

Corporate Social Responsibility (CSR) Policy

Orient Insurance PJSC

1. Introduction

Orient Insurance PJSC is committed to balancing its corporate objectives with its responsibilities toward society by adopting sustainable Corporate Social Responsibility (CSR) initiatives. This policy aligns with the Governance Regulations issued by the Securities and Commodities Authority (SCA) and international best practices to enhance social and economic well-being.

2. Purpose of the Policy

This policy establishes a clear framework for the company's CSR initiatives, ensuring that Orient Insurance contributes positively to the community while maintaining transparency and accountability.

3. Scope

This policy applies to all operations of Orient Insurance PJSC, including its branches across the GCC and subsidiaries in the Middle East.

4. Core Principles of Corporate Social Responsibility

In compliance with SCA's Governance Regulations, Orient Insurance adheres to the following principles:

1. Development of CSR Policy

- The General Assembly approves the CSR policy based on recommendations from the Board of Directors.
- The policy aims to achieve a balance between the company's objectives and its social and economic responsibilities by launching sustainable initiatives.

2. Establishing CSR Programs and Initiatives

The Board of Directors is responsible for designing and implementing effective CSR programs, which include:

- **Defining Performance Indicators:** Developing measurable indicators to assess the company's social impact and benchmark against industry peers.
- **Raising Internal Awareness:** Educating employees about CSR goals to encourage active participation.
- **CSR Planning and Reporting:** Integrating CSR strategies into the company's periodic reports on business activities.
- **Public Awareness Programs:** Conducting community engagement initiatives to inform the public about Orient Insurance's CSR efforts.

5. CSR Focus Areas

Orient Insurance is committed to CSR in the following areas:

1. Sustainable Development

- Supporting environmental sustainability by reducing carbon footprint, promoting digital transformation, and optimizing energy efficiency.
- Engaging in clean energy initiatives and environmental conservation efforts.

2. Community Support

- Contributing to education and training programs that enhance professional skills, particularly for young professionals and recent graduates.
- Offering financial or logistical support to charities and social initiatives.
- Promoting health and safety awareness programs, including medical insurance and wellness initiatives.

3. Employee Well-being

- Providing sustainable employee development programs to enhance career growth and skills.
- Maintaining fair employment practices and ensuring equal opportunities for all employees.

4. Transparency and Accountability

- Disclosing CSR activities and their outcomes in the company's annual reports and official communications.
- Ensuring compliance with all legal and regulatory CSR requirements.

6. Governance and Responsibilities

Board of Directors

- Approves the CSR policy and monitors its implementation.
- Evaluates the effectiveness of CSR programs to ensure alignment with the company's strategy and SCA requirements.

Executive Management

- Oversees the implementation of CSR initiatives.
- Raises employee awareness and encourages participation in CSR programs.

Disclosure and Reporting

- Periodic reports on CSR activities must be included in the company's financial and non-financial disclosures.
- Updates on CSR initiatives should be published on the company's website and communication channels.

7. Review and Updates

- This policy will be reviewed annually by the Board of Directors to ensure alignment with regulatory requirements and evolving CSR best practices.
- Amendments will be made as necessary to enhance the company's social impact.

Approved by the Board of Directors on : 25/12/2024

approved by the General Assembly on :