in the year 2023 as our baseline. This choice reflects the systematic approach to data collection we adopted in 2023. While we have included data from the year 2022 where available, the scope of this data may vary from that of 2023, as indicated in our report.



Energy

We diligently adhere to local environmental laws and have adopted proactive measures to manage our energy usage. Some of the key measures deployed include the integration of energy-efficient technologies, such as motion-sensitive lighting, in our new office spaces to minimise unnecessary energy use.

Despite these measures, our energy consumption statistics for 2023 indicate an increase, primarily attributed to the expansion of our business activities. This reflects our ongoing efforts and challenges in balancing business growth with environmental responsibility. It highlights the importance of continuous improvement and innovation in our energy management strategies to support sustainable growth.

Energy Consumption	2022	2023
Electricity purchased for consumption (kWh)*	1,157,415	1,743,747
Refrigerants (kWh)**	589,601	1,147,541
Total (kWh)	1,747,016	2,892,288
Energy intensity (kWh/employee)	1,874	2,909

*Boundaries for 2022 include Abu Dhabi, Dubai, Sharjah, Ras Al Khaimah, Bahrain, Qatar, Morocco, Al Khobar, Oman, and Egypt (incomplete data). Boundaries for 2023 include Abu Dhabi, Dubai, Sharjah, Ras Al Khaimah, Bahrain, Qatar, Morocco, Al Khobar, Riyadh, Jordan, Oman, and Egypt.

**Boundaries for 2023 include Dubai, and Ras Al Khaimah.

Water

Water conservation is a component of our environmental stewardship initiatives. We have integrated water-saving technologies, including aerators and filtration systems in our facilities, to reduce wastage and promote efficient usage.

In 2023, we recorded a modest 2% increase in water consumption compared to the previous year. This increment was significantly mitigated by our proactive measures such as the installation of water filtration systems as our business operations grew. Without these interventions, our water usage would have been notably higher. We are optimistic that with continued enhancements and the adoption of more sustainable practices, we will see a downward trend in these figures in the future.

Water consumption	2022	2023
Total water consumption (kL)*	1,211	1,240

*Boundaries include Abu Dhabi, Dubai, Sharjah, Ras Al Khaimah, and Morocco.

Climate Change

We recognise the global impacts of climate change and are dedicated in our commitment to spearheading climate-positive initiatives.

In line with the UAE's commitment to Net Zero emissions by 2050, we strive to reduce our carbon footprint. As the sole law firm from the MENA region to partner with the COP28 Committee, we made substantial contributions through various initiatives. These included providing legal advice to the Climate Envoy Office, engaging in key events and discussion panels, translating the TCLP glossary into Arabic to foster sustainable practices, and leading the Sustainability Innovators Challenge with the UAE's Ministry of Education. These efforts and collaborations emphasise our commitment to understanding regional climate regulations and trends, showcasing our leadership in environmental responsibility and sustainability. Read more about our [COP28](#) involvement here.

We proudly support the Green Pledge by the Campaign for Greener Arbitrations, which is a global initiative to raise awareness of the carbon footprint of international arbitrations through the adoption of best practices. The Campaign addresses the need for environmentally sustainable practices in arbitration, and encourages all stakeholders such as counsel, arbitrators, parties to disputes, and institutions to adhere to its Guiding Principles. These principles advocate for reduced carbon emissions in dispute

resolution, emphasising the use of electronic communications and video conferencing to cut down on travel between our offices, thereby fostering more eco-friendly arbitration processes. The implementation of a hybrid working model has not only saved energy and reduced carbon emissions but has also enabled staff to enjoy an improved work-life balance.

To further our commitment to reducing our environmental footprint, we have implemented a series of measures focusing on sustainable communication and technology practices. We prioritise virtual communication, such as conference and video calls, over traditional travel methods, and enforce a strict approval process for essential business travel.

Additionally, the introduction of business laptops with a carbon offset allowance is a testament to our efforts to counterbalance emissions from our activities. On the technological front, we have streamlined our infrastructure by removing redundant servers and enhancing our storage systems which helped lowering our power consumption.

This year has presented an opportunity to detect the gaps in our data collection system. We intend to close those gaps and enhance our data collection process in the future.

Greenhouse Gas Emissions	2023
Scope 1 (metric tonnes of CO2eq)*	98
Scope 2 (metric tonnes of CO2eq)**	3,113
Total (metric tonnes of CO2eq)	3,211
GHG emissions intensity (CO2eq/employee)	3

*Boundaries include fleet data which covers: UAE (Abu Dhabi, Dubai, Sharjah, RAK), Bahrain, KSA (Riyadh, Jeddah, Al Khobar), Qatar, Doha, Jordan, Kuwait. The data is incomplete for the stated offices except for Abu Dhabi, RAK, and Jeddah.

**Boundaries include electricity and cooling data which covers: Abu Dhabi, Dubai, Sharjah, Ras Al Khaimah, Bahrain, Qatar, Morocco, Al Khobar-KSA, Riyadh-KSA, Jordan, Oman, and Egypt for electricity and UAE offices (Dubai and RAK offices) for cooling.

" My role as a subcommittee member of the Middle East chapter in the Campaign for Greener Arbitrations and a member of the ESG Working Group at Al Tamimi & Company has significantly evolved over the past year, reflecting the growing need for environmentally conscious practices within the legal sector. This position allows me to lead efforts in adopting and promoting greener practices in arbitration, aligning with the objectives of the Green Pledge to reduce carbon footprint in the process of resolving disputes. I find this role immensely fulfilling as it enables me to contribute directly to more sustainable legal processes, benefiting not just our Firm but the environment as a whole."



Khushboo Shahdadpuri
Senior Counsel, Arbitration Construction and Infrastructure, and a member of the ESG Working Group, Al Tamimi & Company

Circular Economy

We make an effort to promote actions that contribute to the building of a circular economy.

This includes reducing resource use by substituting disposable cups with reusable glasses and mugs, replacing single-use plastic bottles with glass bottles, and prioritising reusable goods such as pens over disposable alternatives. To support recycling initiatives, we provide bins for paper, plastic, aluminium mobiles, and computer input devices, emphasising environmentally friendly disposal practices.

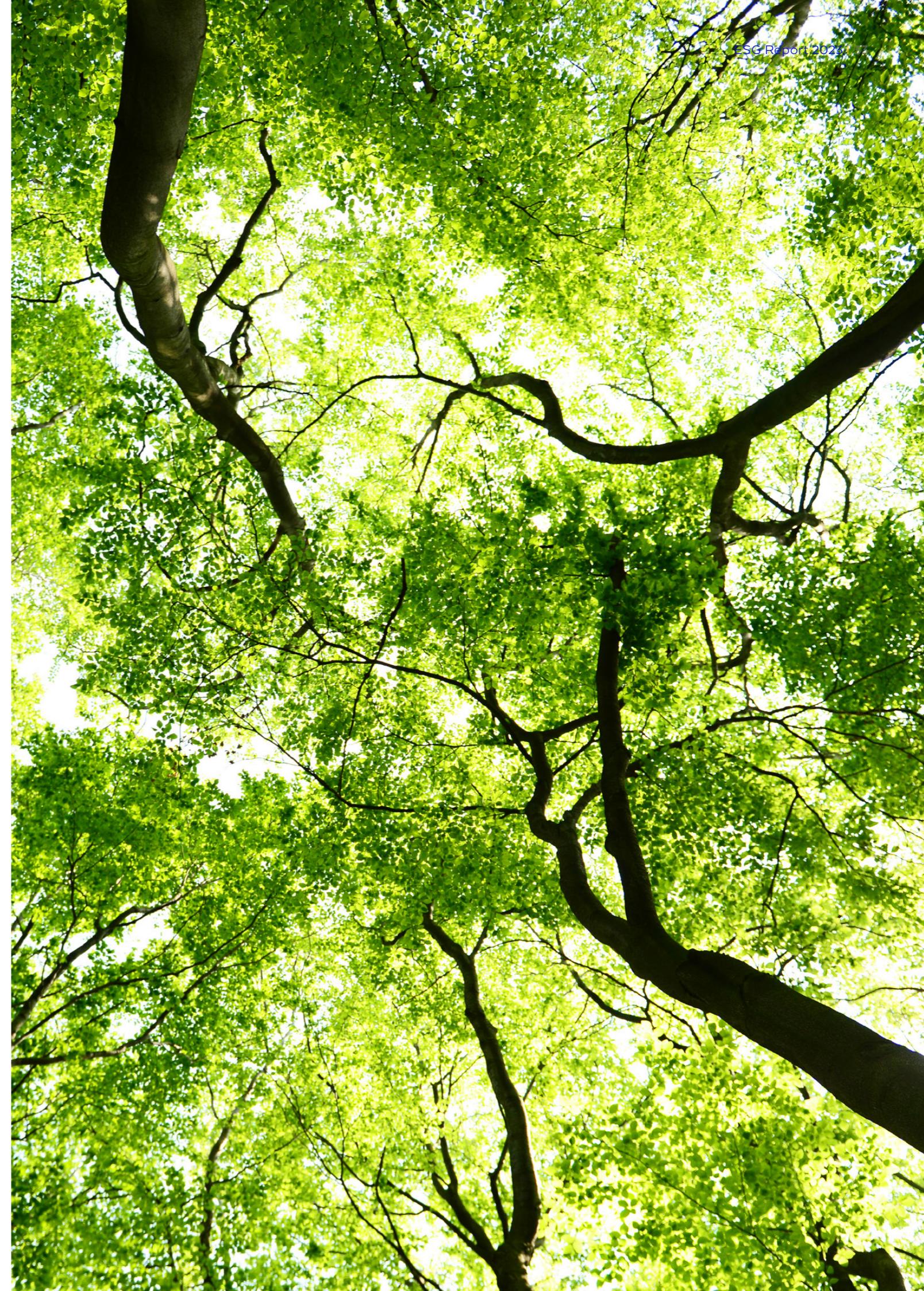
In our waste management efforts, we recycle toner cartridges and ensure the proper disposal of old computer equipment, Compact Disks (CDs), batteries, and phones. Additionally, we opt for electronic greetings during holidays. Through our Printer Consolidation Strategy, we have transitioned from individual desktop printers to centralised printing stations. This has enabled us to closely monitor print volumes, resulting in a reduction of printers by 76% in our Dubai office. Our Dual Screen Initiative has also decreased the need for printing, as documents can be efficiently viewed on separate screens. Moreover, our Report Dashboard Initiative promotes the electronic distribution of reports over printed copies.

All electrical equipment is recycled in a manner that ensures data scrubbing and compliance with environmental standards. Furthermore, the integration of Virtual Desktop Infrastructure helps extend the life of desktops, with a typical expectancy of up to eight years.

We recognise that we need to make further efforts to accurately track our waste management process and monitor consumption to ensure our efforts to reduce waste are effective and determine key areas to further reduce our waste production.

3,393 saved trees in 2023

Waste	2023
E-waste generated (kg)	2,220
Total paper purchased (kg)	15,913
Total paper recycled (kg)	14,188





Empowering Our People



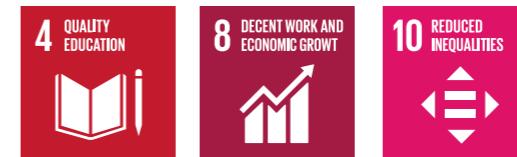
Empowering our people is a cornerstone of our corporate philosophy. We are committed to fostering the well-being and professional advancement of our employees, while also championing diversity, equity, and inclusion across our operations. This commitment is reflective of global standards for corporate responsibility and sustainability, mirroring the ethos of creating a more equitable and sustainable future for all.

We are dedicated to cultivating a people-centric culture within our Firm. Through the implementation of comprehensive mentorship and support programmes, we strive to ensure that every individual in our team has the tools and opportunities to thrive both personally and professionally. Our approach is designed to nurture talent at all levels, reinforcing our belief in the value and potential of every member of our team.

UN GLOBAL COMPACT

Principles 1, 2, 3, 4, 5, and 6 on
Labour and Human Rights

GLOBAL GOALS



Diversity, Equity, and Inclusion

We prioritise a workplace environment that thrives on DEI, as we believe that a diverse workforce brings together unique perspectives, experiences, and talents, ultimately driving innovation and success.

Inclusivity extends beyond meeting diversity quotas and is a fundamental part of our core values, aligned with Global Goal 5 on Gender Equality. We actively seek and embrace individuals from various backgrounds, ensuring our candidate pool is as diverse as the society we serve.

By fostering an inclusive culture, we not only empower our employees to realise their full potential but also foster a dynamic and collaborative atmosphere where everyone feels valued and heard.

Our commitment to diversity and inclusion is reflected in our Code of Conduct, which expects everyone to be collaborative, supportive, and respectful, promoting a culture that encourages participation and contribution from all employees. In addition to our Code of Conduct, our Human Resources Employee Handbook outlines a Zero-Tolerance policy for workplace discrimination or harassment.



Diversity

Diversity helps us better understand our clients and enables us to embrace the array of talents within each individual, helping them to add value in the workforce.

We acknowledge the benefit of different perspectives in decision-making and the valuable ideas and contributions to the business diverse individuals bring.



Inclusion

We are committed to developing, respecting, and promoting an inclusive workplace, as diversity can play an important role in addressing important business issues.

We strive to enable contributors to feel their contribution, ideas, and values matter, irrespective of their background, identity, or circumstances.



Our dedicated DEI Working Group takes the lead in driving and promoting DEI initiatives across all our offices. To strengthen our commitment to a diverse and equitable workforce, we have implemented a comprehensive Diversity and Inclusion policy. This policy aligns with applicable laws and regulations and ensures equitable treatment of all employees, regardless of race, ethnicity, religion, gender, age, ability, marital status, or nationality.

This policy covers various aspects of the employee life cycle, including reward, recognition, benefits, compensation, training, performance management, promotions, and termination procedures. Additionally, it influences our interactions with suppliers, vendors, and third-party providers, encouraging them to adopt and demonstrate similar values of diversity and inclusion.

Our Firm's Whistleblowing policy provides clear protocols for all staff to address inappropriate behaviour. Employees, fee earners, and partners are encouraged to report any incidents of unacceptable behaviour to a supervisor or a member of our Human Resources team, who are committed to conducting thorough investigations and taking necessary actions.

Insights from our annual DEI survey, which garnered responses from over 300 employees, have been instrumental in shaping our initiatives. In response to this feedback, we have implemented measures such as providing clearer guidelines on career progression and goal setting, ensuring a more transparent path to advancement for our staff.

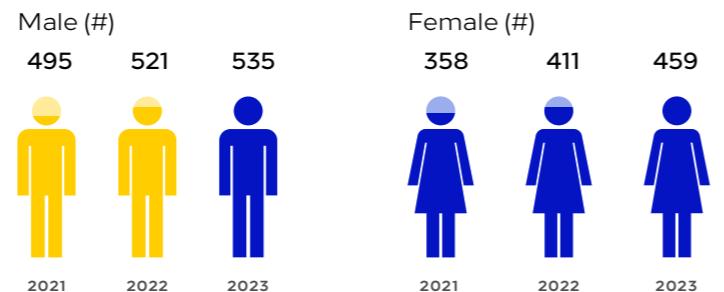
In our recruitment practices, we focus primarily on candidates' skills and qualifications, consciously striving to eliminate biases and not on their background or ethnicity. All our job advertisements include our Firm's DEI statement, reinforcing our commitment to an inclusive and equitable work environment and underscoring our dedication to fostering a diverse and supportive culture.

Empowering Women at Al Tamimi & Company: Female representation in our workforce has increased by over 11%, now accounting for 46% of our total team. In leadership roles, women's presence is becoming increasingly pronounced, with over 36% of senior and middle management positions occupied by women.

Diversity, Equity, and Inclusion

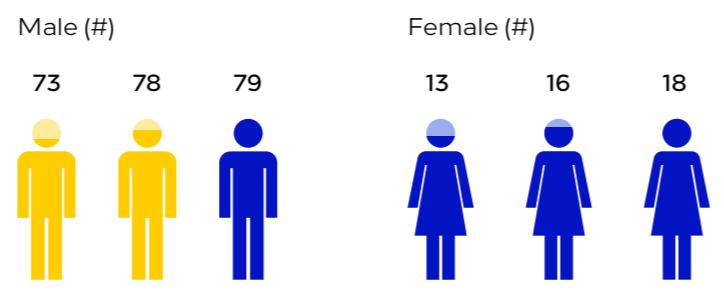
Total number of full-time employees (#)

	Male (#)	Female (#)	
2021	495	358	853
2022	521	411	932
2023	535	459	994



Total number of full-time employees in senior management (#)

	Male (#)	Female (#)	
2021	73	13	86
2022	78	16	94
2023	79	18	97



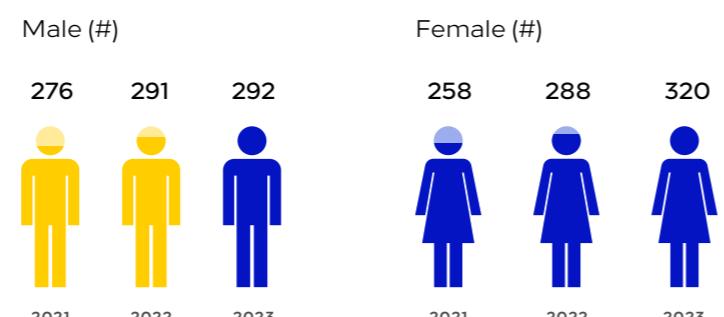
Total number of full-time employees in middle management (#)

	Male (#)	Female (#)	
2021	146	87	233
2022	152	107	259
2023	164	121	285



Total number of full-time employee staff (below middle management) (#)

	Male (#)	Female (#)	
2021	276	258	534
2022	291	288	579
2023	292	320	612



Nationalisation

Country	2021	2022	2023	
United Arab Emirates	Male (#)	14	17	17
	Female (#)	7	10	12
	Total (#)	21	27	29
Qatar	Male (#)	1	1	1
	Female (#)	1	1	1
	Total (#)	2	2	2
Jordan	Male (#)	19	21	24
	Female (#)	19	20	24
	Total (#)	38	41	48
Egypt	Male (#)	29	34	29
	Female (#)	26	30	24
	Total (#)	55	64	53
Oman	Male (#)	5	5	6
	Female (#)	8	8	11
	Total (#)	13	13	17

Country	2021	2022	2023	
Saudi Arabia	Male (#)	31	35	37
	Female (#)	16	28	38
	Total (#)	47	63	75
Bahrain	Male (#)	4	5	3
	Female (#)	7	8	10
	Total (#)	11	13	13
Kuwait	Male (#)	3	3	4
	Female (#)	0	1	1
	Total (#)	3	4	5
Iraq	Male (#)	11	14	14
	Female (#)	4	9	9
	Total (#)	15	23	23
Morocco	Male (#)	0	2	4
	Female (#)	0	4	5
	Total (#)	0	6	9

Parental Leave

We foster an inclusive workplace that focuses on building a strong foundation for growth by progressing diverse talent. Our Employee Handbook details specific policies for expectant, new mothers, and fathers, offering tailored entitlements for maternity leave and pay, which vary by office location. In 2023, we saw an increase in employees eligible for parental leave, particularly among male staff, where the uptake of parental leave nearly doubled compared to 2022. This highlights our support for a healthy work-life balance and our dedication to a diverse and family-friendly work environment.

Parental Leaves	2022	2023
Total number of employees who were entitled to parental leave (#)	722	765
Male (#)	438	428
Female (#)	284	337
Total number of employees who took parental leave (#)	26	36
Male (#)	11	20
Female (#)	15	16
Total number of employees who returned to work after parental leave ended (return to work) (#)	26	35
Male (#)	11	20
Female (#)	15	15



Employee Welfare, Human Rights, and Labour Practices

In adherence with fair labour standards and human rights, we prioritise honesty, integrity, and respect in all our business dealings. Our policies unequivocally prohibit forced labour and child labour, extending to both our employees and suppliers.

Recognising the challenges associated with reporting concerns, we maintain a zero-tolerance stance against harassment and victimisation, ensuring protection for those who raise concerns in good faith. Our Discrimination, Sexual Harassment, Bullying, and Victimisation policy sets clear workplace behaviour standards, outlines employee responsibilities, and provides avenues for reporting policy breaches.

Disciplinary measures are enforced for policy violations, ranging from counselling to termination, depending on the nature and severity of the breach. We encourage employees and stakeholders to voice concerns through our Whistleblowing policy, which offers confidential reporting mechanisms. All concerns raised are treated confidentially, thoroughly investigated, and addressed promptly by designated authorities within the Firm, as well as externally.

Health and Safety

We place great emphasis on the welfare of our workforce, as it is a fundamental aspect of our operations. To provide our employees with comprehensive support, we regularly conduct sessions on managing anxiety, health, nutrition, stress management, and mindfulness. Additionally, eligible staff members receive private health insurance, aligning with the regulations in each country where our offices operate.

Safety in the working environment is of paramount importance to us. We proactively prevent injuries, illnesses, and safety hazards through stringent safety policies and comprehensive training to promote a behavioural safety culture in the workplace.

In the event of work-related injuries, we require detailed incident reporting to inform preventive measures. Each of our offices is equipped with a fully stocked first aid kit, and employees are encouraged to participate in first aid training. Non-adherence to safety protocols can lead to disciplinary actions, up to and including termination of employment.

Talent Attraction, Retention, and Engagement

Our commitment to attracting and retaining diverse and top talent is evident in our efforts to create a work environment that fosters professional growth and development. In 2023, we welcomed 214 new employees, with women making up 59% of these new hires, highlighting our dedication to fostering gender diversity and equality in the workplace.

Hiring and turnover	2021	2022	2023
Total number of new employee hires (#)	166	240	214
Male (#)	90	95	88
Female (#)	76	145	126
Total number of employees who left the Firm (#)	131	127	160
Male (#)	67	52	77
Female (#)	64	75	83
Turnover rate (%)	15	14	16

Adapting to the evolving work landscape, we have embraced virtual work, ensuring that all employees are equipped for effective remote operation. This approach enhances flexibility and accessibility, promoting a balanced and inclusive work culture.

59%

**Female hires
in 2023**

Learning and Development

Learning and Development (L&D) of our employees is pivotal to our success. By creating an environment that nurtures continuous learning and personal growth, we ensure that these efforts are in sync with our future business strategy and seamlessly incorporated into regular individual appraisals. Our employees' active participation in career and performance reviews reflects our dedication to their ongoing professional development and growth.

Our L&D initiatives, encompassing a spectrum of training courses, coaching, and job experiences, are specifically designed to enhance individual performance. The introduction of our Training Academy is a testament to addressing the diverse learning needs of our team.

Our L&D policy, which is reviewed annually, is designed to meet the evolving needs of both our Firm and our employees. It emphasises the shared responsibility of L&D between individuals and their line managers. Employees are encouraged to pursue training opportunities that are relevant to their specialisations and specifically tailored to their unique needs and legal exposure. This approach

ensures they are equipped to conduct their work at the optimal level.

The L&D journey for our employees begins with effective induction training for new hires, ensuring a smooth integration into our Firm's culture and a clear understanding of their roles. Additionally, our in-house training programme covers essential modules in professional and management development, in-house systems, technical skills, and industry-specific knowledge. For training needs that extend beyond our in-house capabilities, we actively seek out external training and development opportunities.

100%

employees received career performance reviews in 2023



Case Study

Launch of Al Tamimi Training Academy and ESG Training Initiatives

2023 was a landmark year for Al Tamimi & Company as we proudly launched our Training Academy, a significant venture in nurturing continuous learning and professional development. Designed as an inclusive learning hub, the Academy caters to a diverse range of training needs for our employees at all career levels, and selectively for clients and other professionals as well.

The Academy curriculum encompasses a diverse range of programmes, including both specialised courses and broad competency-building modules. A significant highlight of this year's curriculum was the integration of ESG training. Two key ESG sessions were launched: "ESG – An Introduction to ESG", attracting over 50 participants for an overview of ESG principles, and "ESG – Understanding the ESG Regulatory Landscape", attended by more than 90 participants, focusing on the ESG regulatory framework. These sessions were hosted in-house by our specialised ESG Consultant, Hamza Al-Haboubi.

The sessions, delivered through e-learning, in-person workshops, webinars, and simulations, are part of an expansive learning library available at the Academy. The Training Academy is not just a resource for learning; it is an embodiment of our investment in the growth

Furthering our commitment to sustainability, we engage in continuous education and awareness initiatives regarding sustainable practices. By providing access to UN Global Compact resources, we ensure a firm-wide understanding and alignment with our ESG principles.

and development of our people. It serves as a central point for delivering premier learning experiences, reflecting the best practices in training methodologies and mirroring the Firm's cultural priorities.

The Academy's broad L&D offerings support individuals right from their orientation into the Firm, throughout their career journey, and also extend to our clients. The "Academy Pillars" ensure a robust foundation for all participants, encompassing everything from the finest induction programmes for new joiners, regulatory training for legal professionals, to extensive personal development opportunities through our online resources.

Moreover, all our employees have access to the UN Global Compact Academy, enhancing their understanding of global standards and practices. This holistic approach to training and development, particularly with the emphasis on ESG education, highlights our commitment to not only fostering professional growth but also to instilling a deep understanding of crucial global issues among our employees and clients.

We are in the process of implementing ESG training across various legal practices, focusing on the integration and incorporation of ESG-related and Net Zero clauses within contracts.



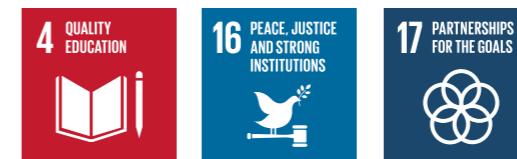
Positively Contributing to Our Community

We are committed to enriching our communities, believing in the capacity of businesses to drive positive societal change. This belief drives our Corporate Social Responsibility (CSR) initiatives, which position us as responsible corporate citizens dedicated to promoting sustainable development and social equity. Central to our CSR efforts are our ESG client services and a commitment to a sustainable supply chain, demonstrating our comprehensive approach to corporate responsibility.

UN GLOBAL COMPACT

Principles 1, 2, 7, 8 and 9 on Environment and Human Rights

GLOBAL GOALS



Pro Bono and Community Engagement

Our role extends beyond legal services to a profound commitment to community support. We are dedicated to ensuring access to justice, particularly for financially disadvantaged individuals and non-profit organisations.

Our dedication is showcased through providing pro bono legal expertise, upholding both our ethical responsibilities and professional standards. As a participant of the UN Global Compact, our commitment to promoting sustainable practices extends beyond our internal operations to our client work.

Through strategic alliances and innovative collaborations, such as our support of the TCLP initiative, and partnership with the COP28 Committee, we are accelerating progress towards the shared vision of Global Goals 13 and 17. Through a comprehensive review of our legal practices, we identify specific areas where our efforts directly support Global Goal 16. Notably, our provision of pro bono legal services is a significant contribution to promoting universal access to justice.

COP28

Our partnership with the COP28 Committee:

As the sole international law firm headquartered in the MENA region, Al Tamimi & Company is proud to have partnered with the COP28 Committee. Hosted in the United Arab Emirates, COP28 serves as a crucial forum where governments and businesses unite to formulate climate strategies. The 2023 conference was especially significant as it marked the first Global Stocktake since the Paris Agreement's inception.

Through this partnership we provided 'value in-kind' sponsorship to the Climate Envoy Office in the form of pro bono legal advice, as the needs arise. Our role was to apply our comprehensive legal expertise in supporting the COP28 Committee through a broad range of corporate legal areas, including corporate commercial law, ESG issues, employment and incentives, financial crime, green financing, resolving disputes and legislative drafting.

"To be selected as an official partner of COP28 is a moment of pride and honour for us, especially considering our Firm's roots in the UAE. Being a legal advisor provides a platform from which we can support the Committee and make a genuine impact at COP28 and beyond."

We are dedicated to making a positive impact on society and partnering with COP28 aligns with our vision and strategic objectives. We are committed to contributing meaningfully to sustainable practices through several initiatives, such as being a participant of the UN Global Compact, working in our local communities, and by offering a comprehensive pro bono programme that provides access to our lawyers across the region. Through our existing programmes and collaboration with COP28, we want to have a broader influence and impact on the business community and society at large."



Samer Qudah
Partner and Head of Corporate Structuring, Al Tamimi & Company

Our contributions to COP28 extended beyond providing our legal services. We actively participated in key events, webinars and conferences including:

- Climate Law and Governance Day -** Our Senior Counsel participated in an expert panel hosted by the International Bar Association (IBA) on Advancing Climate Competent Lawyering Across the Board.
- ESG webinar -** We hosted an ESG webinar at our offices, which was attended by internal and external stakeholders across various sectors, in collaboration with the Shanghai Arbitration Centre (SHAC) covering ESG across legal practices and legal disputes.

- ESG Roundtable Discussion -** Engaged in a roundtable discussion focused on the future state of ESG in the MENA region for the upcoming five years.

Please refer to our podcast ([COP Talks](#)) for insightful discussions and expert perspectives.



Sustainability Innovators Challenge:

In collaboration with the UAE's Ministry of Education, we launched the Sustainability Innovators Challenge. This competition, a highlight of COP28 in the UAE, drew over 100 submissions from more than 25 universities. Students presented a diverse range of innovative ideas centred on sustainability. Following detailed assessments, ten teams were shortlisted to present their projects at COP28.

One of our leading partners played a key role in the initiative as a member of the judging panel. The final presentations took place at the UAE's Higher Education Conference in February 2024 and the winning teams were awarded a share of the AED 1 million by Essam Al Tamimi, Chairman of Al Tamimi & Company. Throughout 2024, the teams will benefit from our ongoing support to help transform their ideas into viable businesses.

It was a genuine privilege to be involved in this competition and to see the calibre of submissions from the teams. It has demonstrated the huge array of innovative talent the UAE's young people possess. There have been some truly excellent ideas, and I very much look forward to seeing them turn into real businesses making a difference.||



Ahmad Saleh
Partner and Head of Innovation,
Patents, and Industrial Property,
Al Tamimi & Company

The Chancery Lane Project (TCLP):

In line with our dedication to accessibility and education, and as a key part of our COP28 activities and alignment with the UAE's Net Zero commitment, we translated the TCLP glossary into Arabic. This initiative not only broadens access but also deepens understanding of Net Zero clauses. The glossary, featuring 76 essential climate-related terms, is instrumental in drafting climate-aligned contracts, thereby extending essential legal resources to a wider audience.

This translation initiative, integral to our COP28 involvement, reinforces our commitment to being a sustainable law firm. It aligns with our efforts to integrate ESG principles into our service offerings, acting as a tangible demonstration of our dedication to these values.

In 2023, we undertook transposition and peer review exercises with two UAE clients, and we have plans to extend these successful practices across various jurisdictions and legal areas. Read more about our work with TCLP under [COP28](#).

||The Chancery Lane Project is about making real, practical differences in our precedents to align with Net Zero pathways. TCLP really plays to our legal skillset. Leading the Firm's work to translate the TCLP glossary into Arabic and transpose other Net Zero drafting into local laws is important work, as it means we are able to bring the project to a much wider audience and enable it to make an even bigger impact. It was hugely satisfying to announce the TCLP glossary translation during the panel discussion on Climate Competent Lawyering at the Climate Law and Governance Day during COP28.||



Francis Patalong
Senior Counsel, Corporate
Commercial, and a member
of the ESG Working Group,
Al Tamimi & Company.

Corporate Social Responsibility

Our CSR Committee, a dynamic team of legal professionals and staff from various practices and regions, oversees our CSR initiatives. With members serving renewable two-year terms, the committee ensures a continuous infusion of new ideas and broad participation. This structure guarantees that our CSR activities are not only effective but also adhere to the highest legal and ethical standards.

Our CSR strategy is built upon a clear vision, mission, and set of values:

- Vision:** Leading in making a meaningful and sustainable impact on environmental and social challenges, while improving the lives of those in need.
- Mission:** Supporting non-profit organisations to deliver their services and achieve their philanthropic objectives and assisting individuals in need in realising their goals.
- Values:** Collaboration, respect, recognition, passion, and a commitment to helping others.

This comprehensive approach embodies our aspiration to be at the forefront of addressing critical social and environmental issues, fostering a culture of compassion and engagement within and beyond our Firm.

32%
increase in legal pro bono hours in 2023

Community Engagement

Our community engagement initiatives go far beyond mere charitable donations, focusing on creating sustainable benefits and fostering social justice in local communities.

Children of Tomorrow Initiative:

Our "Children of Tomorrow" initiative focuses on enhancing awareness of legal rights and safety against abuse among children. We have partnered with government bodies and schools across the UAE, Qatar, and Bahrain, where our legal professionals have conducted informative sessions for youth empowerment. A key event in Qatar brought over 20 school representatives together, discussing legal protections and best practices.

Educational Webinars:

In collaboration with a local non-profit foundation for policy research, we have conducted six educational webinars in Ras Al Khaimah on child protection law, engaging approximately 50 educators. Additionally we have collaborated with universities in the UAE and KSA to deliver educational lectures on relevant legal topics.

Charitable Event Participation:

During CSR Week 2023, our CSR team in the UAE hosted a significant breakfast event spotlighting refugee rights, with sessions led by United Nations High Commissioner for Refugees (UNHCR) speakers. The event included videos on diversity and inclusion, and the inspiring stories of scholarship recipients.

Impact Week 2023 – Ius Laboris Week:

Participating in Ius Laboris's Impact Week 2023, our offices engaged in charitable activities with a focus on pro bono legal services. Notably, in Oman, we produced Arabic audiobooks for visually impaired children, and in Bahrain, we interacted with elderly residents, sharing cultural insights.

Pro Bono Services in Education:

We signed a Memorandum of Understanding with Ajman University in 2023, committing to provide up to 50 pro bono hours and offering internships and office visits for students.

Educational Workshops in Universities:

We organise workshops in universities across the UAE and Saudi Arabia, covering topics like cyberlaw and children's rights. Our internship programmes for school students aim to inform and guide them in their career choices.

Community Engagement	2021	2022	2023
Total number of legal pro bono hours delivered	3,385	3,099	4,105
Total value of pro bono work delivered (AED)	7,384,816	6,089,906	8,506,739
Total value of community initiatives supported (AED)	243,876	300,000	300,000

**over
100%**
increase in
volunteering
hours in 2023

Case Study

Pro Bono Legal Services

Each year, our lawyers across all practice areas commit to pro bono cases, representing financially disadvantaged individuals and organisations unable to access the court system. In 2023, our dedication to pro bono legal services significantly increased. Lawyers from various departments devoted over 4,100 hours to these efforts, showcasing our Firm's commitment to ensuring access to justice. Notably, up to 100 hours of pro bono work per year now count as billable hours for each fee earner, further motivating our legal team's involvement. This effort represented a substantial increase, with an additional 1,000+ hours compared to 2022.

The value of our pro bono work also increased, reaching AED 8.6 million – nearly a 40% increase from the previous year. This underscores our growing dedication to community service and providing legal support to those lacking sufficient resources. While there is no minimum requirement for pro bono hours, the volume of such work undertaken by a lawyer is considered a key performance indicator during annual appraisals. Our aim is for each lawyer to engage in at least one pro bono case each year.

Volunteering*	2022	2023
Number of volunteering initiatives supported	3	18
Total number of volunteers	22	79
Total number of volunteering hours	63	129

*The Volunteering policy was announced in 2021 but commenced in 2022 due to the effects of the Coronavirus Disease pandemic.

ESG Client Services

Our Commitment

The impact of business on the environment and society is under more scrutiny than ever as we tackle the climate emergency and the impact of global financial crises. Regulation is increasing, and stakeholders are demanding greater transparency on corporate behaviour.

With regulation and policy developing quickly across the Middle East and North Africa, our lawyers are at the forefront of legal, regulatory and policy developments, advising on some of the most significant ESG matters.

We can react quickly because we are on the ground, with 17 offices across ten countries, spanning the MENA region. Our teams have established relationships with national and regional governments across the region. When change happens, we are among the first to know. This positioning allows us to swiftly react and adapt to regulatory changes.

Our Services

Our primary services encompass a range of key areas including Climate Change and Energy Transition, Corporate Governance with a focus on sustainability, Strategic Sustainable Sourcing, and Sustainable Finance solutions, all aligned with national-level ambitions such as the UAE Net Zero initiative, Saudi Net Zero commitment, and other regional sustainability goals



Sustainability-focused Corporate Governance



Climate Change and Energy Transition



Sustainable Finance



Sustainable Sourcing

In the realm of **Climate Change and Energy Transition**, we provide comprehensive services including statutory compliance and internal ESG risk assessments to ensure adherence to relevant ESG requirements. We offer expert guidance in ESG regulation and compliance, adapting to the evolving regulatory landscape. Our team conducts thorough ESG due diligence for mergers and acquisitions as well as Initial Public Offering (IPO) transactions, assessing the ESG factors crucial in these financial processes. Our services also include ESG maturity assessment and benchmarking to evaluate and improve current ESG practices, along with developing comprehensive roadmaps for achieving jurisdiction's Net Zero compliance requirements.

Our **Sustainable Sourcing** services focus on the integration of environmental and social risks in supply chain activities. This includes conducting supply chain maturity assessments and ethical screening to enhance the ethical aspects of supply chain operations. We actively work on embedding ESG principles within an organisation's code of conduct and ethics. To further strengthen ESG capacity, we conduct ESG capacity building and training workshops, equipping clients with the necessary knowledge and skills to integrate ESG considerations into their business practices.

In the area of **Sustainability-focused Corporate Governance**, we specialise in the development and review of ESG charters, policies and prospectuses. Our approach includes integrating ESG governance and ensuring board accountability. We also emphasise the integration of ESG in the overall risk management framework, advising on

executive remuneration strategies that link pay to ESG performance. Additionally, we assist clients in responding to shareholder activism related to ESG matters, ensuring they are well-prepared to address such challenges.

Our **Sustainable Finance** services include conducting ESG-legal due diligence, essential for understanding the ESG implications of applicable laws and requirements. We perform risk assessments and benchmarking of ESG performance at a portfolio level, providing clients with insights into their ESG standing.

Case Study

Innovation, Patents & Industrial Property (3IP)

Our 3IP practice plays a pivotal role in supporting both private and public clients across the innovation life cycle. This involves comprehensive legal, technical, and business services aimed at promoting, protecting, and encouraging innovation. Such innovation drives not only the economy and competitiveness but also fosters a sustainable and thriving ecosystem.

In 2023, the 3IP transformation practice delivered several initiatives that align with ESG principles and contribute significantly to a sustainable economy.

Proactive Engagement

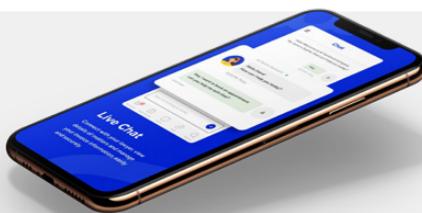
Through our Client Insights programme, we proactively engage with clients to discern their ESG priorities. This year marks the introduction of the Net Promoter Score (NPS), a strategic tool employed to gather valuable client feedback. During our insight meetings, we focus on understanding clients' business imperatives, with a special emphasis on ESG considerations. This targeted approach not only enhances our service delivery but also fortifies our client relationships, as we dedicate ourselves to comprehending and addressing their unique challenges and goals. Complementing this, we are in the process of developing an annual survey, specifically incorporating questions related to ESG. This dual feedback mechanism, particularly the NPS, is instrumental in evaluating client satisfaction and allows us to tailor our services to meet their evolving requirements.

Case Study

My Tamimi App

In an era where agility and accessibility are key, we introduced the My Tamimi App, a testament to our commitment to innovation and client service. This user-friendly application is tailored for those engaged with the legal sector, providing our clients with a streamlined, efficient way to connect with their legal representatives. It offers the convenience of managing legal matters and invoices securely, directly from any mobile device. Additionally, the app grants access to a comprehensive library of legal insights and the latest updates in the field, ensuring that users are always informed. The My Tamimi App sets a new standard for legal services, merging practicality with advanced legal resources. For further information and to download the App, please visit:

www.tamimi.com/mytamimiapp/



Case Study



Al Tamimi & Company Monthly Magazine: Law Update

At Al Tamimi & Company, we are at the forefront of sharing knowledge and insights from the MENA region combining knowledge and experience to bring up-to-date insights, thoughtful analysis, and guidance that enables clients to stay in touch with the latest developments in the legal industry. Our monthly Law Update publications cover a broad range of topics including breaking legal news, changes in legislation, and regulatory reforms. These updates are crucial for organisations operating in the region, as they navigate the evolving legal landscape.

Law Update, a staple publication for over 30 years, reaches over 20,000 subscribers globally. Its purpose is to equip our clients with succinct yet comprehensive insights into diverse legal matters, aiding them in making informed decisions in today's dynamic global economy.

In a pioneering move, we have integrated this valuable resource with our innovative NFTamimi initiative. NFTamimi features a collection of 950 unique digital magazine covers from our Law Update publications. This integration not only adds a modern, digital dimension to our traditional publication but also allows for a novel way of engaging with our content.

Our monthly publications, along with their unique NFTamimi digital covers, can be accessed through the following links:

<https://www.tamimi.com/our-knowledge/law-update/>

<https://nft.tamimi.com/>

Sustainable Procurement and Supply Chain

Procurement

Total procurement spending (AED)

2021	109,232,134
2022	109,625,413
2023	139,671,463

Total procurement spending on local suppliers (AED)

2021	87,776,683
2022	76,882,388
2023	96,431,306

25%

increase in procurement spending on local suppliers

6

Appendices



Appendix A. GRI Content Index

Statement of use Al Tamimi & Company has reported the information cited in this GRI content index for the period 1st January 2023 to 31st December 2023 with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION AND/OR DIRECT ANSWER
	2-1 Organizational details	4-7
	2-2 Entities included in the organization's sustainability reporting	3
	2-3 Reporting period, frequency and contact point	3
	2-4 Restatements of information	Not applicable
GRI 2: General Disclosures 2021	2-7 Employees	39
	2-9 Governance structure and composition	20, 21
	2-10 Nomination and selection of the highest governance body	20
	2-11 Chair of the highest governance body	20
	2-12 Role of the highest governance body in overseeing the management of impacts	20
	2-13 Delegation of responsibility for managing impacts	20
	2-14 Role of the highest governance body in sustainability reporting	20
	2-15 Conflicts of interest	24
	2-16 Communication of critical concerns	22
	2-17 Collective knowledge of the highest governance body	www.tamimi.com/find-a-lawyer/

GRI STANDARD	DISCLOSURE	LOCATION AND/OR DIRECT ANSWER
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	8-11
	2-23 Policy commitments	22, 24, 25, 28, 36, 37, 40, 42
	2-24 Embedding policy commitments	22, 24, 25, 28, 36, 37, 40, 42
	2-25 Processes to remediate negative impacts	37,40
	2-26 Mechanisms for seeking advice and raising concerns	22, 37, 40
	2-27 Compliance with laws and regulations	22
	2-28 Membership associations	7
	3-1 Process to determine material topics	16
GRI 3: Material Topics 2021	3-2 List of material topics	16
	3-3 Management of material topics	16
GRI 202: Market Presence 2016	3-3 Management of material topics	38
	3-3 Management of material topics	46-51
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	46-51
	203-2 Significant indirect economic impacts	46-51
GRI 204: Procurement Practices 2016	3-3 Management of material topics	55
	204-1 Proportion of spending on local suppliers	55
	3-3 Management of material topics	24
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	24
	205-3 Confirmed incidents of corruption and actions taken	24

GRI STANDARD	DISCLOSURE	LOCATION AND/OR DIRECT ANSWER
GRI 302: Energy 2016	3-3 Management of material topics	29
	302-1 Energy consumption within the organization	29
	302-3 Energy intensity	29
GRI 303: Water and Effluents 2018	3-3 Management of material topics	29
	303-5 Water consumption	29
	3-3 Management of material topics	30, 31
	305-1 Direct (Scope 1) GHG emissions	30, 31
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	30, 31
	305-4 GHG emissions intensity	30, 31
	3-3 Management of material topics	32
	306-1 Waste generation and significant waste-related impacts	32
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	32
	306-3 Waste generated	32
	306-4 Waste diverted from disposal	32
	3-3 Management of material topics	55
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	39-41
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	41
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	39, 40
	401-3 Parental leave	39

GRI STANDARD	DISCLOSURE	LOCATION AND/OR DIRECT ANSWER
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	40
	403-1 Occupational health and safety management system	40
	403-2 Hazard identification, risk assessment, and incident investigation	40
	403-5 Worker training on occupational health and safety	40
	403-6 Promotion of worker health	40
	3-3 Management of material topics	42, 43
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	42, 43
	404-3 Percentage of employees receiving regular performance and career development reviews	42
	3-3 Management of material topics	36-38
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	21, 39
	3-3 Management of material topics	36, 40
GRI 406: Non-discrimination 2016	3-3 Management of material topics	36, 40
GRI 408: Child Labour 2016	3-3 Management of material topics	40
GRI 409: Forced or Compulsory Labour 2016	3-3 Management of material topics	40
GRI 413: Local Communities 2016	3-3 Management of material topics	46-51
	413-1 Operations with local community engagement, impact assessments, and development programs	46-51
GRI 414: Supplier Social Assessment 2016	3-3 Management of material topics	55
GRI 418: Customer Privacy 2016	3-3 Management of material topics	25

Appendix B. SASB Index

Topic	Code	Metric	Page Number(s) and/or direct answers
Data Security	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	25
	SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	25
Workforce Diversity & Engagement	SV-PS-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	21, 38
	SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	41, voluntary rate is 86% and involuntary rate is 14% in 2023
Professional Integrity	SV-PS-510a.1	Description of approach to ensuring professional integrity	19-25
Activity Metrics	SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	21, 38
	SV-PS-000.B	Employee hours worked, percentage billable	2,067,520 employee hours worked with 26% billable hours in 2023

Appendix C.

UN Global Compact Alignment

Framework Pillar	Material Topics	The Ten Principles of the UN Global Compact
Upholding Excellence and Integrity	Corporate Governance	
	Compliance & Ethical Conduct	Anti-Corruption – Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.
	Anti-Corruption & Anti-Bribery	
	Data Privacy and Cybersecurity	
Empowering our people	Diversity, Equity, and Inclusion	Labour – 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 Human Rights – 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.
	Employee Welfare, Human Rights, and Labor Practices	
	Talent Attraction, Retention, and Engagement	
Safeguarding the environment	Environmental Stewardship	Environment – Principle 7: Businesses should support a precautionary approach to environmental challenges.
	Climate Change	Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.
	Circular Economy	

Framework Pillar	Material Topics	The Ten Principles of the UN Global Compact
Pro Bono & Community Engagement	Positively contributing to our community	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.
	ESG Client Services	Human Rights – 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.
	Sustainable Procurement and Supply Chain	

Appendix D.

Global Goals Alignment

Framework Pillar	Material Topics	Relevant Global Goals
Upholding excellence and integrity	Corporate Governance	 
	Compliance & Ethical Conduct	
	Anti-Corruption & Anti-Bribery	
	Data Privacy and Cybersecurity	
Empowering our people	Diversity, Equity, and Inclusion	 
	Employee Welfare, Human Rights, and Labour Practices	
	Talent Attraction, Retention, and Engagement	
Safeguarding the environment	Environmental Stewardship	 
	Climate Change	
	Circular Economy	
Positively contributing to our community	Pro Bono & Community Engagement	 
	ESG Client Services	
	Sustainable Procurement and Supply Chain	