



شركة رأس الخيمة لصناعة الأسمنت الأبيض والمواد الإنشائية ش.م.ع.
RAS AL KHAIMAH CO. FOR WHITE CEMENT & CONST. MATERIALS P.S.C.
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Governance Report

2024-2025



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(1) A statement of the measures taken to complete the system of governance, how the company applies the principles stated in Chairman of Authority's Board of Directors' Decision no. (3/Chairman) of 2020 concerning Approval of Joint Stock Companies Governance Guide and its amendments.

First:

Ras Al Khaimah Co. For White Cement & Construction Materials takes great care of the issue related to applying the corporate governance & discipline & is fully committed to the provisions of applicable legislation, including the provisions of the Chairman of the Board of Directors of Securities & Commodities Authority (3/Chairman) of 2020 concerning Approval of Joint Stock Companies Governance Guide.

The Board of Directors is responsible towards the shareholders of the company & its customers for the proper & strict application of the principles of governance by achieving the required discipline in the management of the company in accordance with the international Standards & encourage the Board of Directors of the company to maintain a high level of transparency.

Second:

The Board of Directors of the Company & its Executive Management shall comply with the rules & procedures stipulated in the Article No. (14) Of SCA Decision No. (2) of 2001 regarding the system of trading, clearing, settlement, transfer of ownership & custody of securities, Decision No. (3) for the year 2000 regarding disclosure & transparency system & any new amendments or regulations that may be mentioned in this regard.

Accordingly, the company has provided the Abu Dhabi Securities Exchange with a list of the names of the chairman / members of the board of directors of the company as well as a list of the executive management & heads of departments. All those procedures are to ensure compliance with the rules set by the market to organize the selling & buying of the company's shares.

These measures aim to enhance the confidence of shareholders & investors with SCA, so the board of directors & employees of the company do not exploit the information they have before others to achieve material gains.

Therefore, the company is fully committed to all regulations & legislations issued by SCA & Abu Dhabi Securities Market.

(2) A statement of the transactions of the members of the Board of Directors, & spouses & children thereof in the Company' securities during the fiscal year ending on March 31, 2025:

Name of insider	Position / Kinship	Owned share	Total sale	Total purchase
Mr. Himanshu kapania	Chairman of the Board	-	-	-
Dr. Mohamed Abdullatif Khalifa AL Shehhi	Deputy Chairman	-	-	-
Mr. Atul Daga	Member	-	-	-
Mrs. Deepa Raja Carbon	Member	-	-	-
Mr. K. C. Jhanwar	Member	-	-	-
Mr. Pradeep Kumar Suraana	Member	-	-	-
Mr. Sharad Kumar Bhandari	Member	-	-	-
Dr. Najat Eissa Salem Al Ali	Former Member	-	-	-
Total		-	-	-



(3) Board of Directors Composition

- Information of the Board of Directors & the details related to the Chairman & members of the Board & their experiences & qualifications

In accordance with Article No.19 of the Articles of Association of the Company, the Company shall be managed by a Board of Directors consisting of seven members elected by the Ordinary General Assembly by secret accumulative ballot. It is not required the majority of the members of the Directors including the Chairman, be citizens of the United Arab Emirates. New Board of Directors has been re-elected at the Annual General Assembly Meeting on 09th March 2024. The Board comprises of nine members, most of them are UAE nationals & are highly experienced & competent.

- A statement of the formation of the Board of Directors

The special details of the members of the Board of Directors, their experiences & qualifications, the duration of their membership in the Board of Directors of the Company, & their positions in other PSC companies, & other control & government positions.

No.	: 1	Nationality	: India
Name	: Mr. Himanshu Kapania	Category	: Non-independent and non-executive
	Chairman	Member since	: 2022

Experience and Qualifications:

- Over 36 years of work experience primarily in Leadership, Technology, Operations, Sales & Marketing, Regulatory & advocacy etc.
- Alumnus of IIM Bangalore and BIT Mesra.

Membership and positions in any other PSC company:

-

Positions in any other important governmental, commercial or regulatory sites:

- Non-Executive Director- of 'Aditya Birla Management corporation PVT LTD- India.
- Non-Executive Director- Chairman of 'Aditya Birla idea payment bank ltd- India.
- Non-Executive Chairman of Vodafone Idea LTD – India.
- Business head – Grasim LTD India.

No.	: 2	Nationality	: United Arab Emirates
Name	: Dr. Mohamed Abdullatif Khalifa AlShehhi	Category	: Non-independent and non-executive
	Deputy Chairman	Member since	: 2015

Experience and Qualifications:

- Professor in Business Administration Faculty of Management and Economics, United Arab Emirates University - Al Ain.
- Executive Director of Saud Bin Saqr Public Policy Research Institute.
- Administrative Development Consultant in Al Ain Municipality.
- General Manager of Dubai Real Estate College - Dubai.
- General Manager of Sheikh Saqr Program for Government Excellence - Ras Al Khaimah.



<ul style="list-style-type: none"> - General Manager of Human Resources Department - Ras Al Khaimah. - Secretary General of the Executive Council of the Emirate of Ras Al Khaimah. - PhD in Business Administration from the University of Southern California, USA. - Master of Public Administration, University of Southern California, USA. - BA in Public Administration from UAE University.
Membership and positions in any other PSC company:
-
Positions in any other important governmental, commercial or regulatory sites:
<ul style="list-style-type: none"> - Chairman of the Board of Directors of the Emirates Society for Social Development - Ras Al Khaimah. - Chairman of the Emirates Charitable Association. - Member of the Board of Directors of Ras Al Khaimah Academy. - Former Member of the Trustees of the American University - Ras Al Khaimah. - Former Member of the Higher Colleges of Technology. - Former Member of the Ras Al Khaimah center for Statistics and Studies. - Former Member of the Federal Authority for Competitiveness and Statistics. - Former Member of the Emirati Competitiveness. - Former Member of the Advisory Committee of the Council for the Competitiveness of Emirati Cadres.

No.	: 3	Nationality	: India
Name	: Mr. Atul Daga	Category	: Non-independent and non-executive
	Board Member	Member since	: 2022

Experience and Qualifications:
<ul style="list-style-type: none"> - Experience in sectors such as cement, retail, and aluminum. - Ability to penetrate deep into business areas and understanding of the dynamics. - Risk management, audit and compliance, planning, information technology, capital structuring and capital allocation and best use of financial reporting. - Creating a robust platform for managing investor relations, acquisitions of over US\$ 5 billion and setting new benchmarks for raising long-term borrowings in the domestic financial markets. - Setting up a world class 700 seat shared services center. - Chartered Accountant from the Institute of Chartered Accounts of India. - Leadership Best Practices program from Harvard Business School, 2010.
Membership and positions in any other PSC company:
-
Positions in any other important governmental, commercial or regulatory sites:
<ul style="list-style-type: none"> - Director Bhagwati Limestone company private limited India. - Director Gotan Limestone Khaniji Udyog Private Limited India. - Director Letein Valley Cement Limited - Non-Executive Director Ultra Teach Cement Middle east LTD Dubai. - Non-Executive Director Star cement co. LLC Dubai.



- Non-Executive Director Star cement co. LLC RAK.
- Non-Executive Director Arabian Cement Industry LLC Abu Dhabi.
- Non-Executive Director Al Nakhla Crushers LLC Fujairah.
- Non-Executive Director Ultra-Teach Cement Co WLL Bahrain.
- Non-Executive Director Ultra-Teach Cement Lanka PVT LTD Sri Lanka.

No. : 4 Nationality : India
Name : Mr. Sharad Kumar Bhandari Category : Independent
Board Member Member since : 2024

Experience and Qualifications:

- Finance professional with over 40 years of experience with the Big 4 and ARDENT in the UAE and United Kingdom.
- Member of The Institute of Chartered Accountants of India.
- Bachelor of Commerce, Jodhpur University, India.

Membership and positions in any other PSC company:

-

Positions in any other important governmental, commercial or regulatory sites:

-

No. : 5 Nationality : India
Name : Mr. Kailash Chandra Jhanwar Category : Non-independent and non-executive
Board Member Member since : 2022

Experience and Qualifications:

- He worked across finance, operations general management roles in the Cement and Chemical Sectors.
- He has deep expertise in project management and commercial skills, as well as significant experience in acquisitions and integration.
- A capable team builder with strong people skills.
- Chartered accountant from the institute of chartered accountants of India.

Membership and positions in any other PSC company:

-

Positions in any other important governmental, commercial or regulatory sites:

- Director Bhagwati Limestone Company Private Limited, India.
- Director Letein Valley Cement Limited
- Director of the India Cement Limited
- Director Aditya Birla Management Corporation Private Limited, India.
- Managing Director UltraTech Cement Limited, India.
- Non-Executive Director UltraTech Cement Middle East Investments Ltd. Dubai.
- Non-Executive Director Star Cement Co. LLC, DUBAI.



- Non-Executive Director Star Cement Co. LLC, RAK.
- Non-Executive Director Arabian Cement Industry LLC, Abu Dhabi.
- Non-Executive Director Al Nakhla Crushers LLC, Fujairah.
- Non-Executive Director UltraTech Cement Co. W.L.L., Bahrain.
- Non-Executive Director UltraTech Cement Lanka (pvt) Limited, Sri Lanka.

No. : 6 Nationality : India
Name : Mr. Pradeep Kumar Surana Category : Independent
Board Member Member since : 2023

Experience and Qualifications:

- Over 38 years of post-qualification experience in managing the financial affairs of corporate groups including 28 years in Dubai. Worked in various positions over the years in multiple industries, i.e., Manufacturing, Trading, Service, and mainly in the Sector (for the past 25 years).
- Chartered Accountant – Institute of Chartered Accountants of India.
- Company Secretary – Institute of Company Secretary of India.

Membership and positions in any other PSC company:

-

Positions in any other important governmental, commercial or regulatory sites:

- | | |
|--|---|
| <ul style="list-style-type: none"> - Non-Executive Director ASB Development Limited. - Non-Executive Director ASB Tanzania Limited - Non-Executive Director Zamani Resorts Limited - Non-Executive Director ASB Holdings Limited. - Non-Executive Director Zamani Limited. - Non-Executive Director ASB Properties Limited (Tanzania). - Non-Executive Director Masitu Safari Limited. - Non-Executive Director Matiti Lodge Holdings Limited. - Non-Executive Director Safari Plus Limited Aviation. - Non-Executive Director B.I.Aviation Co. Limited Aviation. - Exceptional Lodge Tanzania Limited. - Non-Executive Director Non-Executive Director The Original Sadaani Experience Limited. - Non-Executive Director Exceptional Safari Limited. - Non-Executive Director ASB Holdings Catering Service Ltd. Aviation Catering. | <ul style="list-style-type: none"> - Non-Executive Director Bilila Lodge Investment Limited. - Non-Executive Director ZAN Holdings Limited. - Non-Executive Director Afri Tan Adventures Ltd. - Non-Executive Director Safari Odyssey Co. Ltd. - Non-Executive Director Sanaa Sana Design(TZ) Limited. - Non-Executive Director ASB (Zimbabwe) Private Limited. - Non-Executive Director Long Island Development Limited. - Non-Executive Director ASB (Seychelles) Ltd. - Non-Executive Director ASB Mauritius Ltd. - Non-Executive Director ASB (Thailand) Co. Ltd. - Non-Executive Director Zan Tan Investment Ltd Tanzania. - Non-Executive Director ASB Properties Limited (BVI). - Non-Executive Director ASB HPL NORTH Asia Pte LTD. - Non-Executive Director ASB Hospitality (Maldives) Pvt Ltd. - Non-Executive Director ASB Hotel Properties Maldives) Pvt Ltd Hospitality. - Non-Executive Director Bilila Lodge Holdings Limited. |
|--|---|

No. : 7 Nationality : India
Name : Mrs. Deepa Raja Carbon Category : Independent
Board Member Member since : 2022



Experience and Qualifications:

- Synopsis: Nearly 20 years' experience driving high impact growth and GDP enablement programmers in private and public sector viz: (i) industry transformation; (ii) economic acceleration; (iii) new market enablement; (iv) supply chain disruption.
- Pvt Sector: Started her career as a Strategy Consultant with Booz & Co (Chicago); Transitioned to Dubai World Trade Centre (DWTC) where she currently serves as Exec Vice President at the Group.
- Public Sector: Setup and oversees the Dubai Virtual Asset Regulatory Authority (VARA) as its Managing Director; Serves as strategist and economic policy Advisor at Dubai Economy and Tourism (DET).
- Post Grad Specialism: Masters in Law (LL.M) for International Business from University Paris II (Sorbonne) Panthéon-Assas.
- Post Grad Generalist: Masters in Business Administration (MBA) from University of Michigan (Ross, Ann Arbor) School of Business.
- Under Grad: Bachelors in Architectural Engineering (B.Arch) from the University of Mumbai.

Membership and positions in any other PSC company:

-

Positions in any other important governmental, commercial or regulatory sites:

- Vice-Chair: Board of VARA.
- Advisor: DET.
- Member: Board of Emaar-DWTC RE Development Venture.
- Member: Board of Mozark Pte. LTD.
- Co-Chair: Bunyan Knights (Capacity Building Hub) for UAE University Leadership Council.

- A statement of the percentage of female representation in the Board of Directors during the fiscal year ending on March 31, 2025

NO. BOARD OF DIRECTORS	FEMALE	MALE	PERCENTAGE
7	1	6	14%

- Reasons for non-nomination of females to the membership of the Board of Director

-

- Remunerations of the Board of Directors' & Committees attendance allowances

1. The total remunerations paid for the board of directors for the year 2023 was 420,000 AED.
2. The total remunerations of the Board members, which will be proposed for the fiscal year ending on March 31, 2025, and will be presented in the annual general assembly meeting for approval is 650,000 AED.



3. Below table states name of the Committee members, committee name, allowance value, & Number of meetings for the members of the Board of Directors.

Committee members	Committee Name	Allowance value	Number of meetings
Dr. Mohamed Abdullatif Khalifa AL Shehhi	Audit Committee	40,000	4
	Nomination & Remuneration Committee	10,902	1
Mr. Atul Daga	Audit Committee	40,000	4
	Nomination & Remuneration Committee	10,000	1
Mr. Kailash Jhanwar	Nomination & Remuneration Committee	10,000	1
Mr. Pradeep Kumar	Audit Committee	40,000	4
Mr. Sharad Bhandari	Audit Committee	10,000	1

4. Details of the allowances, salaries or additional fees that a member of the Board of Directors charged other than the fees for attending the committees & their reasons

None.

- **Number of Board meetings during the fiscal year ending on March 31, 2025:**

MEETING DATE	NO. OF ATTENDEES	ATTENDANCE BY PROXY	ABSENT MEMBERS
03-02-2024	7	-	-
09-03-2024	7	-	-
09-05-2024	7	-	-
29-05-2024	7	-	-
07-06-2024	7	-	-

- **Number of the Board resolutions passed during the fiscal year ending on 31 March 2025, along with its meeting convention dates.**

None.

(4) Board Director Committees

- **Audit Committee**

The Audit Committee was formed in accordance with the Corporate Governance Regulations & Rules. It consists of three members, three of whom are members of the Board of Directors.

- A), B) Mr. Pradeep Kumar Surana, Audit Committee Chairman, acknowledges his responsibility for the committee system in the Company, review of its work mechanism & ensuring its effectiveness.



C) Members of the Audit Committee for the period from 01 January 2024 to 31 March 2025:

Name	No. of attendance	Position
Mr. Pradeep Kumar	4	Head of Audit Committee
Dr. / Muhammad Abdul Latif Khalifa Al-Shehhi	4	Member of the Audit Committee
Mr. Atul Daga	4	Member of the Audit Committee

D. Annual Audit Committee report:

This report as part of the commitment of Ras Al Khaimah White Cement and Construction Materials Company.

With governance and transparency, based on the committee's meetings during the fiscal year ending on March 31, 2025, which focused on compliance with accounting standards, enhancing internal controls, and risk management.

The committee held four main meetings, during which it reviewed interim and annual financial statements, evaluated the performance of the external auditor, and ensured the efficiency of internal auditing, with an emphasis on strengthening financial control and governance.

It also paid special attention to reviewing financial reports to ensure their transparency and accuracy, in collaboration with the internal audit department to address regulatory observations and enhance financial systems. The review also included related party transactions.

Where it is evaluated with the financial statements to ensure compliance with accounting standards and corporate governance. This review also forms part of the company's governance report to ensure transparency and full disclosure of these transactions.

Regarding the appointment of the external auditor, it was recommended to appoint Ernst & Young as the company's external auditor. The recommendation was approved by the Board of Directors and ratified by the General Assembly in its meeting on 09 March 2024, to appoint Ernst & Young for the fiscal year ending on 31 March 2025.

The committee also reviewed the internal audit observations, focusing on risks, and the review results were officially documented in the committee meeting minutes to ensure follow-up on implementation. In the context of maintaining the independence of the external auditor, the committee is keen to ensure the implementation of the highest governance standards by ensuring that there are no conflicts of interests, and ensuring that any non-audit services are carried out by a completely independent team.

During the fiscal year ending on March 31, 2025, the external auditor did not provide any additional services. Regarding corrective actions, the committee took effective steps to address any supervisory remarks, as internal controls were strengthened and risk management policies improved, with continuous follow-up on the implementation of recommendations.

The functions of the Audit Committee are:

- Develop a policy of contracting with the external auditor & submit a report to the Board of Directors.
- To verify the independency & objectivity of the external auditor & discuss the nature & scope of the audit process & its effectiveness in accordance with the approved auditing Standards.



- To verify the integrity of the financial statements of the company & its annual, half-annual & quarterly reports & to ascertain the following aspects:
 - 1- Any changes in accounting policies & practices.
 - 2- Substantial adjustments resulting from the audit.
 - 3- Review the assumption of continuity of the company.
 - 4- Ensure that the financial statements are prepared in accordance with International Accounting Standards.
 - 5- Highlight the areas that are under the discretion of the management.
 - 6- Adhere to the rules of corporate listing with SCA, disclosure & other legal requirements related to the preparation of financial reports
 - Coordination with the company's board of directors & executive management in order to perform its tasks.
 - Meeting with the external auditor at least once a year.
 - Consider any items that are important & unusual in the report of the external auditor or internal auditor.
 - Review the Company's internal control & risk management systems.
 - Ensure that there is coordination between the Internal Audit Department & the external auditor & ensure that the necessary resources are available to the internal control system & to review & control the effectiveness of internal control in the company.
 - Review the company's financial policies & procedures.
 - Reviewing the External Auditor's business plan & any essential queries that may be raised by them to management with regard to accounting records or internal control systems.
 - Establish rules that enable the company's employees to report any potential violations in the financial reports, internal control or other matters within in a confidential manner, & conduct independent & fair investigations of such violations.
 - Monitor the extent of which the company complies with professional codes of conduct.
 - Ensure the implementation of the rules related to Audit Committee authorities & tasks.
 - To report to the Board of Directors matters within its competence & to consider any other matters determined by the board.
- The following table shows the dates of the Audit Committee's meetings during the fiscal year ending on March 31, 2025:

SERIAL NUMBER	MEETING NUMBER	MEETING DATE	NUMBER OF ATTENDEES
1	(01-101)	09-05-2024	3
2	(02-102)	08-08-2024	3
3	(03-103)	25-10-2024	3
4	(04-104)	13-02-2025	3

- Nominations & Remuneration Committee

The main tasks of the Nomination & Remuneration Committee are to ensure the independency of the independent members on an ongoing basis & to review the annual incentive plan, & the remunerations, nominate the board members & their remuneration, & all the main tasks mentioned in Article (47) of SCA no. (3/Chairman) of 2020 concerning Approval of Joint Stock Companies Governance Guide.

- A.** Mr. Sharad Bhandari Nomination & Remuneration Committee Chairman, acknowledges his responsibility for the committee system in the Company, his review of its work mechanism & ensuring its effectiveness.



B., C. The following table shows the formation of the Nomination & Remuneration Committee & the number of times the Committee held meetings during the fiscal year ending on March 31, 2025:

- Members of the Nomination & Remuneration Committee for the period from 01 January 2024 to 31 March 2025:

NAME	TITLE	NO OF MEETINGS ATTENDED
Mr. Sharad Bhandari	Head	1
Dr. Mohammed Abdullatif Khalifa Al Shehhi	Member	1
Mr. Kailash Chandra Jhanwar	Member	1
Mr. Atul Daga	Member	1
Dr. Najat Eissa Salem Al Kait Al Ali	Former Member	-

The Nominations & Remuneration Committee shall assume the following functions, responsibilities & responsibilities:

1. To ensure independence of the independent members on an ongoing basis. If the committee finds that one of the members has lost the conditions of independence, it must submit the matter to the board of directors of the company & the board of directors shall notify the member by sending him a registered letter on his fixed address registered with the company. The member has to reply to them within fifteen days from the date of the notification. The Board of Directors shall issue a decision declaring the member independent or non-independent at the first meeting following the member's reply or the expiry of the period referred to in the preceding paragraph without a reply. It should be taken into consideration whether the loss of that title of the member would not result in a breach of the minimum number of independent members of the Board of Directors, in the composition of the Board. Without prejudice to the provisions of Article (102) of the Commercial Companies Law, if the decision of the Board to eliminate the reasons or reasons for the independency of the member affect the minimum percentage of independent members within the board, the board of directors of the company appoints a new independent member to replace that member, provided that the appointment decision has to be submitted in the first ordinary General Assembly Meeting of the Company to consider the validation of the decision of the Board.
2. Identify the company's needs of competencies at the level of senior executive management, & employees, & the basis of their selection.
3. Organize & follow - up the procedures for nominations to the Board of Directors membership in accordance with the applicable laws & regulations & the regulation of SCA.
4. Review the composition of the Board of Directors, & the Committees on an annual basis & issue recommendation to the Board of Directors, when necessary regarding the membership of the Committees.
5. Assist the Board in the annual evaluation of the CEO.
6. Prepare the human resources & training policy of the company, & monitor their implementation & review them annually.
7. Review the professional development plans & succession plans within the company & discuss this with the Board & senior management.



8. Review & submit recommendations to the Council on employment contracts, retirement & termination from service arrangements, & any privileges of key members of senior management.
 9. To prepare the policy for the granting of bonuses, benefits, incentives & salaries for the members of the Board of Directors of the Company & its employees, & to review them on an annual basis. The Committee shall verify that the bonuses & benefits granted to the Company's Executive Management are reasonable & appropriate to the performance of the Company.
 10. Review & evaluate the efficiency of the Committee's charter on an annual basis & request the Board of Directors for the proposed changes.
- The following table shows the dates of the Nominations & Remuneration Committee meetings during the fiscal year ending on March 31, 2025:

SERIAL NO.	MEETING NO.	MEETING DATE	NO. OF MEMBERS
1	(01-44)	29-05-2024	4

- **Insiders' Trading Follow-Up & Supervision Committee:**

- A) Mr. Mahmoud Mohammed Soliman Mohammed acknowledges his responsibility for the follow-up & supervision system on transactions of the insiders in the Company, review of its work mechanism & ensuring its effectiveness.
- B) The names of the members of the Follow-up & Supervision Committee on the dealings of the insiders:

NAME	TITLE
Mr. Mahmoud Mohammed Soliman Mohammed	HEAD OF INSIDERS COMMITTEE
Mr. Abdelwaheed Fatthalla	MEMBER OF INSIDERS COMMITTEE

- C) A summary of the Committee's work report during the fiscal year ending on March 31, 2025.
- Follow-up of the trading activity on the company's shares by the insiders.
 - Follow up on decisions and circulars issued by ADX and Kuwait Boursa regarding the ban periods and circulate them to insiders.
 - The ADX and Kuwait Boursa were updated with the data of the insiders on Keeping a 25-03-2024 record of insiders' transactions on the company's shares during the fiscal year ending on March 31, 2025
 - Updated insider registry record in permanently & temporarily for internal company information.

- **Other committees:**

There's no other committees.



- The Duties & roles delegated by the Board of Directors to the Executive Management:

NAME	DESIGNATION	AUTHORIZATION EXTENT	VALIDITY OF AUTHORIZATION
Mr. Mohamed Ahmed Al Houti	CEO	<ul style="list-style-type: none"> • Signing with an authorized member of the Board of Directors any payment of more than 5 million UAE dirhams or its equivalent in foreign currencies. • Opening a share trading account with brokers "jointly" in order to buy and sell stocks and investment portfolios and transfer funds from the brokerage account to the company's bank account. • Sign "individually" to transfer any amounts from the accounts of the company and its subsidiaries to the company's accounts in the same bank or in any other bank. 	3 YEARS
MR. Mukesh Kumar	Finance Manager	<ul style="list-style-type: none"> • By unilaterally signing the documents to collect the clients' dues through the banks, without a maximum limit, for the exclusive benefit of the company, without the right to endorse in favor of third parties. 	
Sheikh / Sultan Al Qassimi	MBF Manager	<ul style="list-style-type: none"> • Opening and operating the account by signing on behalf of the company with the authorized members of the Board of Directors as well as the Chief Executive Officer and the Financial manager. 	
Miss / Maryam Al Shehhi	Financial Controller		

In addition, the executive management shall:

- 1) Execute & implement policies, plans & programs approved by the Board of Directors.
- 2) Discuss the company's estimated budgets with the executive directors & department managers before submitting them to the Board of Directors.
- 3) Submit periodic reports to the Board of Directors regarding the company's plans & programs.
- 4) Manage & supervise the daily business of the company.
- 5) Monitor the performance of managers & guidance in their field.
- 6) Supervise on the studies & plans made to raise the level of performance in the company.
- 7) Issue decrees & circulars tailored to ensure the smooth conduct of work in line with the powers granted to them.
- 8) Ensure that the proposed target is met in the approved budget for the fiscal year

- Transactions with related parties (stakeholders)

Article No. (33) of the Articles of Association of the Company states that it is prohibited for the concerned parties to exploit any of the information in their custody by virtue of their membership in the Board of Directors or their position in the Company for the interest of them or any other person, no matter it resulted in whatever dealing in the securities of the Company or other transactions, nor may any of them have a direct or indirect interest with any entity that carries out operations intended to affect the prices of shares issued by the company.

In addition, Article No. (34) of the Articles of Association of the Company states that the Company prohibited from any transactions with related parties except with those approved by the Board of Directors, & should not exceed 5% of the Company's capital, & to avail the approval of the General Assembly of the Company if they exceeded that percentage & the deals should be evaluated by a certified evaluator with SCA. The auditor of the company shall include in his report a list of the transactions of

any conflict of interest that may arise & the financial transactions between the company & any of the related parties & the actions taken thereon.

1. The Board of Directors approved the cessation of all dealings with related parties from members of the Board of Directors & employees of the group at its meeting no. (149-1) held on March 22, 2014 except for companies & entities excluded in the decision of the Board of Directors.
- 2.

RELATED PARTY STATEMENT	TRANSACTIONS TYPE	NATURE OF RELATIONSHIP	TRANSACTION - AED
ULTRATECH CEMENT LTD	Client	Major shareholders	65 Million AED

(5) Assessment of the Board of Directors:

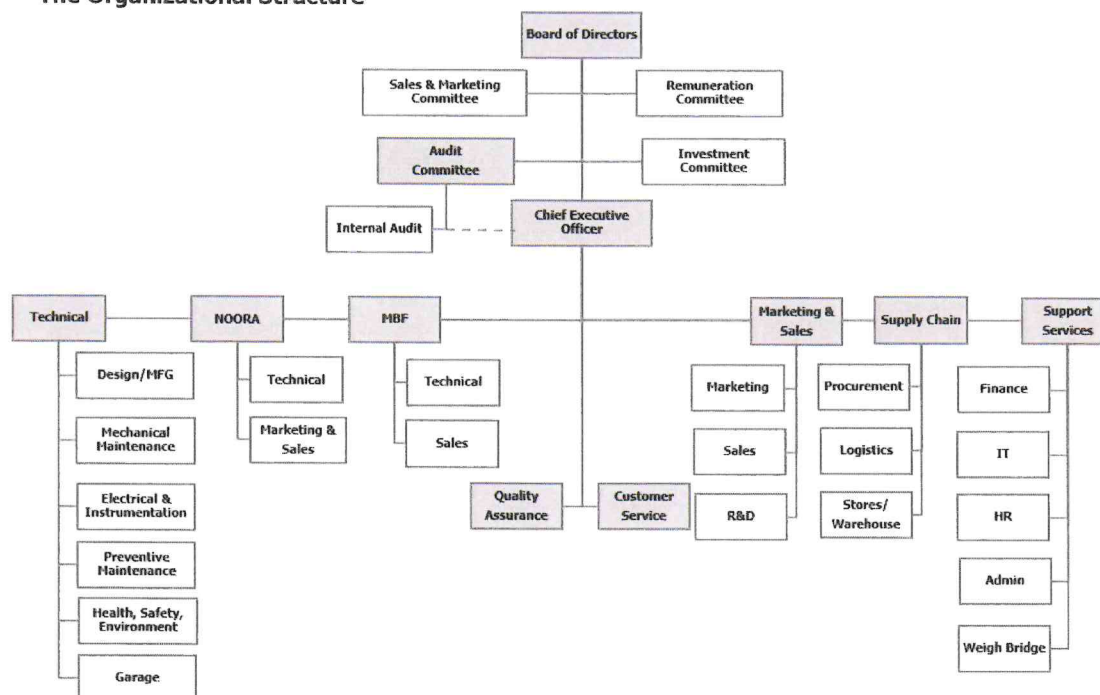
The Board of Directors discussed in meeting number 193 on February 09, 2024, the mechanism for evaluating the Board's performance, with the evaluation to be based on the following axes:

1. The number of annual meetings.
2. Attendance rate.
3. Company performance.
4. The performance of the committees emanating from the council.

The Chairman of the Board conducted a performance evaluation for the board and its committees, and the evaluation results indicated that the board's performance was satisfactory according to all the mentioned standards. The board held five meetings during the fiscal year ending on March 31, 2025, with full attendance. As for the committees derived from the board, they were active and effective, reflecting full compliance with legal requirements. The company's Board of Directors operates according to the highest standards and continues to add real value to the business.

(6) The Organizational Structure and executive management

- The Organizational Structure



- A detailed statement of the senior executive employees in the first and second ranks

POSITION	DATE OF JOIN	TOTAL SALARIES & ALLOWANCES PAID IN 2024	TOTAL REMUNERATIONS DUE FOR 2024	ANY OTHER CASH/IN-KIND BONUSES FOR 2024 OR DUE IN THE FUTURE
Chief Executive Officer	05-03-2013	1,283,233	294,210	-
Director of Finance Department	23-06-2022	659,560	61,337	-
Director of Technical Department	10-04-2023	654,870	39,681	-
Director of the Modern Block Factory	20-12-2004	486,910	44,575	-
Acting Director of Noora Factory	09-02-1991	289,924	19,771	-
Customer Service Section Manager	01-03-2004	306,786	28,549	-
Quality Assurance Manager	28-03-2016	283,392	19,532	-
Acting Director of Supply Chain	08-06-2023	256,598	11,169	-
Director of Marketing & Sales Former	01-10-2018	335,352	32,340	-
Director of Marketing & Sales	25-09-2024	98,254	-	-
Total		4,654,879	551,164	-

(7) The External Auditor

A) Ernst & Young Middle East and North Africa was established in 1923 and is a branch of Ernst & Young, which is headquartered in London. The company specializes in providing services in insurance, business consulting, business support, financial auditing, tax consulting, real estate, and hospitality. The company also includes a group of subsidiaries in the Middle East that operate in various previous specialties.

B) A statement of the fees and costs of the audit or the services provided by the external auditor.

The General Assembly decided, in its meeting held on 09-March-2024 to appoint Messrs. Ernst & Young (First year). Its annual fees have been determined in the amount of 550,000 dirhams for the tasks of auditing the accounts of the company for the fiscal year ending on March 31, 2025 & their services include all professional services related to the review of quarterly as well as annual financial reports in accordance with international accounting standards & in accordance with Article (36) of the Authority's Chairman's Board Decision No. (3/Chairman) of 2020 concerning Approval of Joint Stock Companies Governance Guide, We would also like to inform that no other external auditor has provided any other services for the company.



NAME OF THE AUDIT OFFICE:	PARTNER AUDITOR:
ERNST.& YOUNG	SANJAY KAYAHARA
Number of years spent as an external auditor of the company	1
The number of years that the partner auditor spent auditing the company's accounts.	1
Total audit fees	550,000
Fees & charges for special services other than audit of the financial statements (AED)	-
Details & nature of other services provided	-
Statement of other services that an external auditor other than the company accounts auditor provided (if any). In the absence of another external auditor, this matter is explicitly stated.	-

- C) A statement clarifying the reservations made by the Company's auditor to be included in the interim & annual financial statements for the fiscal year ending on March 31, 2025. In the absence of any reservations, this should be stated explicitly.

No qualified opinion for interim & annual financial statements.

(8) Internal Control System

A. The responsibility of the Board of Directors for the Internal Control System

The Board of Directors of the Company acknowledges its responsibility for the Company's internal control system & for reviewing the mechanism & effectiveness of the control system.

- Vision**
In order to provide an independent evaluation of the business processes & internal Audit to the management, audit committee & board of directors of Ras Al Khaimah White Cement & Construction Materials Company PJSC & its subsidiaries & to provide the necessary guarantees to manage the risks that may impede the achievement of its tasks, objectives & objectives.
- Mission**
For the purpose of carrying out audit work, independently reporting on the internal sections of Ras Al Khaimah White Cement & Construction Materials & related activities, & providing objective analysis & recommendations that add value to the Audit Committee / Board of Directors & Executive Management. All internal audit projects will be conducted in accordance with the Standards of Professional Practice for Internal Auditing issued by the (Institute of Internal Auditors).
- Objectives**
The Internal Audit Department is an independent evaluation department that assesses the adequacy & effectiveness of the controls, regulations, policies & procedures of Ras Al Khaimah Company for White Cement & Construction Materials.

The objectives of internal audit management are as follows:

- Review the operations / sub - operations of different departments of the company, & determine whether these processes are carried out in accordance with the objectives, policies & procedures of Ras Al Khaimah Company for White Cement & Construction Materials, & related regulations & legislation.
 - Review the reliability & integrity of financial & operational information & the means used to identify, measure, classify & report on such information.
 - Review & evaluate the efficiency in resource utilization.
- Independence**
Independence is achieved through the organizational position of the Internal Audit Department & the objectivity of internal auditors.

Internal auditors shall be free from any types of conflicts, whether arising out of professional interests, personal relationships or any other interests within Ras Al Khaimah Company for White Cement & Construction Materials or related activities that may be audited.

Internal auditors should be far from of any influences that would restrict or modify the scope of their work or reflect on their ability to judge with respect to the content of internal audit reports.

5. Ability to detect fraud

Management is clearly responsible for detecting & preventing fraud. The Internal Audit Department is well qualified to support management by assessing the effectiveness, & adequacy of internal audit procedures to prevent & detect fraud.

6. Reporting

The Internal Audit Department submits reports on the departments to the Audit Committee / Board of Directors, & submits management reports to the General Manager.

The following is the approach used by the Internal Audit Department to report:

- Discussion of initial reports on the departments / owners of operations.
- Issue a final report including section comments to the Audit Committee, the General Manager, & the Operations Owners.
- Follow - up the audit duties, & present matters that have not been resolved to the subsequent Audit Committee meeting.

Other management responsibilities include:

- To play an active role & contribute to the identification of risks & the development of an audit coverage plan for Ras Al Khaimah Company for White Cement & Construction Materials, & their specific sections & operations, & then accept joint ownership to maintain & continuously update that responsibility.
- Inform the Internal Audit Department & the General Manager of any internal control matters, whether they exist or are likely to occur, such as obstacles, thefts, & fraud, embezzlement, unauthorized transactions, as well as accounting errors, doubtful debts, etc. A report on these important matters will be presented at the meetings of the Audit Committee / Board of Directors.

7. Relations with external auditors

The independent external auditors for Ras Al Khaimah Company for White Cement & Construction Materials perform shall perform legal acts that represent their responsibility to stakeholders.

The Internal Audit Department of Ras Al Khaimah Company for White Cement & Construction Materials will coordinate its activities with the activities of the external auditors, in order to obtain maximum degree of auditing & avoid duplication of effort. The Internal Audit Department will track the comments & recommendations included in the reports of external auditors.

8. Special assignments

The Internal Audit Department may from time to time accept requests from the General Manager, the Audit Committee, & the Board of Directors for special assignments. The terms of reference for these tasks will be agreed upon prior to these commitments.

Mechanism of the Internal Audit Functions

The following are the actions authorized by the Internal Audit Department:

- Implement a program of internal audit projects, if necessary, to achieve the objectives of the management.
- The full right to access all documents, records, employees, etc. of Ras Al Khaimah Company for White Cement & Construction Materials with very strict accountability for their secrecy during the internal audit process.
- Request support from the Audit Committee / Board of Directors to enable the internal audit team to perform their work properly.
- Asking for assistance when needed from persons, experts, auditors & administrators in the event of lack of skill sets & the need for competencies that may arise during the execution of the audit functions for several operations within Ras Al Khaimah Co. for White Cement & Construction Materials.
- Perform its functions in accordance with the risk-based internal audit plan.
- The Internal Audit Manager deals with specific, redefined & sensitive matters, as well as matters that are considered to be highly confidential.
- The scope of work of the Internal Audit Department is to provide internal audit services to Ras Al Khaimah White Co. for White Cement & Construction Materials, support the departments if necessary, & make corrective recommendations to the Audit Committee / Board of Directors.



B. The name & qualifications of the Internal Audit Manager

The Internal Audit Department Manager is Mr. Mahmoud Mohamed Soliman, he was appointed on 3 January 2016. He holds the following certificates & experience:

- Bachelor of Commerce from Ain Shams University - Cairo in 2001.
- Certified Internal Auditor from the Institute of Certified Internal Auditors (IIA), USA.
- Certificate as compliance officer with an advanced level approved by the International Compliance Association in cooperation with the UAE Securities & Commodities Authority (SCA).
- Over 10 years' experience in finance & auditing.

C. The Internal Audit Manager also act as the Compliance Officer.

D. How the Internal Audit Department deals with any major problem in the company

The Internal Audit Department deals with the major problems by following the usual & usual practice in these cases, describing the problem accurately, including the supervisory gaps (if any) that led to them, the risks resulting from those gaps & the proposed procedures with the dependencies of the problem & addressing the regulatory gaps that may have led & report thereon to the Audit Committee for discussion with the Committee & the relevant parties & then Audit Committee will issue a report with proposed recommendations for submission to the Board of Directors.

E. Number of reports issued by the Internal Control Department to the Company's Board of Directors.

Due to the absence of any substantial observations, there were no reports from the Internal Control Department submitted to the Board of Directors fiscal year 01 January 2024 to 31 March 2025.

(9) Details of the violations committed during the fiscal year ending on March 31, 2025 & state their reasons, & how to address them to avoid their recurrence in the future.

None.

(10) The company's contribution to local community development.

The company donated construction materials (Block, Interlock, and Kerbstone) to many community organizations, individuals, and public benefit associations.

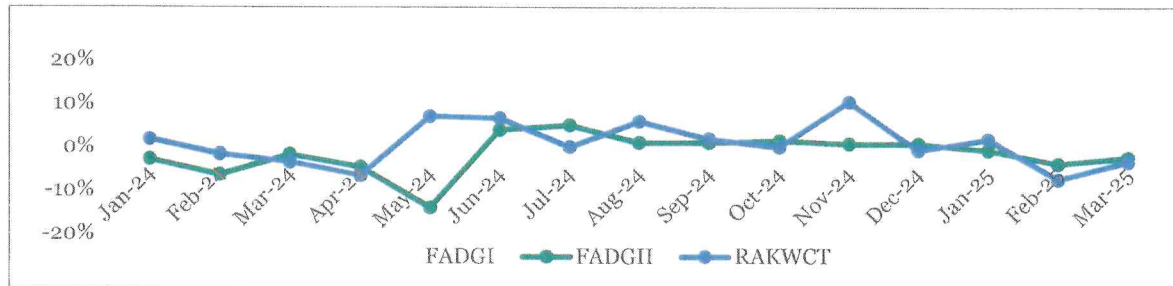
(11) General Information:

A. The Company's share price on the Abu Dhabi Securities Market (highest / lowest / closing) during the fiscal year ending on March 31, 2025:

	MONTH	LOWEST PRICE	HIGHEST PRICE	CLOSING PRICE
2024	1	1.040	1.180	1.160
	2	1.080	1.180	1.150
	3	1.010	1.150	1.060
	4	0.980	1.100	0.980
	5	0.965	1.110	1.070
	6	1.070	1.140	1.140
	7	1.020	1.150	1.100
	8	1.020	1.100	1.080
	9	1.010	1.140	1.100
	10	1.030	1.130	1.060
	11	1.050	1.360	1.170
	12	1.070	1.210	1.160
2025	1	1.140	1.280	1.190
	2	1.100	1.210	1.100
	3	1.050	1.180	1.110



B. Comparative performance of the company's shares with the general market index & the industrial sector index during the fiscal year ending on March 31, 2025:



C. Distribution of the Company's shareholders' equity as the fiscal year ending on March 31, 2025:

Shareholder Category	Shareholding Ratio		
	Individuals %	Companies %	Total %
1) Foreigner	0.141%	65.956%	66.097%
2) Emirati	12.227%	0.887%	13.113%
3) Gulf National	17.690%	2.712%	20.402%
4) Arab	0.383%	0.004%	0.388%
Total	30.441%	69.559%	100.000%

D. Shareholders own (5%) & more of the company's capital as the fiscal year ending on March 31, 2025:

SHAREHOLDER NAME	NO. OF OWNED SHARES	RATIO %
1) Ultra-Tech Cement Middle East Investments Limited	329,813,657	%65.94

E. The shareholder's distribution according to the size of their ownership as the fiscal year ending on March 31, 2025:

SHARE OWNERSHIP	NO. OF SHAREHOLDERS	NO. OF OWNED SHARES	RATIO OF OWNED SHARES TO CAPITAL
1) Less than 50K	2898	15,420,293	3%
2) From 50K to less than 500K	286	44,654,382	9%
3) From 500K to less than 5 Mio	56	83,092,503	17%
4) More than 5 Mio	4	356,989,822	71%
Total	3244	500,157,000	100%

F. Below are details of the measures taken regarding investor relations guidelines

Mr. Abdelwaheed Fathalla is in charge of Investor Relations in the company, his contact details are as follows:

Email : a.fathalla@rakwhitecement.ae Landline : +971 7 266 8888 (Ext. 227)
Mobile phone : +971 50 736 3779 Fax : +971 7 266 8866
Investor Relations Web page at: <http://www.rakwhitecement.ae/investor-relation/>

G. Below are the special resolutions that were presented in the general assembly held in the fiscal year ending on March 31, 2025 & the actions taken there on?



- The General Assembly, held on 09/03/2024, approved the following special resolutions:
Amending Article (55) – Company's Fiscal Year:

Before Amendment	After Amendment
The fiscal year of the Company shall commence on 1st of January and end on the 31st of December of each year.	The fiscal year of the Company begins on April 1 and ends on March 31 of the following year, provided the amendment applies for 15 months in the first year where the financial period begins on January 1, 2024 and ends on March 31, 2025 and regularized from the subsequent fiscal years beginning on April 1 and ending on March 31 of the following year.

- I. Rapporteur of Board of Directors. Temporarily

NAME	APPOINTMENT DATE
MR. MAHMOUD MOHAMED SOLIMAN	23/06/2022

- J. Below is list of the significant events that occurred during the year ending on 31 March 2025

UltraTech Cement Middle East Investments Limited acquired 25% of the company's shares on 25-06-2024.

UltraTech Cement Middle East Investments Limited acquired 11% of the company's shares on 06-11-2024.

- J. Statement of deals equal to 5% or more of the company's capital executed during the year ending on 31 March 2025

None.

- K. Below is statement of Emiratization rate in the company by the end of 2022,2023,2024:

2022	2023	2024
8.07%	8.70%	9.36

- L. Statement of Innovative projects & initiatives carried out by the company or being developed during the year ending on 31 March 2025.

"None".

Himanshu Kapania

Chairman
of the Board

20.1.05/2025

Signature of Chairman

Nomination & Remuneration
Committee Chairman

20.1.05/2025

Signature of Head of Audit Committee

Head of
Audit Committee

20.1.05/2025

Signature of Internal Control Department Director

Internal Control
Department Director

20.1.05/2025

