



INVICTUS 2023

Invictus Investment Company PLC

**ENVIRONMENTAL, SOCIAL, AND
GOVERNANCE (ESG) REPORT**





Table Of Contents

INTRODUCTION	03
• About This Report	04
• Highlights from 2023	05
• Chief Executive Officer's Message	06
• Chief Financial Officer's Message	07
• About Invictus Investment	09
• Our Business	09
• Our Vision, Mission, and Values	11
ESG AT INVICTUS INVESTMENT	12
• Our Approach to ESG	13
• Stakeholder Engagement	13
• Our ESG Framework and Materiality	14
Ethical Governance and Partnerships	15
• Board Composition and ESG Oversight	16
• Ethical Governance and Partnerships	18
Social Empowerment	21
• Our People	22
• Our Consumers	27
Environmental Stewardship	28
• Energy and Emissions	29
• Water	29





Introduction

- About This Report
- Highlights from 2023
- Chief Executive Officer's Message
- Chief Financial Officer's Message
- About Invictus Investment
- Our Business
- Our Vision, Mission, and Values



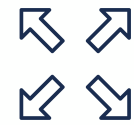
About This Report

Welcome to Invictus Investment's inaugural Environmental, Social, and Governance (ESG) report.

This report encapsulates our approach to sustainability and ESG and our achievements within the period of 1 January 2023 to 31 December 2023. The report has been produced in accordance with the Abu Dhabi Stock Exchange's (ADX) ESG reporting guidance, and in reference to the Global Reporting Initiative (GRI) standards. Throughout the chapters, we also demonstrate our contribution to, and alignment with, the United Nations' Sustainable Development Goals (SDGs). The report, performance disclosures and claims have been verified by the Board of Directors of Invictus Investment.



- Invictus Investment Co. PLC is now registered in Abu Dhabi Global Markets (ADGM) and listed on Abu Dhabi Securities Exchange (ADX) Growth Market



- Invictus Investment has commenced its inaugural carbon calculation



- 26.3% of the 80 employees hired in the past three years are female



- In 2023, a total of 591,000 AED was budgeted to be invested in employee trainings



- Invictus Investment starts building its ESG strategy and publishes its inaugural ESG Report



Highlights from 2023



Chief Executive Officer's Message

Dear Stakeholders,

I am pleased to present Invictus Investment's inaugural ESG Report 2023. In just a few years, we have transitioned from a regional enterprise to a global player, driven by an unwavering commitment to quality, innovation, and strategic partnerships. Our growth journey is guided by a broad vision, with strategic objectives focused on identifying potential areas for expansion and understanding industry developments. These growth objectives aim to position Invictus Investment as a value-added, integrated agri player on the international stage.

As we move forward, the evolution of our operational & organisational model plays a pivotal role in ensuring the success of our growth strategy. This strategic approach sets the stage for a future where Invictus Investment continues to thrive, contributing to global markets.

In tandem with our growth pursuits, sustainability lies at the heart of Invictus Investment's ethos. We recognise the critical importance of environmental stewardship, social responsibility, and ethical business practices. As we evolve, our commitment to sustainability becomes integral to our identity, ensuring that our growth not only contributes to economic prosperity but also leaves a positive impact on the planet and communities within and beyond our ecosystem.

While acknowledging our current dedication to Environmental, Social, and Governance (ESG) principles, we recognise that our commitment is an ever-evolving journey. We remain steadfast in our resolve to continually build upon our successes, progressively enhancing our efforts every step of the way.

As we navigate this journey, we are guided by the sustainability vision of the UAE leadership and policies such as the UAE Green Growth Strategy, the UAE Green Agenda 2015-2030, and the UAE 2050 Net Zero Initiative. By incorporating these initiatives into the fabric of our corporate ethos, we not only contribute to the nation's sustainable development goals but also play our part on the global stage in advancing the cause of environmental and social responsibility, as a corporate citizen.

We thank all our stakeholders for their ongoing support and collaboration.

Sincerely,
CEO, Invictus Investment
Amir Daoud Abdellatif





Chief Financial Officer's Message

Dear Stakeholders,

In our pursuit of global excellence, Invictus Investment proudly operates in approximately 50 countries, underpinning our dynamic growth and market presence. Our diverse portfolio comprises over 13 quality products, catering to a vast network of 50+ customers. We have cultivated partnerships with 150+ material suppliers, establishing a robust supply chain. Ensuring the highest standards, we have implemented Quality Management System (QSM) and Food Management System (FSM), emblematic of our commitment to delivering top-tier products to the market.

As Chief Financial Officer, I am pleased to report on the financial facets that propel our success. As of 2023, we recorded total revenue worth AED 8.1 billion and a total net profit of AED 213.6 million, while our total assets were valued at AED 2.6 billion. These figures align with our operational and organisational restructuring, fortifying our capabilities to meet the demands of a rapidly evolving market. Further details on our financial performance can be found in our financial statements.

Amidst our financial pursuits, sustainability remains a core focus for Invictus Investment. The commitment to environmental stewardship, social responsibility, and ethical practices is ingrained in our financial strategy. In 2023, Invictus Investment took significant steps, having developed its initial materiality assessment, and reported on topics deemed material. Looking ahead, the company is dedicated to establishing a clear roadmap and strategy to address its environmental footprint and societal impact. Moreover, we aim to ensure that ethical business practices and good corporate citizenship are embedded in our governance approach, fostering a harmonious blend of growth and responsibility.

Finally, we extend our heartfelt gratitude to our stakeholders for their trust and support as we shape a future where financial success and sustainability go hand in hand.

CFO, Invictus Investment

Robert Rotich





Introduction to the Report

In the heart of the economic landscape of Abu Dhabi, Invictus Investment emerges as a prominent name in terms of financial success with a profound commitment to ESG principles. This report marks the inauguration of our ESG journey, encapsulating the ethos that propels Invictus Investment towards a future where sustainable investing becomes synonymous with prosperity.

Invictus Investment has consistently exemplified a visionary approach to investment. As we venture into the realm of ESG reporting, we recognise the transformative power that responsible investment holds in shaping a resilient and ethical financial landscape.

This inaugural report serves as a tool to guide our stakeholders through our foundational ESG pillars;



Ethical Governance and Partnerships



Social Empowerment



Environmental Stewardship

In this report, stakeholders will witness strategic plans of sustainability integration into our investment strategies, reflecting our mindset that profitability and responsible practices are not mutually exclusive.

Ethical Governance and Partnerships

The governance section demonstrates our commitment to transparency, accountability, and ethical conduct. In this section, we explore two major governance facets:

Board Composition and ESG Oversight: By fostering a diverse and knowledgeable board, we ensure a holistic approach to environmental, social, and governance matters. This chapter outlines our strategic focus on ESG factors as integral components of our decision-making process.

Ethical Governance and Partnerships: This chapter articulates our dedication to upholding the highest standards of governance. We believe that ethical conduct is not just a compliance requirement but a fundamental pillar of our identity. It outlines how we cultivate partnerships that align with our ethical principles, contributing to a culture of integrity and responsibility.

Social Empowerment

Social responsibility is woven into the fabric of our corporate identity. The report showcases the various ways Invictus Investment contributes to community development, championing inclusivity, diversity, and social well-being. Under our comprehensive approach to social responsibility, we highlight specific chapters:

Our People: This chapter delves into our commitment to the well-being and development of our team members. It underscores our efforts to create a workplace that nurtures talent, fosters diversity, and prioritises employee wellbeing.

Our Consumers: In exploring our dedication to social responsibility, the chapter on Product Quality & Safety outlines our initiatives to ensure the highest standards in our products and services, emphasising customer satisfaction, safety, and ethical business practices.

Environmental Stewardship

Our environmental initiatives aim to mitigate risks, promote resource efficiency, and harness opportunities that arise from a rapidly evolving global landscape.

Energy and Emissions: In this chapter, we address our strategies and actions related to energy consumption and emissions, emphasising our commitment to reducing our carbon footprint and enhancing energy efficiency.

Water: The chapter dedicated to Water outlines our efforts to responsibly manage and conserve water resources, ensuring sustainable practices in our operations.

As we embark on this inaugural ESG reporting endeavour, Invictus Investment invites stakeholders to explore its approach to sustainability, as well as its emerging ESG performance. Together, let us forge a path towards a future where responsible investing not only redefines financial success but also contributes to a world that is sustainable, inclusive, and resilient.



About Invictus Investment



Abu Dhabi Global Markets (ADGM) has registered Invictus Investment, which was listed on the Abu Dhabi Securities Exchange (ADX) Growth Market on June 29, 2022, under the symbol Invictus Investment.

At present, the organisation possesses an entire 100% stake in Invictus Trading FZE, via which it distributes its trading products. Invictus Trading, which was established in 2014, has expanded its operations in Africa and the Middle East at a rapid pace through the development of global trading networks and the cultivation of relationships with important players in the commodity sector. Along the complete value chain, including origination, processing, and trading, Invictus Investment maintains a presence throughout a diversified portfolio of commodities. In addition to commodities, grains, sugar, oilseeds, edible oils, animal feed, pulses, and gum Arabic are included in the product line.

Our Business

In just a few short years, Invictus Investment has emerged as a dynamic force in the United Arab Emirates (UAE), transcending borders and establishing a formidable presence on the international stage. The company's journey from a regional enterprise to a global player is a testament to its unwavering commitment to quality, innovation, and strategic partnerships.

Quality and Food Management Systems

A cornerstone of Invictus Investment's success lies in its unwavering commitment to quality assurance. The company has implemented robust quality management systems, ensuring that every product meets the highest standards.

Diverse Product Portfolio

One of Invictus Investment's key strengths lies in its extensive range of high-quality products. With more than 13 offerings in its portfolio, in various consumer goods, the company has successfully diversified its revenue streams. This diversity not only ensures resilience in the face of market fluctuations but also allows Invictus Investment to cater to a wide array of customer needs.

1. Sesame 	4. Wheat 	7. Pelleted Bran 	10. Hibiscus 	13. Meat 
2. Groundnuts 	5. Sorghum 	8. Peanut Oil 	11. Spray-dried Gum Arabic 	
3. Sugar 	6. Complete Feed 	9. Cotton 	12. Gum Arabic 	



Robust Customer Network

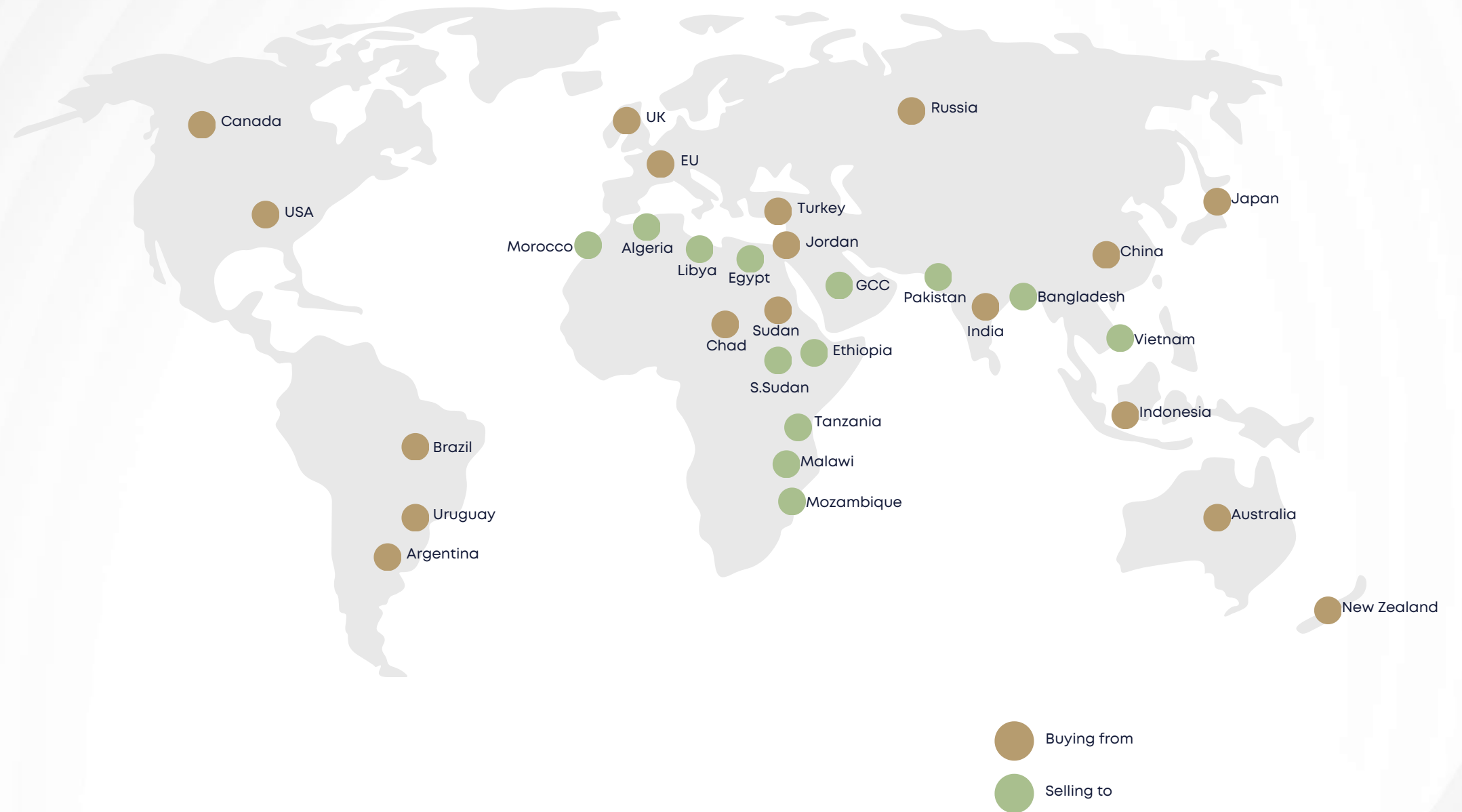
Building on its commitment to customer satisfaction, Invictus Investment has cultivated a network of over 50 loyal customers worldwide. The company's emphasis on fostering strong relationships has not only bolstered its market presence but has also positioned it as a preferred partner for businesses across different industries.

Global Footprint and Sourcing Strategies

Invictus Investment's ability to maintain high-quality standards is underpinned by its strategic approach to sourcing commodities. The company collaborates with more than 150 suppliers globally, ensuring a diverse and reliable supply chain. This extensive network empowers Invictus Investment to navigate market dynamics efficiently and respond swiftly to changing demands.

Invictus Investment maintains trading relations across the world, buying from over 28 countries and selling to 20 countries, becoming a trusted name in diverse markets worldwide. The company's ability to adapt to different cultures, regulatory environments, and consumer preferences has fueled its remarkable growth beyond the UAE's borders.

In conclusion, Invictus Investment's journey from a regional enterprise to a global powerhouse is marked by strategic expansion, diverse product offerings, strong customer relationships, and a commitment to quality. As the company continues to evolve and embrace new opportunities, its impact on the global market is set to endure, solidifying its position as a leader in the international business landscape.





Our Values

These values profoundly shape Invictus Investment's work and vision, guiding every decision and action with a commitment to progress, excellence, resilience, transparency, and integrity.

Progression

- Continuously exploring new ways to enhance our industrial capabilities and diversify our operations, fostering innovation and adaptability in a dynamic business landscape.



Excellence

- Attention to detail across all of the value chain activities to ensure optimal results, maintaining a rigorous and disciplined approach to quality control and efficiency.



Resilience

- Handling challenges with vigour and turning them into opportunities, demonstrating a steadfast commitment to overcoming obstacles and achieving long-term success.



Transparency and Integrity

- Acting and communicating honestly in all our processes, fostering trust and credibility with stakeholders through transparent business practices and integrity.





ESG at Invictus Investment

- Our Approach to ESG
- Stakeholder Engagement
- Our ESG Framework and Materiality



Our Approach to ESG

At Invictus Investment, our commitment to sustainable business practices is ingrained in our corporate values, forming the foundation of our ESG framework. This framework is aligned with three key sustainability pillars, emphasising our dedication to responsible and impactful business operations. These include Ethical Governance and Partnerships, Social Empowerment and Environmental Stewardship. Material topics under each pillar, contributing directly to SDGs, have been informed by the materiality assessment the business has conducted.

Stakeholder Engagement

At Invictus Investment, we are always working to improve our communication with our stakeholders. Maintaining regular communication with our stakeholders enables us to remain well-informed regarding the sustainability issues that hold significance for them. Moreover, this demonstrates our dedication to cultivating and preserving our connections with them. For the current reporting year, Invictus Investment exclusively focused on engaging with internal stakeholders, namely our employees, and consulted experts in the field of sustainability and ESG to set its preliminary ESG strategy. In the coming years, our strategic plan includes expanding stakeholder engagement to encompass external stakeholders for materiality mapping.

Moving forward, the key stakeholders that we seek to engage with and several modes of communication to open dialogue are presented in the following list.



Internal Stakeholders

- Shareholders
- Employees
- Contracted Workers



External Stakeholders

- Investors
- Financial Institutions
- Suppliers
- Customers
- Government and Regulators
- Community



Potential Communication Channels

- Surveys
- Workshops and seminars
- Board meetings
- Panel discussions
- Social media channels
- Official communications
- One-to-one meetings
- Audit and inspection
- Publications



Our ESG Framework and Materiality

Our ESG approach serves as a guiding framework, ensuring that our corporate values and sustainability pillars are integrated into every facet of our operations. By embracing these principles, we aim to not only achieve our financial objectives but also contribute positively to society and the environment. The table below depicts our ESG Framework and maps our approach to relevant material topics and UN SDGs.

 Ethical Governance and Partnerships	 Social Empowerment	 Environmental Stewardship			
<p>Board Composition & ESG Oversight</p> <p>The Board oversees ESG matters, ensuring accountability and transparency in decision-making.</p>	<p>Business Ethics</p> 	<p>Our People</p> <p>Investing in our workforce, ensuring a diverse, inclusive, and safe workplace that encourages professional growth and employee well-being.</p>	<p>Employee Health & Safety</p> <p>Human Capital Development</p>  	<p>Energy & Emissions</p> <p>Committed to minimising our carbon footprint, optimising energy use, and adopting sustainable practices.</p>	<p>GHG Emissions</p> <p>Energy Management</p> 
<p>Ethical Governance & Partnerships</p> <p>We prioritise ethical conduct, fostering responsible partnerships and governance practices.</p>	<p>Supply Chain Management</p> <p>Supply Chain Labour Standards</p> <p>Material Sourcing & Efficiency</p> 	<p>Our Consumers</p> <p>Providing quality products that meet the highest standards, ensuring consumer satisfaction and well-being.</p>	<p>Product Quality & Safety</p> <p>Opportunities in Nutrition & Health</p> 	<p>Water</p> <p>Our water management practices focus on conservation, efficiency, and responsible use across our operations.</p>	<p>Water & Wastewater Management</p> <p>Water Stress</p> 

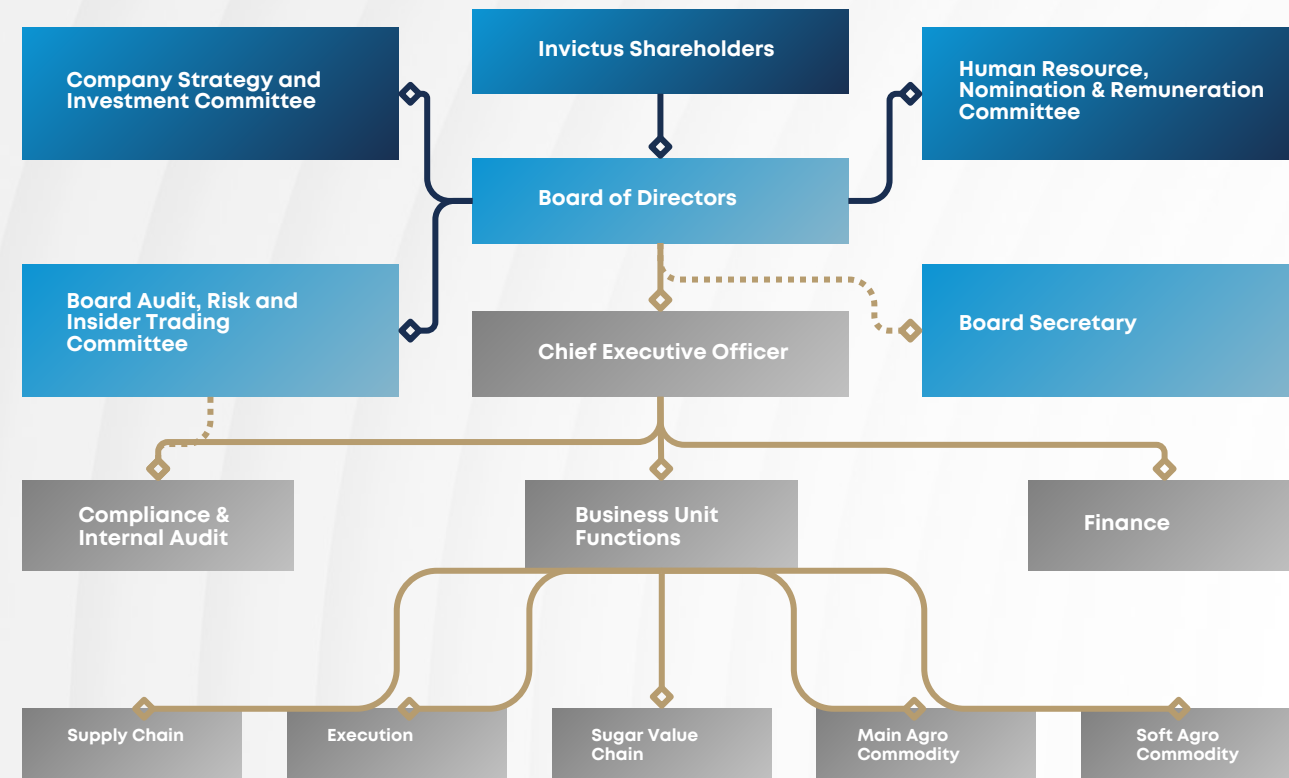


Ethical Governance and Partnerships

- Board Composition and ESG Oversight
- Ethical Governance and Partnerships



Board Composition and ESG Oversight



The corporate governance framework at Invictus Investment seeks to clearly delineate the distribution of rights and responsibilities among different stakeholders. The shareholders are the ultimate decision-makers in respect of the direction of the Company as they are responsible for appointing the Board of Directors.

The General Assembly Meeting is the highest decision-making body in the Company and is the forum in which shareholders express themselves and exercise their right to decide on the Company's direction. The Articles of Association, approved by the Company's shareholders on April 07, 2023, is the Company's constitutional document that outlines the governance of the organisation, including decision-making by shareholders (e.g., voting at general meetings) and Board matters (e.g., director appointments, powers and responsibilities).

The Company is managed by the Board of Directors who were re-appointed for 3 years during our AGM on April 07, 2023 - as per the Articles of the Company. The position of the Board's Chairman and the position of CEO are separate.

The Board has established three committees:

- 1 **Company Strategy and Investment Committee** 
- 2 **Human Resource, Nomination & Remuneration Committee** 
- 3 **Board Audit, Risk and Insider Trading Committee** 

These committees review and monitor key areas on behalf of the Board and make recommendations for its approval.



Roles and Responsibilities of the Invictus Board

The Board at Invictus Investment holds ultimate responsibility for ensuring the Company's compliance with legal and regulatory obligations, its Articles of Association, and duties to shareholders. Through these delineated responsibilities, the Board reinforces a robust ethical governance framework, safeguarding the Company's integrity and ensuring sustainable and responsible business practices. Additionally, the Board approves the Environmental, Social, and Governance (ESG) strategy and reviews the ESG report regularly. Oversight of ESG responsibility is delegated to the CEO, who further delegates the implementation of the ESG strategy across the organisation. Plans are in place to establish an ESG Committee in the future to enhance oversight and governance of ESG-related matters. This comprehensive approach underscores Invictus Investment's commitment to ethical standards, sustainability, and responsible business practices, thereby fortifying its integrity and reputation in the market.

Board of Directors

The Board of Directors, appointed by Shareholders in a meeting on January 28, 2022, and approved by the ADGM effective from the Company's formation on March 1, 2022, currently consists of three members, including a non-Executive Chairman and one Executive and one Non-Executive Director. Recognising the significance of Board diversity and independence, we are committed to ensuring a varied range of perspectives and maintaining transparency and accountability in our decision-making processes. A notable development includes the company's public listing, prompting efforts to strengthen the compliance function, enhance transparency, and develop a robust compliance and governance framework. Multiple internal audits have been conducted to bolster the Governance Framework. Moreover, while there is no separate Directors' code of conduct, Directors are subject to the company's code of conduct and Business Ethics policy, ensuring adherence to ethical standards and regulatory compliance.

Board of Directors	Role and Committee Memberships:	Category	Member Since
Mr. Osama Daoud Abdel Latif	Chairman – Board Member Member: • Board Audit, Risk and Insider Trading Committee • Human Resource, Nomination and Remuneration Committee	Non-Independent, Non-Executive	1st March 2022
Mr. Amir D. Abdellatif Ibrahim	Chief Executive Officer Member: • Company Strategy and Investment Committee	Non-Independent, Executive	1st March 2022
Mr. Syed Basar Shueb	V. Chairman – Board Member Member: • Company Strategy and Investment Committee • Board Audit, Risk and Insider Trading Committee • Human Resource, Nomination and Remuneration Committee	Category: Independent, Non-Executive	Member Since: 1st March 2022

Board Composition	2022	2023
Number of members	3	3
Number of executive members	1	1
Percentage of Executive members of the Board of Directors	33.3%	33.3%
Percentage of Non-executive members of the Board of Directors	66.6%	66.6%
Number of female members	0	0
Number of male members	3	3



Zero cases of corruption or grievances related to governance reported at Invictus Investment in 2023

Zero cases of customer privacy breaches reported at Invictus Investment in 2023

We arrange quarterly cyber-security awareness sessions for employees and 80% of our employees have completed data privacy and security training

Zero cases of anti-competitive behaviour, antitrust, and monopoly practices were reported at Invictus Investment in 2023

No significant non-compliance against laws cases reported in 2023

Ethical Governance and Partnerships

At Invictus Investment, our commitment to ethical governance is upheld by a comprehensive set of policies and procedures, integrated into our corporate governance framework. These principles serve as a guide, promoting transparency, accountability, and ethical conduct across all facets of our operations, from the Board's roles and responsibilities to specific policies such as the Code of Conduct & Business Ethics, Whistleblower Policy, and Anti-Bribery Policy. Collectively, these principles reinforce our dedication to fostering a culture of integrity and responsible business practices. Furthermore, our membership in the Dubai Chamber of Commerce and Industry solidifies our commitment to ethical governance, aligning ourselves with this respected institution to uphold ethical standards within the broader business community.

Ethical Business Practices

The Board at Invictus Investment assumes a pivotal role in ensuring the implementation and adherence to ethical business practices, as outlined in the Board Charter. This includes establishing procedures to guarantee compliance with applicable laws, regulations, and resolutions, approving corporate governance policies, setting clear standards for Board membership, and reviewing the composition and performance of the Board. The Board also holds authority over matters such as the issuance or revocation of power of attorney and approval of incentives, bonuses, and special privileges in alignment with the Company's objectives.

Anti-corruption and Fraud

The Board plays a crucial role in establishing robust measures to prevent corruption and fraud within the organisation, including creating and amending Authorized Bank Signatories/Mandates, approving investment-related decisions, and overseeing strategy implementation. Additionally, the Board approves rules governing incentives and privileges to ensure alignment with the Company's interests and exercises authority over significant financial decisions, such as approving annual budgets and reviewing financial performance.

Resilient and Future-proof Business

The Board exercises its authority in key strategic areas to steer Invictus Investment towards resilience and future-proofing, including approving the Company's strategy and main objectives, overseeing the implementation of strategic initiatives, and making critical decisions related to mergers and acquisitions. Additionally, the Board reviews and approves the Delegation of Authority to ensure effective decision-making throughout the organisation.

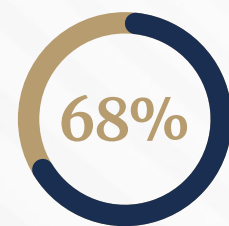


Corporate Governance Policies & Procedures Framework

Embedded in our commitment to fostering higher corporate governance standards, Invictus Investment has meticulously crafted a comprehensive set of policies and procedures. These protocols serve as guiding principles, promoting transparency, accountability, and ethical conduct across all facets of our operations, reinforcing our dedication to exemplary corporate governance.

Aligned with this commitment, the Human Resources and Compliance functions at Invictus Investment prepare core policies, including the Anti-Bribery and Anti-Corruption policy and Conflict of Interest Policy. Following preparation, these policies undergo a thorough review by the Compliance department before being presented for final review and approval by a board representative. The Compliance and Internal Audit Department is tasked with monitoring compliance against these policies during audits and reporting any potential violations to senior management.

To further mitigate the risk of conflict of interest, all related-party transactions are disclosed. Additionally, a mechanism has been established to ensure that transactions between related parties are conducted on a fixed margin basis, minimising the potential for undue influence or bias.



68% of Invictus Investment employees have signed the Anti-Bribery and Corruption Policy

POLICY	FUNCTION
Corporate Governance Manual	Covers roles and responsibilities of all stakeholders involved in governance processes including the General Assembly of Shareholders, the Board of Directors including the Chairman of the Board and Board Committees, CEO, Senior Management, Internal Audit / Internal Control, External Audit, Board and Committees Secretary and other stakeholders
Board of Directors Charter	The Effective functioning of the board
Code of Conduct & Business Ethics	To guide the ethical conduct of Directors and Employees
Whistleblower Policy	For employees to report on matters, in confidence, where they feel malpractice is taking place, or if ethical/integrity standards are being compromised.
Conflict of Interest Policy	Sets forth requirements for the avoidance and management of potential and actual conflicts of interest.
Disclosure and Transparency Policy	Provides guidelines to ensure that the company makes timely and accurate disclosure on all material matters, including the financial situation, performance, governance, rules pertaining to disclosure of information, methods of classification of information, and the frequency of disclosure.
Securities Trading Policy	Provides guidelines on trading in the Company's securities.
Related Party Transactions Policy	Provides guidelines on transactions with related parties
Anti-Bribery and Corruption Policy	Guides on identifying and dealing with bribery and corruption and protecting the Company and its stakeholders against bribery and corruption risks.
Dividend Distribution Policy	Governs the Company's procedures related to its dividend distribution.

POLICY	FUNCTION
Disclosure and Transparency Policy	Provides guidelines to ensure that the company makes timely and accurate disclosure on all material matters, including the financial situation, performance, governance, rules pertaining to disclosure of information, methods of classification of information, and the frequency of disclosure.
Risk Management Policy	Provides the Board, senior management, and other internal stakeholders guidance to support effective risk management practices.
Compliance Management Policy	Promotes a culture of good corporate governance and compliance practices and gains assurance through its governance arrangements that the Group is in conformance with its legal and policy obligations.
Human Resources Policy Manual	Ensures human rights are preserved
Anti-Fraud Policy	Facilitates the development of controls that will aid in the detection and prevention of fraud and provide an overall framework for managing suspected cases of fraud.





Taxation

Corporate tax is a novel area for all UAE-based companies. The UAE is also the only tax jurisdiction where the company operates for tax purposes. Invictus Investment recently ventured into the corporate tax domain, commencing in January 2024, with its inaugural tax return slated for submission by September 30, 2025. Our consultants are presently engaged in conducting an impact assessment, which indicates that as a free zone entity, Invictus is positioned favourably towards a 0% tax rate. Concurrently, we are diligently assessing transfer pricing implications, as well as Base Erosion and Profit Sharing (BEPS) Pillar Two implications, and crafting strategies and policies to ensure compliance with regulatory requirements.

At Invictus Investment, the finance department supervises compliance monitoring via a monthly control checklist, while our consultants offer continual guidance and updates regarding fresh tax regulations. This proactive approach aids us in effectively managing and mitigating potential risks to our organisation.

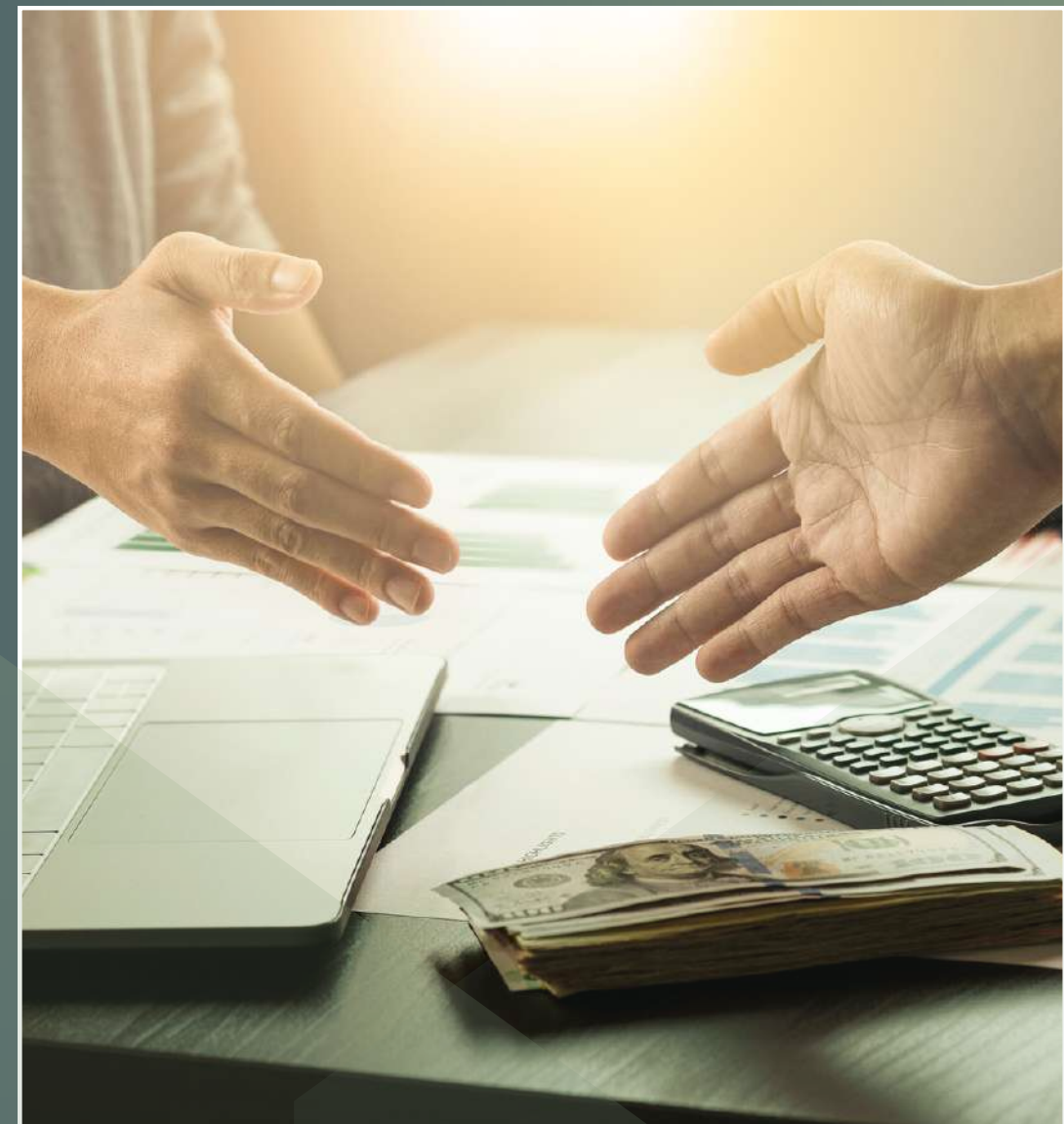
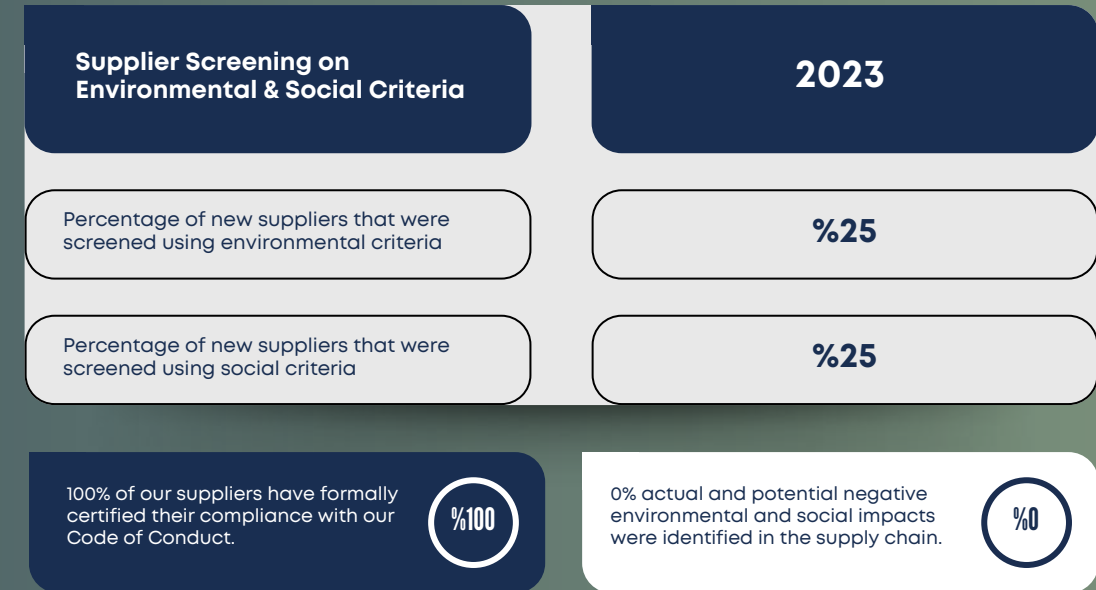
Taxation Overview

Our revenues from third-party sales reached an impressive AED 5,863,512,378, reflecting the robust demand for our products and services. Additionally, our strategic intra-group transactions across different tax jurisdictions contributed significantly to our revenue streams, totaling AED 2,209,162,142. Despite the challenging global economic environment, we achieved a profit before tax of AED 213,665,403. Our investment in tangible assets, excluding cash and cash equivalents, stood at AED 2,310,403,263, underscoring our commitment to long-term growth and sustainability. These financial milestones are a testament to our resilient business model and strategic vision for a sustainable future.

Our Suppliers

Operating through our main procurement hub in the UAE and affiliate and associate offices in Sudan, Ethiopia, Chad, Egypt, Cameroon, China, and the USA, Invictus Investment effectively manages a network of over 150 material suppliers, engaging in trade across more than 13 products and spanning 20 countries. Leveraging this diverse sourcing network, we have expanded our strategy upstream, sourcing from cooperatives across varied geographies. This strategic approach enables us to supply both commodities and finished goods to clients, with a primary focus on markets across Africa, the Middle East, and Asia.

Our ethical governance extends beyond internal operations to global partnerships, ensuring growth and value creation throughout our value chain. In line with our commitment to responsible trading practices, we conduct a "Know Your Supplier" exercise during registration, performing background checks to identify any potential red flags regarding their general conduct. Moreover, in 2023, we introduced a self-audit questionnaire circulated to non-commodities suppliers, focusing on their environmental and social conduct, enhancing our due diligence efforts. A total of 33 - 25% of total suppliers were successfully screened based on environmental and social criteria.





Social Empowerment

- Our People
- Our Consumers



Our People

In the pursuit of strategic growth, Invictus Investment recognises that hiring and retaining the right talent is a central pillar essential for success. Key to the realization of our growth strategy is the investment in, and access to, the right capabilities within our organisation. Across all growth initiatives, strategic enablers such as deep expertise in commodity teams are imperative.

To build deeper expertise, we are actively investing in hiring expert teams to lead major commodities such as soybeans and maize. Additionally, we are assembling a panel of experts in target commodities who will play a crucial role in advising on success strategies. This approach aligns with our commitment to establishing a robust and holistic organisation through the development of capabilities in governance, functional expertise, and commercial acumen.

Furthermore, as a key component of the 2024 Annual Operating Plan, Invictus Investment is prioritising initiatives that enhance employee satisfaction, well-being, and engagement, recognising their direct contribution to operational excellence through heightened productivity and retention rates. To assess progress in this area, we will utilise employee engagement survey results and well-being indicators. Our target is to successfully implement employee engagement surveys and report on well-being indicators to track our advancements.

Initiatives to achieve this objective include implementing employee wellness programs and initiatives, as well as establishing regular communication and feedback channels to better understand and address employee concerns.

Valuing Our People

At Invictus Investment, we highly value our staff because we understand that attracting and retaining top talent is crucial for achieving success. We offer a variety of additional perks to our full-time employees as a way to show appreciation for their dedication. These benefits encompass medical insurance coverage for both the employee and their dependents, yearly airfare allowances for the employee and their family, gratuity benefits in accordance with UAE labour regulations, workmen's compensation as mandated by UAE labour laws, ESAAD Lifestyle discount cards for staff and all relevant leave entitlements as per UAE labour regulations. In addition, plans are underway to introduce a policy for flexibility to work from home for two days each month, in 2024.

Benefits for full-time employees at Invictus Investment





Diversity, Equity & Inclusion

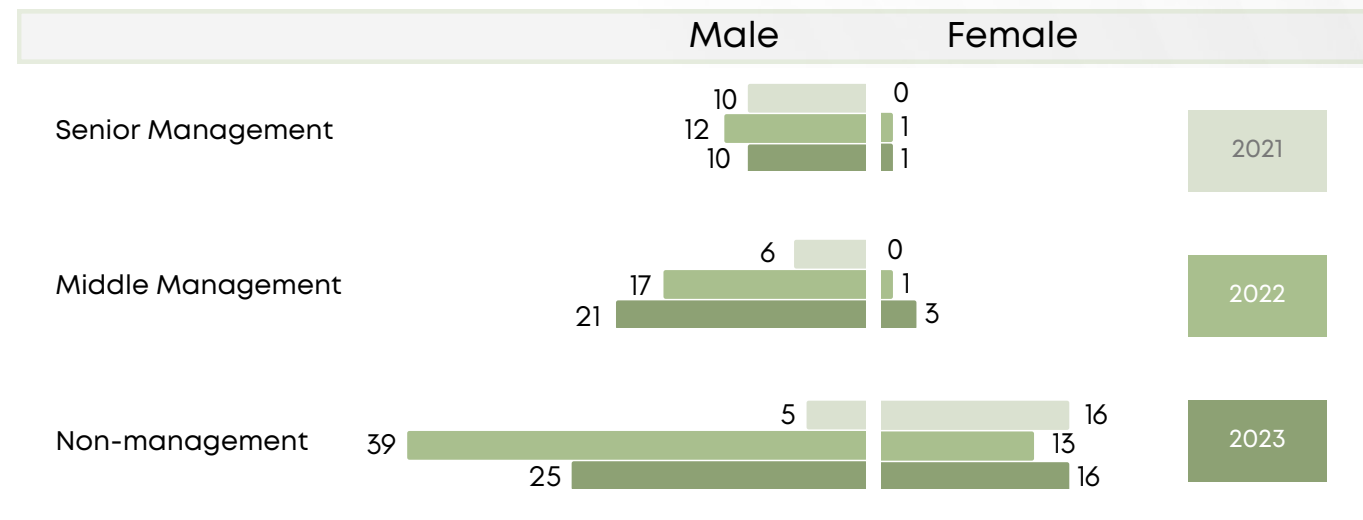
We are proud to share that women constitute 26.3% of our total workforce, with 38% of new hires falling within the age bracket of 18 to 30 years old, and 60.9% falling within the age bracket of 31 to 50 years old. At Invictus Investment, Diversity, Equity, and Inclusion (DEI) are not merely abstract principles but rather fundamental pillars that shape our corporate culture. We firmly believe that a workforce comprising individuals from diverse backgrounds, perspectives, and experiences is instrumental in driving innovation and building resilience within our organisation. Demonstrating our commitment to equity, we actively work towards ensuring equitable opportunities for all employees, fostering an inclusive environment where every individual feels empowered to contribute their unique talents.

Employees by Contract-Type

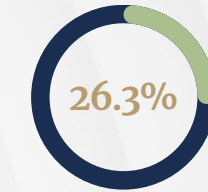
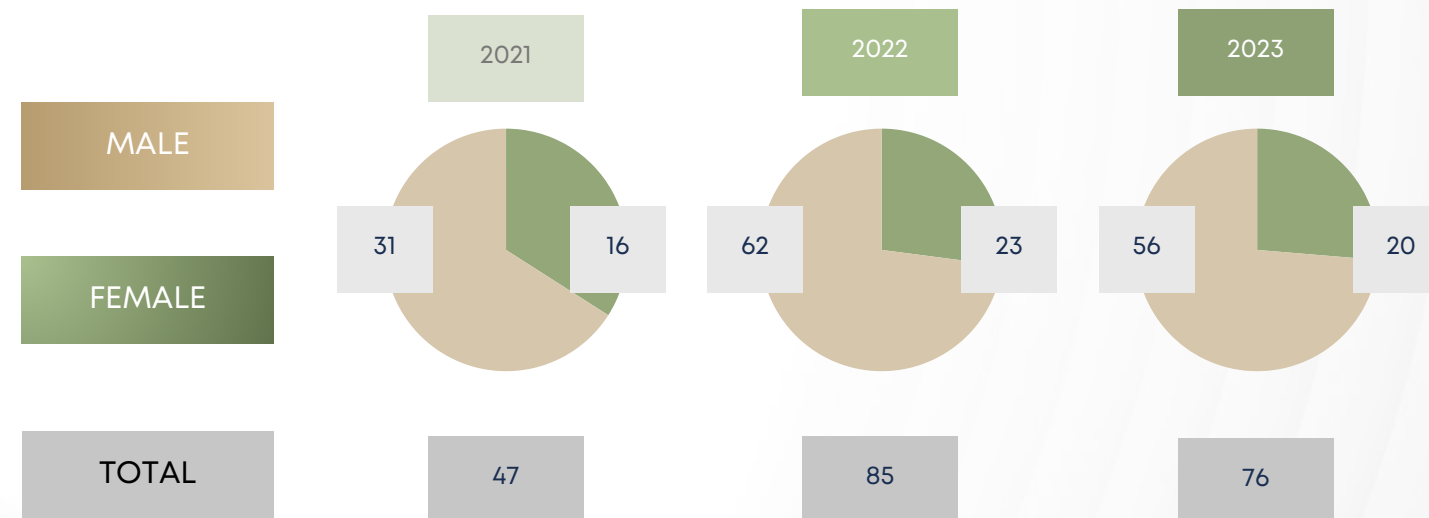
In 2021 and 2022, 100% of our employees were hired on an indefinite permanent contract. However in 2023, following changes in UAE labour law which no longer allows for indefinite contracts, we have onboarded a total of 76 employees on a fixed-term contract.

Total Workforce by Gender

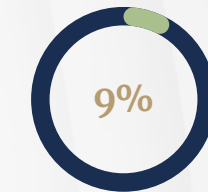
EMPLOYEES PER CATEGORY AND GENDER



TOTAL FULL-TIME EMPLOYEES



of the workforce is made up by female full-time employees



of the senior management positions are occupied by female members

0

Zero non-discrimination cases reported at Invictus Investment during 2023



New Employee Hires & Employee Turnover

In 2023, 38% of new hires at Invictus Investment are in between the age of 18 to 30 years old while 60.9% are between the ages of 31 to 50 years old



All new hires in 2023 hold a full-time contract at Invictus Investment



1 employee took a maternity leave and returned to work



Our employee turnover rate stands at 10.2% in 2023

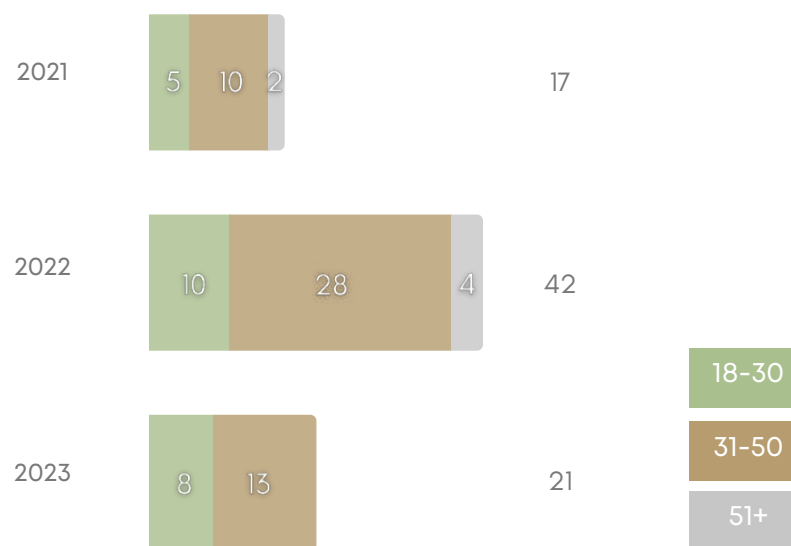


A total of 3 human resources related grievances were reported and 100% were successfully resolved

%100

NEW HIRES BY AGE

TOTAL



26.3% of the 80 employees hired in the past three years are female.

Building a Diverse Workforce

Looking ahead to 2024, Invictus Investment has specific objectives as part of its Annual Operating Plan to enhance diversity recruitment efforts and foster an inclusive workplace culture that respects and embraces differences across various geographic regions & divisions. This includes looking into nationalisation initiatives like NAFIS and consider the applicability of implementation of the same within Invictus Investment.

In addition to this, In 2024, we are committed to advancing diversity and inclusion through a series of targeted initiatives. To foster a sense of belonging and inclusivity, the company will establish resource groups and affinity networks aimed at creating supportive communities within the organisation. Additionally, Invictus Investment will conduct regular DE&I training sessions and workshops, supplemented by easily accessible self-led training resources to empower employees at all levels. In collaboration with hiring managers and teams, the company will ensure that job descriptions are inclusive and that selection criteria are unbiased, promoting equal opportunities for all candidates. To this end, interviewers and hiring managers will receive training on recognising and addressing unconscious bias, as well as utilising diversity-focused interview techniques, to ensure fair and equitable hiring practices. Finally, the company's DEI hiring targets will be communicated to external recruiters to inform the hiring process.



Diversity and Employee Engagement Targets for 2024



Furthermore, our Annual Operating Plan also includes reviewing and updating Human Resources policies to accommodate diverse legal, cultural, and regulatory requirements across different regions while aligning with our organisational values and objectives. Our target for 2024 under this objective is to achieve 80% compliance with HR policies within 12 months of implementation. This will be measured through the compliance rate with updated global Human Resources policies across various regions for Invictus Investment and related parties under our administration. To achieve this goal, specific initiatives will involve collaborating with legal advisors and regional Human Resources partners to ensure policies comply with local regulations, as well as implementing comprehensive communication and training sessions for HR personnel to ensure understanding and adherence to updated policies. These efforts underscore Invictus Investment's dedication to fostering a diverse and inclusive workplace culture where all employees can thrive.

Nurturing Our Talent

Skill development and training are integral components of Invictus Investment's organisational strategy, outlined within our Human Resources AOP. The company maintains specific policies regarding professional development and support for higher education, ensuring a structured approach to employee growth. The talent management division is responsible for capturing the learning & development requirements on an individual level via the Performance Management Form. As part of the AOP process departmental Learning and Development needs are also captured. This forms the basis for resource and time allocation towards Learning and Development with the Human Resources Annual Operating Plan.

In parallel, talent management at Invictus Investment is centred on identifying and onboarding skilled professionals across all functions. This strategic emphasis not only enables the pursuit of opportunities and realisation of synergies but also effectively mitigates risks associated with the company's growth journey. As Invictus Investment strengthens its organisational structure and capabilities, its dedication to acquiring and nurturing talent remains fundamental to achieving ambitious growth aspirations.

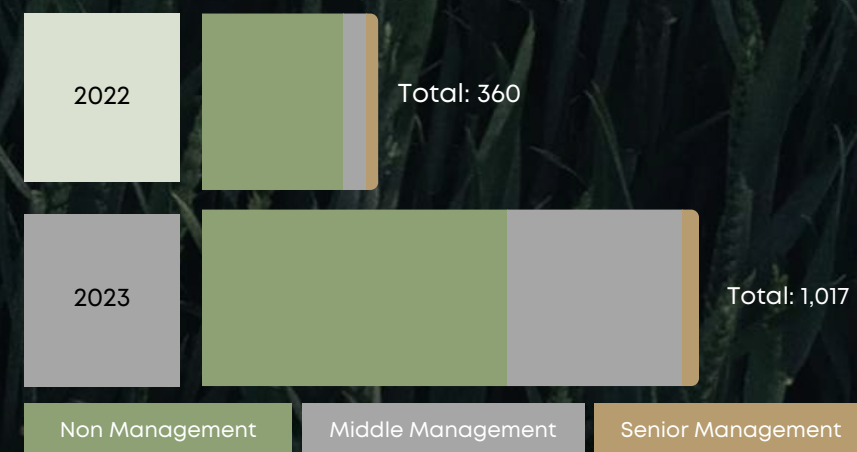
The Invictus performance management policy framework mandates that all employees undergo three formal performance planning and review sessions throughout the performance year. Additionally, continuous feedback outside of the framework is strongly encouraged to foster ongoing development and improvement.

Value Chain Expansion Trainings

One of Invictus' Annual Operating Plan objectives for 2024 is to administer training programs aimed at enhancing the skills required to support Value Chain Expansion initiatives, ensuring that employees across various departments possess the competencies necessary to meet the evolving needs of the business. To gauge the effectiveness of these training efforts, we will utilise post-training feedback and assessments where applicable. Our target is to achieve a 70% feedback rate for conducted trainings. Initiatives under this objective include identifying skill gaps through competency assessments and performance evaluations, as well as collaborating with subject matter experts to design and deliver targeted training modules.

In 2023, employees collectively underwent 1,017 hours of training. This comprised 550.25 hours for male employees and 466.75 hours for female employees. This represents a significant increase from the previous year, during which a total of 360 training hours were completed. Specifically, male employees received 168 hours of training last year, while female employees received 192 hours.

TRAINING HOURS PER EMPLOYEE CATEGORY



2023 Learning and Development Highlights

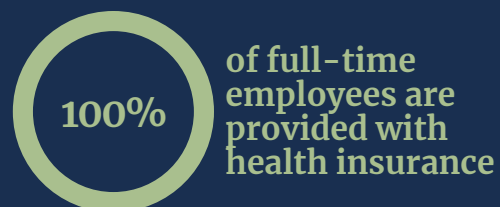
7 hours of training per employee on average

125 hours of e-training

591K AED invested in employee training



Protecting Employee Health & Safety



At Invictus Investment, management prioritises employees' health and safety by conducting regular risk assessments, implementing preventive measures, and establishing clear communication channels for reporting concerns. Emergency response plans are in place, with regular audits ensuring compliance with health and safety standards. Continuous improvement is underscored through feedback mechanisms, promptly addressing identified issues.

An occupational health and safety management system has been implemented. The implementation is driven by a combination of legal requirements and adherence to recognised risk management system standards, ensuring comprehensive compliance with regulations and industry best practices. Regular assessments are conducted to verify the effectiveness of the system in maintaining a safe work environment.

The occupational health and safety management system covers all employees, contractors, and visitors engaged in work activities within the organisation. For contractors, it depends on the type of work and the number of employees deployed for a contract. It encompasses a broad range of activities, including but not limited to production, maintenance, and administrative functions. The system applies to all workplaces under the organisation's jurisdiction, ensuring a consistent and comprehensive approach to health and safety across various work environments.

The organisation employs a systematic hazard identification process, encompassing routine workplace inspections, employee feedback mechanisms, and incident reporting. Risk assessments are regularly conducted to gauge the likelihood and severity of identified hazards. Employees are empowered to halt work they perceive as hazardous through established policies, while confidential reporting channels foster an environment of open communication, where employees can raise concerns without fear of reprisal.

Regular training reinforces these protocols, promoting a proactive safety approach. Additionally, workers are consulted during changes that may affect health and safety, such as the introduction of new processes or technologies. To ensure effective dissemination of relevant occupational health and safety (OHS) information, various communication channels, including meetings, newsletters, and notice boards, are utilised. Furthermore, easy access to OHS documentation, including policies, procedures, and emergency response plans, is provided through shared platforms or physical copies, ensuring accessibility for all employees.





Our Consumers

Product Quality and Safety

We are dedicated to providing quality products that meet the highest standards, ensuring consumer satisfaction and well-being. Our quality assurance processes include compliance with the Quality Management System (QMS) and Food Safety Management System (FSMS). These processes are built upon a risk-based approach to help ensure the conformity of raw materials, in-process materials, and finished products to the specified requirements.

We work with associates and independent surveyors for quality assurance to ensure our commodities adhere to defined quality & food safety standards. Our products are tailored to meet our customers' certification requirements including Kosher, Halal, FSMS, FSSC and HAACP.





Environmental Stewardship

- Energy and Emissions
- Water





Environmental Stewardship

As we embark on our inaugural year of reporting on environmental metrics, we underscore our dedication to prioritising sustainability. With a profound understanding of the importance of investing in nature, we are laying the groundwork for a comprehensive environmental strategy, set to commence in 2024. As part of our initial focus, we place particular emphasis on energy and emissions management and resource efficiency with a heightened focus on water.

Energy and Emissions

Environmental stewardship is a core commitment at Invictus Investment, and we prioritize sustainable practices with a specific focus on energy and emissions. Conscious of our ecological footprint, we strive to minimize energy consumption and reduce emissions throughout our operations. By implementing efficient energy management strategies and embracing cleaner technologies, we contribute to a lower carbon footprint and promote environmental sustainability. To this end, we routinely encourage employees to turn off lights, computers, and other equipment when not in use.

Water

Recognising the critical importance of water as a finite resource, we implement rigorous measures to ensure water conservation, efficiency, and responsible usage across our operations. Through strategic initiatives, we actively engage in minimising our water footprint and seek sustainable solutions that align with our broader environmental objectives. To this end, we routinely encourage employees to report leaks promptly and adopt water-saving habits in their daily activities.



Description	2023
Total fuel consumption from company-owned vehicles	22,000 Liters
Total electricity consumption	476,660 kWh

Description	2023
Total water consumption	500,720 (IG) Liters

Emissions (kg of CO2e)	2023
Scope 1	58,882.8
Scope 2	185,897.4



Indices

- GRI and ADX Indices

GRI STANDARD	DISCLOSURES	LOCATION	OMISSION	ADX ESG Guidelines Reference Number
GRI 2: General disclosures 2021				
GRI 2: General Disclosures 2021	2-1 Organizational details	8		
	2-2 Entities included in the organization's sustainability reporting	8		G7. Sustainability Reporting
	2-3 Reporting period, frequency and contact point	3		G8. Disclosure Practices
	2-4 Restatements of information		Inaugural report	
	2-5 External assurance			G9. External Assurance
	2-6 Activities, value chain and other business relationships	9		
	2-7 Employees	21		S5. Temporary Worker Ratio
	2-8 Workers who are not employees	N/A		
	2-9 Governance structure and composition	16		
	2-10 Nomination and selection of the highest governance body	16		
	2-11 Chair of the highest governance body	16		
	2-12 Role of the highest governance body in overseeing the management of impacts	16		E8. Environmental Oversight (Management)E9. Environmental Oversight (Board)G2. Board Independence
	2-13 Delegation of responsibility for managing impacts	16		E8. Environmental Oversight
	2-14 Role of the highest governance body in sustainability reporting	16		E8. Environmental Oversight
	2-15 Conflicts of interest	18		
	2-16 Communication of critical concerns	16		
	2-17 Collective knowledge of the highest governance body	Corporate Governance Report		
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Report		
	2-19 Remuneration policies	Corporate Governance Report		G3. Incentivized Pay
	2-20 Process to determine remuneration	Corporate Governance Report		
	2-21 Annual total compensation ratio	N/A		S1. CEO Pay Ratio
	2-22 Statement on sustainable development strategy	12		
	2-23 Policy commitments	18		
	2-24 Embedding policy commitments	18		
	2-25 Processes to remediate negative impacts	Corporate Governance Report		
	2-26 Mechanisms for seeking advice and raising concerns	Corporate Governance Report		
	2-27 Compliance with laws and regulations	17		
	2-28 Membership associations	17		
	2-29 Approach to stakeholder engagement	12		
	2-30 Collective bargaining agreements			Not permissible as per UAE Law

GRI STANDARD	DISCLOSURES	LOCATION	OMISSION	ADX ESG Guidelines Reference Number
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	12		
	3-2 List of material topics	7		
Economic performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	6		E10. Climate Risk Mitigation
	201-1 Direct economic value generated and distributed	6		
	201-2 Financial implications and other risks and opportunities due to climate change		The Company is exploring this analysis.	
	201-3 Defined benefit plan obligations and other retirement plans	21		
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	N/A		
Market presence				
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	N/A		
	202-2 Proportion of senior management hired from the local community	N/A		S11. Nationalisation
Indirect economic impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A		G4. Supplier Code of conduct
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	N/A		
	203-2 Significant indirect economic impacts	N/A		
Procurement practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	19		G4. Supplier Code of conductG5. Ethics and prevention of corruption
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	N/A		
Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	18		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	18		
	205-2 Communication and training about anti-corruption policies and procedures	18		
	205-3 Confirmed incidents of corruption and actions taken	18		
Anti-competitive behavior				
GRI 3: Material Topics 2021	3-3 Management of material topics	18		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	18		
Tax				
GRI 3: Material Topics 2021	3-3 Management of material topics	19		
GRI 207: Tax 2019	207-1 Approach to tax	19		
	207-2 Tax governance, control, and risk management	19		
	207-3 Stakeholder engagement and management of concerns related to tax	19		
	207-4 Country-by-country reporting	19		

GRI STANDARD	DISCLOSURES	LOCATION	OMISSION	ADX ESG Guidelines Reference Number
Materials				
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	N/A		
	301-2 Recycled input materials used	N/A		
	301-3 Reclaimed products and their packaging materials	N/A		
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	28		E7. Environmental Operations
GRI 302: Energy 2016	302-1 Energy consumption within the organization	28		E3. Energy Usage E5. Energy Mix
	302-2 Energy consumption outside of the organization	N/A	The Company established its baseline	E4. Energy Intensity
	302-3 Energy intensity	N/A	assessment this year.	
	302-4 Reduction of energy consumption	N/A		
	302-5 Reductions in energy requirements of products and services	N/A		
Water and effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	28		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	28		
	303-2 Management of water discharge-related impacts		The Company established its baseline	E6. Water Usage E7. Environmental Operation
	303-3 Water withdrawal		assessment this year.	
	303-4 Water discharge			
	303-5 Water consumption	28		E6. Water Usage
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Not deemed material	
	304-2 Significant impacts of activities, products and services on biodiversity			
	304-3 Habitats protected or restored			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations			
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	28		E7. Environmental Operations
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	28		E1. GHG Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	28		E1. GHG Emissions
	305-3 Other indirect (Scope 3) GHG emissions		Data not available	
	305-4 GHG emissions intensity		Data not available	E2. Emissions Intensity
	305-5 Reduction of GHG emissions		Data not available	
	305-6 Emissions of ozone-depleting substances (ODS)		Data not available	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Data not available	

GRI STANDARD	DISCLOSURES	LOCATION	OMISSION	ADX ESG Guidelines Reference Number
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		The Company established its baseline assessment this year.	
	306-2 Management of significant waste-related impacts			
	306-3 Waste generated			
	306-4 Waste diverted from disposal			
	306-5 Waste directed to disposal			
Supplier environmental assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	19		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	19		
	308-2 Negative environmental impacts in the supply chain and actions taken	19		
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	21		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	23		S3. Employee Turnover
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	21		
	401-3 Parental leave	23		
Labor/management relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	21		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes		Data not available	
Occupational health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	25		S8. Global Health and Safety
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	25		
	403-2 Hazard identification, risk assessment, and incident investigation	25		
	403-3 Occupational health services	25		
	403-4 Worker participation, consultation, and communication on occupational health and safety	25		
	403-5 Worker training on occupational health and safety	25		
	403-6 Promotion of worker health	25		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	25		
	403-8 Workers covered by an occupational health and safety management system	25		
	403-9 Work-related injuries	N/A		S7. Injury rate
	403-10 Work-related ill health	N/A		
Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics	24		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	24		
	404-2 Programs for upgrading employee skills and transition assistance programs	24		
	404-3 Percentage of employees receiving regular performance and career development reviews	24		

GRI STANDARD	DISCLOSURES	LOCATION	OMISSION	ADX ESG Guidelines Reference Number
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	22		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	22		S4. Gender DiversityG1. Board Diversity
	405-2 Ratio of basic salary and remuneration of women to men		Data not available	
Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	22		S6. Non-discrimination
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	22		
Freedom of association and collective bargaining				
GRI 3: Material Topics 2021	3-3 Management of material topics		Not permissible as per UAE Law	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			
Child labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	19		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	19		S9. Child & Forced Labor
Forced or compulsory labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	19		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	19		
Security practices				
GRI 3: Material Topics 2021	3-3 Management of material topics		Not deemed material.	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures			S10. Human Rights
Rights of indigenous peoples				
GRI 3: Material Topics 2021	3-3 Management of material topics		Not deemed material.	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples			
Local communities				
GRI 3: Material Topics 2021	3-3 Management of material topics		The Company is exploring this topic.	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs			S12. Community Investment
	413-2 Operations with significant actual and potential negative impacts on local communities			

GRI STANDARD	DISCLOSURES	LOCATION	OMISSION	ADX ESG Guidelines Reference Number
Supplier social assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	19		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	19		
	414-2 Negative social impacts in the supply chain and actions taken	19		
Public policy				
GRI 3: Material Topics 2021	3-3 Management of material topics		Not deemed material.	
GRI 415: Public Policy 2016	415-1 Political contributions			
Customer health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	26		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	26		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		Data not available	
Marketing and labeling				
GRI 3: Material Topics 2021	3-3 Management of material topics		Not deemed material.	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling			
	417-2 Incidents of non-compliance concerning product and service information and labeling			
	417-3 Incidents of non-compliance concerning marketing communications			
Customer privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	17		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	17		G6. Data Privacy

INVICTUS INVESTMENT COMPANY PLC

Plot W34,
Dubai Airport Freezone Authority,
Dubai, UAE.
P : +97146016555
E : info@invictustrading.ae

