

Integrated Report 2023

الفردوس
الفردوس القابضة ش.م.ع

Al Firdous
Al Firdous Holding P.J.S.C

JUNE 24, 2024

Al Firdous P.J.S.C



Integrated Report Sections:

Board report	1
External Auditor' report	2
End of Year Audited Financials	3
Governance Report	4
Sustainability Report	5

Directors' report

The Directors of Al Firdous Holdings (P.J.S.C) (the "Company") have the pleasure of presenting their report along with the audited consolidated financial statements of the Company and its subsidiaries (collectively referred to as the "Group") for the year ended 31 March 2024.

Main business and operations

Al Firdous Holdings (P.J.S.C.) (the "Company") is a public joint stock company registered on 1 July 1998 in Dubai, United Arab Emirates (UAE), according to Ministerial Decree Number 106 for the year 1998. The Company commenced its operation on 22 October 1998 under commercial license number 508397 issued by the Department of Economic Development of the Government of Dubai. The Company is registered on Dubai Financial Market, UAE.

Principal activities

The principal activities of the group are Hajj and Umrah organising and documents clearing services.

Financial positions and results

The operating results and financial position of the Group are fully set out in the attached consolidated financial statements. The Group has incurred a net loss of AED 526,339 for the year ended 31 March 2024 as compared to the restated loss for the year ended 31 March 2023 AED 930,020

Directors

The Directors of the Group throughout the year, and to the date of this report are:

1. Sheikh/ Khaled Bin Zayed Al Nahyan – Chairman of the Board
2. Sheikh/ Khalifa Bin Zayed Al Nahyan – Vice Chairman of the Board

These consolidated financial statements for the year ended 31 March 2024 were approved by the Board of Directors on 24 June 2024 and signed on their behalf by Sheikh Khaled Bin Zayed Al Nahyan, Chairman of the Board.



Sheikh Khaled Bin Zayed Saquer Al Nahyan

Chairman of the Board
Dubai, United Arab Emirates
On: 24/06/2024

INDEPENDENT AUDITOR'S REPORT

**The Shareholders
Al Firdous Holdings (P.J.S.C.)
And its subsidiary
Dubai – United Arab Emirates**

Report on the Consolidated Financial Statements

Disclaimer of Opinion

We were engaged to audit the consolidated financial statements of Al Firdous Holdings (P.J.S.C.) and its subsidiary (together referred to as the "Group"), which comprise the consolidated statement of financial position as at March 31, 2024, the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in shareholder's equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements including material accounting policy information.

Because of the significance of the matters described in the basis for disclaimer of the opinion paragraph below, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion, accordingly, we do not express an opinion on the consolidated financial statements of the Group.

Basis for Disclaimer of Opinion

a) Receivable on sale of the investment portfolio

As disclosed in note 6 to the consolidated financial statements, the amount of AED 326,789,701 (31 March, 2023: AED 326,789,701) is due from Islamic Arab Insurance Co. Labuan, Malaysia, being the consideration for the sale of the Group's subsidiary, Al Firdous Group Co. Ltd. for Hotels, and its Islamic investing and financing assets, collectively referred to as the "Investment Portfolio". This amount was due for settlement by March 31, 2011 but is still outstanding as of the date of these consolidated financial statements. The Board of Directors considers that the amount will be recovered in full on the eventual disposal of the assets by Islamic Arab Insurance Co. Labuan. However, we have not been provided with sufficient and appropriate audit evidence to support this conclusion. Accordingly, we were unable to determine the extent of provision, if any, that may be required against this receivable. The audit report on the consolidated financial statements for the year ended March 31, 2023 was also disclaimed in respect of this matter.

b) Advance against the purchase of property

As disclosed in note 7- a to the consolidated financial statements, an amount of AED 289,939,984 (31 March, 2023: AED 289,939,984) was advanced through a related party for the purchase of land in Dubai. The related party has undertaken to secure the same amount of AED 289,939,984 by the assignment of properties to the Group with fair value not less than an equivalent amount. However, to date, no assignment of properties has taken place and we have not been provided with sufficient and appropriate audit evidence to support the recoverability of this amount. Accordingly, we were unable to determine whether any provision may be required against the advance for purchase of property. The audit report on the consolidated financial statements for the year ended March 31, 2023 was also disclaimed in respect of this matter.

**Independent Auditor's Report for Al Firdous Holdings (P.J.S.C.) and its subsidiary
for the year ended March 31, 2024 (continued)**

Emphasis of Matter

We draw attention to Exhibit-C to the consolidated financial statements. As stated therein, the Group has incurred a loss of AED 526,339 for year ended March 31, 2024 (March 31, 2023 AED 930,020) and has accumulated losses of AED 43,913,475 as at March 31, 2024 (March 31, 2023 43,387,136). Notwithstanding this fact, the consolidated financial statements of the Group have been prepared on a going concern basis as management believes that the future operations of the Group will be able to support its business and to meet its obligations as they fall due. Besides, the major shareholder has assured to continue the financial support during the year ended March 31, 2024 and has committed to do so in the foreseeable future.

Responsibilities of the Management and those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with IFRSs and in compliance with the applicable provisions of the Group's Articles/Memorandum of Association and the UAE Federal Law No. (32) of 2021, and for such internal control as management determines is necessary to enable the preparation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

The charged with governance are responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

We were engaged to conduct our audit in accordance with International Standards on Auditing ("ISAs"). However, because of the matters described in the basis for disclaimer of the opinion section above, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the consolidated financial statements of the Group. We are independent of the Group in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (the "IESBA Code") together with the ethical requirements that are relevant to our audit of the financial statements in the United Arab Emirates, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code.

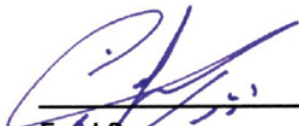
As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit.

**Independent Auditor's Report for Al Firdous Holdings (P.J.S.C.) and its subsidiary
for the year ended March 31, 2024 (continued)**

Report on Other Legal and Regulatory Requirements

Further, we report that, except for the matters referred to in the basis of disclaimer opinion paragraphs:

- 1) we have obtained all information we considered necessary for the purpose of our audit.
- 2) the consolidated financial statements have been prepared and comply, in all material respects, with the applicable provisions of the UAE Federal Law No. (32) of 2021, and the Articles of Association of the Group.
- 3) the Group has maintained proper books of account.
- 4) the consolidated financial information included in the Directors' report is consistent with the books of account of the Group.
- 5) the Group has not purchased or invested in shares or stock during the year ended March 31, 2024.
- 6) Note 7 reflects disclosures related to related party transactions and the terms under which they were conducted.
- 7) based on the information that has been made available to us, nothing has come to our attention which causes us to believe that the Group has contravened during the financial year ended March 31, 2024 any of the applicable provisions of UAE Federal Law No. (32) of 2021 or of its Articles of Association which would materially affect its activities or its financial position as at March 31, 2024.
- 8) based on the information provided to us, no social contributions were made during the year.



Eyad Samara
Registration No. 1249
Rödl Middle East
Certified Public Accountants



June 24, 2024
Dubai – U.A.E.

**AL FIRDOUS HOLDINGS (P.J.S.C.)
AND ITS SUBSIDIARY
DUBAI – UNITED ARAB EMIRATES**

**CONSOLIDATED FINANCIAL STATEMENTS
MARCH 31, 2024
TOGETHER WITH INDEPENDENT AUDITOR'S REPORT**

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Al Firdous
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These consolidated financial statements for the year ended 31 March 2024 were approved by the Board of Directors on 24 June 2024 and signed on their behalf by Sheikh Khaled Bin Zayed Al Nahyan, Chairman of the Board.



Sheikh Khaled Bin Zayed Saquer Al Nahyan



Chairman of the Board
Dubai, United Arab Emirates
On: 24/06/2024

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**AL FIRDOUS HOLDINGS (P.J.S.C.)
AND ITS SUBSIDIARY
DUBAI – UNITED ARAB EMIRATES**

**CONSOLIDATED FINANCIAL STATEMENTS
MARCH 31, 2024
TOGETHER WITH INDEPENDENT AUDITOR'S REPORT**

Contents

Independent Auditor's Report

Exhibit

Consolidated statement of financial position

A

Consolidated statement of profit or loss and other comprehensive income

B

Consolidated statement of changes in shareholders' equity

C

Consolidated statement of cash flows

D

Pages

Notes to the consolidated financial statements

1 – 12

INDEPENDENT AUDITOR'S REPORT

The Shareholders
Al Firdous Holdings (P.J.S.C.)
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Report on the Consolidated Financial Statements

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**Independent Auditor's Report for Al Firdous Holdings (P.J.S.C.) and its subsidiary
for the year ended March 31, 2024 (continued)**

Emphasis of Matter

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As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit.

**Independent Auditor's Report for Al Firdous Holdings (P.J.S.C.) and its subsidiary
for the year ended March 31, 2024 (continued)**

Report on Other Legal and Regulatory Requirements

Further, we report that, except for the matters referred to in the basis of disclaimer opinion paragraphs:

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- 8) based on the information provided to us, no social contributions were made during the year.


Eyad Samara
Registration No. 1249
Rödl Middle East
Certified Public Accountants



June 24, 2024
Dubai – U.A.E.

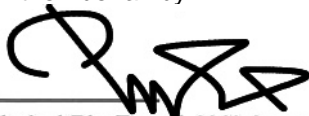
**AL FIRDOUS HOLDINGS (P.J.S.C.)
AND ITS SUBSIDIARY
DUBAI – UNITED ARAB EMIRATES**

CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS OF MARCH 31, 2024

“All amounts are in U.A.E. Dirham”

	Notes	March 31, 2024	March 31, 2023
ASSETS			
Current assets			
Other receivables	5	315,334	326,716
Receivable on sale of the investment portfolio	6	326,789,701	326,789,701
Due from related parties	7 - a	295,722,144	295,722,144
		-----	-----
Total current assets		622,827,179	622,838,561
		-----	-----
Non - current assets			
Property, plant and equipment	8	-	-
		-----	-----
Total non - current assets		-	-
		-----	-----
Total assets		622,827,179	622,838,561
		=====	=====
LIABILITIES AND SHAREHOLDERS' EQUITY			
Current liabilities			
Trade payables		5,174,371	5,174,371
Other payables and provisions	9	7,285,567	7,300,362
		-----	-----
Total current liabilities		12,459,938	12,474,733
		-----	-----
Non - current liabilities			
Provision for indemnity		-	5,880
Due to related parties	7 - b	49,179,456	48,643,824
		-----	-----
Total non – current liabilities		49,179,456	48,649,704
		-----	-----
Total liabilities		61,639,394	61,124,437
		-----	-----
Shareholders' equity			
Share capital	10	600,000,000	600,000,000
Additional paid in capital		894,645	894,645
Statutory reserve	11	4,206,615	4,206,615
Accumulated (loss)		(43,913,475)	(43,387,136)
		-----	-----
Total shareholders' equity		561,187,785	561,714,124
		-----	-----
Total liabilities and shareholders' equity		622,827,179	622,838,561
		=====	=====

These consolidated financial statements were approved by the board of directors on June 24, 2024 and signed on their behalf by:



Sheikh Khaled Bin Zayed Al Nahyan
Chairman

The accompanying notes are an integral part of these consolidated financial statements.

**AL FIRDOUS HOLDINGS (P.J.S.C.)
AND ITS SUBSIDIARY
DUBAI – UNITED ARAB EMIRATES**

**CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED MARCH 31, 2024**

“All amounts are in U.A.E. Dirham”

	<u>Notes</u>	<u>March 31, 2024</u>	<u>March 31, 2023</u>
Other income		-	14,719
Total revenues		-	14,719
Expenses and other charges			
General, administrative and selling expenses	12	526,339	944,739
Total expenses and other charges		(526,339)	(944,739)
Net (loss) for the year		(526,339)	(930,020)
Other comprehensive income for the year		-	-
Total comprehensive (loss) for the year		(526,339)	(930,020)
(Loss) per share	13	(0.0009)	(0.0015)

The accompanying notes are an integral part of these consolidated financial statements.

**AL FIRDOUS HOLDINGS (P.J.S.C.)
AND ITS SUBSIDIARY
DUBAI – UNITED ARAB EMIRATES**

**CONSOLIDATED STATEMENT OF CHANGES IN SHAREHOLDERS' EQUITY FOR THE YEAR
ENDED MARCH 31, 2024**

"All amounts are in U.A.E. Dirham"

	Share capital	Additional paid in capital	Statutory reserve	Accumulated (loss)	Total
Balance at March 31, 2022	600,000,000	894,645	4,206,615	(42,457,116)	562,644,144
Total comprehensive (loss) for the year	-	-	-	(930,020)	(930,020)
Balance at March 31, 2023	600,000,000	894,645	4,206,615	(43,387,136)	561,714,124
Total comprehensive (loss) for the year	-	-	-	(526,339)	(526,339)
Balance at March 31, 2024	600,000,000	894,645	4,206,615	(43,913,475)	561,187,785

The accompanying notes are an integral part of these consolidated financial statements.

**AL FIRDOUS HOLDINGS (P.J.S.C.)
AND ITS SUBSIDIARY
DUBAI – UNITED ARAB EMIRATES**

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED MARCH 31, 2024

"All amounts are in U.A.E. Dirham"

	March 31, 2024	March 31, 2023
CASH FLOWS FROM OPERATING ACTIVITIES		
Net (loss) for the year	(526,339)	(930,020)
<i>Adjustment for:</i>		
Depreciation	-	436,507
Provision for indemnity	(5,880)	816
<i>Net changes in;</i>		
Other receivables	11,382	(376)
Trade payables	-	(49,069)
Other payables and provisions	(14,795)	(370,137)
	-----	-----
Net cash (used in) operating activities	(535,632)	(912,279)
	-----	-----
Cash flows from financing activities		
Related parties	535,632	912,279
	-----	-----
Net cash from financing activities	535,632	912,279
	-----	-----
Net changes in cash and cash equivalents	-	-
Cash and cash equivalents at the beginning of the year	-	-
	-----	-----
Cash and cash equivalents at the end of the year	-	-
	=====	=====

The accompanying notes are an integral part of these consolidated financial statements.

1- LEGAL STATUS AND PRINCIPAL ACTIVITIES

Al Firdous Holdings (P.J.S.C.) (the “Company”) is a public joint stock company registered on July 1, 1998 in Dubai, United Arab Emirates, according to Ministerial Decree Number 106 for the year 1998. The Company commenced its operation on October 22, 1998. The registered address of the Company is Boulevard plaza 2 – 14th floor – office 1402 and 1403 – Boulevard Shk Mohamed Bin Rashid – opposite to Burj Khalifa, P.O. Box: 35000, Dubai, United Arab Emirates.

Up to December 31, 2008, the Company operated as a Group consisting of the Company (the “Parent Company”) and Al Firdous Group Co. Ltd. For Hotels, a company established in the Kingdom of Saudi Arabia (KSA) and involved in managing and operating hotels and restaurants in KSA and organizing Hajj and Umrah trips.

With effect from January 1, 2009, the Company sold its 100% owner subsidiary (Al Firdous Group Co. Ltd for Hotels) and its Islamic financing and investing assets with Al Massa Co. for Urban Development Jeddah, KSA (together referred as the “Investment Portfolio”) for a consideration of AED 326,789,701.

On December 31, 2014, the Company incorporated a subsidiary, Yummy Chain Two L.L.C. The principal activity of the subsidiary is operating in the Emirate of Dubai. On November 6, 2019 the management decided to close the restaurant business operations to stop losses from these operations.

2- BASIS OF PREPARATION

2.1 Statement of compliance

These financial statements have been prepared in accordance with applicable International Financial Reporting Standards (IFRSs) issued by the International Accounting Standards Board (IASB), interpretations issued by the IFRS Interpretations Committee.

2.2 Basis of measurement

The financial statements are prepared under the historical cost convention.

2.3 Functional and presentation currency

The financial statements are presented in UAE Dirham (AED) which is the functional and presentation currency of the Group.

2.4 Use of estimates and judgments

In preparing these financial statements, management has made estimates and judgments that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimates are recognized prospectively.

In particular, information about significant areas of estimation uncertainty that have the most significant effect on the amounts recognized in the financial statements are as follows:

Going concern

Management has made an assessment of the Group’s ability to continue as a going concern and is satisfied that the Group has the resources to continue in business for the foreseeable future. The Group is not profitable but it has positive net asset (equity) and working capital as at the year end. Furthermore, management is not aware of any material uncertainties that may cast significant doubt upon the Group’s ability to continue as a going concern. Therefore, the financial statements continue to be prepared on a going concern basis.

Depreciation of property and equipment

Items of property and equipment are depreciated over their estimated individual useful lives. The determination of useful lives is based on the expected usage of the asset, physical wear and tear, and technological or commercial obsolescence, and impacts the annual depreciation charge recognized in profit or loss. Management reviews annually the residual values and useful lives of these assets. Future depreciation charge could be materially adjusted where management believes the useful lives and / or the residual values differ from previous estimates. No such adjustments were considered necessary at the end of the current year or the comparative year.

Impairment of property and equipment

The carrying amounts of the Group's property and equipment are reviewed at each reporting date to determine whether there is any indication of impairment. The determination of what can be considered impaired requires judgment. As at the reporting date, management did not identify any evidence from internal reporting indicating impairment of an asset or class of assets.

Provision for expected credit losses of trade receivables

The Group uses a provision matrix to calculate expected credit losses (ECLs) for trade receivables. The provision rates are based on days past due for groupings of various customer segments that have similar loss patterns (i.e., by geography, product type, customer type and rating, and coverage by letters of credit and other forms of credit insurance).

The provision matrix is initially based on the Group's historical observed default rates. The Group will calibrate the matrix to adjust the historical credit loss experience with forward-looking information. At every reporting date, the historical observed default rates are updated and changes in the forward-looking estimates are analyzed.

The assessment of the correlation between historical observed default rates, forecast economic conditions and ECLs is a significant estimate. The amount of ECLs is sensitive to changes in circumstances and of forecast economic conditions. The Group's historical credit loss experience and forecast of economic conditions may also not be representative of customer's actual default in the future.

Receivables from government entities are generally excluded from ECL calculation, as the Group considers those receivable balances are fully recoverable. Further, balances due from related parties, are also excluded from ECL calculation, as credit risk is considered to be nil based on the fact that these related companies are either directly or indirectly supported by the owners for any liquidity or financial crisis situations.

Provision for employees' end-of-service benefits

Management has measured the Group's obligation for the post-employment benefits of its employees based on the provisions of the UAE federal Decree Law no. 33 of 2021 regarding Employment Regulations. Management does not perform an actuarial valuation as required by International Accounting Standard (IAS) 19 "Employee Benefits" as it estimates that such valuation does not result to a significantly different level of provision. The provision is reviewed by management at the end of each year, and any change to the projected benefit obligation at the year-end is adjusted in the provision for employees' end-of-service benefits in the profit or loss.

Other provisions and liabilities

Other provisions and liabilities are recognized in the period only to the extent management considers it probable that there will be a future outflow of funds resulting from past operations or events and the amount of cash outflow can be reliably estimated. The timing of recognition and quantification of the liability require the application of judgment to existing facts and circumstances, which can be subject to change.

2.5 Adoption of new and revised standards

i. Amendments and improvements to standards that are effective for the current year:

The Group has consistently applied the accounting policies as applied in the annual financial statements for the year ended December 31, 2022, except for the changes that became effective from 1 January 2023.

The Group’s financial risk management objectives and policies are consistent with those disclosed in the financial statements for the year ended December 31, 2022.

The following amendments to existing standards have been applied by the Group in preparation of these financial statements. The adoption of the below standards did not result in changes to previously reported net profit (loss) or equity of the Group.

<u>Effective date</u>	<u>Description</u>
January 1, 2023	<ul style="list-style-type: none"> IFRS 17 ‘Insurance Contracts’ including amendments to IFRS 17. Classification of Liabilities as Current or Non-current (Amendments to IAS 1) Disclosure of accounting policies (Amendments to IAS 1 and IFRS practice statement 2) Definition of accounting estimates (Amendments to IAS 8) Deferred tax related to assets and liabilities arising from a single transactions (Amendments to IAS 12)

ii. Standards, amendments and improvements issued but not yet effective:

The standards, amendments and interpretations issued but not yet effective, up to the date of issuance of the Group’s financial statements are disclosed below.

The Group is currently evaluating the impact of these new standards, amendments and interpretations.

The Group intend to adopt these standards, amendments and interpretations on these effective dates.

<u>Effective date</u>	<u>Description</u>
January 1, 2024	<ul style="list-style-type: none"> Lease Liability in a Sale and Leaseback (Amendments to IFRS 16) Non-current Liabilities with Covenants (Amendment to IAS 1) Amendments to IAS 7 and IFRS 7 _ Supplier Finance Arrangements
Deferred indefinitely	<ul style="list-style-type: none"> Sale or Contribution of assets between an investor and its associate or joint venture (Amendments to IFRS 10 and IAS 28)

3- MATERIAL ACCOUNTING POLICY INFORMATION

The material accounting policy information applied in the preparation of the financial statements are set out below:

3.1 Basis of preparation

The consolidated financial statements have been prepared in accordance with applicable International Financial Reporting Standards (IFRS) issued by the International Accounting Standard Board (IASB), interpretations issued by the International Financial Reporting Interpretations Committee of the International Accounting Standard Board (IASB) and U.A.E. Company Law.

3.2 Accounting convention

- These consolidated financial statements are prepared under the historical cost convention, adjusted through the revaluation of some assets according to fair value as explained in detail in the following accounting policies and disclosures.
- The accounting policies have been consistently applied during the year and consistent with those applied during previous year, except for the adoption of new and revised standards and interpretation as explained in note 2.

3.3 Basis of consolidation

The consolidated financial statements comprise those of Al Firdous Holding (PSJC) (the “Parent Company”) and its subsidiary (together referred to as the “Group”). The consolidated financial statements incorporate the financial statements of the Company and its subsidiary for the year ended 31 March each year.

A subsidiary is an entity over which the Parent has all the following:

- Power over the investee – the Group has existing rights that give it the current ability to direct the activities that significantly affect the investee’s returns.
- Exposure, or rights, to variable returns from its involvement with the subsidiary; and,
- The ability to use its power over the investee to affect the amount of the Group’s returns.

Generally, there is a presumption that a majority of voting rights result in control. To support this presumption and when the Group has less than a majority of the voting or similar rights of an investee, the Group considers all relevant facts and circumstances in assessing whether it has power over an investee, including:

- The contractual arrangement with the other vote holders of the investee.
- Rights arising from other contractual arrangements.
- The Group’s voting rights and potential voting rights.

The Group re-assesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control. Consolidation of a subsidiary begins when the group obtains control over the subsidiary and ceases when the Group loses control of the subsidiary. Assets, liabilities, income and expenses of a subsidiary acquired or disposed of during the year are included in the consolidated financial statements from the date the Group gains control until the date the Group ceases to control the subsidiary.

Profit or loss and each component of other comprehensive income (OCI) are attributed to the equity holders of the parent of the Group and the non-controlling interests, even if this result in the non-controlling interests having a deficit balance. When necessary, adjustments are made to the consolidated financial statements of subsidiaries to bring their accounting polices into line with the Group’s accounting polices. All intra-group assets and liabilities, equity, income, expenses and cash flows relating to transactions between members of the Group are eliminated in full on consolidation.

A change in the ownership interest of a subsidiary, without a loss of control, is accounted for as an equity transaction. If the Group loses control over a subsidiary, it derecognizes the related assets (including goodwill), liabilities, non-controlling interest and other components of equity while any resultant gain or loss is recognized in profit or loss.

The consolidated financial statements includes the financial figures for the Company and its subsidiary:

<u>Subsidiary</u>	<u>Principal activity</u>	<u>Country of incorporation</u>	<u>Ownership</u>
Yummy Chain Two L.L.C	Operating restaurants	United Arab Emirates	100%

3.4 Financial instruments

Classification

The classification depends on the purpose for which the financial instruments were acquired. Management determines the classification of its financial instruments at initial recognition and re-evaluate them every reporting date.

The Group has classified its financial instruments as follows:

Financial assets at fair value through statement of income

This category has two sub-categories financial assets held for trading and those designated at fair value through statement of income. A financial asset is classified in this category if acquired principally for the purpose of selling in the short term or if so designed by management.

Trade and other Receivables

These are non-derivative financial assets with fixed or determinable amounts to be collected that are not quoted in an active market. They arise when the Group provides goods and services directly to a debtor with no intention of trading the receivables.

Assets available for sale

These are non-derivative financial assets that are either designated in this category or not included in any of the above categories and are principally, those acquired to be held, for an indefinite period of time which could be sold when liquidity is needed or upon changes in rates of profit.

Payables and accruals

These are non-derivative financial liabilities. Liabilities are recognized for amounts to be paid in the future for goods or services received/rendered, whether billed by the supplier or not.

Recognition and de-recognizing of financial instrument

A financial asset or a financial liability is recognized when the Group becomes a party to the contractual provisions of the instrument. Financial asset (in whole or in part) is derecognized when the contractual rights to the cash flows from the financial asset expire or when the Company transfers substantially all the risks and rewards of ownership or when the Company has neither transferred nor retained substantially all the risks and rewards of ownership and when it no longer has control over the asset or a proportion of the assets. A financial liability is derecognized when the obligation specified in the contract is discharged, cancelled or expired.

Measurement

Financial assets are initially recognized at fair value plus transaction cost for all financial assets not carried at fair value through statement of income. Financial assets carried at fair value through statement of income are initially recognized at fair value and transaction costs are expensed in the statement of income.

Subsequently, financial assets available for sale and at fair value through statement of income are carried at fair value and receivables and payables are carried at amortized cost using the effective yield method.

Realized and unrealized gains and losses arising from changes in the fair value of the financial assets at fair value through statement of income category are included in the statement of income for the period in which they arise. Changes in the fair value of financial assets classified as assets available for sale are recognized in equity, when available for sale financial assets are sold or impaired; the accumulated changes in fair value recognized in equity are included in the statement of income.

Fair values

The fair values of financial instruments traded in regular financial market are based on last bid prices.

For other financial instruments that have no quoted market, the Group establishes a reasonable fair value estimates by reference to the current fair value of another instrument that is substantially the same, recent arm's length market transactions, using the expected discounted cash flow analysis, or other valuation methods. Assets available for sale whose fair value cannot be reliably measured are carried at cost less impairment losses, if any.

Impairment of financial assets

The Group assesses at each financial position date whether there is objective evidence that a financial asset or a Group of financial assets is impaired. In the case of equity securities classified as available for sale, a significant decline in the fair value of the security below its cost is considered as an indicator that the securities are impaired. If any such evidence exists for available for sale financial assets, the cumulative loss – measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that financial asset previously recognized in profit or loss – is removed from equity and recognized in the statement of income. Impairment losses recognized in the statement of income on equity instruments are not reversed through the statement of income.

A specific provision for impairment of receivables is established when there is objective evidence that the Group will not be able to collect all amounts of receivable. The amount of the specific provision is the difference between the asset's carrying amount and the present value of estimated future cash flows, including amounts recoverable from guarantees and collateral, discounted at the effective rate of return. The amount of the provision is recognized in the statement of income.

3.5 Property and equipment

Property and equipment are stated at cost less accumulated depreciation and any impairment losses.

Depreciation on the straight-line is provided at the following annual rates to write-off the cost of each asset over its expected useful life, as follows:

- Leasehold improvement	5 years
- equipment and other assets	6-8 years
- Furniture and fixture	5-8 years

Gain or loss on disposal is determined as the difference between the net sales proceeds and the carrying value of the assets, and is recognized in income statement for the financial year.

There is no significant change in any of accounting estimates during the year regarding property and equipment.

3.6 Trade and other receivables

Receivables are carried at invoice value on transaction date less any estimate for doubtful receivable, based on the review of all outstanding amounts at period-end.

Bad debts are written off as and when identified.

3.7 Trade and other payables

Liabilities for payables are carried at cost, which is the fair value of the consideration to be paid in the future for goods received, whether or not billed to the branch.

3.8 Provisions for leave pay and indemnity

Provisions for leave pay and indemnity are computed in accordance with U.A.E. labour law no. 33 of 2021 and its amendments and as per the terms of employment contracts, and these provisions are not funded.

3.9 Provisions

Provisions are recognized when the Group has a present legal or constructive obligation as a result of past event and the costs to settle the obligation are both probable and able to be reliably measured.

3.10 Revenues

Revenues are recognized to the extent, that it is probable that future economic benefits will flow to Group and revenue can be measured reliably.

The basis of revenue recognition of the sales is as follows:

Sales: The revenue is recognized on invoiced value of goods sold less returns and trade discount

3.11 Foreign currencies

Transactions in foreign currencies are translated into U.A.E. Dirham at rates of exchange prevailing on the date of the transactions.

Monetary assets and liabilities denominated in foreign currencies at balance sheet date are translated at exchange rates prevailing on that date. The exchange gains and losses, including foreign currency translation gains and losses are included in the Income Statement.

3.12 Cash and cash equivalents

For the purpose of the statement of cash flows, cash and cash equivalents consist of cash and bank balances.

4- FINANCIAL RISK AND CAPITAL MANAGEMENT

a) Financial risk management

The Group has exposure to the following risks from its use of financial instruments:

- Credit risk;
- Liquidity risk; and
- Market risk.

This note presents information about the Group's exposure to each of the above risks, the Group's objectives, policies and processes for measuring and managing risk. Further quantitative disclosures are included throughout these consolidated financial statements.

Management has the overall responsibility for the Group and oversight of the Group's risk management framework. The Group's risk management policies are established to identify and analyse the risks faced by the Group and to monitor risks. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Group's activities .

Credit risk

Credit risk is the risk of financial loss to the Group if a customer or counterparty to a financial instrument fails to meet its contractual obligations. The Group's exposure to credit risk is influenced mainly by the individual characteristics of each counterparty. The carrying amount of financial assets represents the maximum credit exposure.

Accounts and other receivables

The Group limits its exposure to credit risk from trade receivables by:

- evaluating the creditworthiness of each counter-party prior to entering into contracts;
- establishing sale limits for each customer, which are reviewed regularly;
- establishing maximum payment periods for each customer, which are reviewed regularly; and
- periodically reviewing the collectability of its trade receivables for identification of any impaired amounts.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024
“All amounts are in U.A.E. Dirham unless otherwise stated”

As a result of the above, management believes that there is no significant credit risk on its trade receivables as presented on the consolidated statement of financial position. Trade receivables do not bear interest. The Group does not require collateral as security in respect of its trade receivables.

Cash at bank

The Group’s cash at bank is held with banks that are independently rated by credit rating agencies.

The Group’s bank deposits are held with credit worthy and reputable banks with high credit ratings. As a result, management believes that credit risk in respect of these balances is minimal.

Liquidity risk

Liquidity risk is the risk that the Group will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial asset. Management’s approach to managing liquidity is to ensure, as far as possible, that it will have sufficient liquidity to meet its liabilities when they are due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Group’s reputation.

The following is maturity table for the financial liabilities as at March 31, 2024:

	Within 3 months	From 3 months to 1 year	From 1 to 5 years	More than 5 years	Total
Liabilities					
Accounts payable	5,174,371	-	-	-	5,174,371
Other payables and provision	7,285,567	-	-	-	7,285,567
Due to related parties	-	-	49,179,456	-	49,179,456
	-----	-----	-----	-----	-----
Total liabilities	12,459,938	-	49,179,456	-	61,639,394
	=====	=====	=====	=====	=====

The following is maturity table for the financial liabilities as at March 31, 2023:

	Within 3 months	From 3 months to 1 year	From 1 to 5 years	More than 5 years	Total
Liabilities					
Accounts payable	5,174,371	-	-	-	5,174,371
Other payables and provision	7,300,362	-	-	-	7,300,362
Due to related parties	-	-	48,643,824	-	48,643,824
	-----	-----	-----	-----	-----
Total liabilities	12,474,733	-	48,643,824	-	61,118,557
	=====	=====	=====	=====	=====

Market risk

Market risk is the risk that changes in market prices, such as foreign exchange rates and interest rates, will affect the Group’s income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimizing the return.

Currency risk

Foreign currencies risks arise from transactions with foreign currencies. The Group manages these risks by setting limits on transaction with other foreign currencies and counterparty and limiting its transaction business in major currencies with reputable counterparties.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024
"All amounts are in U.A.E. Dirham unless otherwise stated"

Interest rate risk

Interest rate risk arises when the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. As the Group has no interest-bearing assets or liabilities linked to market interest rates, the Group's income, expenses and cash flows are independent of changes in market interest rates. The Group has some insignificant fair value interest rate risk arising from the fact that its cash held in bank current accounts earn no interest.

Equity price risk

The Group's listed and non-listed equity investments are susceptible to market price risk arising from uncertainties about future values of the investment securities.

b) Capital management

The primary objective of the Group's capital management is to ensure that it maintains a strong capital base in order to support its business and to sustain future development of the business. Management monitors its capital structure and makes adjustments to it, in light of economic conditions.

The Group does not have borrowings. It is financed mainly by own equity. The Group's capital management policy remained unchanged since the previous year.

The Group is not subject to any externally imposed capital requirements.

c) Fair value measurement

Fair value represents the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at a measurement date. The Group has not disclosed the fair values of its receivables, bank balances and payables because their carrying amounts are a reasonable approximation of their fair values.

d) Offsetting financial assets and liabilities

The Group does not have any financial assets or financial liabilities that are subject to offsetting, enforceable master netting arrangements or any similar agreements.

5- OTHER RECEIVABLES

	March 31, 2024	March 31, 2023
Prepaid expenses	103,184	114,566
Advances to suppliers	4,337	4,337
Refundable deposits	34,000	34,000
Others	173,813	173,813
	-----	-----
	315,334	326,716
	=====	=====

6- RECEIVABLE ON SALE OF THE INVESTMENT PORTFOLIO

This represents the amount receivable from Islamic Arab Insurance Co. Labuan, Malaysia on the sale of the Al Firdous Group Co. Ltd. For Hotels, a wholly owned subsidiary, and Islamic investing and finance assets with Al Masaa Co. for Urban Development (together, the "Investment Portfolio"). This amount is guaranteed by a related party (Note 7).

With effect from January 1, 2009, the Company sold its 100% owned subsidiary (Al Firdous Group Co. Ltd for Hotels) and its Islamic financing and investing assets with Al Massa Co. for Urban Development Jeddah, KSA.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024
“All amounts are in U.A.E. Dirham unless otherwise stated”

On 29 June 2009, the Group signed an agreement with Islamic Arab Insurance Co., Labuan Malaysia in which the parties agreed to reschedule the outstanding receivable of AED 326,789,701 into installments due every six months starting from 31 August 2010 and ending on 28 February 2012.

On 24 June 2010, and due to a proposed restructuring and investment plans by the Company, the rescheduling agreement was cancelled and both parties entered into another agreement to settle the amount receivable on the sale of the investment portfolio within 12 months from 31 March 2010.

The receivable on sale of the Investment Portfolio is still outstanding as of the date of these interim condensed consolidated financial statements. Negotiations are being held with Islamic Arab Insurance Co., Labuan for an early resolution to this matter. The Directors consider that the amount will be recovered on the eventual disposal of the investment Portfolio and, accordingly, the Group has not made any provision against this receivable.

7- RELATED PARTIES

Related parties comprise of the major shareholders, Board of Directors, entities controlled by them or under their joint control, executive officers, key management personnel and their close family members. The parent company approves the terms and conditions of related parties' transactions. The amount due from / to related parties does not attract interest although there are no defined repayment arrangements.

The transactions between affiliates represent financial support.

- a) The balances due from related parties are as follows: -

	March 31, 2024	March 31, 2023
<i>Entities under common control</i>		
Advance against purchase of property	289,939,984	289,939,984
Bin Zayed Group - UAE	5,782,160	5,782,160
	-----	-----
	295,722,144	295,722,144
	=====	=====

Advance against the purchase of property represents the payment made for the purchase of land in the Emirate of Dubai.

For the year ended March 31, 2024, the Group has not recorded any impairment of amounts owed by related parties (31 March 2023: AED NIL).

The amount receivable on sale of the Investment Portfolio (Note 6) has been guaranteed by Bin Zayed Group, a related party. The security provided by Bin Zayed Group against the amount receivable on sale of the Investment Portfolio is a plot of land located in Dubai, United Arab Emirates which was appraised by an independent property consultant at AED 640,000,000 as of 31 October 2008.

Bin Zayed Group has also undertaken to secure the balance due from related parties amounting to AED 295,722,144 (31 March 2023: AED 295,722,144) by the assignment of properties to the Group with fair value not less than an equivalent amount.

**AL FIRDOUS HOLDINGS (P.J.S.C.)
AND ITS SUBSIDIARY
DUBAI – UNITED ARAB EMIRATES**

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024
“All amounts are in U.A.E. Dirham unless otherwise stated”

b) Balances due to related parties are as follows: -

	March 31, 2024	March 31, 2023
Bin Zayed Investment LLC - UAE	22,052,213	22,052,213
Bin Zayed International LLC - UAE	7,611,776	549,279
Gulf Oasis Realty - UAE	8,783,176	8,783,176
Omnia Baharat Restaurant LLC - UAE	6,612,496	6,612,496
Bin Zayed Contracting Co. LLC - UAE	-	6,526,865
Maiadien Building Materials Trading LLC - UAE	3,316,686	3,316,686
Omnia Food Trading LLC - UAE	651,802	651,802
Omnia Glow Restaurant - UAE	151,307	151,307
	49,179,456	48,643,824

8- PROPERTY AND EQUIPMENT

	Leasehold improvement	Machinery and other assets	Total
Cost:			
Balance at March 31, 2023	4,153,323	3,508,611	7,661,934
Balance at March 31, 2024	4,153,323	3,508,611	7,661,934
Depreciation:			
Balance at March 31, 2023	4,153,323	3,508,611	7,661,934
Balance at March 31, 2024	4,153,323	3,508,611	7,661,934
Net book values:			
Balance at March 31, 2024	-	-	-
Balance at March 31, 2023	-	-	-

9- OTHER PAYABLES AND PROVISIONS

	March 31, 2024	March 31, 2023
Accrued expenses	3,902,911	3,917,701
Directors' fee payable	600,000	600,000
Advances	2,007,079	2,007,079
Staff salaries and benefits payable	644,412	644,417
Others	131,165	131,165
	7,285,567	7,300,362

10- SHARE CAPITAL

The issued and fully paid up capital of the Group is AED 600,000,000 comprising of 600,000,000 No. of shares with face value of AED 1 each.

**AL FIRDOUS HOLDINGS (P.J.S.C.)
AND ITS SUBSIDIARY
DUBAI – UNITED ARAB EMIRATES**

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024
“All amounts are in U.A.E. Dirham unless otherwise stated”

11- STATUTORY RESERVE

As required by the Federal Law No. (32) of 2021 of United Arab Emirates, 5% of the profit for the year is to be transferred to statutory reserve. The shareholders may resolve to discontinue such annual transfers as reserve equals one half of the share capital. The reserve is not available for distribution.

12- GENERAL, ADMINISTRATIVE AND SELLING EXPENSES

	March 31, 2024	March 31, 2023
Salaries and related benefits (Note 14)	36,139	45,197
Rent	257,787	257,787
Depreciation	-	436,507
Others	232,413	205,248
	526,339	944,739

13- (LOSS) PER SHARE

	March 31, 2024	March 31, 2023
(Loss) for the year	(526,339)	(930,020)
Weighted average number of ordinary shares for purposes of basic earnings	600,000,000	600,000,000
(Loss) per share	(0.0009)	(0.0015)

14- STAFF COST

	March 31, 2024	March 31, 2023
Number of staff at year end	1	1
Salaries and related cost (General)	36,139	41,006
Leave and gratuity	-	4,191
	36,139	45,197

15- GENERAL ASSEMBLY OF SHAREHOLDERS

The ordinary general assembly of shareholders was held on July 17, 2023 who approved the consolidated financial statements for the year ended March 31, 2023.

16- SUBSEQUENT EVENTS

There were no significant events after the reporting date, which have a bearing on these consolidated financial statements.

17- APPROVAL OF THE CONSOLIDATED FINANCIAL STATEMENTS

The consolidated financial statements were approved by the board of directors on June 24, 2024.

Al Firdous P.J.S.C. – Governance (Internal) Report for the Financial Year ended on March 31, 2024

Al Firdous Company P.J.S.C

Governance Report for the Financial Year ended on
March 31, 2024

Al Firdous Holding P.J.S.C

Governance Report for the Financial Year ended on March 31, 2024

Dear valued shareholders,

Out of the commitment of the Board of Directors of Al Firdous Holding P.J.S.C and based on the Resolution of the Chairman of the Board of Directors of the Securities and Commodities Authority No. (7/C.C) of 2016 on the institutional discipline standards and corporate governance of the public joint stock companies, and believing in the importance of applying this Resolution due to its effective impact on developing the Company's performance and protecting the rights of shareholders and stakeholders in particular, as well as the Company's contribution with other companies and official supervisory authorities in providing a transparent and fair work environment in the market and the Country in general.

We hereby provide our report on the governance of Al Firdous Holding P.J.S.C for the financial year ended on March 31, 2024.

It is worth mentioning that the time of issuance of this report is based on the letter no. EE/KH/2699/2009/A.B issued by Securities and Commodities Authority on 31/12/2009, which provided for that: **“Accordingly, Al Firdous Company shall provide the governance report along with its annual estimation within the legal periods set for submission of the annual report”**.

In addition, this report has been prepared according to the regulations indicated in the Resolution of the Chairman of the Board of Directors of the Securities and Commodities Authority No. (7/R.M) of 2016 concerning the institutional discipline standards and corporate governance of the public joint stock companies, and in accordance with the latest updated governance report form approved by the Authority.

This report will be available and published for all Company's shareholders within ample time prior to the General Assembly's meeting date via the internet on the website of the Securities and Commodities Authority, Dubai Stock Exchange and the Company's official website (www.alfirdouspjsc.com), so that the information and data of interest to the shareholders, stakeholders and investors will be accessible to all, which will enhances the governance requirements.


Chairman of the Board
24.06.2024



1- Statement of procedures taken to complete the corporate governance system, during 2023/2024, and method of implementing thereof:

A- Preparation of the evidences and the procedural rules:

The Company accomplished the following according to the Resolution of the Chairman of the Board of Directors of the Securities and Commodities Authority No. (7/R.M) of 2016 on the institutional discipline standards and corporate governance of the public joint stock companies:

- 1- Preparation of the procedural rules guide for the governance of Al Firdous Company, which includes all regulations, standards and procedures the companies must comply with to achieve the institutional discipline in managing the Company in accordance with the international standards and styles and determining responsibilities and duties of the members of the Board of Directors and the Executive Administration of the Company, taking into account the protection of the rights of the shareholders and stakeholders.
- 2- Following the professional Code of Conduct of Al Firdous Company.

B- Resolutions of the Board of Directors related to the Governance:

The Board of Directors took governance related procedures and resolutions in its meeting convened on 11.08.2023, 10.11.2023, 13.02.2024 and 24.06.2024 as follows:

- Forming the Audit Committee and Follow up & Remunerations Committee and determining the competence and authorities of each Committee.
- Establishing the Internal Control Department, appointing of a head of such Department and determining his authorities, and incorporating it into the organizational structure of the Company (Reports for Internal Audit Control forwards to the Compliance Department for the Board's Members)
- Approving and issuing a statement of the rules and procedures governing the transactions of the members of the Board of Directors of Al Firdous Company (PJSC) and its employees as to the securities issued by the Company, the Parent Company, the Affiliated Company or the Sister Company.
- Approving the professional code of conduct of Al Firdous Company.
- Approving the procedural rules of the governance of Al Firdous Company.
- Approving the formation of the Nominations & Remunerations Committee and determining the competence and authorities of each Committee.
- Informing the members of the obligations of the Executive and Non-Executive member of the Board of Directors according to Article (11) of the Resolution of the Chairman of the Board of Directors of the Securities and Commodities Authority No. (7/R.M) of 2016.
- Periodically reviewing of the responsibilities of the Chairman of the Board of Directors and the tasks provided for in Article (42) of the Resolution of the Chairman of the Board of Directors of the Securities and Commodities Authority No. (7/ R.M) of 2016.
- Supervising the work of the Internal Control Department and reviewing under the Internal Audit Control Reports.

2- Statement of ownership and transactions of Board of Directors (Board) members and their spouses, their children in the company securities during 2023/2024, according to the following schedule:

- A- Members of the Board of Directors, employees of the company and their relatives of first degree (wife and sons) have not engaged in the securities during the financial year ended on 31/03/2024.
- B- Excepts of the members of the Board of Directors nor their spouses and sons have any shares in the Company, and they have not conducted any transactions pertaining to the securities of the Company during 2023/2024, except for the members mentioned below in the following schedule:
- C- **Statement of the transactions of the members of the Board and their spouses and sons in the securities of the Company during 2023/2024 is as per the following schedule:**

Ser.	Name	Position/ Kinship Degree	The Shares owned as on 31/03/2024	Total Sale Operation	Total Purchase Operation
1	Shk. Khaled Bin Zayed S. Al Nahyan	Chairman of the Board of Directors – Owns along with his daughters “Sheikha Fatima & Sheikha Somaya Khaled Al Nahyan, on an equal basis, Al Heer Oasis General Trading Company that owns shares in Al Firdous Company.	Total shares of Al Heer Oasis is 30.61%	Nil	Nil
2	Shk. Khaled Bin Zayed S. Al Nahyan	Chairman of the Board of Directors – Owns along with his son “Sheikh Ahmed Bin Khalid Al Nahyan, on a 50-50 basis, Al Ain Holding Company that owns shares in Al Firdous Company.	Total shares of Al Ain Holding is 5.99%	Nil	Nil
3	Shk. Khaled Bin Zayed S. Al Nahyan	Chairman of the Board of Directors – Owns along with his daughter “Sheikha Hamda Khalid Al Nahyan, on a 50-50 basis, Al Wajna Holding Company that owns shares in Al Firdous Company.	Total shares of Al Wajna is 8.46%	Nil	Nil
4	Shk. Khaled Bin Zayed S. Al Nahyan	Chairman of the Board of Directors – Owns along with his daughter “Sheikha Somaya Khaled Al Nahyan, on a 50-50 basis, Diba Holding Company that owns shares in Al Firdous Company.	Total shares of Diba Holding is 8.46%	Nil	Nil
5	Shk. Khaled Bin Zayed S. Al Nahyan	Chairman of the Board of Directors – personally owns shares in Al Firdous Company directly.	5.59%	Nil	Nil

3- Board Formation:

According to the Company's Memorandum of Association, the Board of Directors is formed of seven members to be elected by the Ordinary General Assembly by the accumulative voting every 3 years. The current Board of directors has been elected in the Ordinary General Assembly's meeting convened on 17.07.2023, for three years.

A- Statement of formation of the current Board of members according to the following schedule:

Ser.	Name	Membership Category	Experiences	Qualifications	Membership term from the date of first election	Membership in other joint stock companies in the state	Positions in any critical supervisory, governmental or commercial offices
1	Sheikh/ Khaled Bin Zayed Bin Saqr Al Nahyan	Non-Executive Non-Independent	Manages and chairs several companies	Bachelor's degree in Business Administration from Boston University. PhD in Financial Affairs at Michigan State University.	Since 30/10/2002	Nil	Chairman and founder of Bin Zayed Group
2	Mr. Saeed Khalifa Al Rumaithi	Non-Executive Non-Independent	Manages and chairs several companies	Bachelor of Education and Psychology, United Arab Emirates University.	Since the foundation in June 1998	Nil	Nil
3	Sheikha/ Hamda Khaled Bin Zayed	Non-Executive Independent	Business	University qualification	Since 17.07.2023	Nil	Nil
4	Mr. Adel Ahmed Khalifa Mohammed Al Falasi	Non-Executive Independent	An advisor in the Prime Minister's Office	High diploma in the industrial electronics from the Higher Colleges of Technology, and currently enrolled in the postgraduate studies in business administration in Scotland.	Since 27/07/2011	Nil	
5	Mr. Sheikh Midhat Kameel Kidwai	Non-Executive Independent	General Manager of Bin Zayed Group with multiple experiences in the fields of business administration, real estate and investment.	Master's degree of Business Administration.	Since 23.06.2019	Nil	Nil
6	Sheikh/ Khalifa Khaled Bin Zayed Al Nahyan	Non-Executive Independent	Director of Bin Zayed Energy Company, previously worked in risk management at Emirates Aluminum Company.	Bachelor degree in Business Administration.	Since 12/07/2019	Nil	Nil
7	Sheikh/ Ahmed Khaled Bin Zayed Al Nahyan	Non-Executive Independent	Analysts at a consulting firm	BA in International Relations from the American University of Sharjah	Since 23.07.2020	Nil	Nil

Al Firdous P.J.S.C. – Governance (Internal) Report for the Financial Year ended on March 31, 2024

B- Statement of the female representation percentage in the Board of Directors for the year 2023/2024:

Sheikha/ Hamda Khaled Bin Zayed has been elected at the last board members elections on 17.07.2023

C- Statement of the reasons for absence of any female for the membership of the Board of Directors: N.A.

D- Statement of the total remunerations paid to the members of the Board of Directors during 2023/2024:

1- There are no remunerations for the members of the Board of Directors for the financial year ended on 31/03/2024, and no remunerations were released for the past year ended on 31/03/2023, and the Board of Directors have not provided any proposal in this regard to the General Assembly according to the applicable regulations and laws.

2- The total remunerations of the members of the Board of Directors proposed for the year 2023/2024:

- The Board of Directors will not provide any proposal to the General Assembly regarding the release of remunerations for the members of the Board of Directors.

- The Board of Directors have decided on 24.06.2024 after discussing the recommendation of the Nominations & Remunerations Committee not to release any attendance allowances related to the meetings of the Board or the Committees emanated from the Board, as these Committees convene their meetings before the time of the Board of Directors' meetings on the same days.

3- Statement of the details of the attendance allowances of the sessions of the Committees emanated from the Board, which the members of the Board of Directors received for the financial year 2023/2024:

No attendance allowances were released for the meetings of the Committees emanated from the Board as these Committees hold their meetings before the time of the Board of Directors' meetings on the same days.

4- Details of the additional allowances, salaries or fees received by a member of the Board of Directors other than the attendance allowances of the Committees and their reasons: no additional allowances, salaries or fees were released to the members of the Board for the financial year 2023/2024.

E- Number of the Board meetings held during the financial year 2023/2024 and their dates, number of the personal attendance of all members and the members attended through a proxy:

The Board of Directors convened (4) four meetings during the financial year ended on March 31, 2024 as follows:

- 1) On 11.08.2023.
- 2) On 10.11.2023.
- 3) On 13.02.2024. &
- 4) On 24.06.2024.

Number of the in person attendance of all members was as follows:

Ser.	Name of the Member & Position	Number of the Meetings attended
1	Sheikh/ Khalid Bin Zayed Bin Saqr Al Nahyan	4
2	Mr/ Saed Khalifa Al Rumaithi	4
3	Sheikh/ Ahmed Khaled Bin Zayed Al Nahyan	4
4	Sheikha/ Hamda Khaled Bin Zayed	4
5	Mr/ Adel Ahmed Khalifa Mohammed Al Falasi	4
6	Sheikh/ Khalifa Khaled Bin Zayed Al Nahyan	4
7	Mr. Sheikh Midhat Kidwai	4

F- Number of the Board resolutions passed, along with its meeting convention during year 2023/2024 and their dates:

There were no by-passing resolutions during the meetings.

G- Statement of Board duties and powers exercised by Board members or the executive management members during 2023/2024 based on the authorization from the Board, specifying the duration and validity of the authorization according to the following schedule:

The Board of Directors, through the Resolutions taken in its meetings during the financial year ended on March 31,2024, exercises all tasks and competences on behalf of the Company as to implementation of the Company's strategies, works of the Company's senior management, representation of the Company in signing documents and contracts with the Ministry of Labor, Department of Naturalization and Residence, Department of Economic Development, Chamber of Commerce & Industry in Dubai, Ministry of Economy and Securities and Commodities Authority and signing lease contracts and renewing them along with all relevant documents. The Board issued the authorization as per the following schedule:

Name of the Authorized Person	Authorization Authority	Period of Authorization
Authorizing Sheikh/ Khalid Bin Zayed Bin Saqr Al Nahyan – Chairman of the Board of Directors	Signing on behalf of the Company on the quarterly and annual financial statements of the Company for the financial year ended on March 31, 2024 and disclosing them as duly applicable and calling for the General Assembly.	The validity of such authorization extends until the end of the financial year

H- Statement of the details of transactions made with the related parties (Stakeholders) during 2023/2024, provided that it shall include the following:

For the purpose of this consolidated financial statements, entities are considered to be related to the Company or the Group if the Company or the Group has the ability, directly or indirectly, to exercise significant influence over the entities in making financial and operating decisions, or vice versa, or where the Company or the Group are subject to common control or significant influence.

Related parties represent major shareholders, directors and key management personnel of the Group, and entities controlled, jointly controlled or significantly influenced by such parties. Details of related parties' transactions are as follows:

1- Due from related party:

Description	March 31, 2024	March 31, 2023
Due from related party	295,722,144	295,722,144

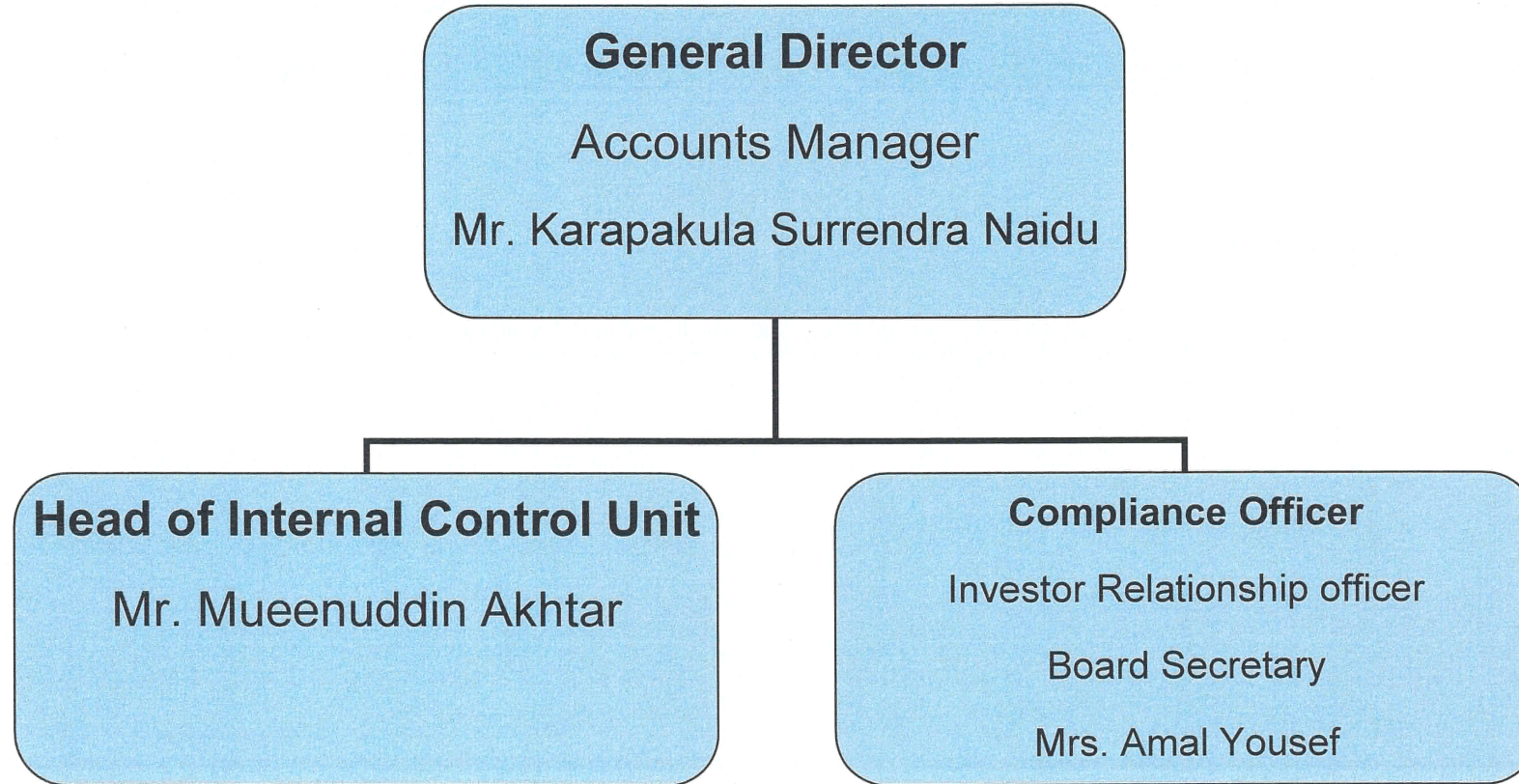
Amount due from Bin Zayed Group of AED 295,722,144 (March 31, 2022: AED 295,722,144) includes advance towards purchase of property of AED 289,939,984 (March 31, 2023: AED 289,939,984) which represents payment made for the purchase of land in the Emirate of Dubai. As per management, Bin Zayed Group has undertaken to secure the total balance owed by them amounting to AED 295,722,144 (March 31, 2023: AED 295,722,144) by the assignment of its properties with a fair value of not less than the amount due to the Company.

2- Due to related party:

Description	March 31, 2024	March 31, 2023
Bin Zayed Investment LLC - UAE	22,052,213	22,052,213
Bin Zayed International LLC - UAE	7,611,776	549,279
Gulf Oasis Realty - UAE	8,783,176	8,783,176
Omnia Baharat Restaurant LLC - UAE	6,612,496	6,612,496
Bin Zayed Contracting Co. LLC - UAE	-	6,526,865
Maiadien Building Materials Trading LLC - UAE	3,316,686	3,316,686
Omnia Food Trading LLC - UAE	651,802	651,802
Omnia Glow Restaurant - UAE	151,307	151,307
Total	49,179,456	48,643,824

Note: The Company has not entered any new transactions during 2023/2024, which equal 5% or more of the Company's capital regardless of whether these transactions have been made with related parties or not.

I- The Organizational Structure of the Company:



J- Senior Executive Employees in the Company, their jobs, dates of appointment and total salaries and remunerations paid to them:

Ser.	Name	Job	Date of Appointment	Salaries and housing value for one year/ AED	Total remunerations paid for the year 2024 (Bonuses)	Any other cash/ in-kind remunerations for the year 2024 or will fall due in the future
1	Mr. Karapakula Surrendra Naidu	General Director/ Accounts Manager	10.09.2020	162,000	-	-
2	Mrs. Amal Yousef	Compliance Officer/ Shareholder Relations Officer	13/08/2016	120,000	-	-
3	Mr. Mueenuddin Akhtar	Audit & Accounts Manager	22/11/2015	156,000	-	-

4- The External Auditor:**A. A brief of the Company's Auditor for the Shareholders:**

Rodl Middle East founded in Dubai, and provides global services in: auditing, tax services, transactions and consulting of all kinds. It has opened its offices in the United Arab Emirates in 2005, and significantly strengthened its position through its specialized employees with high experience and qualifications.

B. Fees of the External Auditor:

Name of the Audit Office – Name of Partner Auditor	Rodl Middle East-Eyad Samara
Nos. of years spent as an external auditor of the Company	2Years
Total audit fees for the financial year ended on March 31, 2024 (AED)	40,000
Fees and costs of the other special services other than auditing the financial statements for the financial year ended on March 31, 2024(AED)	N/A
Details and nature of the other services provided	N/A
A statement of the other services performed by <u>another external auditor</u> other than the Company's auditor during 2023/2024	N/A

C. The Notes included by the Company’s Auditors in the progressive and annual financial statements for the year of 2023/2024:

a) Receivable on sale of the investment portfolio

As disclosed in note 6 to the consolidated financial statements, the amount of AED 326,789,701 (31 March, 2023: AED 326,789,701) is due from Islamic Arab Insurance Co. Labuan, Malaysia, being the consideration for the sale of the Group’s subsidiary, Al Firdous Group Co. Ltd. for Hotels, and its Islamic investing and financing assets, collectively referred to as the “Investment Portfolio”. This amount was due for settlement by March 31, 2011 but is still outstanding as of the date of these consolidated financial statements. The Board of Directors considers that the amount will be recovered in full on the eventual disposal of the assets by Islamic Arab Insurance Co. Labuan. However, we have not been provided with sufficient and appropriate audit evidence to support this conclusion. Accordingly, we were unable to determine the extent of provision, if any, that may be required against this receivable. The audit report on the consolidated financial statements for the year ended March 31, 2023 was also disclaimed in respect of this matter.

b) Advance against the purchase of property

As disclosed in note 7- a to the consolidated financial statements, an amount of AED 289,939,984 (31 March, 2023: AED 289,939,984) was advanced through a related party for the purchase of land in Dubai. The related party has undertaken to secure the same amount of AED 289,939,984 by the assignment of properties to the Group with fair value not less than an equivalent amount. However, to date, no assignment of properties has taken place and we have not been provided with sufficient and appropriate audit evidence to support the recoverability of this amount. Accordingly, we were unable to determine whether any provision may be required against the advance for purchase of property. The audit report on the consolidated financial statements for the year ended March 31, 2023 was also disclaimed in respect of this matter.

5- The Audit Committee:

A) Mr. Adel Ahmed Khalifa Al Falasi, Head of the Audit Committee, acknowledges his responsibility for the Committee’s system in the Company and for reviewing its mechanism of work and ensuring its effectiveness.

B) Names of the members of the Audit Committee, its terms of reference and the tasks assigned thereto:

The Audit Committee consists of three non-executive and independent members of the Board of Directors only

1- Mr. Adel Ahmed Khalifa Al Falasi	Non-Executive/ Independent	Chairman
2- Mr. Sheikh Midhat Kidwai	Non-Executive/ Independent	Member
3- Sheikh/ Khalifa Khaled Bin Zayed	Non-Executive/ Independent	Member

C) Meetings of the Audit Committee:

1- According to the Resolution of the Chairman of the Board of Directors of the Securities and Commodities Authority No. (7/R.M) of 2016 concerning the institutional discipline standards and corporate governance of the public joint stock companies, the Audit Committee convened 4 meetings during the financial year ended on March 31, 2024 as follows: 11.08.2023, 10.11.2023, 13.02.2024 and 24.06.2024

2- The number of personal attendance times of all members was as follows:

Ser.	Member Name	Position in the Committee	Meeting attendance times
1-	Adel Ahmed Khalifa Al Falasi	Chairman	4 times
2-	Mr. Sheikh Midhat Kidwai	Member	4 times
3-	Sheikh/ Khalifa Khaled Bin Zayed	Member	4 times

6- Nomination and Remuneration Committee:

A) Mr. Saeed Khalifa Al Rumaithi, Head of the Nominations & Remunerations Committee, acknowledges his responsibility for the Committee's system in the Company and for reviewing its mechanism of work and ensuring its effectiveness.

B) Names of the members of the Nominations & Remunerations Committee, its terms of reference and the tasks assigned thereto:

	Mr. Saeed Khalifa Al Rumaithi	Non-Executive/ Non-Independent	Chairman
	Mr. Sheikh Midhat Kidwai	Non-Executive/ Independent	Member
	Adel Ahmed Khalifa Al Falasi	Non-Executive/ Independent	Member

C) Meetings of the Nominations & Remunerations Committee:

1- According to the Resolution of the Chairman of the Board of Directors of the Securities and Commodities Authority No. (7/R.M) of 2016 concerning the institutional discipline standards and corporate governance of the public joint stock companies, Nominations & Remunerations Committee held a single meeting during the financial year ended on March 31, 2024 on 24/06/2024.

2- The personal attendance of all members was as follows:

Ser.	Member's Name	Position	Nos. of the meetings attended
1	Mr. Saeed Khalifa Al Rumaithi	Chairman	One time
2	Mr. Sheikh Midhat Kidwai	Member	One time
3	Adel Ahmed Khalifa Al Falasi	Member	One time

7- The Supervision and Follow-up Committee of insiders' transactions:

The Board of Directors did not decide as to the formation of this Committee, since the Resolution of the Securities and Commodities Authority dated 13/06/2011 as to suspension of the introduction of Al Firdous Company's shares to Dubai Financial Market – The Board of Directors will consider its formation during the forthcoming financial year.

8- Any other committee approved by the Board:

The Board did not approve the formation of any other committees.

9- Internal Control System:

1- According to the Resolution of the Chairman of the Board of Directors of the Securities and Commodities Authority No. (7/R.M) of 2016 concerning the institutional discipline standards and corporate governance of the public joint stock companies, the Board established the Internal Control Department with the aim of providing the substantive and reliable independent advice and ensuring the preparation and management of an internal control environment to assist the Board of Directors and the Audit Committee in performing their tasks and duties.

2- The Board of Directors acknowledges its responsibility for the work of the Internal Control Department and implementation of the internal control system, and for the periodic review and extent of its effectiveness to eliminate the risks and protect the shareholders' rights.

A) Name of the Head of Department and his/her qualifications:

This Department is headed by Mr. Mueenuddin Akhtar who has been appointed in such office on 22/11/2015, and he has the following qualifications:

- 1- An internal auditor since 2012 and he is qualified Chartered Accountant in Year 2012.
- 2- Holds an accreditation in the Islamic banking.
- 3- Attended several training programs in auditing, Risk Management and Mitigation and operational compliance and Financial Management.
- 4- Holds a Bachelor's degree in Commerce from Meerut University - India in year 1987.

B) Name of the Compliance Officer and his/her qualifications:

Mrs. Amal Yousef holds the position of compliance officer, and she has been appointed in such office on 13/08/2016 and she holds the following qualifications:

- 1- Responsible for the implementation of governance in the company since 2016.
- 2- Prepares governance reports for the company.
- 3- Attended all training programs related to corporate governance held by the Securities and Commodities Authority or the Dubai Financial Market.
- 4- She successfully passed the "Secretary of the Board of Directors" test having attended the course held by Hawkamah Institute on January 2-3, 2018 and obtained a certificate of the Secretary of the Board of Directors approved by the institute affiliated to the Dubai Financial Market Management.
- 5- She holds a Bachelor's degree in Media - Egypt and studies the Master's degree in Business Administration.
- 6- They are the same data and qualifications of the rapporteur of the Board of Directors' meetings and the Communication Officer concerned with the investor relationships.

C) How the Internal Control Department handle any big problems facing the Company or those disclosed in the annual reports and accounts:

The Internal Control Department carries out its work according to the Resolution of the Chairman of the Board of Directors of the Securities and Commodities Authority No. (7/R.M) of 2016 concerning the institutional discipline standards and corporate governance of the public joint stock companies and in case there are any big problems facing the Company, it raises its report to the Audit Committee and the Board of Directors along with the necessary recommendations to solve these problems.

D) Number of the reports issued by the Internal Control Department to the Company's Board of Directors:

4 reports.

10- Details of the violations committed during the financial year and their reasons and how to handle them and avoid their reoccurrence in the future:

No violations were recorded as to the Company's performance during the past year ended on 31/03/2024.

11- Statement of the cash and in-kind contributions made by the Company during 2023/2024 in developing the local community and preserving the environment:

- A- We sets special policies and procedures to contribute to the development of the local community and the preservation of the environment.
- B- The company adheres to all regulations and rules related to preservation of the environment and avoidance of the pollution sources in any way by encouraging the employees to make the optimal use of the devices, tools and papers to reduce the phenomenon of waste and eliminate it, as well as encouraging the employees to use the modern methods of storing information.

12- General Information:**A- Statement of the Company's share price in the market (high and low price) at the end of each month during this financial year:**

S. No	Month	Closing Price	Low	High
1	Apr-23	0.16	0.11	0.16
2	May-23	0.15	0.16	0.16
3	Jun-23	0.68	0.13	0.68
4	Jul-23	0.60	0.48	0.79
5	Aug-23	0.57	0.55	0.65
6	Sep-23	0.47	0.46	0.59
7	Oct-23	0.47	0.30	0.61
8	Nov-23	0.38	0.37	0.49
9	Dec-23	0.42	0.36	0.45
10	Jan-24	0.31	0.30	0.48
11	Feb-24	0.28	0.24	0.33
12	Mar-24	0.32	0.27	0.38

B- Statement of the performance of the Company's shares compared to the general market index and index of the Sector to which the Company belongs:

This statement is also unavailable because the inclusion of Al Firdous Company's shares in Dubai Financial Market is still suspended in implementation of the Resolution of the Authority's Board of Directors No. (25) of 2011 before the trading session held on Tuesday corresponding to June 14, 2011 till now.

Al Firdous P.J.S.C. – Governance (Internal) Report for the Financial Year ended on March 31, 2024

C- Statement of the shareholders ownership distribution as on 31/03/2024 (individuals, companies, governments):

Description	Individuals			Companies			Government			Total		
	Shareholder	Share	%	Shareholder	Share	%	Shareholder	Share	%	Shareholder	Share	%
Local	65,899	144,063,374	24.01%	32	366,263,267	61.04%	3	7,825	0.00%	65,934	510,334,466	85.06%
Gulf	21	42,931,141	7.16%	4	586,350	0.10%	0		0	25	43,517,491	7.25%
Arab	270	33,185,026	5.53%	1	359,370	0.06%	0		0	271	33,544,396	5.59%
Foreign	229	12,091,526	2.02%	3	512,121	0.09%	0		0	232	12,603,647	2.10%
Total	66,419	232,271,067	38.71%	40	367,721,108	61.29%	3	7,825	0.00%	66,462	600,000,000	100.00%

D- Statement of shareholders owning 5% or more of the Company's capital as on 31/03/2024 according to the below schedule:

S. No.	Shareholder	Shares	Percentage
1	Al Heer Oasis General Trading LLC	183,659,123	30.61%
2	Ain Holding LLC	35,916,325	5.99%
3	Diba Holding Company	50,769,951	8.46%
4	Al Wajna Holding Company	50,769,951	8.46%
5	Al Firdous Facility Management Services LLC	34,703,037	5.78%
6	Sheikh Khaled Bin Zayed Bin Saqr Al Nahyan	33,532,414	5.59%

E- Statement of how shareholders are distributed according to the volume of property as on 31/03/2024 according to the below schedule:

S. No.	Ownership of the shares (share)	Nos. of the shareholders	Nos. of the shares owned	Percentage of the shares owned to the capital
1	Less than 50,000	65,967	16,205,348	2.70%
2	From 50,000 to less than 500,000	421	67,218,498	11.20%
3	From 500,000 to less than 5,000,000	62	58,208,339	9.70%
4	More than 5,000,000	12	458,367,815	76.39%

F- Statement of the procedures that have been taken as to the regulations of the investor relationships:

A special page for investor relations has been created on its website to be constantly updated and maintained in line with the international standards to include:

- Data and means of communication with the Investor Relations Department such as a dedicated phone number and email, providing all reports related to financial results, whether recorded in the archive or published and data of the financial year, provided that they shall include dates of publication of the financial results data and minutes of the General Assembly's meetings and any other important events.
- Data of the Investor Relations Officer are as follows: Amal Youssef - Email: amal@binzayed.ae – Phone: 043739800 or 900, which are the same data and qualifications of the rapporteur of the Board of Directors' meetings. Below is the link of the Investor Relations page on the Company's website: <http://www.alfirdouspjsc.com/Investor.html>.

G- Statement of the special decisions that have been presented during the General Assembly held and the procedures taken in this regard:

No special resolutions issued during the General Assembly.

H- Rapporteur of the Board meetings:

- Name of the Rapporteur of the Board of Directors' meetings: Amal Youssef.
- Date of appointment: 13/08/2016.
- Qualifications and experiences: Kindly, refer to the details under item No. 9, sub-clause No. C.

I-Detailed statement of major events and important disclosures that the Company encountered during the year 2023/ 2024:

The Resolution of the Securities and Commodities Authority dated 13/06/2011 is still in force as to suspension of the inclusion of Al Firdous Company's shares in Dubai Financial Market, in accordance with the Resolution of the Authority's Board of Directors No. (25) of 2011 and according to the provision of Article (20/2/Z) of the law of including of the securities and commodities and Article (14/6) of the law concerning disclosure and transparency, as the Company sold the major part of its assets before the deliberation session held on June 14, 2011 until further notice.

J- Statement of Emiratization percentage in the Company at the end of 2022, 2023 and 2024:






There is no Emiratization percentage, but the Company is working on attracting citizens in certain jobs.

K- Statement of the transactions that the company has made with related parties during the year 2023/2024, which are equal to 5% or more of the company's capital:

The Company did not conclude any new transactions during 2023/2024, which equal 5% or more of the Company's capital regardless of whether these transactions have been made with related parties or not.

L. Statement of the projects and innovative initiatives made by the Company or being performed during the year 2023/2024:

Currently, there are no initiatives, but the Company is working on following up the requirements.

<p><u>Chairman of the Board</u></p>	 
<p><u>Head of the Audit Committee</u></p>	
<p><u>Head of the Nominations & Remunerations Committee</u></p>	
<p><u>Director of the Internal Control Department</u></p>	<p>(Internal Control Report is forwarded to Compliance Dept.)</p> <p>Mueenud Din 24-06-2024</p> 

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Al Firdous
Al Firdous Holding P.J.S.C



Sustainability Report 2024

Al Firdous P.J.S.C

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Message from our Chairman of the board

I am pleased to present Al Firdous' Sustainability Report showcasing the company's ongoing efforts to promote the well-being of our employees, our communities, and the environment. Our board members and executive management recognize their obligation to provide leadership and guidance as Al Firdous works to promote sustainability and social progress on multiple fronts as well its obligation to keep our stakeholders informed regarding these endeavors and their results.

Throughout its history, Al Firdous has always built its success upon the strong foundation of a culture of compliance, ethical behavior, and systematic enterprise risk management. The board members and I share these core values, which also drive our dedication to effective corporate governance. Our increasing efforts to promote diversity, equity, and inclusion in our workplace, as well as to promote the long-term health of our planet.

Al Firdous' mission states that we should contribute to national growth by creating and unlocking stakeholder value and building long lasting partnerships with our customers. In addition, the board and I also ensure that these mandates are integrated into the fabric of our business strategy. Our clients are increasingly looking to cut through complexities as they pursue sustainability and social welfare as core business strategies.

Finally, in addition to our effort inside the boardroom, many of our board members are engaged in the company's diversity, equity, and inclusion efforts. We look forward to continuing and expanding our personal participation in the future.

Thank you for taking the time to review our first Sustainability Report. I am privileged to be leading Al Firdous' efforts to make our workplaces and communities better environments in which to work and live, and we look forward to sharing the company's progress in future reports.

Sincerely,



Sheikh Khaled Bin Zayed Saquer Al Nahyan
Chairman of the Board

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الفردوس القابضة ش.م.ع

Al Firdous

Al Firdous Holding P.J.S.C

1. Al Firdous at a Glance

a. Our Journey

Founded in 1998, Al Firdous is a UAE domiciled public joint stock company listed on the Dubai Financial Market and regulated by the UAE Securities and Commodities Authority as well as the Dubai Financial Services Authority.

b. Our Vision

To consistently set standards as a progressive, financially successful organization of the highest integrity, respected by our clients, by our colleagues and by the community.

c. Our Mission

To contribute to national growth by creating and unlocking stakeholder value and building long lasting partnerships with our customers by:

- Cutting through complexities paving the way for responsible investing
- Offering uncompromising service to our clients
- Creating a positive economic impact in our community

d. Our Values

Creation:

We create and unlock value for our customers and stakeholders.

Ingenuity:

We are creative, resourceful and perceptive in our duties.

Collaboration:

We work together to bring out the best in each other and create successful working relationships.

2. Our Approach to ESG

As part of this transformation, we have identified three main areas to focus on to ensure AlFirdous continues and remains sustainable over the years. These main areas include:

- 1. Social: Manpower**
- 2. Governance and Risk Management**
- 3. The Environment**

We believe that thoughtful and consistent attention to our ESG responsibilities is integral to our operations, our long-term success, and our stakeholder relationships (our employees, clients, stockholders, regulators, and communities).

Evolving identification of ESG responsibilities most applicable to our business through aggregation of findings from ESG diagnostics and stakeholder assessments:

1. Social: Human Capital:

Our Approach to Human Capital Management:

- Employee Recruitment, Development, and Engagement
- Talent Acquisition
- Employee Empowerment (Training and Development)
- Employee Engagement
- Emiratization
- Employee Health and Well-Being

An Evolving Approach to Human Capital Management

People are the most valuable assets to any successful business. The right caliber, education, background, behavior, and ethics are the main qualities we assess prior to recruiting any resource.

As our company has grown, we have made necessary adaptations to build our humancapital. Our dedicated Human Capital Group consists of experienced professionals thatshape our strategies ranging from recruitment, training and development, mentorship, inclusion, rewards, recognition, and more.

Upon joining Al Firdous, our employees go through a broad detailed onboarding process to provide them with the knowledge and tools to help them succeed in their role. We continue to invest in our employees via education, training, and development with the aim of buildingfuture leaders.

Employee Recruitment, Development, and Engagement:

i. Talent Acquisition

Our talent acquisition team targets to recruit candidates with prominent backgrounds. We recognize that a firm of employees from all walks of life enables us to better serve ourclients. Graduates accepted into our rotation program are exposed to different financial departments, receive mentorship and career advice, as well as training to ease their transition into full-time employment. Al Firdous also invests in financial professionals with experience from diverse financial institutions to share their knowledge and skills which inturn strengthens our team dynamic and improves our work efficiency.

At Al Firdous, we view varied levels of talent acquisition as critically strategic to our business. While our hiring process places an emphasis on technical abilities, we place an equal emphasis on ensuring that candidates are a good cultural fit.

ii. Employee Engagement

At Al Firdous, we recognize how important professional and personal growth is. We also acknowledge that our competitive edge stems from our talent. Our thrive for excellence is visible through our recruitment process, skill building, mentorship, and robust performance management process.

With the rise of the pandemic, effective learning and development had reduced among our employees. To counteract this, Al Firdous employed LinkedIn learning to provide employees with a wide library of online learning materials they could use to progress their career forward.

iii. Shaping Our Future with Diversity, Equity, and Inclusion

Al Firdous recognizes the importance of diversity and inclusivity and is committed to fostering an environment that is accepting of all backgrounds. We make this commitment because we know there is strength and unity in diversity. This allows us to better serve our clients and help our employees feel at home.

iv. Emiratization

As part of our inclusion efforts, a key priority set by our BOD during 2020 was Emiratization. Al Firdous is currently in the process of attracting young, gifted UAE nationals, with the objective of providing them with training and tools necessary to initiate their career in the financial sector. Our Human Capital team has established contacts with leading universities in the UAE to attract fresh graduates to this program. Our goal is to have UAE nationals as part of our task force.

v. Health and Well-Being

At Al Firdous, we prioritize our employees' health and well-being which is why we offer a variety of benefits aside from vacation days, some of these benefits include medical, dental and life insurance benefits, time-off policies, sick leave, and parental leaves. We also provide our employees with study leaves to allow them to pursue accreditation and higher education.

2. Governance and Risk Management

Our success is dependent on Al Firdous employees consistently working to advance our mission. These efforts are enhanced by our organizational structures, risk management strategies, and consistent dialogues across our teams and with our senior leadership.

a. Commitment to Good Governance

Our reputation has and will always be critical to materialize our vision of being the customer's first choice in the financial sector. Since inception, Al Firdous' strong governance and reputation for integrity were the foundation of our growth and success. Our core values support our strategy, our day-to-day activities and everything we do.

Our Corporate Governance Framework includes the following components

Board committees:

- Audit Committee
- Nomination and Remuneration Committee

b. Professional Integrity and Business Ethics

Our Code of Ethics and Business Conduct is the essential guide for all employees. It details our expectations for employee behavior, conduct, and compliance and is supplemented with specific policies for certain lines of business. Annually, we conduct compliance training and certification programs to ensure that all our employees are familiar with the policies and procedures.

Our Legal, Compliance and Human Capital departments' senior management, and our board's **Audit Committee reviews on a quarterly and annually basis our** compliance and whistleblower activities.

Al Firdous' Core Policies

- Restricted List/ Insider Trading
- Anti-Money Laundering
- Client Due Diligence and Background Checks
- Compliance Manual
- Data Privacy / Confidentiality
- Archiving Policies and Procedures

c. Operational Framework

Al Firdous board sets the direction of the group by defining the vision, mission, values, and risk appetite. It then delegates responsibility for the achievement of the organization's objectives to management. The governing body receives reports from management on planned, actual, and expected outcomes, as well as reports on risk and the management of risk.

d. Policies & Procedures

The code clearly states it is the responsibility of each employee to be familiar with compliance requirements, and to conduct themselves in accordance with the relevant laws, guidelines, policies and processes that apply to them. The company in turn has an obligation to help employees understand the applicable rules and to provide training, technology, and digital options with the aim of helping Al Firdous achieve compliance.

We have also established Ethics & Business conduct board which duties includes:

- overseeing the implementation of the Code
- Providing regular training and educational materials to the employees.
- Reporting any violations to the concerned management.

3. The Environment

i. Digitalization and Transformation

2024 demonstrated that times are changing and without adopting new technologies, businesses can't sustain growth or even maintain current levels of business. Al Firdous has worked for the past 3 years on digitalization and automation of operations.

We have also invested in infrastructure and the latest technology upgrades to operate 100% from homewithout any interruptions during the pandemic.

ii. Protecting Our Planet

Adopting technology advancements has resulted in savings and a positive impact on the environment. In the past few years, our focus on the environmental impact of cooperation has increased.

We started documenting this impact and constructing a plan to enhance many angles of operation in order to reduce our carbon footprint as much as possible.