

COGNIZANCE

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MD'S WORD

Dear All,

The new year began and a month has already passed, we have to look forward to the opportunities, challenges & obstacles that will present themselves in the coming months. Every new year presents a renewed opportunity to make Unitech a better place by challenging barriers in production, product development, innovation and our offerings across the region.

Coming out of the years of turbulence - I believe that 2020 was a year of change; 2021 was a year of transition and 2022 is a year of action and we need to make sure that we rise to new heights in 2022 because it is also a year of great opportunities. There is a great development in the Construction Industry, There has been an increase in Infrastructure expenditure and a greater private sector spend throughout the Middle East & North Africa (MENA Region). We need to make sure that there shall be no deficits in our agreed budgets during the first quarter of 2022, as the year progresses the market will slow down due to Ramadan, Eid holidays, Hajj period and many other factors. So, concentrate on closing your quarterly targets without any deficits.

I also want to remind you all that an organization is only as good as the people and culture we have in it. I strongly believe we can only build a great company when we build from the inside out. The success of our business is dependent on the trust and confidence we earn from our employees, customers and owners. We gain credibility by adhering to our commitments, displaying honesty and integrity and reaching company goals solely through honorable conduct. It is easy to say what we must do, but the proof is in our actions. Ultimately, we will be judged on what we do. Following is a brief refresh on [Unitech's Code of Ethics and Business Conduct](#):

- It is the responsibility of all to foster an environment where all employees are treated with dignity and respect. Unitech is committed to creating such an environment because it brings out the full potential in each of us, which, in turn, contributes directly to our business success. We cannot afford to let anyone's talents go to waste. All Unitech employees are also expected to support an inclusive workplace by adhering to the following conduct standards:

A

Treat others with dignity and respect at all times.

B

Address and report inappropriate behavior and comments that are discriminatory, harassing, abusive, offensive or unwelcome.

C

Foster teamwork and employee participation, encouraging the representation of different employee perspectives.

D

Seek out insights from employees with different experiences, perspectives and backgrounds.

E

Avoid slang or idioms that might not translate across cultures.

F

Support flexible work arrangements for co-workers with different needs, abilities and/or obligations.

G

Confront the decisions or behaviors of others that are based on conscious or unconscious biases.

H

Be open-minded and listen when given constructive feedback regarding others' perception of your conduct.

- ▶ Unitech will not tolerate discrimination, harassment or any behavior or language that is abusive, offensive or unwelcome.
- ▶ Unitech's commitment to integrity begins with complying with laws, rules and regulations where we do business. Further, each of us must have an understanding of the company policies, laws, rules and regulations that apply to our specific roles. If you are unsure of whether a contemplated action is permitted by law or Unitech policy, you should seek the advice from the resource expert. We are responsible for preventing violations of law and for speaking up if we see possible violations.
- ▶ At Unitech everyone should feel comfortable to speak his or her mind, particularly with respect to ethics concerns. Managers have a responsibility to create an open and supportive environment where employees feel comfortable raising such questions. We all benefit tremendously when employees exercise their power to prevent mistakes or wrongdoing by asking the right questions at the right times.
- ▶ Integral to Unitech's business success is our protection of confidential company information, as well as nonpublic information entrusted to us by employees, customers and other business partners. Confidential and proprietary information includes such things as pricing and financial data, customer names/addresses or nonpublic information about other companies, including current or potential supplier and vendors. We will not disclose confidential and nonpublic information without a valid business purpose and proper authorization.
- ▶ We must avoid any relationship or activity that might impair, or even appear to impair, our ability to make objective and fair decisions when performing our jobs. At times, we may be faced with situations where the business actions we take on behalf of Unitech may conflict with our own personal or family interests. We owe a duty to Unitech to advance its legitimate interests when the opportunity to do so arises. We must never use Unitech property or information for personal gain or personally take for ourselves any opportunity that is discovered through our position with Unitech.

Saqib Altaf.

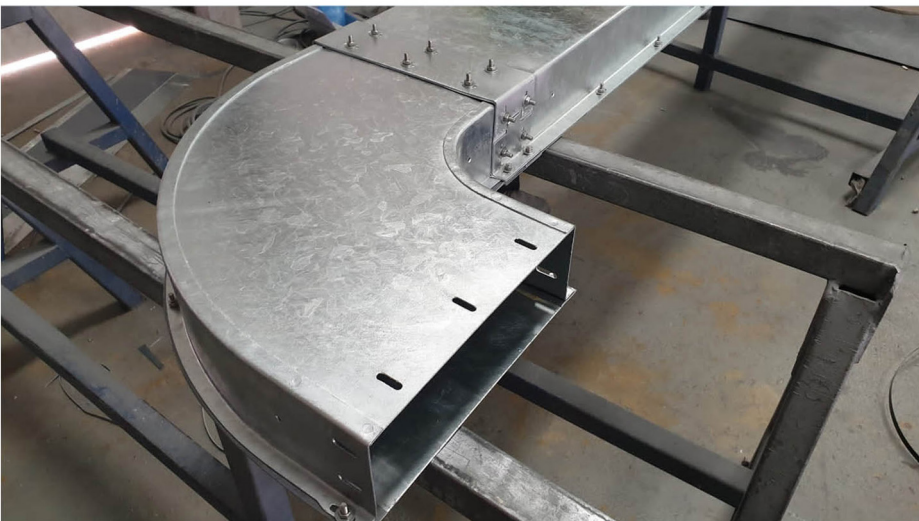


PRODUCT REFRESH:
WEATHERPROOF CABLE TRUNKING



Cable Trunkings are used to protect cables from damage & dust. Our cable trunkings system comes in a variety of thickness and sizes and is available in three types: Single, double, and triple compartments

Cable Trunkings and Accessories are offered in a comprehensive range. Mill galvanized, hot-dip galvanized, and powder coated are the various finishes produced in our factories.



Available Thicknesses	Fittings	Dimensions
1 mm, 1.2 mm, 1.5 mm	Bend °45 Top Lid,	50 x 50 mm
	Bend °45 Inside Lid,	75 x 75 mm
	Bend °45 Outside Lid,	100 x 100 / 75 / 50 mm
	Bend °90 Top Lid,	150 x 150 / 100 / 75 / 50 mm
	Bend °90 Inside Lid,	200 x 100 mm
	Bend °90 Outside Lid,	300 x 100 mm
	TEE Bend Top Lid,	450 x 100 mm
	TEE Bend Inside Lid,	600 x 100 mm
	TEE Bend Outside Lid,	
	Intersection, Reducers	

PRODUCT REFRESH: PHENOLIC PARTITIONS



UNITECH is offering a wide range of phenolic products manufactured by our manufacturing arm SFSP, and offered under the Architectural & Finishing Solutions.

SFSP is well equipped to Design, Manufacture & Install the following solutions in various Colors & Thicknesses.

- ▶ Toilet Partitions
- ▶ Lockers (Gymnasiums, Factories & Recreation Centers etc.)
- ▶ Kitchen Cabinets, Drawers, Platforms and Decorative Edges
- ▶ Wall to Wall Cabinets & Tables.
- ▶ Tables & Chairs (Restaurants, Schools, Colleges, Cafe, etc.)
- ▶ Outdoor Tables & Benches suitable for Resorts
- ▶ Bookshelves with various customized Designs & Color Combinations
- ▶ Wall to Wall Full Sized Shelves
- ▶ Internal Cladding (Designed with support systems)
- ▶ External Cladding (Housing, Villas, Restaurants, Food Chains etc.)
- ▶ Shoe Rack (Gymnasiums, Factories & Recreation Centers etc.)



What is Toilet Partition?

A toilet partition is the enclosure that surrounds most toilets in public bathrooms. Its function is to provide privacy for the person using the bathroom stall. They can come in many different types and configurations.

It's a high density material made by applying heat and pressure to layers of kraft paper that have been saturated in a synthetic phenolic resin. During this process, a chemical reaction known as polymerization occurs, transforming the materials into a high-pressure, thermosetting plastic. Our systems are suitable for high traffic public buildings, malls, entertainment centers, gyms and sports, educational and healthcare, sports facilities, etc.

SFSP Toilet Partitions are well known brand in the market. They are made from HPL Boards and used in conjunction with Stainless Steel or Nylon Accessories / Supports. SFSP Production Capacity for this item is 25,000 SQM / Annually.



What is Phenolic Lockers?

Phenolic Lockers are the material of choice when a high degree of design flexibility is desired or where durability and strength are required. Phenolic is impact, water and corrosion resistant, and does not support bacteria. These lockers are fabricated to stand the test of time. Phenolic Lockers are recommended for high traffic areas such as: schools, rec centers, aquatic facilities, football stadiums, healthcare facilities, and more

SFSP Lockers are adaptable to all types of facilities, including pools and recreation centers, health clubs, country clubs, and executive washrooms. They are made from HPL Boards and used in conjunction with Stainless Steel or Nylon Accessories / Supports.



NEWS UPDATE:**SOLAR ENERGY PROJECT – LEBANON**

We are committed to a greener and sustainable future! How? We support and accelerate the transition to renewable energy by providing sustainable building solutions such as Solar Panels.

We are pleased to announce that our colleagues at Unitech Lebanon completed a 270Kw solar energy project for Kanaan Hotel, Baalbek City, Lebanon.

150 solar panels were used, OLIV Solar 440 watts, with 30-2KW (Voltronic) inverters.

**KIMMCO TRAINING**

At Unitech relevant and engaging training is essential.



Thanks SFSP for running another successful training session for our Sales team, who had the chance to learn the fabrication and installation process of Climaver Ducts.

**KEY ACHIEVEMENT:
VENDOR
QUALIFICATION**

As a result of the great efforts exerted by Unitech's branches across the Kingdom, Unitech has been registered as a supplier for building and construction materials in **DIRIYAH GATE DEVELOPMENT AUTHORITY**.



THE EDUCATION TATWEER HOLDING COMPANY is fully owned by PIF, founded to play a strategic role in supporting the Ministry of Education through its companies and enhancing the participation of the private sector in education, and made advanced efforts to study and implement investment and development opportunities in the education sector.



5 SECOND RULE – BRAIN HACK

"If you have an instinct to act on a goal, you must physically move within 5 seconds or your brain will kill it."

In 5 seconds the following can happen:

- Doubt can take over.
- Fear can take over.
- Overanalyzing can take over

All of these things can prevent you from acting because your brain is designed to stop you from changing.

Instead use that 5 second window to do the following:

- 1 Count backwards from 5 to 1.
- 2 As soon as you hit "1", push yourself to move.
You have to take physical action!

In this way you're distracting your brain from coming up with excuses, placing all your focus on the goal, and most importantly counting down from 5 to 1 is a starting ritual. It will interrupt old behavior patterns and trigger new ones.



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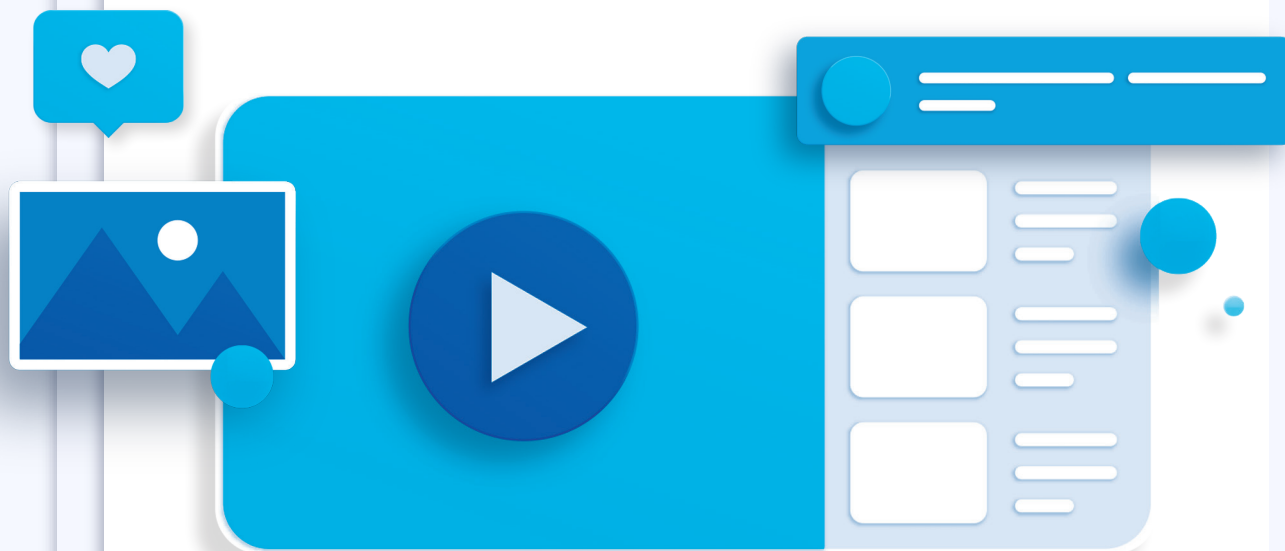
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The mission of our social media channels is to provide you with posts and short publications that will highlight the products, services, brands and teams that make up the Unitech family.

Follow Us, So you can be updated with our new developments, news and more...



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