



CSR Report

2026

Chairman's Message



At Al Tamimi & Company, Corporate Social Responsibility remains a core part of who we are, driven by a shared commitment to making a difference beyond our day-to-day work.

Throughout 2025, our colleagues came together to support a wide range of meaningful causes. From pro bono legal support for local organisations to charitable initiatives and volunteering efforts across the region, our teams showed remarkable dedication, empathy, and community spirit.

As a leading law firm in the region, we acknowledge our responsibility and I am pleased to present this report as a testimony to our efforts. Through strategic partnerships, legal expertise, and hands-on community involvement, we remain dedicated to creating meaningful change across the region.

Lastly, a heartfelt appreciation goes to our dedicated team of professionals whose hard work and contributions propel us towards our goals.

Our success is a collective effort, reflective of the robust culture and team spirit within Al Tamimi & Company, positioning us strongly to confront the challenges that lie ahead.

Essam Al Tamimi
Chairman



Children of Tomorrow Program & Education Initiatives

Launched in 2016, Children of Tomorrow (COT) reflects Al Tamimi & Company's commitment to child protection and youth empowerment across the region. Delivered in partnership with schools and foundations, the program covers cyberbullying, digital safety, children's rights, personal status laws, and awareness of the legal profession.

With support from lawyers across multiple offices and practice areas, the CSR team continues to expand the program's reach and impact across the UAE, Qatar, Oman, and Bahrain.

Between 2024 and 2025, the program made significant strides in raising awareness and equipping students, parents, and educators with the knowledge and tools to navigate complex legal and social issues. Sessions on cyberbullying and digital safety have helped communities recognize risks, promote responsible online behavior, and build safer environments for children.

The program also strengthened understanding of children's rights and family law through webinars and school sessions, supporting educators in handling sensitive cases involving children affected by divorce or custody disputes. Large-scale sessions and interactive engagements broadened awareness of legal processes impacting children and families, reinforcing the importance of safeguarding and protection. Notably, dedicated sessions were delivered for People of Determination, promoting safe and responsible digital engagement and ensuring inclusivity across all communities.



Students gained practical insight into the legal profession through sessions such as “A Day in the Life of a Lawyer”, career fairs, and introductory workshops in Oman, exploring legal roles, responsibilities, ethics, and academic pathways, inspiring the next generation of legal professionals.

Building on these achievements, Children of Tomorrow will continue to scale its impact across the region, deepen partnerships with educational institutions, and expand tailored sessions for parents, educators, and communities at large. The program remains a cornerstone of the firm's CSR vision, emphasizing its commitment to empowering youth, promoting legal awareness, and strengthening safeguarding practices across communities.

Raising Awareness Educational Program

Our Raising Awareness Educational Program enhances legal knowledge through targeted initiatives, engaging educational institutions and communities while addressing key issues affecting students. These efforts have strengthened understanding of the law among students, educators, and caregivers, while reinforcing the firm's reputation as a proactive and responsible community member.

Our team



Delivered educational presentations on Tax Law to help students understand the fundamentals of taxation, its importance in society, and its practical relevance to everyday life and future careers.



Participated in career fairs to raise awareness of the legal profession, providing students with practical insights into daily responsibilities, professional ethics, and what it means to work as a lawyer.



Conducted a workshop on Innovation and Strategic Thinking, equipping students with practical tools to approach challenges creatively, develop problem-solving skills, and apply strategic thinking in academic and professional settings.



A webinar on Anti-Money Laundering delivered to participants provided targeted awareness on compliance, regulatory requirements, and risk prevention, reinforcing the program's commitment to professional and practical legal education.

These efforts have successfully engaged educational institutions and foundations, promoted legal awareness, and addressed key issues impacting students. Our initiatives have enriched the knowledge of students, educators, and caregivers, while strengthening our firm's reputation as proactive community member.



Legal Clinics

Our Legal Clinics Program provides practical legal guidance and legal aid to families, guardians, and community organizations. Through support and engagement, the program offers a comprehensive understanding of the law, helping beneficiaries navigate legal matters with clarity and confidence.

In addition to direct guidance, the clinics foster a supportive and educational environment that promotes awareness of legal rights and responsibilities. By combining professional expertise with community outreach, the program strengthens access to justice while contributing to meaningful and lasting impact.



Since its expansion, the Legal Clinics program has successfully organized several initiatives, delivering practical legal guidance, supporting community projects, and providing structured advice on legal frameworks, drafting processes, and operational standards. Participation in community-focused events allows volunteers to offer legal support while promoting inclusion, social responsibility, and awareness of legal processes.

Through these initiatives, the Legal Clinics program demonstrates the firm's commitment to mentoring future legal professionals, strengthening community engagement, and providing practical, meaningful legal guidance.

Pro Bono Hours 2025

Our pro bono efforts have had a significant impact on both the legal profession and the broader community.

Through these hours, we were able to provide essential legal assistance to individuals and organizations in need, ensuring access to justice for underserved communities. This included helping vulnerable populations navigate complex legal issues such as family law, immigration, and employment disputes.



The impact of our pro bono work extends beyond the immediate legal services provided. By addressing pressing legal needs, we've helped empower individuals, supported social justice initiatives, and contributed to strengthening community ties.

Our efforts not only showcase our commitment to corporate social responsibility but also demonstrate the tangible difference legal expertise can make in enhancing the well-being of society.

In 2025

3,288
Pro bono hours

112
New cases

Charitable Donations 2025

In 2025, our charitable donations supported a wide range of initiatives, with a significant portion allocated to education, community, and medical causes.



Education:

Contributions were made to various educational and community causes, supporting initiatives that promote learning, development, and equal opportunities. This includes scholarships and financial support for university students, helping them pursue legal education and professional growth. Special attention was also given to People of Determination, ensuring access to learning and development opportunities in an inclusive environment.



Community:

Donations were directed toward a range of CSR initiatives, including charitable contributions, Ramadan activities, and community services, as well as special projects such as the creation of a purpose-built music room for Children of Determination. These efforts reflect the firm's commitment to supporting education, inclusion, and meaningful community engagement across diverse programs.



Medical:

Support was provided for medical assistance programs, including surgeries for children, such as spinal procedures and interventions to restore hearing, as well as other essential healthcare services. Donations were also made to professional healthcare organizations, including support for the Nurses Forum in Oman, reinforcing the firm's commitment to health and well-being in the community.



These donations reflect our commitment to giving back to the community and supporting meaningful causes across various sectors.

Volunteering Hours 2025

As part of our commitment to social responsibility, Al Tamimi & Company provides each employee with two days of volunteering leave annually. This policy encourages and enables our team members to give back to the community, furthering our collective impact on society.

By offering dedicated time for volunteering, we empower our employees to engage in meaningful activities that support local causes and strengthen community bonds, reflecting our firm's core values of responsibility, inclusivity, and active contribution to the greater good.

Volunteering Champion

445
hours

Community Impact

1,500
hours

119
volunteers

132
volunteers

Volunteering hours were recorded across a variety of initiatives, reflecting the firm's active participation in both organized CSR activities and individual volunteering efforts. Activities included reading sessions for students, participation in the Run for Sustainability, beach cleanups in collaboration with the World Wildlife Fund, tree-planting initiatives, and refurbishment projects at local schools. In addition, volunteers supported crisis relief efforts in Gaza, Lebanon, and Sudan, demonstrating the firm's commitment to making a tangible impact in communities locally and globally.



Other Activities

CSR Bridge



Our CSR bridge bring together clients, stakeholders, and partners from diverse sectors to discuss collaboration opportunities, challenges, and best practices in CSR. These sessions provide a platform to foster sustainable practices, strengthen the regional CSR community, and explore innovative solutions through training, workshops, webinars, and educational lessons. The initiative continues to serve as an ongoing forum for knowledge sharing, partnership building, and promoting impactful CSR initiatives across the region.

CSR Week 2025

Every October, and for the fifth consecutive year in 2025, we organize CSR Week, an internal initiative engaging all offices across the region in a variety of CSR activities. Each year, we invite a long-term CSR partner to share insights on their initiatives and highlight the impact of the firm's contributions. Offices are also encouraged to participate in projects focused on raising awareness for breast cancer and promoting the broader message of giving back to the community, ensuring that CSR remains a shared priority throughout the firm.





Empowering People of Determination

As part of our ongoing commitment to inclusion, we continued to support people of determination in the workplace. This year, we welcomed individuals to join various teams within the firm, allowing them to gain practical experience while contributing meaningfully to daily operations.

Interns supported administrative, mailroom, and design tasks, demonstrating positivity, dedication, and valuable contributions across projects. These initiatives reflect the firm's broader goal of fostering a more inclusive work environment and creating opportunities for people of determination to develop skills, gain exposure, and make tangible contributions to the workplace.

Annual Employee awards



As part of our commitment to inclusion and recognizing outstanding contributions, our annual employee awards feature dedicated CSR categories that celebrate individuals and teams who go above and beyond. These awards are presented each year to employees who excel in volunteering initiatives or achieve the highest pro bono hours, highlighting their dedication, impact, and commitment to giving back to the community.

Conclusion

As we reflect on 2025, our CSR initiatives have demonstrated the profound impact legal expertise, community engagement, and strategic collaborations can have on society. From educating future generations and supporting people of determination to facilitating pro bono legal work and strengthening regional CSR networks, we have made significant strides in our mission to drive positive change.

Looking ahead, we remain dedicated to expanding our efforts, strengthening our partnerships, and continuing to foster a culture of social responsibility within our firm and beyond. With initiatives like CSR Week, the CSR Connective Roundtable, and our commitment to pro bono legal work, we will continue to innovate and lead the way in corporate social responsibility in the region.

We extend our sincere gratitude to our colleagues, clients, and partners who have contributed to these efforts, and we look forward to another year of impactful CSR initiatives. To reach out to us please contact us CSRT@tamimi.com



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