

المصنعة
للمباني
والبناء

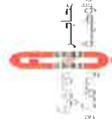


Fujairah Building Industries PJSC

Environment, Social, Governance (ESG) Report 2025



المصنعة للمباني
الاسمنتية
Fujairah Concrete Products

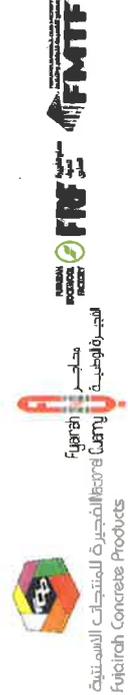


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Introduction



مجلس تجارة الفجيرة
بلدية الفجيرة
مناطق التجارة الحرة بفجيرة
Fujairah Concrete Products

Introduction

Company Profile

Fujairah Building Industries PJSC ("FBI") was established in 1979. Over the last several decades and since its IPO and listing on the Abu Dhabi Securities Market 'ADX' in January 2007, the company has grown in leaps and bounds and caters to the dynamic markets in UAE and the Middle East. FBI is one of the leading technology driven organizations in the construction sector, reputed for its quality products and services.

Currently, the following companies fall under the Fujairah Building Industries umbrella:

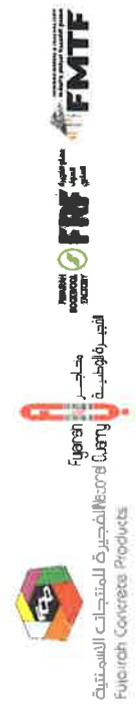
- Fujairah Rockwool Factory (FRF)
- Fujairah Concrete Products (FCP)
- Fujairah Marble and Tiles Factory (FMTF)
- Fujairah National Quarry (FNQ)
- Emirates Ceramics Factory

Since its Foundation FBI has been committed to providing excellent quality of products and services to our clients while maintaining sustainability and ensure its integration and application with at all levels of the company business.

Following the guidelines of ADX & SCA and as continuation to their efforts and initiative of promoting sustainability in PSC companies, FBI is issuing its ESG Report for the year 2023 in accordance with the resolution (No 3/RM) of 2020 regarding the governance guidelines for PSC companies.



FBI's Mission, Vision & Values



FBI's Mission, Vision & Values

Mission

Our mission is to provide our clients with excellent quality products and cultivating successful and long-term partnerships with them. We also will continue to encourage research and development among our subsidiary companies to ensure that the best quality products are manufactured.

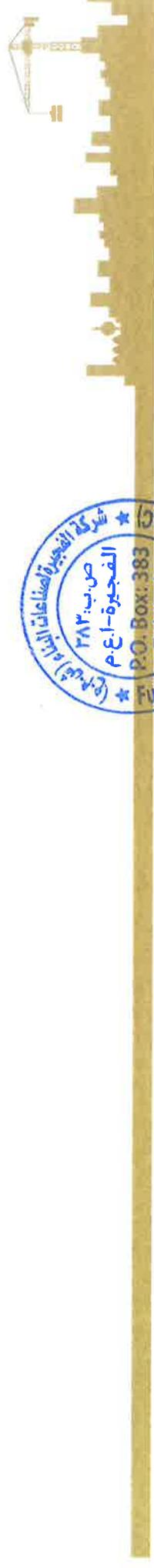
Vision

Our vision is to be the leading provider of various industrial and building products across the Middle East and continue to provide our clients and the society we serve with premium service and products.

Values

Our core values are:

- Providing excellent quality of products and services to our clients
- Ensuring there is teamwork, respect and mutual encouragement among our subsidiaries and employees
- Reliability and honesty when dealing with everyone
- Protecting the environment and our employees
- Ensuring we create a sustainable environment for our employees, society and the environment
- Corporate Social Responsibility



FBI's Commitment





FBI's Commitment

Enabling our Employees

FBI is investing in its employees by enhancing their knowledge and practical experiences which is the way to implement a sustainable environment in the company.

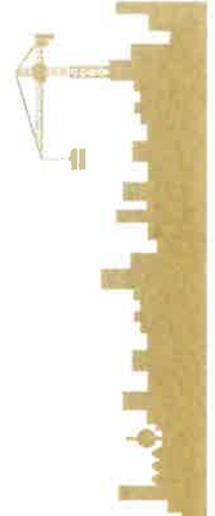
Research & Development

As the market is continuously evolving, FBI Group is consistently investing in research & developments to maintain international standards of quality, to stay updated with the evolving market trends, and innovate products according to customers requirements.



Innovation

FBI's approach is to promote the innovation and the development of its product and services by creating a whole bunch of sustainable and environment friendly products.



Stakeholder Engagement



Stakeholder Engagement

- Sustainability, consistency with continuous improvement and innovation are underlying objectives in everything we do. We endeavor to act, operate efficiently, transparently and deliver our objectives. We remain committed to having a positive impact on our customers, employees, suppliers, society and environment, while at the same time maintaining sustainable success.
- Our strategy for sustainability is largely driven with continuous engagement with stakeholders, which enables us to understand their priorities and expectations from us and align with our business practices and corporate priorities. We regularly engage with our key stakeholder groups to help shape and drive our sustainability strategy.

Key Stakeholders

Govt. & Local Authorities



Community



Shareholders



Customers



Suppliers



Employees



Material ESG Goals that matter to FBI

Environment	E1. GHG Emissions
	E2. Emissions Intensity
	E3. Energy Usage
	E4. Energy Intensity
	E6. Water Usage
	E7. Environmental Operations
	E8. Environmental Oversight
	E9. Environmental Oversight
	E10. Climate Risk Mitigation
	Social
S2. - Gender Pay ratio	
S3. - Employee Turnover	
S4. - Gender Diversity	
S6. - Non- Discrimination	
S7. - Injury Rate	
S8. - Global Health & Safety	
S9. - Child & Forced Labour	
S10. - Human Rights	
S11. - Nationalization	
Governance	
	G.2 - Board Independence
	G.4 - Supplier Code of Conduct
	G.5 - Ethics & Prevention of corruption
	G.6 - Data Privacy
G.8 Disclosure Practices	



ESG Report



Environment



الهيئة العامة
للبيئة والتخطيط
الاستراتيجي



الهيئة العامة
للبيئة والتخطيط
الاستراتيجي

FRF

FMTF



ESG Report - Environment

- FBI Group understands that it has a responsibility to care for the environment, and as a result of this responsibility the company and its units invested in research & development to reach a very sustainable approach for the environment.
- FBI subsidiaries are certified as follows: Fujairah Rockwool Factory (FRF) is certified by ISO 9001 for Quality Assurance, ISO 14001 for Environmental Management, OHSAS 18001 for Occupational Health and Safety, while Fujairah Concrete Products (FCP) is certified with ICV, ISO 45001:2018, ISO 14001: 2015, and ISO 9001: 2015. These entities are also Members of Emirates Green Building Council.
- The projects that FBI has invested in to protect the environment are as follows:
 - Group has established Emission Controls and Heat Reduction facility in FRF to eliminate emission of harmful gases in the environment making the complete process environment friendly. Further, an Emission Monitoring Systems in place that track all emissions in the factory to maintain FRF's emission levels lower than industrial standards.
 - Significant investment was made in FRF to recycle the manufacturing waste by converting them into briquettes which are used in production of rockwool. As a result, we are proud to say that we have zero landfill.
 - We are investing in building Grey Water Recycle System in FCP to ensure zero water wastage. This will help to reduce freshwater consumption to a great extent.
- FRF products are sustainable as they are produced from natural igneous rocks, non-combustible, eco-friendly and biodegradable. These products help in energy conservation, heat reduction and temperature control which reduce the consumption of energy. Our FRF products has obtained various certificates such as ICV, ADQCC, Certificate from Dubai Municipality, Warrington Certification etc.
- FRF Continuously investing in innovation and developed new product firesafe products for Construction industry and Hydroponic products Agriculture sector.



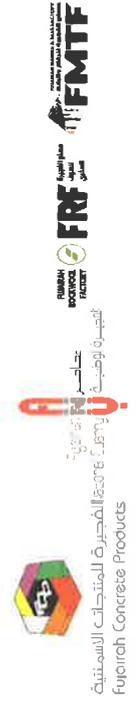
الفجيرة
لصناعات
البناء



FUJAIRAH
BUILDING
INDUSTRIES



Social



فجيرة
المنتجات الاسمنتية
Fujairah Concrete Products

ESG Report - Social

- FBI group has been committed to its social responsibility by making the balance between the needs of the society, stakeholders, employees and the main business.
- The group has approached many initiatives including attribution to the many social events in the emirate of Fujairah and contributing to the government efforts of Emiratization.
- FBI contributes to the efforts of Government of Fujairah and Fujairah Foundation for Regional Development (FFRD) to help the citizens of Fujairah with the construction and renovation of their homes.
- The young Emirati workforce has been placed within our units for further training to equip them with industry-ready skills. This has been an ongoing activity for many years now.



ESG Report – Social (Cont'd)

Matric	Parameters	Outcome/Response
S1. CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median Full Time Equivalent (FTE) total compensation	11.69
S2. Gender Pay ratio	Ratio: Median male compensation to median female compensation	1.58
S3. Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees	17%
S4. Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women	91% Men, 9% Women
S6. Non- Discrimination	Does company follow non-discrimination policy? Yes/No	We follow UAE Laws & Regulations
S7. injury Rate	Percentage: Frequency of injury events relative to total workforce time	0%
S8. Global Health & Safety	Does company follow an occupational health and/or global health & safety policy? Yes/No	Yes
S9. Child & Forced Labour	S9.1) Does company follow a child and/or forced labor policy? Yes/No	We follow UAE Laws & Regulations
S10. Human Rights	S10.1) Does company follow a human rights policy? Yes/No	We follow UAE Laws & Regulations
S11. Nationalization	Percentage of national employees	3.36%



ESG Report - Governance

- The Group follows and complies with the governance rule mention in the chairman resolution No 3/Rm of 2020.

Matric	Parameters	Outcome/Response
G.1 Board Diversity	G1.1) Percentage: Total board seats occupied by men and women G1.2) Percentage: Committee chairs occupied by men and women	At the company's general assembly meeting on March 6, 2024, members of the Board of Directors were elected, including women element at a rate of 14.3%.
G.2 Board Independence	G2.1) Does company prohibit CEO from serving as board chair? Yes/No G2.2) Percentage: Total board seats occupied by independent board members	The Board of Directors is comprised of seven members most of them independent and nonexecutives
G.4 Supplier Code of Conduct	S3.1) Percentage: Year-over-year change for full- G4.1) Are vendors or suppliers required to follow a Code of Conduct? Yes/ No	We have established detailed terms and conditions which are applied to all our external procurements. These standard terms and conditions includes supplier code of conduct to ensure ethical and fair business practices. - There are two committee established by the Board: 1. Audit committee and 2. Nomination and remuneration committee. Board, Board Committees and Group Management collectively drive the culture of Ethics and integrity across the Group and while dealing with external parties. - Board has established two functions independent from the Group Management to ensure that Group is compliance with regulatory requirements and Group complies with established policies and procedures.
G.5 Ethics & Prevention of corruption		FBI has established set of policies to ensure data privacy: - Information Security Policy - User Access Control Policy - Internet Security Policy - Physical and Environment Security Policy - Network Security Policy. Collectively these policy drives the culture and ensure data privacy across the Group
G.6 Data Privacy	G6.1) Does company follow a Data Privacy policy? Yes/No	
G.8 Disclosure Practices		The company discloses its outcome of its general assembly meetings, BOD meeting and Financial Results to the shareholders on company website and ADX website.

