

I. Our commitment

DXI Logistics LLC is committed to integrating corporate social responsibility into its operations, administration and its dealings with stakeholders, in the following areas:

- Conducting business responsibly and ethically, through fair business practices.
- Respecting and supporting human rights.
- Protecting the environment and procuring sustainably.
- Protecting the safety of people.
- Contributing to the communities in which we operate.

II. Responsibilities

All DXI employees apply the considerations in this policy in their day-to-day work. Managers act as role models by incorporating them into business decisions, and ensure appropriate arrangements are in place to identify, monitor and manage CSR issues and performance.

III. Ethical business

DXI conducts its business openly, honestly and ethically, and protects its human, financial, physical, informational, social, environmental and reputational assets, in line with its Anti-Trust & Anti-Competition Policy (PLC-002) and Anti-Bribery & Anti-Corruption Policy (PLC-003). DXI is committed to measuring and reporting on its CSR performance.

IV. Health, safety and environment

DXI is committed to:

- Protecting the health and safety of everyone affected by our activities, including employees, customers and the public, and never compromising anyone's safety.
- Aiming for zero accidents and minimal environmental impact through responsible practices and continual improvement.
- Integrating pollution prevention and resource conservation into business decisions.
- Ensuring every employee contributes to a safe working environment and acts in an environmentally responsible manner.

V. Our people and human rights

DXI treats all employees fairly and with dignity, and embraces the diversity of its multinational workforce, by:

- Applying fair labour practices in line with the UAE Labour Law (Federal Decree-Law No. 33 of 2021), including timely payment of wages and decent accommodation and working conditions.
- Providing equal opportunity in employment and not tolerating discrimination, intimidation or harassment, or the employment of anyone below the legal minimum age.
- Not tolerating human rights abuses, forced labour or human trafficking, and not engaging in any activity that encourages them.
- Respecting the cultures, customs and values of the UAE and of the communities we serve.

VI. Community

DXI provides resources to encourage employees to take part in volunteering, community services and charitable activities, and supports national initiatives, including Emiratisation programmes where applicable.

VII. Review

This policy is reviewed annually, revised if necessary, and published on our company website.

Approved by:

Jerry Nazzal
Group President

This policy is effective from Oct. 2026 and will be reviewed by Oct. 2027, or earlier if required by changes in UAE law or DXI operations.