



# Corporate Governance

## Chartering Towards Sustainable Future

# ABOUT PECC & LAZA

## JOINT OPERATION LLC

Established in 2015, PECC & LAZA Joint Operation LLC in the heart of UAE and has grown into a recognized EPC contractor equipped with engineering specialist with fabrication facilities spread across the world – helmed by a strong management team with decades of experience in their individual fields.

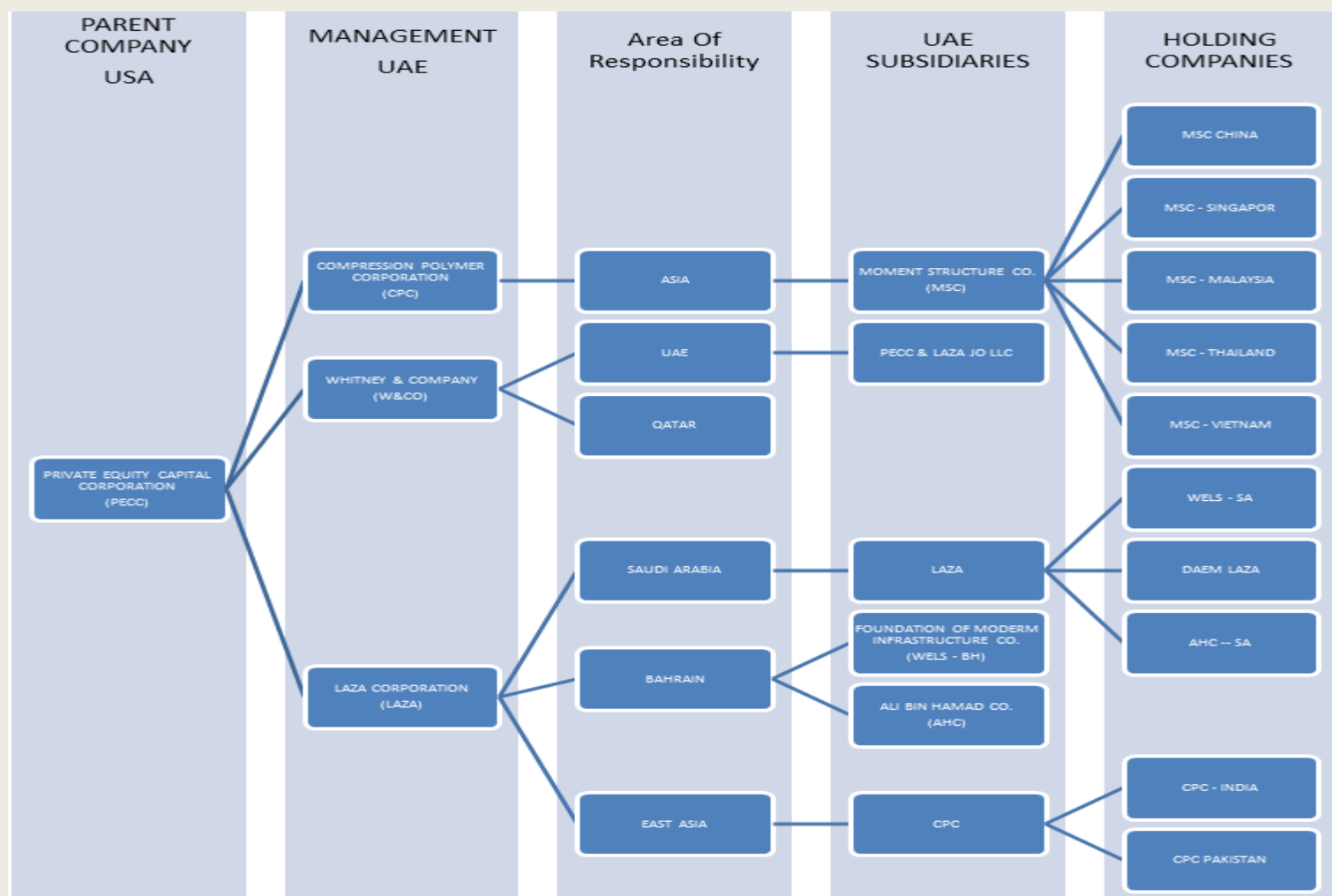
PECC & LAZA JO serves four main sectors - oil & gas, petrochemicals, water & energy and urban development and is making good progress into the clean energy sector through our wholly-owned subsidiaries. Our reputation for being a reliable and trusted provider of engineering solutions has won over a growing number of customers in the industries we serve. Over the years, these relationships have allowed us to establish a firm foothold in the Middle East, where we continue to expand our presence.

One of our core businesses is project works, under which we provide engineering, procurement & construction (EPC), EPC project management and project management consultancy services. Providing plant maintenance services, including plant turnarounds and upgrading, makes up our other core business, where we offer customers all the advantages of a ‘one-stop’ service. Our specialty services cover engineering, mechanical, piping, structural, tankage, electrical & instrumentation, heat treatment, testing & isolation, painting & blasting, scaffolding, insulation & refractories, fireproofing and hydrojetting.

We have a global network serving diverse needs of our customers with project works and maintenance services being carried out in Japan, Singapore, China, India, Pakistan, Malaysia, Thailand, Vietnam, Saudi Arabia, Kuwait, Qatar, Oman and the UAE. The Group comprises PECC & LAZA JO and its local and overseas subsidiaries as illustrated at the Organization Chart below.

With our established processes and methodologies, PECC & LAZA JO aims to be the engineering specialist of choice for customers. To better meet client needs, we are constantly enhancing and expanding our capabilities through acquisitions and technological upgrading.

PECC & LAZA JO LLC



# MESSAGES FROM THE BOARD OF LEADERSHIP



## FROM THE BOARD MEMBERS



WELS - Board Member  
Shk. Mustafa A. Bin Al Hamad



AHC - Board Member  
Shk. Ali A. Bin Al Hamad



DAEM LAZA - Board Member  
Engr. Mansoor A. Bin Basheer



MSC - Board Member  
Dr. Gabriel S. Wattson

PECC as a whole, our success is a result of the trust and confidence of our customers and our utmost efforts to go beyond the norm in terms of our product design, delivery quality, superior maintenance of our communities and effective customer service. Urban Development is evolving beyond physical spaces; it is about creating experiences that enhance people’s lives...

### A Year of Record-Breaking...

Performance driven by robust global demand in construction & development market, our consistent project execution capabilities, and sustained investor and subsidiary confidence, we have demonstrated our ability to anticipate trends, drive innovation, and create unparalleled value. PECC & LAZA JO has achieved a record-breaking year in 2025, setting new benchmarks across sales, revenue, and profitability. Attributed to our parent company “Private Equity Capital Corporation (PECC)”, the result of 2025’s PECC & LAZA Joint Operation LLC performance garnered an extraordinary 25% surge of subsidization and project acquisitions in Middle East and Asia, which pike PECC’s net worth to USD 5.55 billion, the company continues to redefine excellence in the construction and development sector.





PECC EXECUTIVE BOARD  
Dr. John M. Ramey

With a growing revenue backlog in previous year 2025, PECC as our parent had poised PECC & LAZA JO LLC for sustained success, reinforcing its commitment to delivering world-class communities and excellent urban facilities. PECC & LAZA JO's performance is a clear testimony of its efficiencies, hard work, customer focus, construction excellence and innovation...

#### Market Outlook and Strategic Alignment with Middle East's and Asia's Growth Plans...

Middle East & Asia infrastructure development continues to flourish, backed by its robust economic environment, with non-oil GDP contributing to the growth trajectory. PECC & LAZA JO is a key contributor to global economic diversification efforts. Our projects align with the region's ambitious growth vision, creating world-class urbanization experiences.



LAZA EXECUTIVE BOARD  
Dr. John C. Laza Jr.

Our resilient business model enables us to navigate a dynamic operating environment while empowering us to unlock future potential. Against this backdrop, we have defined our top strategic priorities: Maintain leadership position in our market; Focus on execution and cash flow generation, Focus on maximizing shareholder returns...

#### Prepared for the Future...

We are leveraging the strength of our diverse and strategically located land bank to launch new products and provide a 'city within a city' experience to our discerning customers. With over 40,000 units set for delivery in the next four to five years, we remain committed to developing high-quality, integrated communities.

Digital transformation continues to be a key pillar in our future-readiness.

As a globally admired urban infrastructure company, we are building climate-resilient communities. Our subsidiaries' are aligned with one common strategy focuses on climate adaptation and mitigation, and sustainable development, aligning with the globe's Net Zero 2050 Strategy, laying the foundation for a well-defined de-carbonization roadmap.



W&CO EXECUTIVE BOARD  
Dr. Jake Luker

Our vision for sustainability goes beyond environmental stewardship. We strive to support our community in times of need, and as a responsible company, we undertake to provide all possible support in such situations. Upholding our dedication to our customers, during the unprecedented storms and floods last year, we swiftly repaired all homes impacted by the rainfall at our own expense, reinforcing trust and service excellence...

#### Living Resilient...

By nurturing National talent through structured mentorship and graduate programs and prioritizing sourcing from local suppliers, we ensure each development delivers lasting social and economic value. Our strategic collaborations with government entities and international investors further reinforce our pivotal role in establishing Middle East & Asia as a premier destination for business and sustainable living.

We recognize that building a sustainable future demands purposeful action, clear accountability, and strong collaboration with our stakeholders. We remain committed to creating communities defined by sustainability, resilience, and respect for human dignity. By joining the Green Building Council, we amplify our pledge to adopt sustainable building practices across our portfolio. Together, we will continue delivering developments that support the Middle East's & Asia's ambitious goals and inspire progress toward a better tomorrow.



CPG EXECUTIVE BOARD  
Dr. Eric Jungbluth

The commitment of our shareholders, Board, and management is critical in our future-readiness and growth in an extremely dynamic environment, backed by the visionary guidance of the nation's leadership. I take this opportunity to express my sincerest gratitude for their continued support...

#### A Bright Future Ahead...

The future of urban development lies in integrated ecosystems that seamlessly blend living, working, and leisure with deep care for our environment. Our ability to adapt and thrive in an ever-changing global market will play a key role in delivering sustained value. As we look into the future, we remain committed to consolidating our market leadership and strengthen our resilience and relevance for the future.

I also extend my heartfelt appreciation for the team at PECC, W & CO, LAZA and CPG for their dedication, hard work and pursuit of excellence, along with all our other stakeholders, and I look forward to your continued support to fortify our company holding leadership and create sustained value for all.

# ABOUT THIS REPORT

PECC & LAZA JO is committed to responsible business practices and transparent sustainability reporting. This Integrated Annual Report offers a comprehensive view of our strategic, financial, and operational performance while highlighting our subsidiaries' initiatives. It reflects our deepening commitment to sustainable development, our role in the region's growth, and our dedication to the highest standards—reinforcing our focus on creating long-term value through responsible growth.



## YEAR 2025 IN REVIEW

This was a defining year for PECC & LAZA JO, marked by record-breaking performance and a mindset that challenged the norm. With a sharp focus on efficiency, innovation, and customer-centric execution, the Company pushed boundaries to set new industry benchmarks. Each project reflected our commitment to excellence, translating ambition into tangible success and reinforcing our leadership in the real estate sector.

### QUARTER 1 - Laying the Foundation

Kicking off the year with dynamic momentum, PECC & LAZA JO strategically attained acquisitions 3 prime development projects and delivered record-breaking quarterly revenue. This bold move not only set the stage for ambitious development projects but also underscored our company's commitment to market leadership and innovation.

### QUARTER 2 - Expanding Horizons

The quarter saw the company proactively addressing community needs through rapid repair initiatives following severe weather, further reinforcing its commitment to sustainable and customer-centric growth.

### QUARTER 3 - Milestones and Momentum

As the year progressed, PECC & LAZA JO's revenue backlog crossed our set threshold, reflecting robust market demand and investor confidence. Alongside this milestone, enhancements in credit ratings bolstered our company's financial stability, marking a significant period of expansion and resilience.

### QUARTER 4 - Culminating Success

Closing the year on a high note, PECC & LAZA JO introduced a refreshed dividend policy, reaffirming its commitment to delivering value to shareholders and subsidiaries. Combined with continued digital transformation and innovative project launches, the final quarter highlighted a conclusive celebration of sustainable growth and strategic foresight.



# CHARTERING YEAR 2026

Sustainability has become increasingly critical to our business processes and products in recent years. As a mid-sized company, we have a responsibility to the environment and to our fellow human beings. We must be aware that our actions impact the world around us. Sustainable development within, positive impact on the customer, and providing support are the ideas we want to integrate into the company's DNA! Our sustainability journey is a testament to our growing responsibility. We are actively making our business processes more sustainable and inspiring our customers to do the same.

We are working towards achieving sustainable goals and improving our performance in our own operations. To contribute to the world's transformation, we have initiated a sustainable consulting process for our valued customers, providing them with customized services to help them achieve their goals. In this report, we have shared our journey, business, and ambitions.

Sustainability is not a destination but a journey where we at PECC & LAZA JO work together and support every aspect of our business to achieve our goals. Our transformational goals in environmental and social impact have been transparently communicated in this report.

Under the astute leadership of our management, a dedicated team of sustainability experts diligently manages our internal and external communication and processes. This structured and focused approach ensures that our sustainability journey is future-proof and achievable and that we continue to make progress towards overall sustainable development. On the business side, we are increasing our efforts in sustainability consulting to empower companies on their path to a sustainable future. We thrive on equal contributions, conscious actions, and sustainable decisions.

Our way of working

Treat people with respect

Safety first

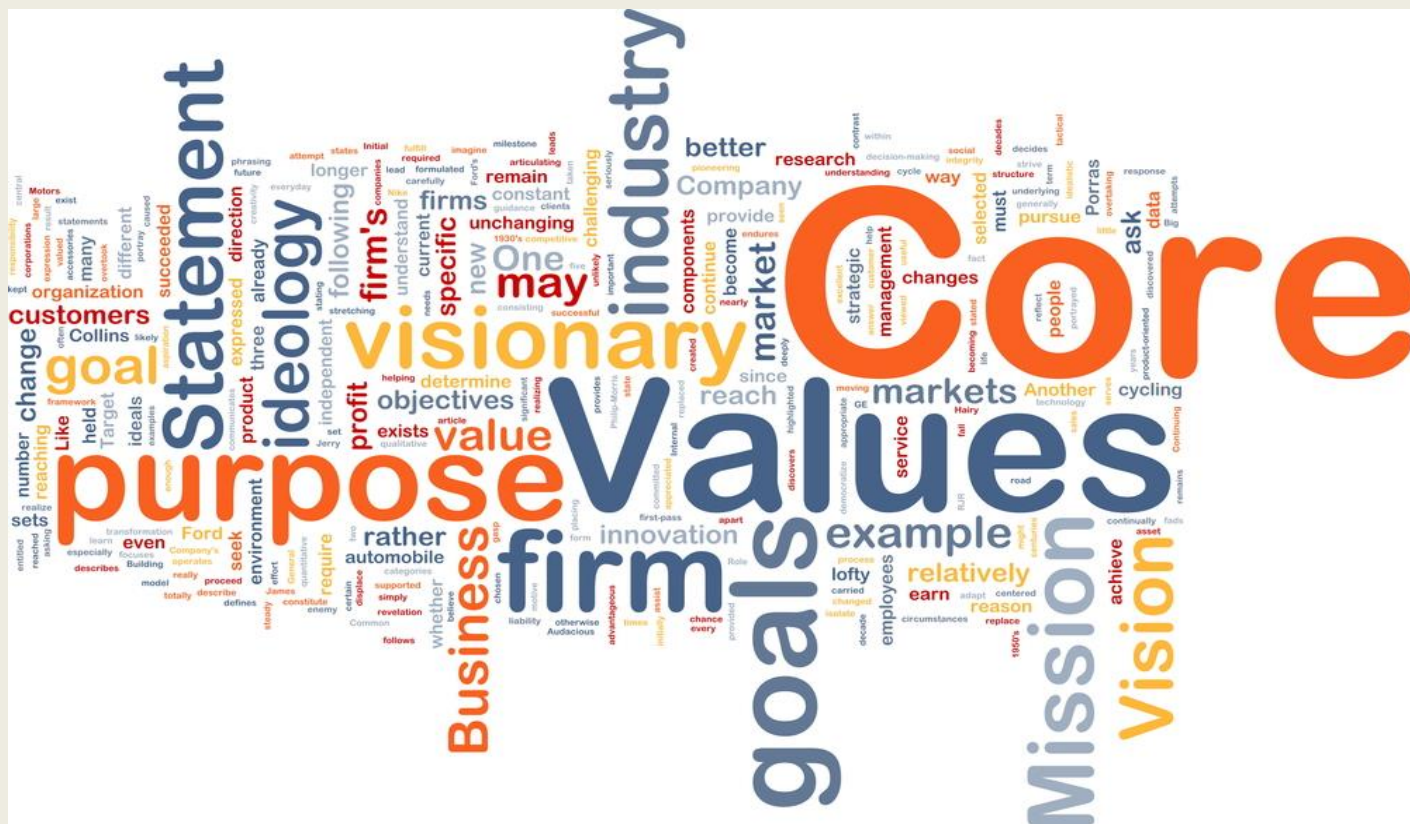
Address every hazard

Zero by choice  
Together we make a difference

Safety is everyone's responsibility

Work safe or do not work at all

# PECC & LAZA JO BUSINESS GROUP SUSTAINABILITY PROGRAM



PECC & LAZA Project – Engineers & Consultants has been working with stronger values engraved deeply into roots that drive and deliver positive, supportive, and successful change to the clients. Our PECC & LAZA BUSINESS GROUP emphasizes current climate change challenges and aspires to actively provide support and responsibly operate to bring a positive social impact.

## Act with Integrity

Honesty and trust are the cornerstones of collaboration successful with the customers. PECC & LAZA business group values reliability, takes personal responsibility, and always treats project work with confidentiality.

## Strive for Improvement

PECC & LAZA strives for excellence! In partnership with the customers, PECC & LAZA approaches each project with a total commitment to delivering the highest-quality results. PECC & LAZA business group sees challenges as opportunities to develop

## Drive Innovation

PECC & LAZA's passion is innovation through new thinking and agile action. Thinking and diversity of ideas know no limits; PECC & LAZA challenges the status quo and dares to actively shape the change to climate-neutral and sustainable products.

## Empower Team Spirit

PECC & LAZA business group is a close-knit team and a vibrant network with a “can do” mentality! PECC & LAZA business group faces challenges together, exchanges of experiences, and shares various knowledgeable insights.





# ENVIRONMENT





# IMPACTS & RESPONSIBILITY

Creating a sustainable future is a pressing issue today. Addressing climate change and reducing its impacts is crucial. The PECC & LAZA business group understands the importance of developing sustainable targets and aims to become resilient and create sustainability stewardship.



Environmental degradation threatens ecosystems, human health, and future generations. By implementing sustainable practices and reducing pollution, organizations can mitigate these impacts, preserve natural resources, and contribute to a healthier planet.

PECC & LAZA addresses environmental concerns and is increasingly important for maintaining regulatory compliance, meeting consumer expectations, and ensuring long-term business viability. Prioritizing environmental responsibility is not only ethical but also essential to fostering a sustainable and resilient global economy

# OUR SUSTAINABILITY STANDPOINT

- PECC & LAZA highlights the pivotal role of the United Nation SDG's in guiding global efforts towards a more sustainable future.
- PECC & LAZA is committed to prioritizing these goals, recognizing their significance in addressing pressing global challenges through a strategic approach to sustainability.
- PECC & LAZA has identified key UN SDGs that align with its business operations and values by integrating these goals into its corporate strategy.

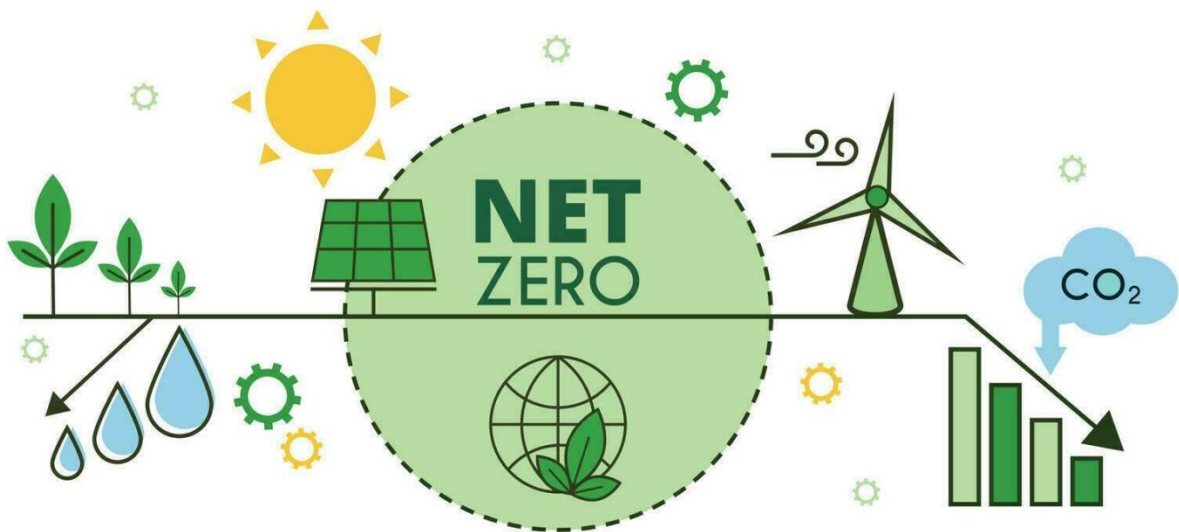


PECC & LAZA aims to contribute meaningfully to its achievement while driving positive impacts for society and the environment through concrete actions and initiatives, such as reducing carbon emissions, promoting gender equality, responsible consumption and production, and fostering innovation for sustainable development. PECC & LAZA is dedicated to advancing the UN SDGs and creating a more inclusive, equitable, and resilient world for all.

# OUR SUSTAINABILITY AMBITIONS

Setting sustainability goals is paramount for companies in today's world, where environmental and social responsibility are becoming increasingly crucial. To drive stewardship and take responsibility, PECC & LAZA is committed to acting responsibly toward sustainability and has developed goals and targets for a successful sustainable transformation. PECC is taking action and has addressed its entire business conduct. Emissions are reported and carefully calculated. PECC & LAZA works continuously and responsibly to set goals, take action, and achieve them. Although the journey is long and challenging, PECC & LAZA believes in NetZero ambitions and is committed to setting goals and taking action.

**By 2035 Reduction of company emissions up to 50%**

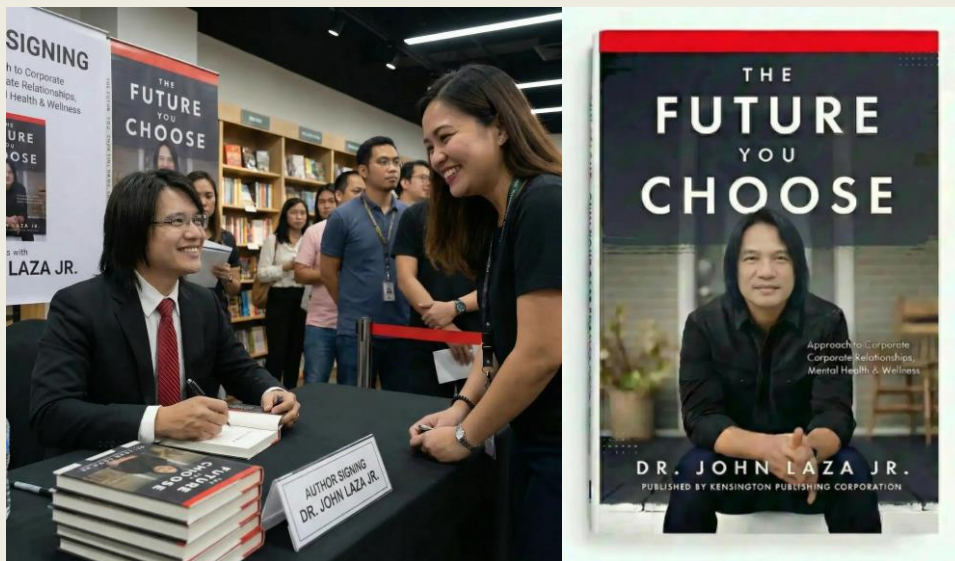


By addressing the supply chain and conducting assessments to ensure that all PECC & LAZA suppliers are compliant and operating under full control, PECC & LAZA business group aims to continually build better relationships with its supply chain and relevant stakeholders. PECC & LAZA grows stronger each year; in addition to its financial and environmental goals, PECC & LAZA JO and its business group are also focused on fostering diversity, equality, and inclusion within the company and promoting top-notch business conduct. PECC & LAZA's crucial goals and targets are complying with the laws and performing due diligence. On the other hand, all at PECC & LAZA BUSINESS GROUP consistently works to develop customized solutions for its customers and assists them throughout their journeys and transformations towards sustainability.



# KEY PUBLICATION

Together with Kensington Publishing Corporation, PECC & LAZA made a successful collaboration and published a whitepaper, “THE FUTURE YOU CHOOSE” A strategic approach to corporate development towards road map of global warming solution.



**The publication includes strategic tools and approach to;**

## **GETTING STARTED ACCOUNTING WITH CARBON**

Carbon accounting has become increasingly important for businesses in recent years, particularly when it comes to addressing challenges related to climate change. It is now considered a crucial aspect of sustainable business practices.

## **INCLUDES 8 FREE CARBON ACCOUNTING TOOLS**

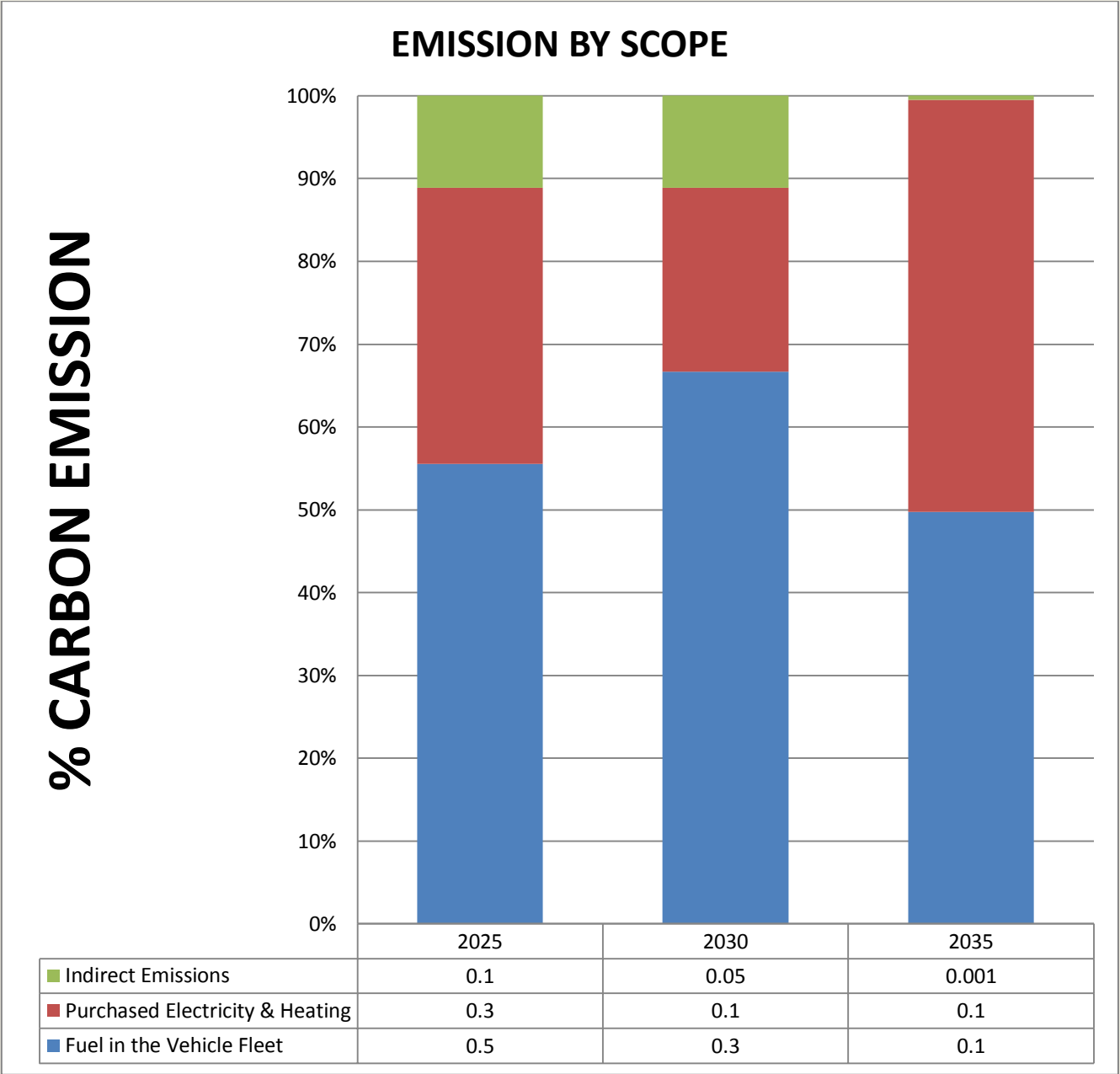
This free resource offers the background and a list of free carbon accounting tools and software solutions tailored to suppliers. Use the tools for your business or support your suppliers on their climate journey.

## **THIS GUIDE OFFERS:**

- ✓ Overview to start with Carbon Accounting.
- ✓ Explanation of Key Concepts & Methodologies.
- ✓ A catalog & analysis of 8 free-of-charge carbon accounting tools. Sector-specific tools for carbon accounting for packaging & print products, farming/agriculture products, and logistics emissions.

# ENVIRONMENTAL PERFORMANCE

Being in the service sector, PECC & LAZA has to constantly update its working model according to customer and project needs. Also, as a service provider, our work and travel behavior have the highest impact on our emissions—especially fuel in the vehicle fleet, PECC & LAZA management encourages its employees to travel with as environmentally friendly options as possible.

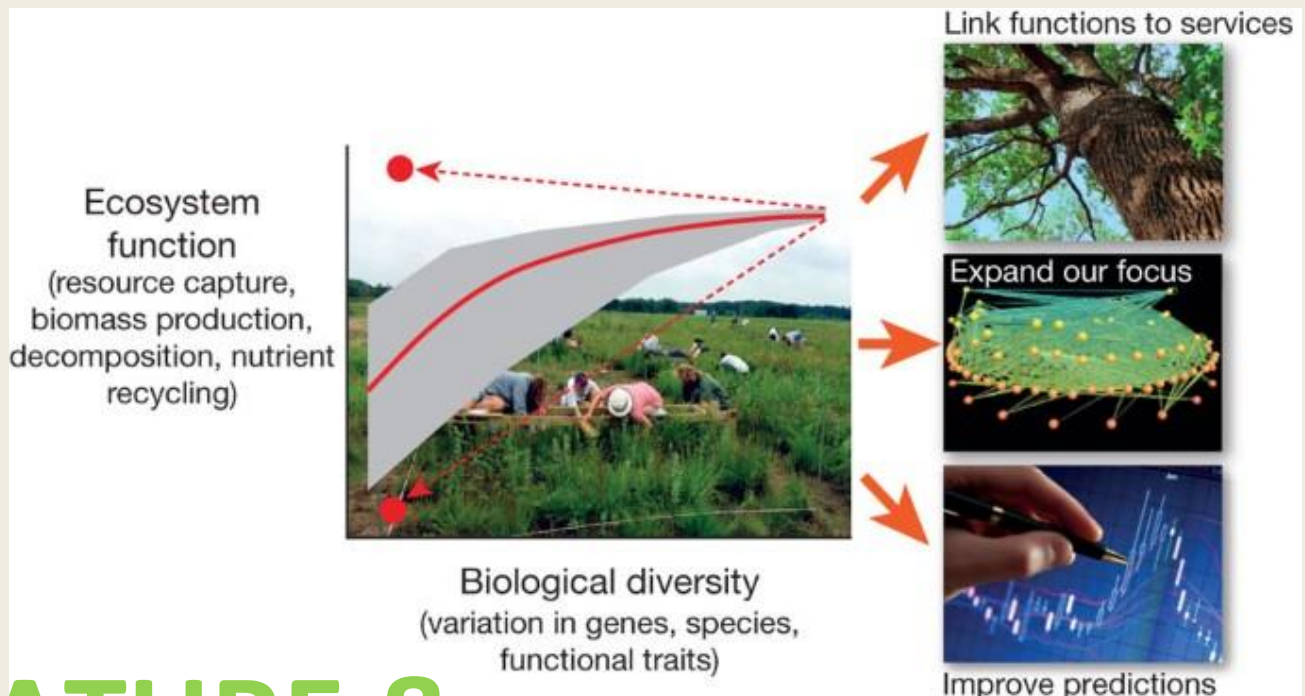


# ADVANCING SUSTAINABILITY JOURNEY

PECC & LAZA advances the sustainability journey through two approaches: inspiring clients and customers to take action and developing targets to make a positive impact. Transitioning to a low-carbon economy is crucial, and PECC & LAZA is committed to providing solutions to clients and engaging with people to facilitate the transition.

Private Equity Capital Corporation-PECC has been ISO-14001 certified since 2021. This certification confirms PECC's holding company ability to apply the EMS (Environmental Management System) to reduce negative environmental effects. And PECC didn't stop there.

In 2023, PECC enhanced its sustainability journey by reviewing its sustainability operations with EcoVadis, which evaluates environmental, economic, and social policies. For more information, refer to the section "Responsible Practices".



## NATURE & BIODIVERSITY

Biodiversity is essential for ecosystem health, providing vital services such as pollination and climate regulation. It increases ecosystem resilience, helping them adapt to environmental change and mitigate risks. In addition, biodiversity has cultural and recreational value, enriching human lives and connecting us to nature. Recognizing its importance, it is vital to conserve and sustainably manage biodiversity for the benefit of present and future generations.

According to the World Economic Forum, around 50% of the World's GDP depends on Nature. Organizations and businesses are responsible for maintaining this balance and reducing the negative impacts on nature. PECC & LAZA understands the importance of and aims to conserve Biodiversity and protect nature throughout its value chain.

To address and mitigate these impacts, PEC is constantly developing a business strategy to protect biodiversity and nature. PECC & LAZA continuously supports ideas to protect biodiversity and nature in real estate and purchased goods and services.





# SOCIAL RESPONSIBILITY



# OUR PEOPLE

Employee satisfaction is critical to a company's development and long-term success. It fosters innovation, collaboration, and loyalty. Investing in employee development increases their skills and productivity and ensures a pipeline of capable individuals for future leadership roles. Ultimately, prioritizing employee development ensures the organization's long-term success and resilience. At PECC & LAZA business group, we provide opportunities and growth for every employee and inspire them to grow personally and professionally.



In 2023, PECC & LAZA Holdings was certified as a "Great Place to Work." ("Great Place to Work is an employee engagement survey that helps companies improve their culture and promote a healthy working environment.") PECC & LAZA business groups are committed to providing development opportunities for every role and allowing peers to focus on improving and enhancing their skill proficiency and meeting performance expectations.



Each year, PECC & LAZA business group grows bigger and stronger, providing opportunities for talented and aspirational candidates. PECC & LAZA business group widens the possibilities for its employees by offering training and opportunities, strengthening inspiration to grow and be successful.





# LEARNING & DEVELOPMENT

Learning & Development is an essential and core part of the business for its success and virtue. Accelerating agility and innovation, strengthening capabilities to address critical business and social challenges facing clients and society, and delivering high-quality results are the sole purposes of L&D.

# DIVERSITY, EQUALITY & INCLUSION



Diversity and equity are PECC & LAZA's priority areas. We are committed to fostering an inclusive workplace culture based on respect. Regardless of gender, religion, or race, PEC is committed to provide opportunities for work and growth.

PECC & LAZA prioritizes DEI efforts and believes in driving societal change. These efforts include providing growth and opportunity, cutting-edge knowledge, and building value-added partnerships. PECC & LAZA proudly supports the leaders, businesses, and communities working to create a more just, inclusive, and equitable society. While progress has been made, we and the rest of the world still have a long way to go.



# IMPACT TOWARDS SOCIETY



Every company has a responsibility to society as a whole. PECC & LAZA Charity also acts with this self-image and always strives to live up to this responsibility in its activities. Charitable activities are an integral part of our corporate culture. Various new projects have been developed and the PECC & LAZA Charity has also positioned itself. The PECC & LAZA Charity bundle project, an ongoing charitable projects to consciously focus more on social responsibility and PEC's internal topics of sustainability and nature conservation. The cross-site initiative aims to make a positive contribution to society through self-initiated campaigns and by supporting public charity projects.

Together, PECC & LAZA team takes action on the ground and enables participation in various areas. For example, participation in charity runs, support for social projects or the company-wide appeal for blood donations. In addition to providing financial support to charities such as animal shelters, hospitals and food banks, PECC & LAZA JO has also entered into a new partnership. The PECC & LAZA Charity relies on the personal involvement of colleagues at all locations.

Through corporate social responsibility, we strive to make a positive impact on society. Whether through charitable donations, environmental conservation efforts or community development projects, these actions demonstrate a commitment to giving back.



By addressing social issues, PECC & LAZA JO helps improve lives, strengthen communities and build customer trust, ultimately creating a more sustainable and inclusive future for all. Since foundation of PECC & LAZA Joint Operation in 2015 by John Ramey & John Eddie Laza, who, with outstanding personal commitment, brings help to where it is urgently needed. The association advocates for a world where children, women, and men - regardless of origin, age, sexual orientation, or political and religious ideology - live free from acute hardship and self-determination in dignity and security and shape their future sustainably through their efforts. He focuses primarily on the warmth and openness shown. PECC & LAZA has actively supported and endured their partnership to create a positive social impact and plans on continuous development.





# GOVERNANCE





# OUR LEADERSHIP

We are committed to continuous improvement in transparency and accountability. It operates under common mission, purpose, and values. An open and binding culture is essential and always practiced at PECC & LAZA. Within the PECC & LAZA Business Group, cross-company and company-specific shareholder meetings are held regularly to discuss important matters and internal dialogue. In addition, annual meetings are held between management and advisors. These meetings focus on projects like employee growth and opportunity and their personal development. Management also conducts legal and regulatory compliance requirements and work environment infrastructure. The Board of Management (BOM) at PECC & LAZA consists of 14 shareholders, including two Chief Executive Officers (CEO) and 12 other partners.



PECC & LAZA Business Group also acknowledges the UN Sustainable Development Goals (SDGs) and supports the Paris Climate Agreement by aligning actions and transparently communicating their environmental footprint. Management's environmental policy ensures compliance with applicable laws and regulations. The ISO 14001 Environment Management Systems certification mentioned in the Environmental section above helps ensure that PEC adheres to fair practices and a safe working environment at all locations.



# ANTI CORRUPTION COMMITMENT



Commitment to anti-corruption is essential for companies to uphold integrity and trust. It ensures fair competition, safeguards reputation, and enhances investor confidence. By adhering to strict anti-corruption standards, companies demonstrate ethical leadership and contribute to a level playing field in the marketplace. A strong commitment to anti-corruption promotes sustainable business practices and strengthens stakeholder partnerships.

PECC & LAZA's anti-corruption policy includes compliance with all the codes of ethics and the laws of the countries where the business is conducted. We take a firm stand against bribery, carefully addresses facilitated payments and political contributions and even considers a gift policy.

The PECC & LAZA Compliance Officer and the BOM ensure policies are adopted and carefully followed. The compliance officer ensures that all employees working strictly follow the policies and guidelines when interacting with clients and relative stakeholders. Policies include permissible gifts, exchange of valuable items, and political contributions that must be made within the procedures and policies established by PECC & LAZA.

We are committed to ensuring compliance with the PECC & LAZA Code of Ethics. This effectiveness depends on consistent enforcement. Reported cases involving employees suspected of violating the anticorruption compliance program will be promptly investigated. Any conduct that violates our compliance policies must be corrected immediately and is subject to disciplinary action, up to and including termination of employment. We will also cooperate fully with law enforcement authorities in the countries in which it operates to assist in the civil or criminal prosecution of violations of applicable laws.

## BUSINESS CONDUCT & ETHICS



Business ethics are paramount to fostering trust, integrity, and sustainability in the corporate world. Compliance with ethical principles ensures fair treatment of stakeholders, including employees, customers, and the community. Adherence to ethical standards enhances reputation, mitigates risks, and fosters long-term success.

Throughout the years, PECC & LAZA has proudly adhered to its values and ethics while conducting business within and with its clients. Integrity and trust are always at the forefront of the core values, and we strive to create a positive environment for customers and society while maintaining integrity and trust. Our Compliance management team is responsible for developing programs and ensuring that all PECC & LAZA business groups and employees are committed to and participate in programs and activities related to ethics and business conduct.

At PECC & LAZA Business Group, principles like TRUST, RESPECT, INTEGRITY, and APPRECIATION are developed to facilitate cooperation. The guiding principles describe what action PEC expects from all employees at PEC when dealing with society, third parties, and within the company.

# HUMAN RIGHTS POLICY



We respects and practices the importance of Human Rights, including the right to freedom of association, compliance with Land, Forest, and Water rights, and rejection of forced evictions. We are committed to respecting and following human rights. The BOM and PECC & LAZA's Compliance Officer ensure that no child labor is conducted within our business group and at the customer site where the employment of young workers is practiced and promoted. We also have a strict policy regarding forced labor. We addresses the issue with careful due diligence and practices a zero-tolerance policy. Fair compensation and appropriate, favorable working conditions have always been a high priority at PECC & LAZA Business Groups.

In addition to compensation, social benefits are provided to each employee working for and at PECC & LAZA Business Group. At PECC & LAZA Business Group, all kinds of Human rights violations, like harassment and discrimination based on gender, sexual orientation, origin, indigenous peoples, and other related parties, are strictly rejected, and policies to punish the conduct against such behaviors are made. We are committed to complying with all relevant laws and regulations regarding compensation and labor rights. Its use of temporary, agency, and outsourced workers must also abide by these laws and regulations.

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# DATA PRIVACY & INFORMATION SECURITY



A data protection policy is indispensable for any company in today's digital landscape. It serves as a blueprint for the responsible handling of sensitive information; a robust privacy policy underscores the company's commitment to ethical business practices and demonstrates accountability in protecting individuals' privacy rights. It is a cornerstone of building a resilient and trustworthy business ecosystem in an increasingly data-driven world. PECC & LAZA Business Group takes data protection and privacy very seriously.

Our employees who handle critical data internally and externally understand its importance and are trained annually to comply with the policies established at our head company PECC and the GDPR law.

Since 2019, PECC has audited the entire firm of PECC business groups, become certified with TISAX, and successfully implemented ISMS.

PECC's management communicates data protection and privacy-related information and training. Every employee conjunct to PECC globally, is trained and follows the Data protection policy established by the management. The policy is based on Article 28 of the General Data Protection Regulations (GDPR).



# SUPPLIER CODE OF CONDUCT



PECC & LAZA maintains the highest ethical standards and follows relevant laws, rules, and regulations when dealing with and conducting business with suppliers. A supplier code of conduct outlines the ethical, social, and environmental standards companies expect their suppliers to meet. It typically includes provisions related to labor practices, human rights, environmental stewardship, business integrity, and other areas of corporate responsibility.

We also take responsible action when doing business with suppliers. Our Supplier Code of Conduct ensures that suppliers follow and report on the ethical, social, and environmental standards and demonstrates transparency in their operations. Addressing critical topics like child labor and forced labor is essential. How suppliers conduct their operations from an ecological standpoint is also critical to PECC & LAZA.

We planned regular assessment checks for its suppliers and choose to act responsibly to build sustainable business development with the entire value

chain. PECC & LAZA aims to strengthen supplier due diligence processes to further align with the UN Guiding Principles on Business and Human Rights. Increase direct supplier engagement and capacity-building. Communicate the importance of emissions reductions to suppliers. Increased visibility at supplier diversity advocacy events is among the areas PECC & LAZA will target in the coming years.

## OCCUPATIONAL HEALTH & SAFETY



For any company, the health and well-being of its employees and staff is always considered the most important aspect. We follow the laws of occupational health and safety (OHS). As the effects of mental and emotional stress have become more prominent elements of every organization's workplace, PECC & LAZA demonstrates care for the employees and promotes a culture of supportive, diverse, and empowering meritocracy.

We appointed a responsible point of contact at each site to ensure safety at work and equipment accessibility in times of need. We aim to build resilience and well-being within the company by providing training on safety and security while working and providing support with additional societal benefits for the employees.

In terms of employee health and well-being, we support employees with health insurance card that provides a wide range of additional well-being

services for the employee in times of need. In order to meet all workplace safety requirements, PECC & LAZA commissions the services of an external occupational safety expert.

During regular inspections, all critical issues are reviewed and optimized in accordance with applicable ergonomic guidelines. Every employee receives an annual safety briefing. In addition, at all of our Asia offices offer healthy and balanced catering and the opportunity to participate in numerous sports activities (e.g., via Commotion, etc.). Every employee has the possibility to lease a company bicycle under favorable conditions since the introduction of our program "FeelFree Health Budget". The Feel Free health budget is a supplementary health insurance financed by the employer. Mental stress in the workplace is also carefully addressed at PECC. Regularly reviewing sick leave for length and frequency in order to take efficient measures to reduce sick leave and promote employee motivation to prevent psychological stress.



# COMPENSATION POLICY

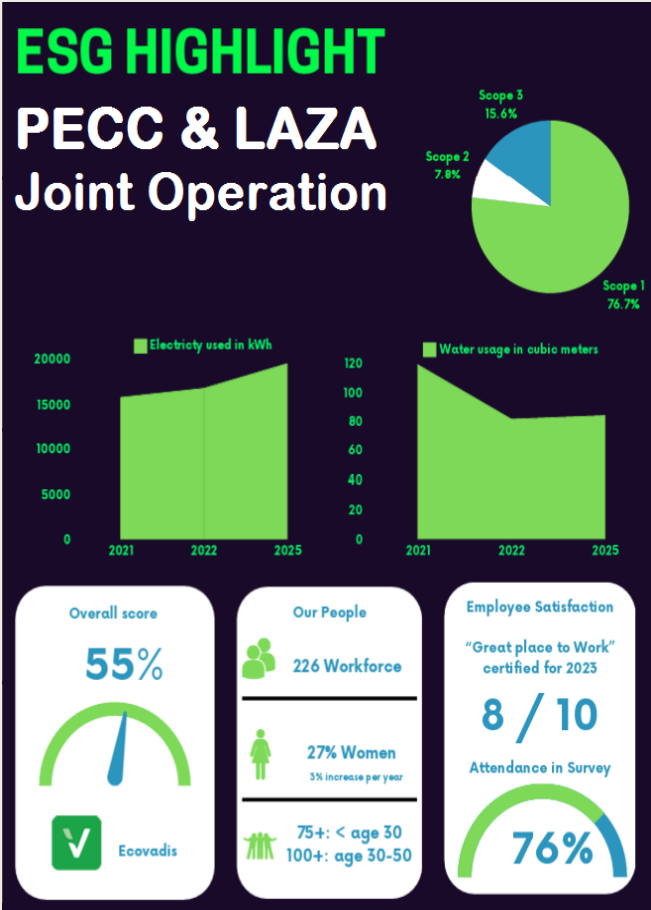
PECC as a whole is committed to provide its employees with equal pay and compensation. It is of utmost importance for PECC and its business group to ensure benefits and fair compensation practices, which help the organization foster employee satisfaction, motivation, and growth. The compensation policy determines equal pay for work regardless of gender, origin, or age. The compensations are based on cross-location, performance-related, and transparent evaluation.

Complying with tax legislation and local regulations, PECC directorate sorts all employees into salary bands based on their performance, relevant skills, and experience. A dedicated payroll department and the Chief Human Resource Manager are responsible for due diligence and application. Crucial to the pay equity approach are objective benchmarking, market insights from multiple external sources, and robust audit processes that ensure all colleagues are paid equitably throughout their careers. PEC also offers other crucial benefits to their employees and families.

The “Health and Well-being” of colleagues is a top priority, and for the same, PEC provides the following benefits Medical Care, Corporate benefits and, Wellness subscriptions. (Read more on OHS Policy) PECC uses company integration management to enable employees with extended periods of disability to work and return to our company as smoothly as possible.



# RESPONSIBLE PRACTICE



At PECC & LAZA JO, the goal is to do business responsibly through, accountability and transparency. We aspire to lead by its integrity, respect, trust, and appreciation values and set the standard of accountability and compliance within the organization. To obtain complete transparency and accountability, PECC & LAZA JO has established an internal Sustainability team led by the Chief Compliance Officer, which conducts operations involving ESG topics and due diligence.

The internal Sustainability team is responsible for all internal communication and handling company reporting matters. They also provide training materials and solutions to addressed topics and discussions. The team conducts workshops and develops measures to improve the company's performance and align with management's goals and targets. The dynamic nature of the team allows the application of skills in the course of work. It empowers colleagues to develop unique profiles and advance based on development inputs and outputs rather than tenure.

At PECC & LAZA JO, the flexible and flat nature of hierarchies induces the team to suggest new solutions and drive innovation that enhances the company's overall growth. The Chief Compliance Officer takes into account all the requests, concerns, and questions rose within the company by the employees and management and works with the team and BOM to provide a solution.



**Middle East Office:**

No.3 Star Bldg., Sheikh Zayed Road,  
Al Qouz 1, Dubai, United Arab Emirates  
Website: [www.pecc.me](http://www.pecc.me)  
Email: [info@pecc.me](mailto:info@pecc.me)

**Head Quarter**

5168 Linea Del Cielo Rancho Santa Fe,  
California - 92067, United States of America  
Website: [www.pecc.com](http://www.pecc.com)  
Email: [info@pecc.com](mailto:info@pecc.com)