

Union Properties ESG Report 2025

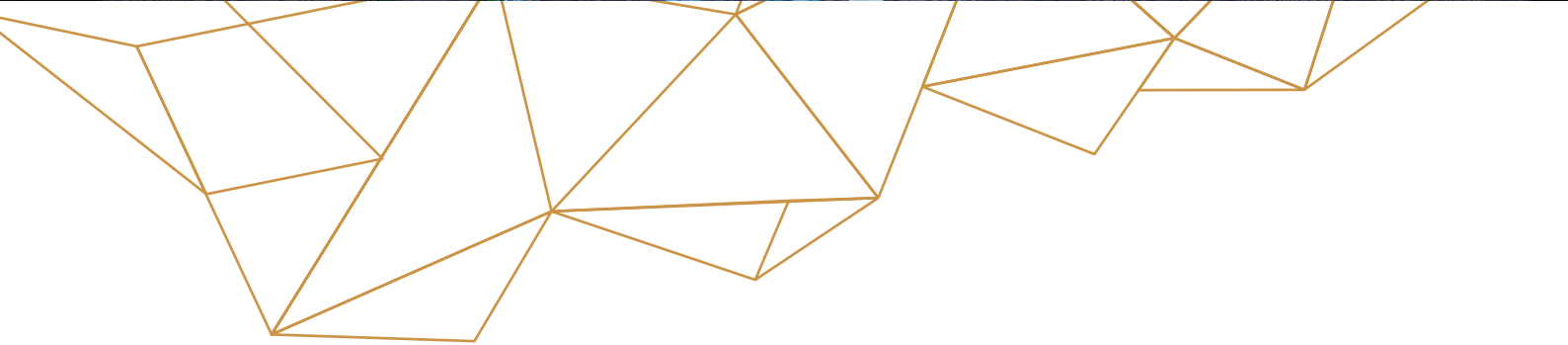


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Introduction

Introduction Message CEO & Board Member



CEO & Board Member, Eng. Amer Khansaheb's Message

The year 2025 has marked a significant phase in **Union Properties'** ongoing journey of transformation and growth. It has been a year defined by purposeful action, strengthening our organisational foundations, refining strategic priorities, and translating vision into measurable progress. Across the **Company**, this period of reflection and execution has reinforced our commitment to rebuilding confidence, creating enduring value, and operating with integrity, transparency, and accountability at every level.

Sustainability and human-centric development remain central to how we plan, build, and operate. These principles are firmly embedded in our decision-making and underpin the long-term relevance of our portfolio. The launch of Mirdad in Motor City exemplifies this approach, bringing together environmental stewardship, smart design, and lifestyle-led planning. Across our developments, the integration of energy-efficient technologies, EV-enabled infrastructure, and wellness-oriented communal spaces supports the creation of resilient, healthier, and more connected communities.

In parallel, we have placed strong emphasis on governance, financial discipline, and operational rigour. By fully addressing legacy debt and restoring a clean, resilient balance sheet, we have significantly strengthened the **Company's** financial position. This stability enables **Union Properties** to plan with confidence, invest responsibly, and pursue sustainable growth, while upholding the highest standards of transparency, oversight, and ethical governance.

Our people are fundamental to delivering our ESG commitments. Through continued investment in our capabilities and organisational development, we are fostering an inclusive culture that prioritises well-being, capability building, and service excellence. We believe that sustainable outcomes are achieved through empowered teams who share a common commitment to quality, responsibility, and long-term value creation.

As we look ahead, ESG considerations will continue to shape **Union Properties'** strategy, decision-making, and performance management. With strengthened governance, clearer ESG oversight, and ongoing monitoring of our environmental and social impact, we remain focused on building a business that delivers sustainable growth while contributing positively to the communities we serve and the future of the built environment.

Sincerely,

Eng. Amer Khansaheb
CEO & Board Member



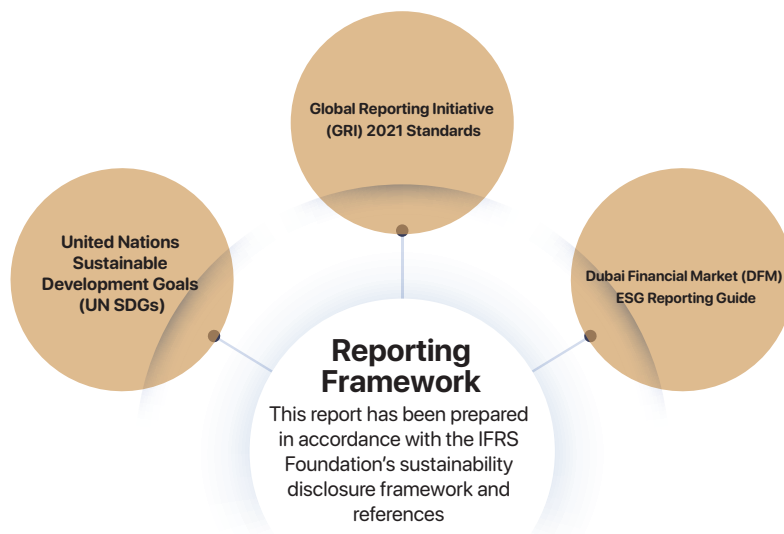
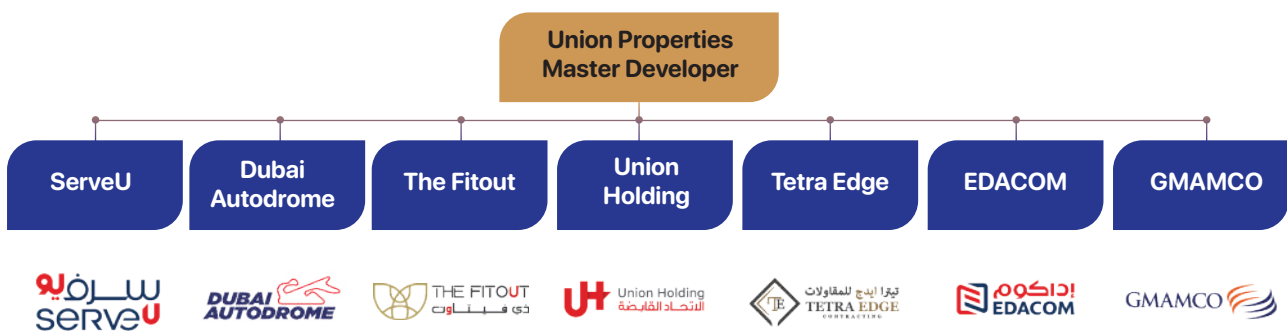
About this Report

Union Properties prioritizes responsible business practices and transparent communication of our sustainability performance. The ESG Report 2025 reflects our commitment to sustainable development, participation in the region’s sustainability journey, and adherence to the highest standards of environmental, social, and governance (ESG) performance.

Report Scope

Reporting Period: 1 January 2025 – 31 December 2025

Coverage: Union Properties, its key subsidiaries (of which two are added this year; Tetra Edge & Union Holding), joint ventures and special purpose where UP have operational control.



Materiality

A materiality assessment exercise was conducted through engaging internal stakeholder at UP corporate and subsidiary level to identify and prioritize ESG issues most relevant to our business and stakeholders, ensuring alignment with evolving market dynamics and sustainability expectations.

Restatements

No restatements of previously disclosed information have been made. Refer to the GRI Content Index for details.

Forward-Looking Statements

This report includes forward-looking statements based on current assumptions and expectations. Actual results may differ due to unforeseen circumstances. Union Properties assumes no obligation to update these statements unless required by law. We remain committed to transparency and will continue to update our stakeholders on our progress towards achieving our sustainability goals. If you have any questions or feedback about this report or Union Properties’ sustainability efforts, please feel free to reach out to us at contactdesk@up.ae

Our Values

At the core of our Company there are three core values. These values collectively shape our identity, drive our decisions, and inspire us to continually strive for greatness.




Mission

Through innovation, craftsmanship, and a commitment to sustainability, we create environments and experiences that empower people to realise their potential and lead more fulfilling lives.



Vision

To be recognised as a leading and trusted force for positive progress - driven by integrity, innovation, and a commitment to enhancing lives.

Sustainability Highlights

CEO Insights on Smart and Sustainable Urban Development

Throughout 2025, Eng. Amer Khansaheb contributed opinion pieces on sustainable urban development, articulating how intelligent ecosystems and eco-conscious design enable inclusive, resilient, and future-ready communities. His commentary underscored the balance between economic growth and environmental responsibility, the application of smart technologies for energy-efficient design, and the use of data-driven planning aligned with national frameworks such as the Dubai 2040 Urban Master Plan. These contributions reinforced Union Properties' stakeholder engagement and knowledge-sharing on sustainability in the built environment, supporting awareness and capability development across the workforce.



Environmental

- Increased share of Renewable Energy in Total Energy Consumption
- Ambitions to Reduce GHG emission and management climate impacts
- Improve water efficiency and reduce consumption
- Direct maximum waste to recycling and reuse



Social

- Strategic and focused efforts of community engagement
- Provide training and capability development platforms to our employees
- Retain talent
- Promote health and safety among employees and contractors



Governance

- Implement and ensure full coverage of code of conduct and ethics policies
- Zero Complaints with respect to Data privacy, Advertising, Cyber-security
- Promote Anti-competitive policy and behaviours, Anti-competitive Monopoly and Anti-trust Practices.
- Protect data of employees and customer and certify Information Security Management System

Corporate Governance

Executive Summary



Corporate Governance

Executive Summary

Union Properties (UP) is a leader in sustainable real estate development in Dubai. Our 2025 ESG Report demonstrates our commitment to environmental stewardship, social responsibility, and robust governance, aligned with global standards and best practices.

We enhance residents' quality of life by delivering high-quality living conditions and a diverse range of services, prioritizing health, safety, accessibility, and community wellbeing.

Sustainability in Action

Union Properties (UP) is a leader in sustainable real estate development in Dubai, and its 2025 ESG Report demonstrates a clear commitment to environmental stewardship, social responsibility, and robust governance aligned with global standards and best practices.

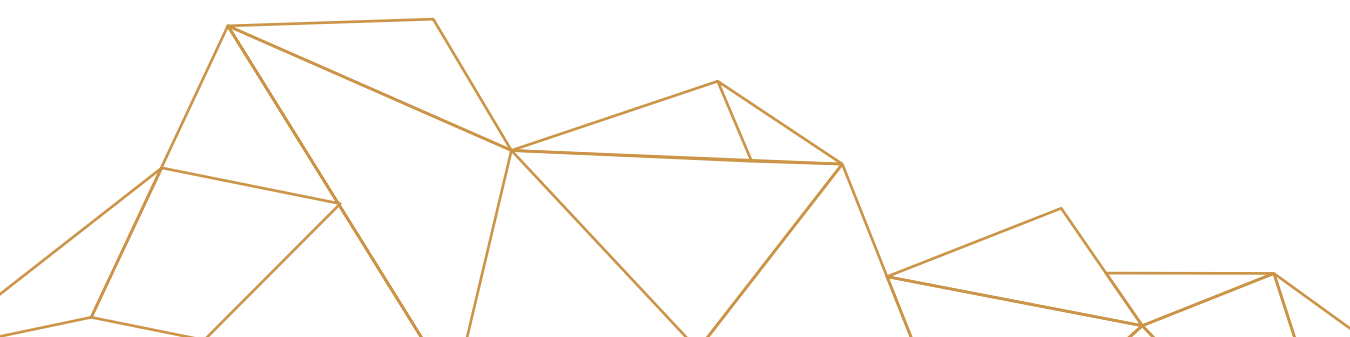
UP continued to enhance residents' quality of life by delivering high-quality living conditions and a diverse range of services, prioritizing health, safety, accessibility, and community wellbeing. Sustainability in action was evidenced through ongoing infrastructure upgrades in Motor City and Uptown Mirdif that aims to expand green spaces, reduce power consumption, and improve pedestrian and cycling infrastructure, lowering the carbon footprint while elevating the resident experience.

Our 2025 projects advanced these objectives and reinforced UP's commitment to resilient, future-ready communities. In governance and reporting, UP strengthened its foundations by conducting stakeholder engagement and a materiality assessment to identify and prioritize the most relevant ESG topics; preparing the report in reference to the GRI Standards; introducing an ESG Policy and establishing an ESG management process with defined governance responsibilities and data/reporting controls; and progressing the development of the Company's sustainability strategy and implementation roadmap.

UP's 2025 actions were aligned with Dubai's 2030 vision frameworks and city agendas, including the Dubai Industrial Strategy 2030 and the Dubai Autonomous Transportation Strategy, which advanced diversification and smart mobility across the emirate while reinforcing the UN 2030 Agenda for Sustainable Development. Enhancements to green space, walkability, and cycling access are consistent with the Dubai 2040 Urban Master Plan objectives to double green and leisure areas, improve resource efficiency, and provide sustainable, flexible means of mobility, strengthening quality of life for residents and visitors.

Energy-efficiency measures and low-carbon operations further support Dubai's long-term clean-energy transition under the Dubai Clean Energy Strategy 2050—which targets 75% clean energy by 2050 and anchors projects such as the Mohammed bin Rashid Al Maktoum Solar Park—and align with the national UAE Net Zero 2050 Strategy that guides decarbonization across power, transport, buildings, and industry.

These alignments complement the emirate's broader economic transformation under the Dubai Economic Agenda D33, which seeks to double Dubai's economy over the next decade and consolidate its position among the top three global cities, ensuring ESG progress contributes to competitiveness and quality of life. City-level momentum on sustainability reflected in initiatives highlighted by the Dubai Department of Economy and Tourism reinforces UP's approach to accessible, inclusive communities and efficient urban infrastructure.



2026 Commitments



Whole-life carbon-led design

- Assess all new schemes against whole-life carbon (WLC) benchmarks, testing design options to reduce upfront and in-use emissions.
- Set project level carbon budgets and require early stage LCA at key design gates.



Low carbon structural solutions

- Increase use of optimized structural grids to reduce material volumes.
- Specify low carbon concrete mixes where feasible.
- Deploy hybrid/alternative structural systems (e.g., steel timber composites) where viable.
- Expand Design for Manufacture and Assembly (DFMA) to improve quality and reduce waste.



Pre-manufactured components

- Greater use of modular bathroom pods and service risers to enhance build quality and cut site waste.



Enhanced digital integration

- Progress toward wider adoption of 5D BIM (cost and carbon).
- Improve digital asset handover to facilities management for lifecycle optimization.
- Advance innovation in design workflows to shorten iterations and raise consistency.



AI assisted design (exploration)

- Pilot tools to optimize layouts, reduce material intensity, and improve early-stage energy modelling.



Governance and performance

- Embed requirements in project briefs and procurement; monitor delivery through defined KPIs (e.g., embodied carbon intensity, % premanufactured components, % designs delivered in 5D BIM, waste diversion rate).

Board of Directors & Oversight

The Board of Directors sets the standards and principles for internal control and provides objective, independent oversight. This approach establishes a control environment aligned with Board expectations and strengthens the effectiveness of the Audit Committee, Nomination and Remuneration Committee and the Executive Committee. The Internal Audit Department operates under a Board endorsed Charter and integrates ESG considerations into audit planning, testing, and reporting.

Board of Directors

- Approves the ESG Policy and oversees ESG risks, opportunities, and performance in line with SCA/DFM requirements.
- Reviews key ESG indicators, material disclosures, and significant ESG related issues.

Board Committees (Audit, Nomination & Remuneration ; Executive Committee)

- Oversee ESG related controls within their remit (risk management, compliance, and internal controls).
- Ensure material ESG matters are escalated to the Board.

Internal Audit Department

- Executes audits under the Board approved Charter with a consistent focus on ESG.
- Assesses the effectiveness of ESG related controls and reports findings to the relevant committees and the Board.



Mr. Mohamed Fardan Ali Al Fardan
Chairman



Mr. Abdul Wahab Al Halabi
Vice Chairman



Eng. Amer Abdulaziz Hussain Khansaheb
CEO & Board Member



Mr. Abdulrahman Sharaf
Board Member



Mr. Ahmed Salem Abdulla Salem Alhossani
Board Member

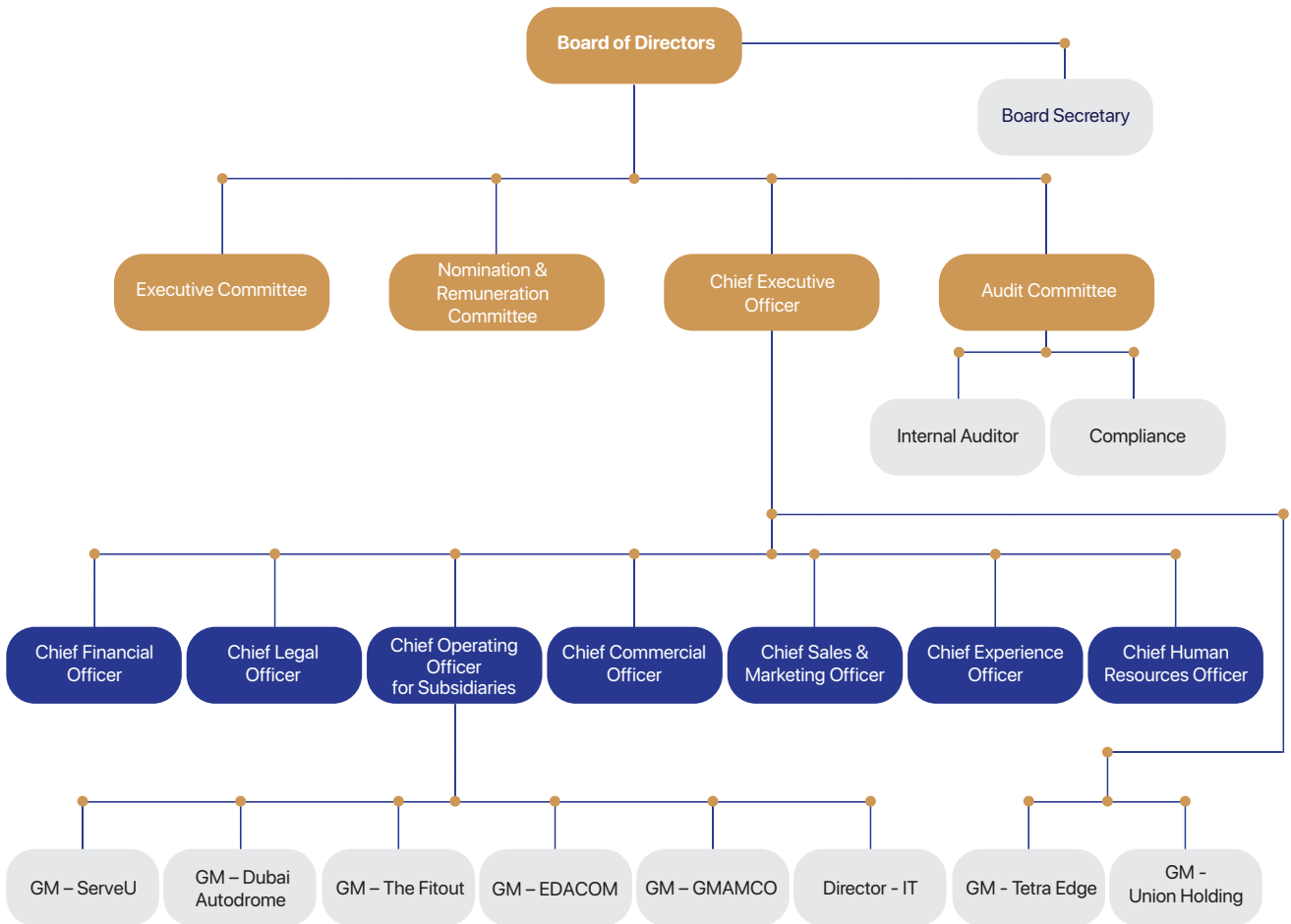


Mrs. Arwa Mohamed Al-Owais
Board Member



Mr. Saif Al Serkal
Board Member

Organizational Structure



Audit Committee

Mr. Abdulrahman Sharaf – Chairman
 Mr. Abdul Wahab Al Halabi – Member
 Mr. Saif Alserkal – Member

Executive Committee

Mr. Abdul Wahab Al Halabi – Chairman
 Mr. Ahmed Salem Al Hossani – Member
 Eng. Amer Khansaheb – Member

Nomination and Remuneration Committee

Mr. Saif Alserkal – Chairman
 Mr. Abdul Wahab Al Halabi – Member
 Mrs. Arwa Al Owais – Member

Company Overview

Union Properties at a Glance



Company Overview

Union Properties at a Glance

Union Properties PJSC, established in 1987 and headquartered in Dubai, UAE, is a leading real estate developer, manager, and investor. The Company is publicly traded on the Dubai Financial Market (DFM) under the ticker UPP. Union Properties maintain a strong presence across the UAE, with landmark communities including Motor City, Green Community, and Uptown Mirdif, supported by diversified subsidiaries; Dubai Autodrome, ServeU, The Fitout, EDACOM, GMAMCO, Tetra Edge & Union Holding.

For more than three decades, Union Properties (UP) has contributed to Dubai's urban development, shaping communities and the built environment. Our approach goes beyond construction to deliver sustainable, resilient, and people-centric places where quality of life is paramount. We integrate innovation and customer focused design across our portfolio, embedding green technologies and resource efficient practices as core elements of our business model not optional add-ons.

Looking ahead, UP remains committed to continuous improvement in sustainability performance, advancing low carbon and nature positive outcomes across projects, and creating enduring legacies that enrich communities while delivering positive environmental and social impact.

Our Projects

Union Properties (UP) develops and operates mixed-use, residential, commercial, leisure, and hospitality assets across Dubai anchored by large master communities and landmark towers.

Ongoing flagship developments (2024–2028)

Mirdad, Motor City (AED 2 bn) – Four towers over 2.2 Million sq ft of BUH, delivering **1,087 units** and **26** curated amenities. Design integrates **smart building technologies, energy efficient façades, green spaces, and EV charging in 647 of 1,294 parking bays.** Groundbreaking: **Dec 11, 2025; completion Q4 2028.**



Takaya, Motor City (AED 2 bn) – Mixed-use development **overlooking Dubai Autodrome** on **2.1 Million sq ft** of BUH; **three residential towers with 788 units** (studios to 4bed), plus podium villas, stand alone villas, and a **500 meter retail boulevard.** Enabling works include **995 foundation piles** and **99,000 m³ excavation.** Groundbreaking: **Dec 20, 2024.**

Completed Landmark Communities and Assets

Uptown Mirdiff (Mixed-use Community) – Heritage inspired, walkable neighborhood around a central Grand Piazza, combining residential, retail, schools, parks, fitness clubs and landscaped pools.

Index Tower, DIFC – Iconic 328 m tower (residential, offices, retail), **CTBUH “Best Tall Building – Middle East & Africa” (2011)**. Passive design keeps internal temperature **below 28 °C without air conditioning in peak conditions**, significantly **reducing energy use and environmental impact**.

Dubai Autodrome (Leisure) – UAE’s first **FIA sanctioned** multipurpose motorsport facility; **5.39 km** circuit (six configurations), indoor/outdoor karting; **200,000+ annual visitors**. Onsite **solar PV (2.87 MW)** and **LED lighting** reduce emissions by **≈2,055 tCO₂/year**; irrigation uses **grey water** from Motor City.

OIA Residence, Motor City (Residential) – Low-rise community of **269** units with first-class facilities (green open spaces, pools, gym, squash), echoing Santorini’s architecture.

Green Community (DIP & Motor City) – Family-oriented villas, townhouses, and bungalows within a landscaped, secure setting—part of UP’s long-standing portfolio.

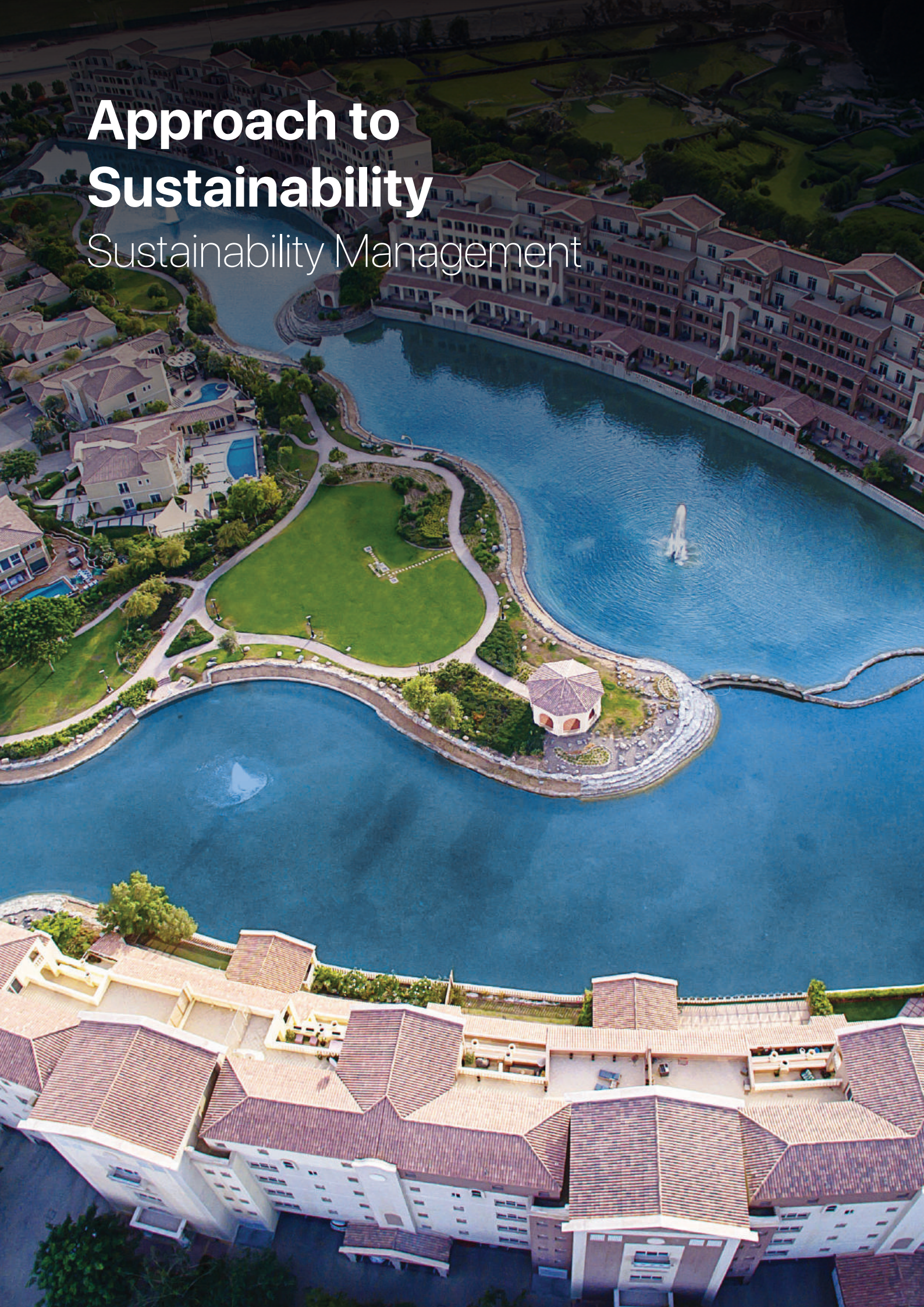


ServeU Expands Through Strategic AED 100 Million Acquisition

ServeU, a Subsidiary of Union Properties, strengthened its position as a leading facilities management provider with the strategic acquisition of House Keeping LLC and **House Keeping Domestic Workers LLC**, in a deal valued at AED 100 million. The acquisition expands ServeU’s workforce to over 18,000 employees and broadens its service portfolio across residential, commercial, government, and hospitality sectors. **Eng. Amer Khansaheb, CEO & Board Member of Union Properties**, highlighted that this step reinforces ServeU’s commitment to delivering integrated, people-centric solutions while supporting the Company’s long-term growth agenda.

Approach to Sustainability

Sustainability Management



Approach to Sustainability

Sustainability Management

Union Properties embed ESG principles across all aspects of its business to ensure responsible growth and long-term value creation. Our approach combines sustainable design, efficient operations, ethical procurement, and strong governance to deliver resilient communities and high-quality living environments.

Pillars

Sustainable Design & Operations: Sustainability is integrated into every stage of development from master planning to engineering design prioritizing energy and water efficiency, green building standards, mobility, and biodiversity. We strive to create climate-resilient communities that enhance quality of life. Operationally, our properties are managed under QHSE protocols, with continuous monitoring of resource consumption and improvement initiatives such as retrofits, solar installations, and waste reduction programs. Some initiatives at ServeU are highlighted below:

- AI and Drone Systems for high-rise cleaning, reducing safety risks and energy use.
- I-Mop technology, saving 48 liters of water per day per unit (17,280 liters annually), significantly lowering water and chemical consumption.
- Ameyo Soft Call System, eliminating hardware footprint and reducing electronic waste.

Responsible Procurement & People Strategy

Our procurement processes apply stringent ESG criteria to ensure ethical conduct, labour rights, and environmental compliance. High-risk suppliers undergo enhanced oversight through audits, site visits, and performance reviews. People remain at the heart of our sustainability agenda: we promote fairness, diversity, inclusion, and Emiratization, aligned with UAE Gender Balance Council initiatives and global best practices. Targeted ESG training and community engagement programs further strengthen our social impact.

Governance & Accountability

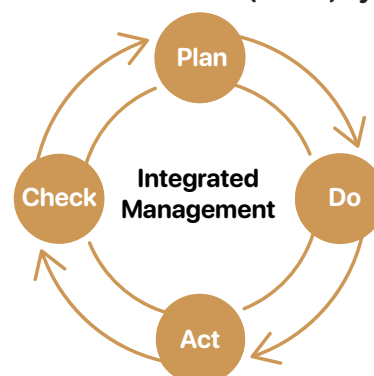
Governance underpins our ESG framework through integrated risk management, strict compliance, and robust grievance mechanisms. Policies on ethics, anti-bribery, and whistleblowing are consistently applied, ensuring transparency and accountability across the organization.

Management Process

ESG management follows an annual Plan-Do-Check-Act (PDCA) cycle embedded in our Integrated Management System. Each year, we assess ESG context, stakeholder expectations, legal requirements, and risks, then set objectives and KPIs approved by executive management. These targets are cascaded into business plans and implemented through initiatives covering energy, water, waste, health and safety, governance, and community engagement.

Performance data is collected, validated, and consolidated into dashboards and reports, forming the basis for ESG disclosures in governance and annual reports. Management reviews outcomes, identifies corrective and preventive actions, and updates objectives, controls, and policies to drive continuous improvement.

Plan-Do-Check-Act (PDCA) cycle



ESG Principles

Our ESG approach is anchored in five core principles:



Key Focus

Aligned with the Dubai 2040 Urban Master Plan and national sustainability agendas, we prioritize environmental stewardship across all developments and operations:



Sustainable Communities: Integrating sustainability into design and delivering projects that meet green building and well-being standards.



Water Stewardship: Promoting efficiency, responsible irrigation, and reuse practices.



Biodiversity & Green Spaces: Supporting urban forestation, native planting, and preserving ecosystems.



Energy & Emissions: Reducing energy use and GHG emissions, deploying renewable energy where feasible.



Waste & Circularity: Implementing segregation, recycling, and sustainable material selection.

These commitments are operationalized through our QHSE Management System, compliance registers, and subsidiary-level procedures.

Engaging Stakeholders, Empowering Progress

At Union Properties, we recognize that strong stakeholder relationships are essential to sustainable success. We are committed to maintaining open, transparent, and continuous engagement with all our stakeholders. To achieve this, we have established a structured engagement framework that enables stakeholders to share their perspectives on issues that matter most to them.

These insights play a critical role in shaping our strategies and decisions, helping us balance environmental and economic priorities, foster mutual understanding, and drive collaborative innovation. By listening and responding effectively, we aim to create shared value and strengthen trust across our stakeholder ecosystem.

Our Stakeholders



Our Approach to Stakeholder Engagement & Materiality Assessment:



Stakeholder Engagement Process

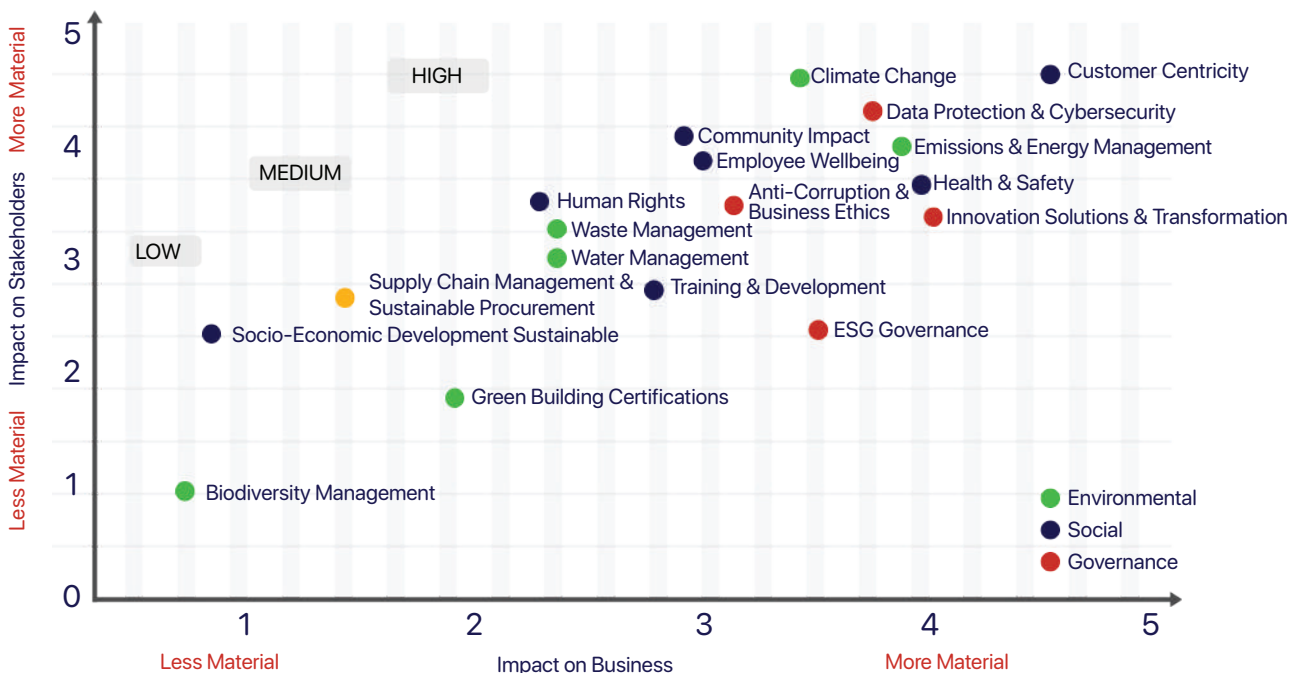
Why are they important to us?	How do we engage with them	Their most material topics	Value Creation	Management
Management				
Provide strategic direction, allocate resources, and set governance for ESG. Management also interprets external stakeholder requirements (customers, investors, regulators, communities) and finalizes material topics accordingly.	Executive and Board materiality workshops, quarterly ESG reviews, cross functional steering meetings, HSE and risk dashboards, performance scorecards, and synthesis of external inputs (e.g., customer care data, investor feedback, regulatory updates) brought into internal discussions.	Material topics are identified, discussed, and prioritized through internal stakeholder engagement covering customer experience, health & safety, climate/energy, water & waste, data privacy, responsible supply chain, community investment, governance & compliance.	Clear ESG priorities and targets; improved risk management and compliance; stronger customer and community outcomes; operational efficiency; long-term value creation across assets and subsidiaries.	Board of Directors, Audit Committee, Executive Committee, ESG Working Group/ Office, Business Unit leadership (ServeU, The FITOUT, EDACOM, GMAMCO, Dubai Autodrome, Tetra Edge & Union Holding).

Materiality Assessment

Material topics are fundamental to an organization's ability to create and sustain value over the short, medium, and long term. At Union Properties, insights from our materiality assessment form the foundation of a focused sustainability roadmap, defining clear goals and targets across environmental, social, and governance (ESG) dimensions.

The materiality process categorizes topics into high, medium, and low priorities based on their significance to stakeholders and impact on business performance. A structured materiality matrix is developed by assigning weights and scores to both business relevance and stakeholder feedback.

In 2025, we conducted our first comprehensive assessment that considered global ESG risk trends, sector benchmarks, and stakeholder inputs. This exercise identified 09 high-priority material issues, which continue to guide our ESG strategy. These topics are reviewed regularly in light of evolving stakeholder expectations, regulatory developments, and strategic objectives. As no significant changes were observed in stakeholder concerns or operating context during the reporting period, the existing set of material topics remains relevant and applicable.



UNSDGs Alignment

At UP, we are committed to aligning our operations, workforce, and community initiatives with the United Nations Sustainable Development Goals (SDGs) to foster a more equitable and sustainable world by 2030.

We undertook a comprehensive internal assessment this year to identify the SDGs most relevant to our business. This prioritization considered our regional footprint, current and potential impact areas, and the scope for meaningful contributions. The outcome of this exercise has helped us focus our efforts where they matter most, ensuring our actions drive measurable and lasting change.

Below are the SDGs identified as key priorities for UP.



Material Topics	GRI Topics	SDG Alignment
Health & Safety	Occupational Health & Safety	
Employee Wellbeing	Employment	
Training & Development	Training & Education	
Human Rights	Non-Discrimination	
	Child Labor	
	Forced & Compulsory Labor	
	Rights of Indigenous peoples	

Material Topics	GRI Topics	SDG Alignment
Customer Centricity	Customer Health & Safety	  
	Marketing & Labelling	
Supply Chain Management & Sustainable Procurement	Supplier Environmental Assessment	 
	Supplier Social Assessment	
Climate Change	Energy & Emissions	   
Waste Management	Waste	  
Water Management	Water & Effluents	 
Energy & Emissions Management	Energy & Emissions	   
Anti-Corruption & Business Ethics	Anti-Corruption	
	Anti-competitive Behavior	

Material Topics	GRI Topics	SDG Alignment
Community Impact	Local Communities	
Data Protection & Cybersecurity	Customer Privacy	
Socio-Economic Development	Indirect Economic Impacts	
ESG Governance	ESG Governance All General Disclosures Indicators	
Green Building Certifications	Energy & Emissions	
Biodiversity Management	Biodiversity	
Innovative Solutions & Transformation	Energy & Emissions	
	Indirect Economic Impacts	

Environmental Stewardship

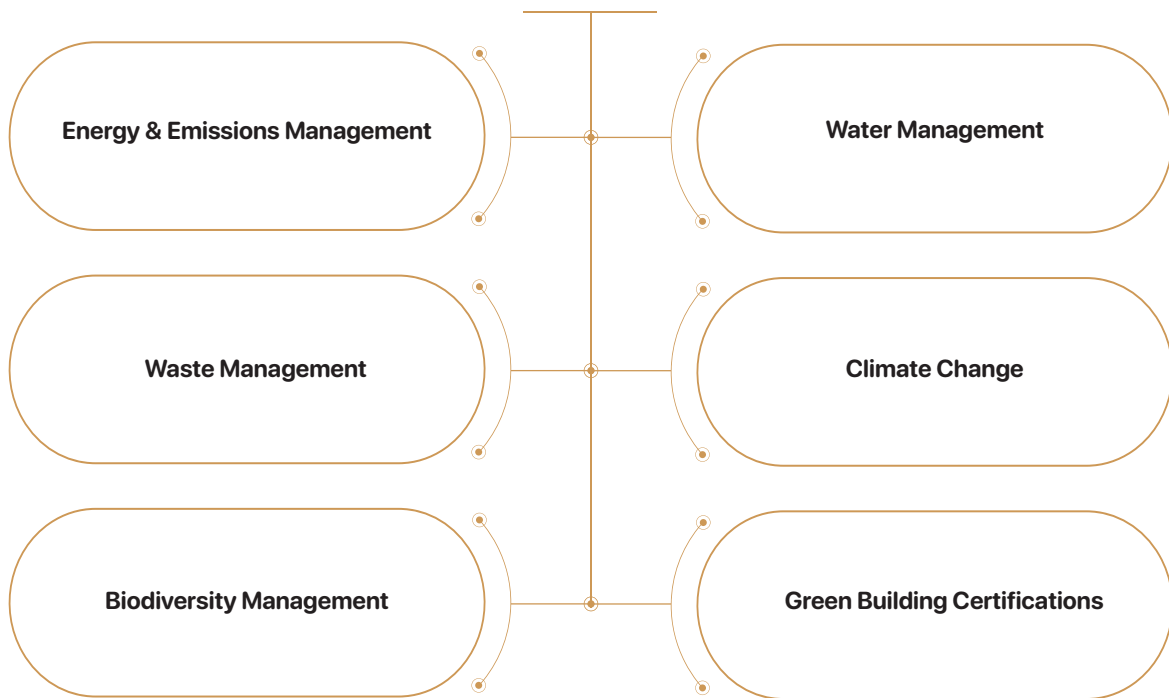


Environmental Stewardship

Our environmental strategy is centered on sustainable resource management and minimizing our ecological footprint. Key priorities include climate action, energy efficiency, fostering circularity, water stewardship, and leveraging innovation and automation to develop sustainable communities and to drive long-term sustainability.

Environmental stewardship is a cornerstone of our operations. In alignment with the Dubai 2040 Urban Master Plan, we are committed to creating developments that harmonize with nature, optimize resource use, and reduce environmental impact. This commitment spans multiple dimensions—renewable energy adoption, sustainable material sourcing, and urban forestation initiatives—each reinforcing our resolve to build eco-friendly and resilient communities.

Linked Material Topics



Energy & Emissions Management

We are integrating solar power across developments to reduce reliance on conventional energy and advance our clean energy commitment. Additionally, our construction practices focus on energy efficiency through natural lighting, superior insulation, and smart systems delivering properties that are both sustainable and cost-effective.

ServeU

At ServeU, we have implemented a robust environmental management program aligned with ISO 14001:2015 and ISO 50001:2018, ensuring systematic monitoring and continuous improvement. Our approach addresses Scope 1, 2, and 3 emissions, resource efficiency, and compliance with environmental regulations. In 2025, we strengthened our commitment to climate action by integrating emission assessments into operational planning and promoting awareness among employees and stakeholders.

Guided by ISO standards, we established clear baselines and reduction targets across corporate offices and staff accommodations. Through initiatives such as optimized HVAC systems, lighting controls, and renewable energy adoption, we achieved measurable progress:

Initial Emissions: 414,902 kg CO₂		CO₂ Saved: 174,258.84 kg	
Implemented Operational Energy Efficiency Measures		Projected Savings in kWh/Year	
Schedule for kitchen extract fans Schedule for corridor, kitchen and dining hall		34,952	
Lighting		46,690	
Setpoint temperature reset for fan coil units		76,846	
Free cooling through fresh air handling units		164,776	
Energy tracking through Power BI dashboard		91,638	
Total projected savings in kWh		414,902	
Target Energy Savings: 414,902 kWh (10%)		Achieved Savings (Oct 2025): 325,850 kWh (7.85%)	

These efforts not only reduced operational costs but also reinforced our commitment to a low-carbon future.

Total Energy Consumption

Energy Consumption (in GJ)	
Category	FY 2025
Energy Consumption (Renewable)	1.30
Energy Consumption (Non-Renewable)	40,630.14
Total Energy Consumption	40,631.44

Data presented in the table represents only The Fitout, GMAMCO, ServeU, EDACOM, & Dubai Autodrome. UP is in the process to expand data collection across subsidiaries and intends to report them in future years.

Emissions (in tCO ₂ e)	
Category	FY 2025
Total Scope 1 Emissions	244.5
Total Scope 2 Emissions	4,571.8
Total Emissions	4,816.30

Data presented in the table represents only The Fitout, ServeU, EDACOM, GMAMCO & Dubai Autodrome. UP is in the process to expand data collection across subsidiaries and intends to report them in future years.

Dubai Autodrome & GMAMCO

Renewable energy & solar initiatives form important part of our sustainability strategy. Since April 2023, more than 5,000 solar panels have been fully operational across Dubai Autodrome and Dubai Kart drome, generating 9,573,144 kWh of clean energy and avoiding 5,266 metric tonnes of CO₂ emissions till date.

At GMAMCO, we introduced off-grid solar lighting systems, installing 12 solar lights that operate with zero electricity consumption, delivering 100% savings compared to traditional AC-powered lights. Each solar light saves 250–500 kWh annually, reducing energy costs and supporting sustainable development.

Air Emissions

Air Emissions (in mg/NM ³)	
Category	FY 2025
NO _x	120
SO _x	15
Others (if available)	NA

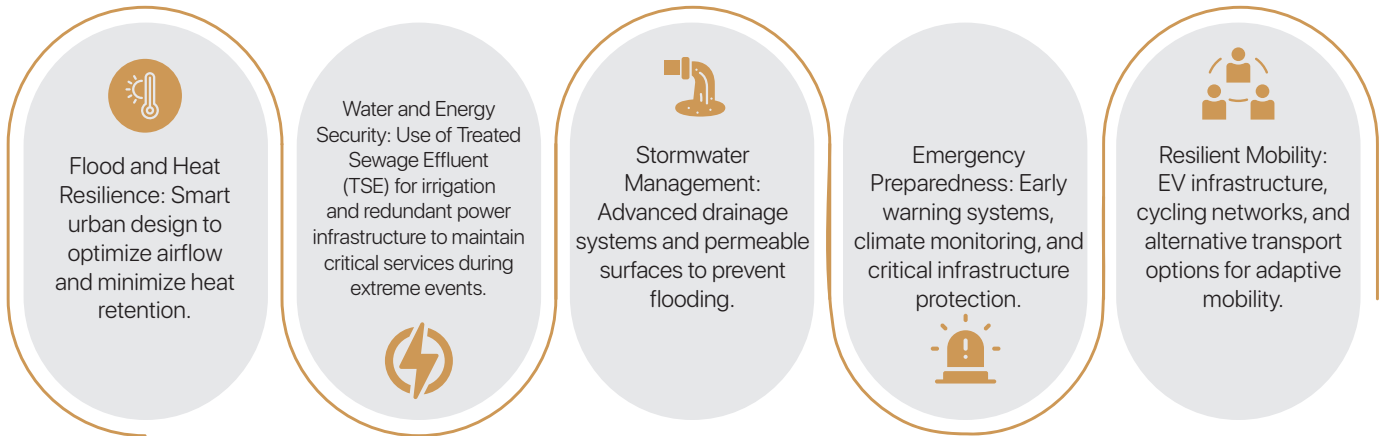
Data presented in the table represents only The Fitout. UP is in the process to expand data collection across subsidiaries and intends to report them in future years.

Climate Resilience

Resilience planning is vital for creating future-ready urban developments, helping cities reduce emissions, adapt to shifting climate risks, and protect communities from disruptions. While sustainable framework addresses mitigation, adaptation and resilience strategies are essential for tackling challenges such as rising sea levels, extreme heat, and infrastructure vulnerabilities. Building urban systems that are robust, flexible, and equipped with redundancies is no longer optional, it is a fundamental requirement for sustainable growth.

Recognizing the growing climate and urbanization challenges, UP implemented resilience planning across some projects in 2025. These developments integrate climate adaptation, disaster risk reduction, and urban sustainability, ensuring communities remain livable and resilient for decades to come.

UP established a multi-tiered resilience strategy combining adaptation, mitigation, and redundancy. Key measures include:

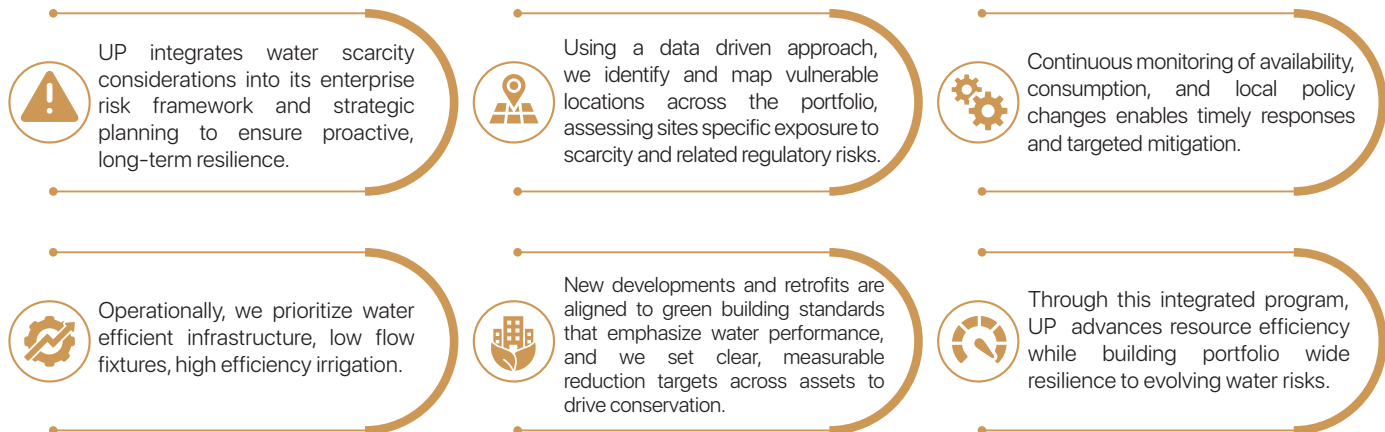


Resilience planning is not just risk mitigation, it ensures long-term economic, social, and environmental stability. By embedding resilience into urban design, UP enhances public safety, minimizes disruptions, and creates sustainable communities capable of withstanding climate uncertainties.

Water Stewardship

Water conservation and management is also a key component of UP’s sustainability strategy. Given the region’s significant water scarcity, UP acknowledges these challenges and actively embeds responsible conservation and smart water management practices into its design and development approach. In alignment with the UAE Water Security Program, we implement initiatives to minimize water consumption across operations and integrate water-saving measures throughout both design and construction phases.

Some measures to bring efficiency in water consumption



Water Consumption data

Water Consumption (in KiloLitres)	
Category	FY 2025
Total Water Withdrawal	202,173
Total Water Discharge into the Environment	0
Total Water Consumption	202,173

Data presented in the table represents only UP Head Office, The Fitout, ServeU, EDACOM Communities, GMAMCO & Dubai Autodrome. UP is in the process to expand data collection across subsidiaries and intends to report them in future years. Also UP is in process of calculating water discharge, till that all water withdrawal is considered as water consumption.

Circular Economy

We are advancing circular economy principles across the entire building lifecycle through a multifaceted approach that prioritizes waste reduction, recycling, and reuse. Working closely with tenants and government entities, we are systematically diverting growing volumes of waste away from landfill and into higher value pathways including material recovery, refurbishment, and secondary use.

In the built environment, our updated policies and technical specifications for new developments and refurbishments aim to minimize raw material use, extend asset durability and longevity, and enable future disassembly and reuse. This design for circularity lens is embedded from concept through operations, reducing lifecycle impacts and improving resource efficiency.

To strengthen performance management, we are developing an internal waste management dashboard (launch planned for 2026). The platform will consolidate data across assets to track waste streams, identify reduction opportunities, benchmark recycling and diversion rates, and share best practices across the business supporting continuous improvement and transparent ESG reporting.

Total waste generated

Waste Generated (in MT)	
Waste Category	FY 2025
Total Waste	5,765
Total waste diverted to disposal	

Waste Directed to Disposal (in MT)	
Waste Disposal Method	FY 2025
Incineration	-
Landfill	5,760
Other Disposal Operations	5

Data presented in the table represents only The Fitout. UP is in the process to expand data collection across subsidiaries and intends to report them in future years.

Paper Reduction & Digitalization (ServeU)

Digitization remains a key driver of environmental performance. We introduced QR-based documentation systems for QHSE project records, reducing paper usage and streamlining workflows. This initiative improves data accessibility, minimizes document loss, and reinforces our commitment to digital transformation and environmental conservation.

Our efforts were recognized with:



Waste Management & Circularity (The Fitout)

The Fitout demonstrates its commitment to environmental stewardship through a robust waste management system that prioritizes prevention, reduction, reuse, and recycling across operations. Comprehensive waste tracking and documentation underpin the program, ensuring control of waste streams at every stage and enabling continuous improvement in diversion performance. Updated policies and specifications for new developments and refurbishments further embed design for circularity (minimizing raw material use, promoting durability, and enabling future disassembly and reuse).

Paper Recycling Performance (ServeU)

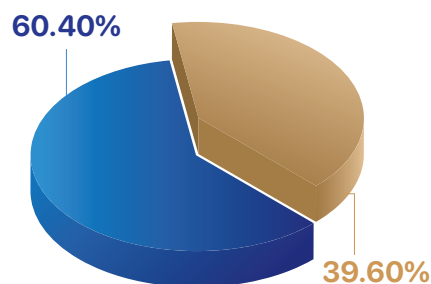
ServeU received a certificate of recognition for its paper recycling initiative, underscoring tangible environmental impact and behavior change:

- Total paper collected: 6,152 kg
- Recycled: 100%
- Purpose: Reduce landfill burden, conserve natural resources, and promote sustainable practices among employees and stakeholders.

Chemical Management

Cleaning chemicals are essential for maintaining hygiene and safety across facilities. In 2025, we transitioned to green and sustainable chemical products, reducing harmful emissions, improving indoor air quality, and lowering water contamination risks. These products require less volume and are safer for staff and occupants, enhancing operational efficiency while supporting long-term sustainability goals.

Traditional Chemicals



Sustainable / Green Chemical

Nature & Biodiversity

UP recognizes its responsibility to safeguard the region's biodiversity, including sensitive marine habitats and endangered species. We integrate ecosystem considerations into project planning and operations to prevent, minimize, and remediate impacts.

Our landscaping standards prioritize native species, water efficient irrigation, and soil health, ensuring communities that are both aesthetically appealing and ecologically resilient. We monitor plant diversity, biomass/canopy cover, carbon sequestration, and other ecosystem health indicators to drive continuous improvement.

ServeU Planted 77 Palm trees, 625 Ornamental trees, 158 Olive trees and 20,439 Shrubs in various UAE locations as part of our CSR activities.

Eid Al Etihad Ghaf Tree Plantation Initiative

In 2025, Union Properties supported the National Day Ghaf Plantation initiative as a **Gold Sponsor**, organized by the SAAED Association for the Prevention of Traffic Crashers, in alignment with the **54th Eid Al Etihad celebrations**. Many of UP's team members actively participated in planting Ghaf trees, reinforcing our commitment to environmental stewardship, community engagement, and sustainable growth. The campaign promoted sustainable agriculture and contributed to carbon-emissions reduction, reflecting Union Properties' dedication to nurturing sustainability and creating a positive, lasting impact for future generations.



Dubai Autodrome

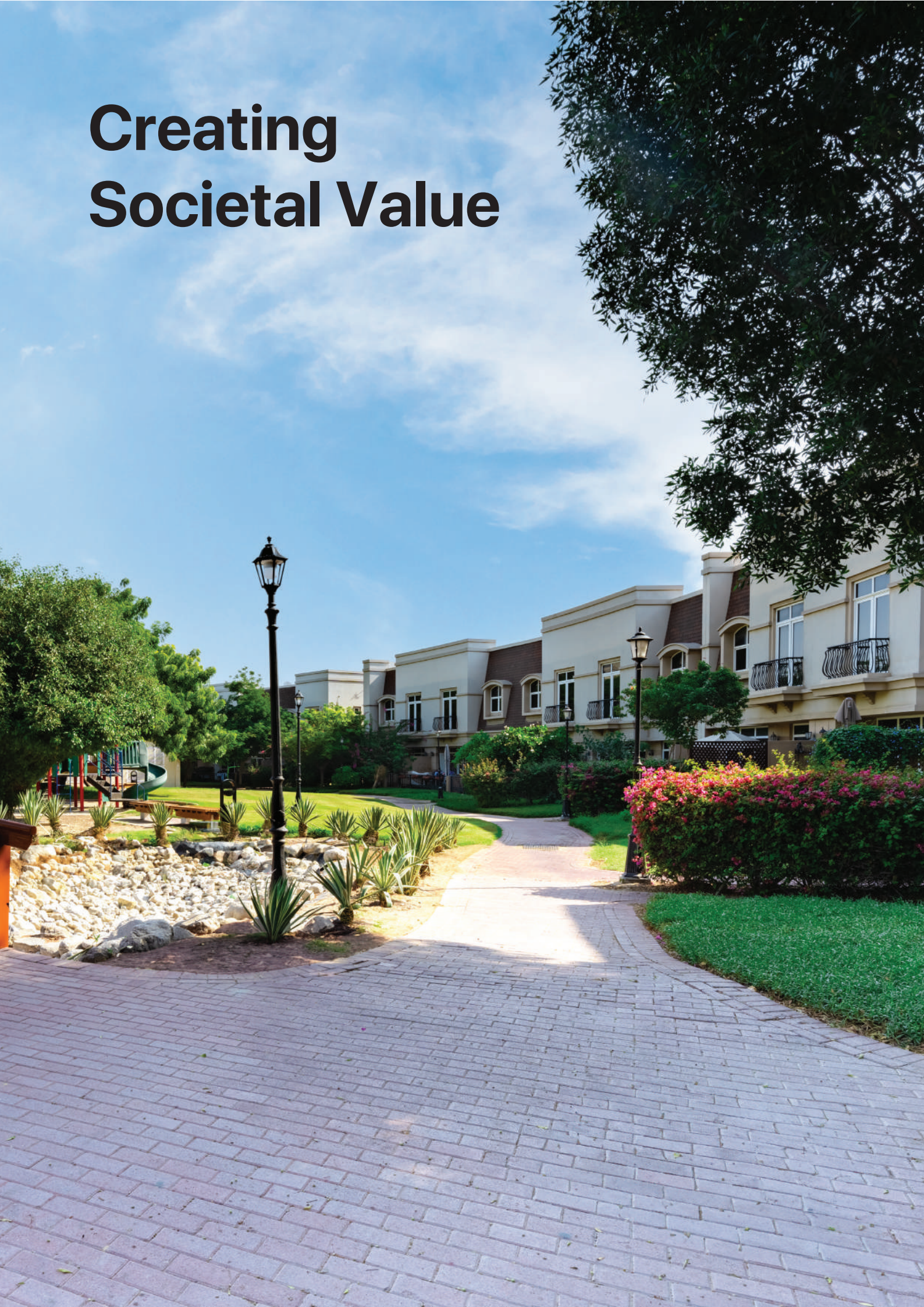
15,749 Sq meters of grass and groundcover added in 2025
50 trees including 20 gaff trees planted in venue in 2025



Solidek: Sustainable Outdoor Materials

Solidek is a UK based provider of premium capped composite decking, composite decking, pergolas, carports, and outdoor accessories. Its products are designed to be sustainable and ecofriendly and are recognized for durability and low maintenance. Solidek's materials are specifically engineered to withstand harsh climates, supporting longterm performance and reduced lifecycle impacts.

Creating Societal Value



Creating Societal Value

Union Properties integrate social responsibility into every stage of development. Our projects are designed as community centric spaces that foster social interaction, cultural expression, and active engagement. We prioritize safety, inclusivity, and accessibility across assets and public realms, aligning design and operations to enhance daily life for residents, visitors, and businesses.

We support the wellbeing of employees and communities through initiatives in education and skills development, local supplier engagement, and community programs. Our people centric approach ensures each project delivers tangible social value, strengthening neighborhood cohesion and improving outcomes for those who interact with our properties.

Linked Material Topics



Investing in Our People

Our people embody the values that define Union Properties. Grounded in trust, experience, and pride in heritage, our diverse team operates with innovation, future focus, and unity. Transparency guides our communication, and our shared, limitless ambition drives performance and continuous improvement. Together, these qualities underpin collective success and our commitment to a sustainable future.

Employee Wellbeing

Union Properties prioritizes the wellbeing and growth of its employees. In 2025, we delivered a structured calendar of wellness workshops, leadership training, and teambuilding activities. These programs equipped employees with stress management tools, supported professional advancement, and strengthened team cohesion contributing to higher satisfaction, improved productivity, and a more cohesive work environment.

Diversity Culture

We are proud of the rich diversity of perspectives our people bring. Different ages, genders, nationalities, backgrounds and skills come together to serve our diverse customer base and bring innovative ideas that enable UP to thrive and compete as a business. The culture is characterized by openness, inclusivity, and collaboration where equal opportunities are given, and proactive measures are taken to attract and develop underrepresented groups.

We remain committed to empowering women, particularly in senior management roles. The number of women in management has increased over the last couple of years, reflecting our ongoing efforts to advance gender diversity, expand career pathways, and embed inclusive practices across the organization.

Details	As per 2020 Report	As per 2021 Report	As per 2022 Report	As per 2023 Report	As per 2024 Report	2025 Data
Total Number of Employees	+6.9K	+7K	7,209	8,485	8,506	19,843
Number of Nationalities	+25	+25	40	45	49	99
Female Employment Ratio	28.79%	46.66%	18%	15.52%	12.94%	49% *
% of UAE Nationals	+5%	+3%	2%	2%	2%	11.66%
Employee Turnover	28.16%	30%	36%	24.87%	25%	15%

*There has been a significant increase in the number of female employees due to the addition of a new entity under ServeU, primarily engaged in housekeeping and childcare services. Emiratisation is based on Emiratis in comparison to skilled positions.

Employee Data

HR Disclosures	Union Properties PJSC	ServeU *	Dubai Autodrome	The Fitout	GMAMCO	EDACOM	Union Holding	AL Etihad Real Estate	Tetra Edge	Total
Total Full-Time employees	85	17,886	108	461	114	35	32	112	1,010	19,843
Employees - Male	52	8,348	88	449	114	22	30	74	1,001	10,178
Employees - Female	33	9,538	20	12	-	13	2	38	9	9,665
UAE Nationals	4	19	2	1	-	3	1	1	2	33
Other Middle East	2	50	2	0	-	0	0	1	1	56
Africa	7	2,933	12	3	10	4	3	23	5	3,000
Asia	53	14,745	86	448	103	25	28	51	986	16,525
Others	20	139	6	9	1	3	0	35	16	229

*There has been a significant increase in the number of female employees due to the addition of a new entity under ServeU, primarily engaged in housekeeping and childcare services. Emiratisation is based on Emiratis in comparison to skilled positions.



The FITOUT places staff well-being at the core of a productive and positive workplace. As part of our commitment to supporting mental, physical, and emotional health, we integrate office improvements and dedicated relaxation areas into project and facility designs. These spaces combined with ergonomic standards and quiet, collaborative zones are central to fostering a culture of well-being, creativity, and teamwork, and to sustaining a high-quality, safe working environment.

Employee engagement & team building activities conducted at **GMAMCO**



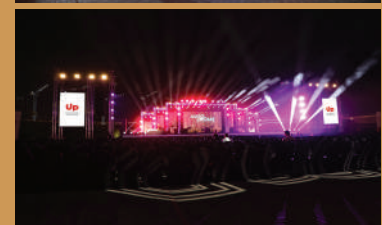
Union Properties & Its Subsidiaries Celebrate UAE Flag Day

In 2025, **Union Properties** united its teams across subsidiaries to celebrate UAE Flag Day, honoring national unity, resilience, and shared purpose. Flag-raising ceremonies fostered pride and solidarity, reaffirming the Company's commitment to serving with pride, working with purpose, and supporting the UAE's growth and harmony.



Union Properties successfully launched the **Autodrome Festival** at the Dubai Autodrome in Motor City, featuring a series of concerts in collaboration with international artists. The festival positioned the venue as a leading destination for world-class entertainment, while fostering community engagement, and reinforcing the Company's commitment to creating vibrant, people-centric destinations aligned with its ESG objectives.

During the festive season, Union Properties organised a community-focused celebration at Motor City to mark the Christmas and New Year period. The event welcomed residents, visitors and stakeholders, creating an opportunity to bring the community together in a festive setting. By encouraging social interaction, inclusivity and a sense of belonging, the initiative supported community wellbeing and reinforced Union Properties' commitment to building vibrant and connected communities.



Upholding our Commitment to Human Rights

Our approach is grounded in dignity, inclusion, and empowerment. We launched accessible grievance and whistleblowing channels with anti-retaliation safeguards, provide equal opportunity practices and reasonable workplace accommodations, and deliver human rights and code of conduct training across our workforce. We also cascade standards through our supplier/contractor requirements.

By embedding these commitments in our policies and operations, UP remains dedicated to being a responsible employer and business partner, ensuring safe, respectful, and inclusive workplaces across our portfolio.

Training & Development

At UP, we are committed to continuously enhancing learning and development across the business, ensuring we nurture top talent and strengthen our position as an employer of choice within the industry.

Throughout 2025, we delivered a broad range of face-to-face training initiatives across our operations — from sales and leadership programmes at Head Office to specialised technical and safety training supporting our operational teams on the ground.

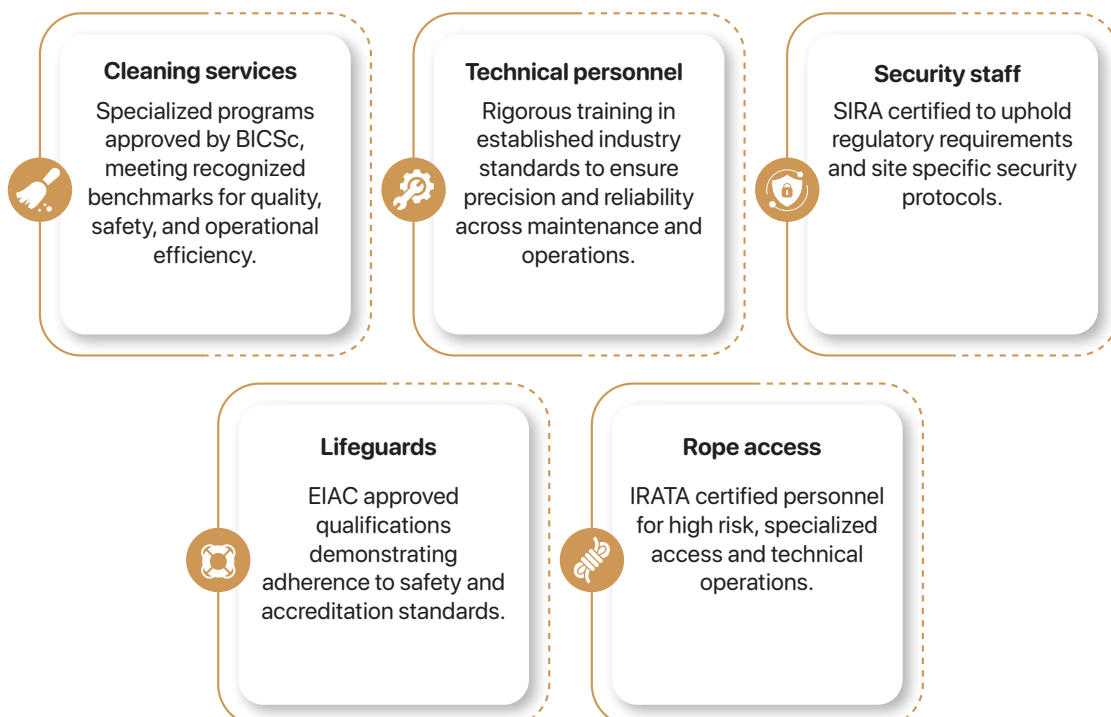


Looking ahead to 2026, we will continue to elevate our approach by placing learning, development, and people culture at the forefront of our strategy. A structured calendar of learning initiatives — including skill-based development, leadership growth, and personal effectiveness programmes — will be delivered through both in-person sessions and digital learning modules.

Aligned with the launch of our new HR platform, employees will have on-demand access to curated learning content, enabling continuous development anytime, anywhere.

Union Properties implements a structured, comprehensive training program aligned with ISO 30401:2018 to ensure employees possess the knowledge, skills, and best practices required to meet the highest industry standards. The Abtikar Training Center serves as the hub for all learning initiatives, offering advanced facilities and tailored programs that foster professional growth and technical proficiency.

Role specific certification and compliance:



Continuous Learning and QHSE Integration

We emphasize ongoing development through regular technical and QHSE training, competency assessments, refresher courses, and scenario based drills to strengthen knowledge, skills, and safety awareness across the workforce.

Training plans are embedded in our management systems with training matrices, competency records, and audit trails. Performance is tracked via defined KPIs (e.g., training hours per FTE, certification completion rate, assessment pass rate, and H&S incident trends) to drive organizational excellence, operational efficiency, and a culture of safety and continuous improvement.

Compliance Training for UP Sales Team

In 2025, **Union Properties** conducted **Compliance Training** for its Sales team, emphasizing adherence to internal policies, ethical business practices, and clarity on organizational processes. This initiative reinforced a culture of integrity, accountability, and professionalism, ensuring all team members remain aligned with UP's standards and values.



Sales Training for Enhanced Client Engagement

To further strengthen its client-focused approach, UP delivered **Sales Training** in 2025, enhancing the team's ability to engage clients, communicate value, and guide customers through the property journey confidently. The program contributed to consistent, high-quality customer experiences and supported professional development across the organization.

Health & Safety

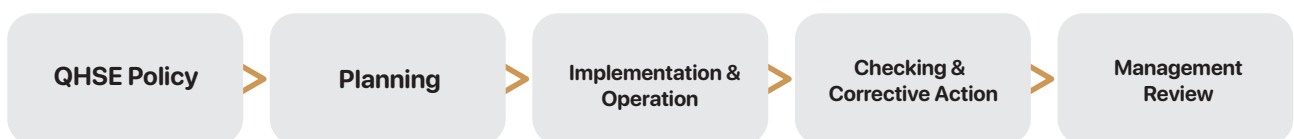
Union Properties place high value on its people, the public, and the environment. Our Integrated Management Systems (IMS) provides a strategic framework that aligns with national and international directives such as ISO 45001:2018 and with UP's values, goals, and objectives. Initiatives and programs are designed to meet policy requirements and are executed through well governed processes, with performance monitored against defined KPIs.

Health & Safety Oversight

Our H&S performance and systems undergo an annual external audit, supporting continuous improvement and compliance with industry standards.

HSE Management System Integration

UP's HSE Management System is aligned with national and international standards and integrates seamlessly within the broader IMS, ensuring consistent, measurable performance across all operations and functions.



Effective planning is essential to the success of our Health, Safety, and Environment (HSE) Management System. We ensure a systematic approach to planning that enables us to achieve our HSE goals, meet compliance requirements and mitigate risks, this disciplined planning ensures consistent, measurable HSE performance, and strengthens compliance.

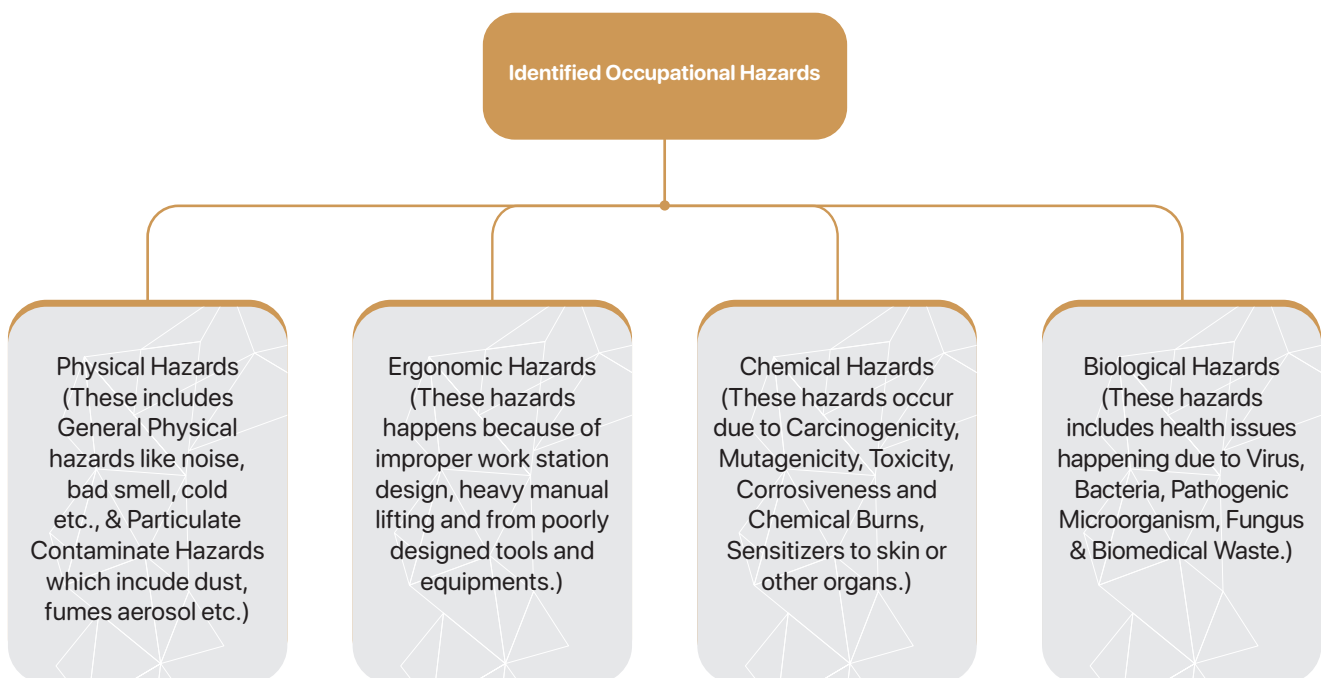
Key successful drivers:

We emphasize ongoing development through regular technical and QHSE training, competency assessments, refresher courses, and scenario-based drills to strengthen knowledge, skills, and safety awareness across the workforce. Training plans are embedded in our management systems with training matrices, competency records, and audit trails. Performance is tracked via defined KPIs (e.g., training hours per FTE, certification completion rate, assessment pass rate, and H&S incident trends) to drive organizational excellence, operational efficiency, and a culture of safety and continuous improvement.



Hazard Identification & Risk Assessment

We perform routine worksite inspections and risk identification studies, such as safety audits, job safety analysis, and Hazard Identification and Risk Assessment (HIRA), to detect potential hazards related to work activities. Additionally, we conduct daily safety samplings to identify any unsafe conditions or actions at the site. Our hazard assessments have identified several types of work-related hazards, including those related to chemical handling, noise, machinery, ergonomics, and electricity. Detailed breakdown for the types of hazards is provided below:



Employee Engagement in Health & Safety

UP prioritizes employee feedback and involvement in strengthening Health, Safety, and Environment (HSE) outcomes. We encourage staff to report hazards and propose improvements, and we review this input through regular data collection, analysis, and performance reviews to drive ongoing enhancement of our HSE practices.

Our approach includes:

<p>Open reporting channels: easy to use mechanisms for hazard, near miss, and improvement suggestions, with no retaliation safeguards.</p>	<p>Data driven oversight: routine analysis of HSE indicators and trend reviews at project and corporate levels.</p>
<p>Corrective and Preventive Actions (CAPA): actions implemented based on monitoring results and investigations to address root causes and prevent recurrence.</p>	<p>Management review and follow up: periodic reviews to verify effectiveness, close actions, and update controls and procedures.</p>

Work Related Injuries

Occupational Health & Safety *			
Particulars	Category	Units	FY 2025
Fatalities	Employees	Number	0
	Outsourced	Number	0
LTI	Employees	Number	-
	Outsourced	Number	-
Work Related Injuries	Employees	Number	7
	Outsourced	Number	-
Total Manhours Worked	Employees	Hours	1,311,706
	Outsourced	Hours	4,681,888

*Data presented in the table represents only The Fitout, GMAMCO & ServeU. UP is in the process to expand data collection across subsidiaries and intends to report them in future years.

Customer Centricity

Union Properties seamlessly integrate into customers’ daily lives by providing comprehensive services across every touchpoint from the homes they live in and the schools within our communities to retail, hospitality, leisure, and public realm amenities. We aim to deliver a unified customer journey for tenants, homeowners, and visitors to our diverse portfolio, enriched by innovative, digital, and eco-conscious solutions and vibrant, meaningful interactions.

ServeU’s operating model covering facilities management, owner association services, and dedicated customer care prioritizes responsiveness, safety, inclusivity, and accessibility, enhancing satisfaction and strengthening long term community value.

Measuring experience and driving continuous improvement

During 2025, Union Properties strengthened its Customer Centricity governance through the appointment of a Chief Experience Officer (CXO). The CXO oversees the Customer Centricity ESG domain, including experience standards, measurement approach and end-user feedback and monitoring systems across subsidiaries. The CXO monitors specific indicators and reports experience insights into ESG and executive governance forums to support performance oversight, risk visibility, and continuous improvement.

A Group CX Governance framework is being introduced across subsidiaries to enable consistent visibility of experience performance and support targeted improvement. This framework will be reflected in future ESG reporting as measurement baselines, along with unique inputs and signals, are established.

Smart Helpdesk (Ameyo Soft Calls)

<p>Cloud native soft-call platform: Adoption of Ameyo streamlines client interactions and optimizes resource utilization while eliminating desk phones, reducing e-waste and energy consumption.</p>	<p>Multi-channel capability: Agents manage voice, chat, and email through a unified interface, improving response times and reducing missed communications.</p>	<p>Automated call routing: Intelligent distribution connects queries to the most suitable agent, shortening resolution time and raising customer satisfaction.</p>
<p>Live monitoring and analytics: Supervisors track queues, agent performance, and complaint trends in real time to drive continuous improvement and governance.</p>	<p>Remote operations support: The soft-call setup enables secure remote work, supporting employee well being and lowering commuting related emissions.</p>	



UP leverages integrated digital platforms to streamline service requests, track work orders in real time, and enable two-way communication between clients and operations teams. Within our facilities management subsidiary ServeU, the ServeX app enhances data management, field dispatch, and live SLA monitoring, supporting faster response times, transparent updates, and consistent service quality.

Community Outreach & Impact

UP's community outreach and social impact initiatives are a testament to our unwavering commitment to fostering thriving, inclusive, and resilient societies. Together, we hold the power to tackle pressing societal challenges, setting a new standard for the private sector's role in supporting communities at a national level. Central to our strategy is the cultivation of strategic partnerships, working collaboratively to drive meaningful social and environmental change.

ServeU is committed to sustainable and responsible practices and upholds the requirements of IWA 6.4.1. In 2025, we organized a comprehensive Environmental Day program, during which teams planted trees across targeted sites. The initiative enhanced local green spaces and biodiversity, while strengthening community engagement through employee participation and volunteer outreach.

We integrate environmental stewardship with community involvement to deliver tangible outcomes consistent with our broader ESG objectives. Performance is tracked through defined KPIs such as trees planted, native species ratio, survival rate at 12 months, and volunteer hours to support continuous improvement and transparent reporting.



ServeU's blood donation program is a core CSR initiative that reflects our commitment to social responsibility and community well-being. In alignment with the Dubai Health Authority (DHA), we regularly organize blood donation campaigns, encourage employee participation, and support the health and safety of the wider community.

Program highlights

Employee engagement:

Structured drives across sites with targeted outreach and volunteer coordination.

Culture of care:

Reinforces ServeU's values of compassion and civic responsibility through repeat participation and cross department collaboration.

Regulatory alignment:

Campaigns conducted under DHA guidelines with medical supervision and documented consent.

Community impact:

Contributions to critical healthcare needs and emergency readiness across the city.

Performance tracking

Units collected and donors per campaign

Participation rate (% of eligible staff)

Volunteer hours and awareness activities

First-time vs. repeat donor rate

Health & safety compliance (incident free campaigns)

Community Events 2025

In 2025, the **Dubai Autodromea, a Subsidiary of Union Properties** celebrated its **20th Anniversary** with a two-day public event alongside the 24H Dubai Race. The celebration attracted motorsport enthusiasts, families, and visitors from across the region, offering a dynamic mix of sporting action, family-friendly activities, and entertainment. This milestone reinforced the Autodrome's role as an inclusive recreational destination and served as a reminder of Union Properties' enduring role in shaping one of the city's most dynamic lifestyle and entertainment hubs.



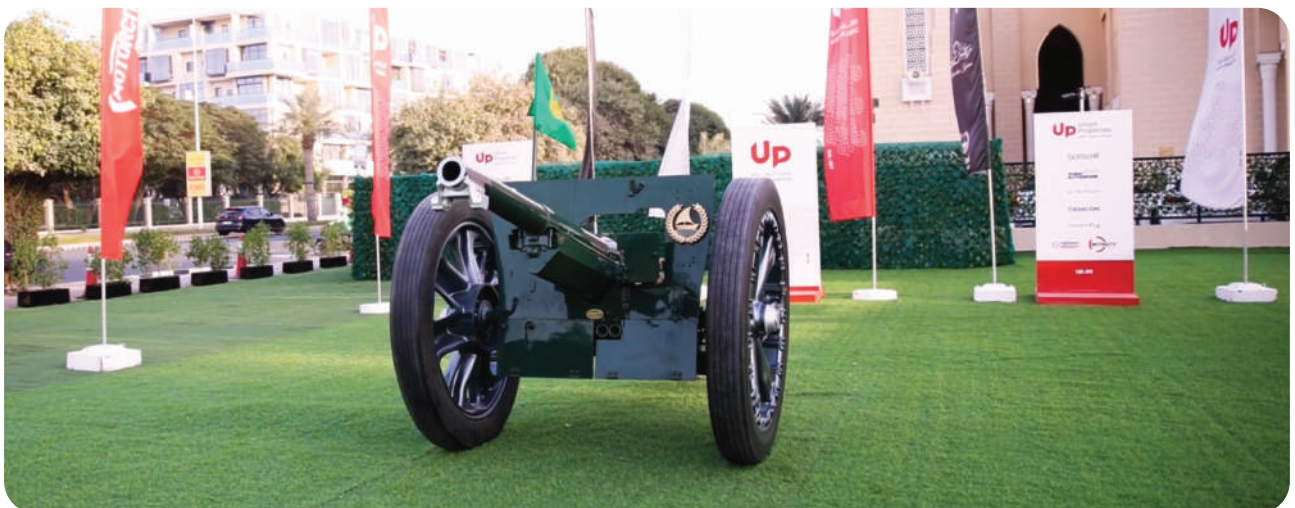
UP Suhoor Night Community Engagement Event

Union Properties continued its tradition of fostering strong relationships in 2025 by hosting the annual **Suhoor Night**, bringing together employees, partners, and stakeholders. The evening provided a platform for collaboration, strengthened internal and external relationships, and celebrated shared values during the Ramadan season, reflecting UP's ongoing commitment to community engagement and team cohesion.



Ramadan Cannon Community Activation

As part of its 2025 community initiatives, **Union Properties** supported the daily **Ramadan Cannon activations** at Motor City and Uptown Mirdiff Mall during Iftar. These activations attracted residents and visitors, creating culturally rich and inclusive experiences that celebrated an important local tradition. In collaboration with Dubai Police, this initiative strengthened community connections and enhanced the festive Ramadan atmosphere across both locations.



Socio-Economic Development

As a leading employer and contributor to the UAE's economic diversification, UP is committed to nurturing the next generation of UAE talent while fostering resilient, inclusive local economies. Through structured initiatives in youth development and entrepreneurship, UP creates platforms for small businesses and startups to thrive providing access to resources, mentorship, and market opportunities that enable scaling.

Our approach integrates talent development with broader economic empowerment, reinforcing a future ready workforce and supporting long-term, sustainable growth across the region. Key pillars include:

Youth pathways: internships, graduate programs, and targeted skills development aligned to industry needs.

SME and startup support: supplier development workshops, mentorship, and fair procurement practices to expand participation in UP's value chain.

Inclusive growth: community partnerships and local hiring that strengthen economic resilience and social outcomes.



Participation in Partners' Honoring Ceremony – Union Pledge Day

Union Properties participated in the **Partners' Honoring Ceremony at Dubai Police Academy**, celebrating Union Pledge Day in 2025. The event recognized valued partners, emphasized collaboration, and reinforced shared responsibility in community service, reflecting UP's commitment to national values and meaningful partnerships.

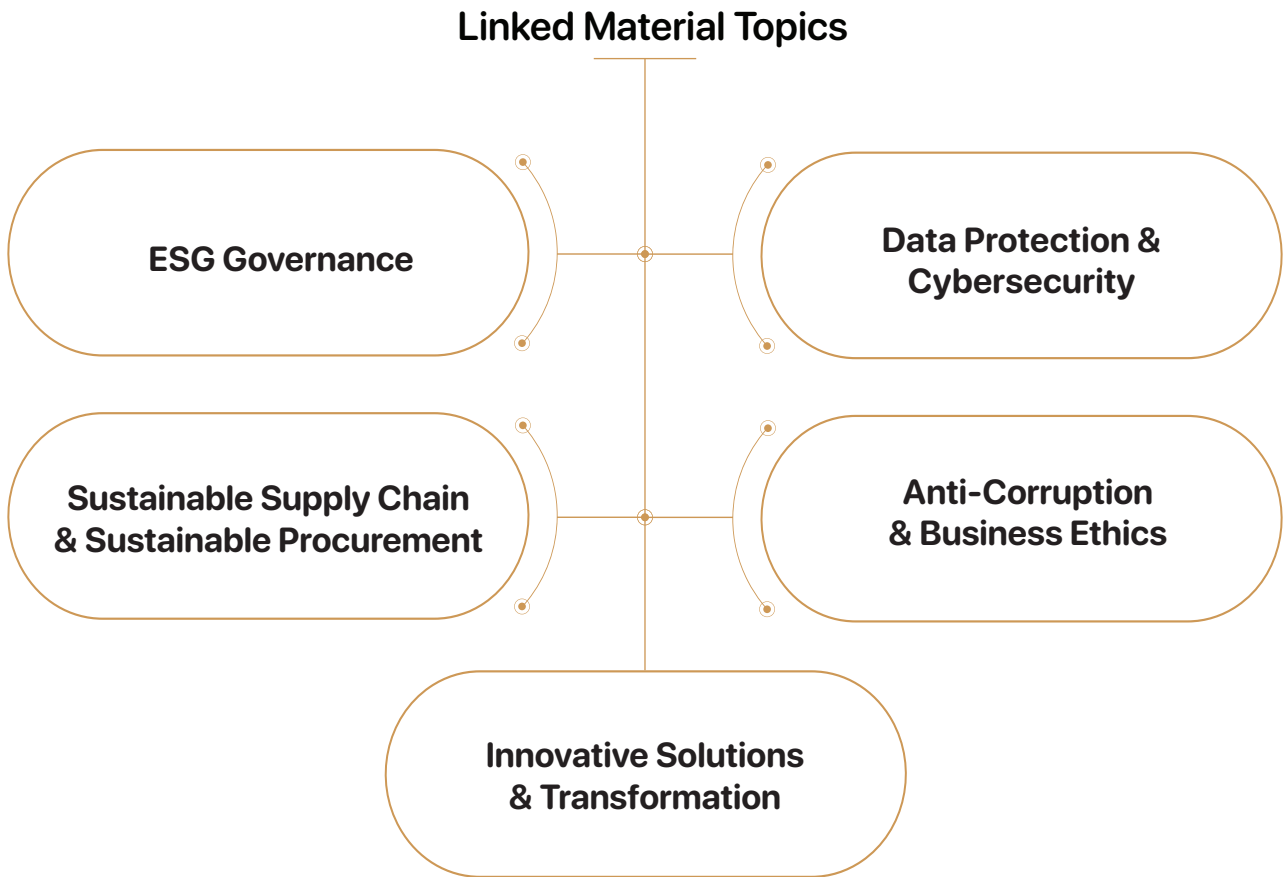


UP Leaders Participate in MIT AI Executive Academy

Union Properties strengthened leadership capabilities in 2025 through participation in the **MIT AI Executive Academy**. UP's CHRO, CSMO, and Dubai Autodrome General Manager gained insights into Generative AI and digital business strategies, equipping leaders to drive innovation, agility, and resilience across the Company and its subsidiaries.

Responsible Governance

Governance remains a cornerstone of Union Properties' corporate identity and strategic direction. In 2025, we reaffirm our unwavering commitment to the highest standards of integrity, transparency, and accountability. Our governance framework is fully aligned with the regulatory requirements of the Dubai Financial Market (DFM) and the Securities and Commodities Authority (SCA), ensuring robust compliance and ethical business practices across all operations.



To strengthen independence and oversight, Union Properties maintains an in-house Internal Audit Department reporting functionally to the Audit Committee. This structure reinforces the integrity of our governance and control environment. Building on the progress made in 2024, we continue to advance our governance model by transitioning from a traditional hierarchical structure to a dynamic matrix framework. This evolution enhances organizational agility, accelerates decision-making, and fosters cross-functional collaboration. Additionally, we have integrated a self-assessment tool from the Dubai Sustainable Finance Working Group, further embedding ESG principles into our governance practices.

Sustainability Governance Commitment

Union Properties recognize that strong governance and legal integrity are essential for long-term success as a publicly listed Company. Transparent governance practices and robust legal frameworks form the foundation for effective sustainability management and value creation. By aligning with the highest regulatory standards, we ensure growth that is compliant, accountable, and ethically driven. As we embed sustainability across all aspects of our business, we remain committed to reinforcing these principles to support responsible and enduring growth.

ESG Governance Structure

Function	Roles and Responsibilities
Board of Directors	<ul style="list-style-type: none"> • Approves ESG Policy and oversees ESG risks, opportunities, and performance in line with SCA/DFM requirements. • Reviews key ESG indicators, material disclosures, and significant ESG-related issues.
Board Committees	<ul style="list-style-type: none"> • Oversee ESG-related controls within their remit (risk management, compliance, internal controls). • Ensure material ESG matters are escalated to the Board.
Group CEO & Executive Management	<ul style="list-style-type: none"> • Accountable for implementing ESG Policy and embedding ESG into strategy and decision-making. • Approves Group-level ESG objectives, targets, and programs.
Group QHSE / ESG (Reporting to COO)	<ul style="list-style-type: none"> • Maintains ESG Policy and integrated ESG/QHSE Management System. • Consolidates ESG legal requirements, coordinates risk assessments, audits, and performance reporting.
Subsidiary General Managers	<ul style="list-style-type: none"> • Implement ESG Policy locally and maintain subsidiary-specific procedures aligned with Group commitments.
All Employees & Contractors	<ul style="list-style-type: none"> • Follow ESG procedures, report risks and concerns, and participate in training and improvement initiatives.

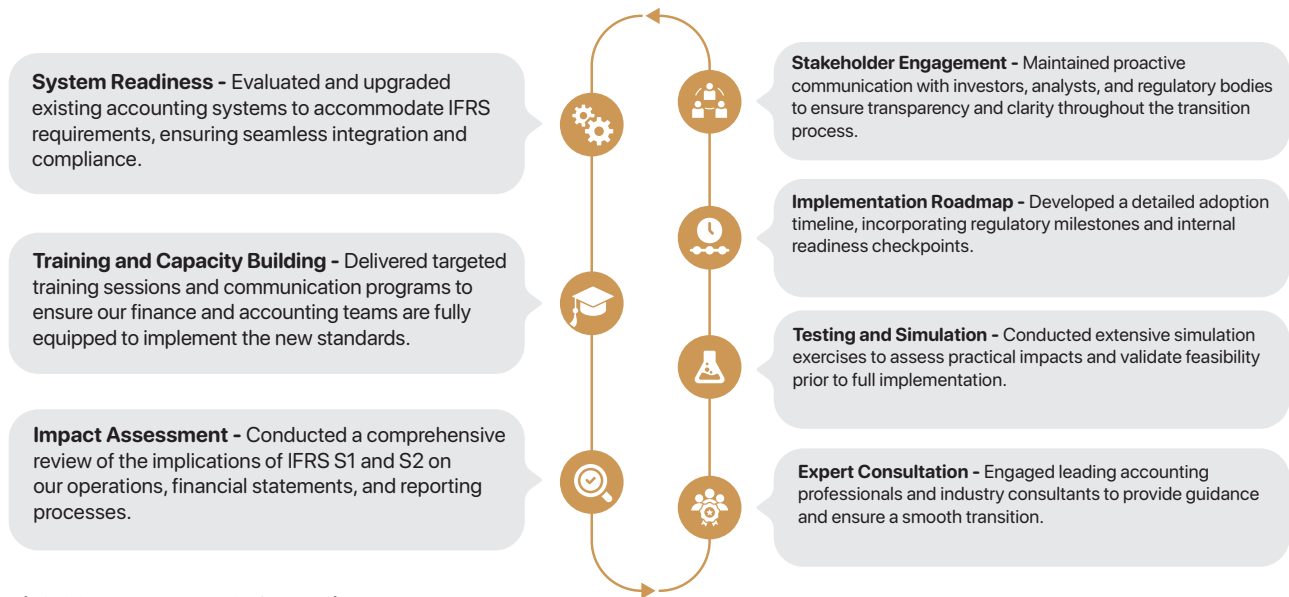
Aligning Policies and Procedures

To support the governance structure, we have undertaken a comprehensive review and update of Group Policies, Procedures, Manuals, Flowcharts, and Delegation of Authority. These revisions are designed to strengthen transparency, improve adaptability, and ensure alignment with evolving market dynamics. This proactive approach reflects our dedication to maintaining a governance framework that is both resilient and responsive.

IFRS Adoption Readiness

In 2025, Union Properties advanced its preparations for the adoption of IFRS S1 and IFRS S2 sustainability disclosure standards, reinforcing our commitment to global best practices in financial and ESG reporting. This initiative reflects our strategic focus on transparency, comparability, and alignment with international frameworks.

Key Actions Undertaken

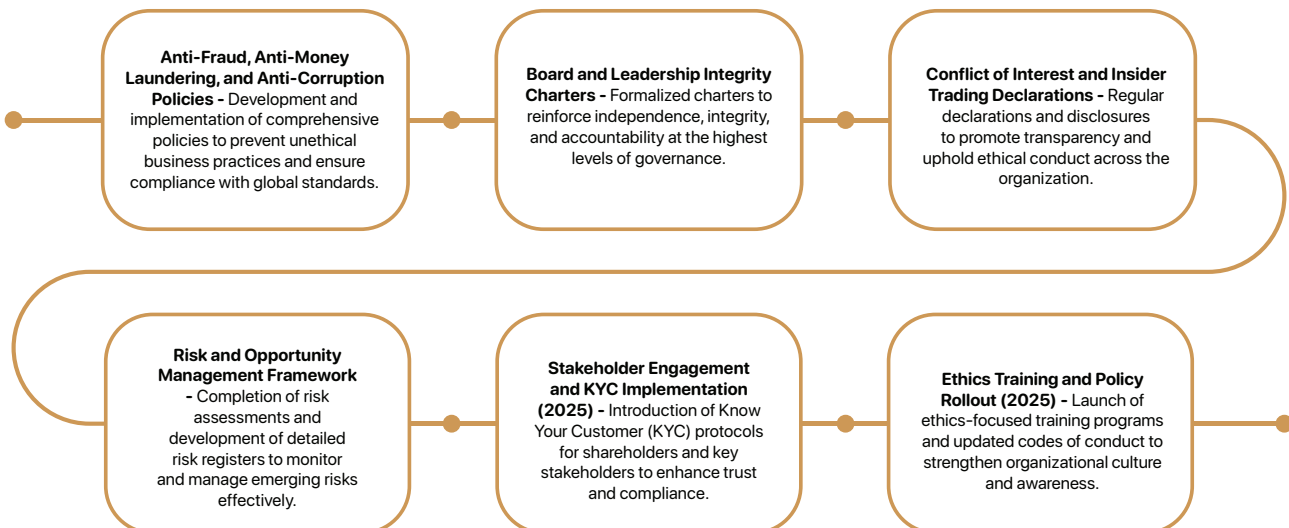


Risk Management & Compliance

Effective risk management is integral to Union Properties' ability to safeguard stakeholder interests, ensure business continuity, and achieve sustainable growth. Our approach is designed to identify, assess, and mitigate risks in a structured and proactive manner, enabling us to minimize potential threats, capitalize on opportunities, and respond efficiently to uncertainties. Risk management is embedded into our decision-making processes, reinforcing resilience and long-term value creation.

Key Outcomes and Implementation Strategies

In 2025, Union Properties continues to strengthen its risk management framework through the following initiatives:



Ethical Conduct

Union Properties is committed to fostering a culture of integrity, ethical behavior, and compliance across all operations. Our Code of Conduct sets clear standards and legal obligations, guiding ethical decision-making and reinforcing our core values. Supported by an experienced Board, Executive Management, and a robust Whistleblowing mechanism, we ensure transparency and accountability. To address evolving regulations and emerging risks, we are undertaking a comprehensive review of policies and procedures to establish a fit-for-purpose compliance framework, strengthened by advanced technology solutions.

Anti-corruption

Union Properties promotes ethical conduct and prevents corruption through clear policies, training, and a culture of transparency. This framework applies to all parties connected to the Company, including employees, management, directors, shareholders, and business partners. Managed by the Head of Legal in coordination with Internal Audit, the policy defines internal controls, investigation responsibilities, reporting procedures, and consequences for fraud, ensuring accountability and stakeholder trust.

Cybersecurity and Data Protection

Innovation remains central to Union Properties' sustainable growth strategy, and in 2025 we continue to prioritize the responsible use of digital technology.

As part of our ongoing efforts to enhance governance and operational efficiency, we have advanced several strategic IT initiatives across Union Properties and its subsidiaries in 2025. These initiatives strengthen our technological infrastructure while supporting our commitments to security, sustainability, and efficiency, reinforcing our position as a forward-thinking and responsible organization. Key initiatives included the implementation of Mobile Device Management (MDM) solutions to protect staff devices and reinforce governance and business continuity policies, with a focus on high-risk areas.

Smart Asset Management

We introduced an NFC-Powered Smart Asset Tagging solution, integrated with Microsoft Dynamics 365, delivering a significant upgrade from traditional QR and barcode systems. This innovation enhances asset management in facilities management (FM), combining aesthetics with functionality for modern UAE buildings. The deployment has improved operational efficiency, reducing asset tracking and updating time by up to 30%.

Future Technology Upgrades

Looking ahead, Union Properties plans to strengthen its technology infrastructure with advanced biometric systems featuring facial recognition and AI-driven analytics. These enhancements will deliver greater security, operational efficiency, and user convenience. We are also exploring deeper system integration to streamline processes and enable data-driven decision-making. Our commitment to leveraging cutting-edge technology reflects our focus on continuous improvement and delivering sustainable value to stakeholders.

Technological Initiatives 2025

Sharepoint structure development (The Fitout) - Our SharePoint intranet serves as a secure internal platform that enables employees to collaborate seamlessly, share information, and manage documents efficiently. It provides a centralized space for communication and knowledge sharing, ensuring streamlined workflows across the organization.

RDASH project management module (The Fitout) - RDASH offers a unified management platform for all departments, enabling complete workflow automation for project professionals. It simplifies project tracking, enhances collaboration, and ensures transparency throughout the project lifecycle, driving efficiency and accountability.

DYNAMICS 365 (ERP) (The Fitout) - We leverage Dynamics 365 ERP modules to manage core business functions, including finance, supply chain, and operations. These modular applications provide integrated solutions that improve process efficiency, enhance data visibility, and support informed decision-making across the enterprise.

Participation in Dubai FinTech Summit 2025

Union Properties reinforced their commitment to innovation by participating in the **Dubai FinTech Summit 2025**, a leading platform for dialogue among financial institutions, startups, investors, and policymakers. The Company's presence highlighted its focus on integrating smart, technology-driven solutions that connect real estate with financial innovation, supporting digital transformation and sustainable growth within the sector.



EDACOM & ServeU Participation in World Police Summit

In 2025, **EDACOM** and **ServeU**, subsidiaries of **Union Properties**, engaged with global security leaders at the **World Police Summit**, collaborating with Dubai Police to explore advanced solutions for residential safety. Key discussions covered security challenges, technology integration, and comprehensive training programs for security teams, residents, and visitors. This initiative reflects Union Properties' dedication to leveraging technology and partnerships to create safer, smarter communities.



MENA Congress 2025

In 2025, **CEO and Board Member Eng. Amer Khansaheb** represented **Union Properties** at the **MENA Investment Congress**, a two-day forum exploring emerging investment strategies. Discussions covered broad themes such as the increasing role of AI in finance, evolving global macro and market trends, geopolitical influences, and updates to modern investment frameworks. Union Properties' participation reflects its commitment to innovation and staying aligned with forward-looking insights that support the Company's long-term strategic direction.

RAKIS

In 2025, **Union Properties** participated in the **RAKIS Exhibition** as a Gold Sponsor, strengthening the Company's visibility among industry leaders. Represented by CEO Eng. Amer Khansaheb & CSMO Ms. Tania Mills, the Company showcased its latest developments, upcoming projects, and strategic direction aligned with the UAE's 2030, 2033, and 2040 national strategies.

The event provided a valuable platform to highlight Union Properties' commitment to innovation, community-focused growth, and excellence in the real estate sector while expanding industry partnerships and engagement.



ServeU Featured in Facilities Management Middle East

ServeU, a Subsidiary of Union Properties, was highlighted in **Facilities Management Middle East**, recognizing its leadership in innovative and sustainable facilities management solutions. The feature also acknowledged **Mr. Gary Reader, COO of Union Properties subsidiaries**, for his contributions in advancing tech-driven operations, improving efficiency, and promoting eco-conscious practices. This recognition underscores ServeU's commitment to service excellence, operational innovation, and sustainability throughout 2025.



Sustainable Supply Chain

Building strong relationships with our suppliers is essential to ensure that Union Properties' expansive portfolio is grounded in ethical, sustainable, and innovative practices. We continue to foster collaboration and share accountability across our supply chain, reinforcing our commitment to responsible sourcing and sustainable growth.

Sustainable Materials and Procurement

Union Properties integrates sustainability into every stage of our procurement and material selection processes through a comprehensive green procurement strategy. This ensures that our supply chain can effectively respond to the requirements and continuously improve its sustainability performance based on its maturity, knowledge development, and evolving market trends and growth.

Initiatives in 2025:



Awards & Recognitions



Awards & Recognitions

CEO Recognized Among UAE's Top Real Estate Icons – Finance World Magazine

Eng. Amer Khansaheb, CEO & Board Member of Union Properties, was named among the **Top 10 of the "Top 150 Real Estate Icons in the UAE"** by Finance World Magazine in 2025. This recognition highlights his visionary leadership and pivotal role in driving Union Properties' strategic growth, innovation, and long-term impact in the UAE real estate sector.

UP has been featured under Top 100 GCC Developers 2025' in Construction Week Middle East

Union Properties PJSC has been proudly featured among Construction Week 'Top 100 GCC Developers 2025', a comprehensive ranking that recognizes the region's leading developers driving excellence, growth, and innovation in the Real Estate industry. This inclusion reaffirms Union Properties' standing as a trusted developer with a rich legacy of delivering iconic projects that contribute to Dubai's evolving skyline.



ServeU Recognized for Excellence in Facilities Management

In 2025, **ServeU** marked four decades of trusted service by being named "**Middle East Cleaning & Hygiene Facility of the Year**". This accolade highlights the Company's ongoing commitment to quality, innovation, and workforce development, reinforcing its role as a benchmark for sustainable and efficient facilities management across the region.

CEO & Board Member's Opinion on the Rise of Affordable Luxury and Strategic Development in Dubai

Eng. Amer Khansaheb, CEO & Board Member of Union Properties, shared his perspective in Construction Business News Middle East on the rise of affordable luxury real estate and Dubai's strategic shift towards long-term, infrastructure-led development.

He highlighted how emerging residential hubs, enhanced connectivity, and sustainability-driven design are reshaping the market, enabling inclusive growth while preserving high living standards. The opinion emphasized responsible urban planning, eco-conscious development, and smart technologies as key enablers of resilient communities and sustainable value creation in the UAE real estate sector.

UAE Realty Awards 2025 Participation

Union Properties participated in the **2nd Edition of the UAE Realty Awards 2025**, hosted by Finance World Magazine. Notably, **TAKAYA** was honored as **the Sustainable and Smart Project of the Year**, reflecting Union Properties' dedication to innovative, eco-conscious, and technology-driven developments. Engagement in these awards underscores the Company's commitment to sustainability, industry leadership, and professional excellence throughout 2025.



Eng. Amer Khansaheb, CEO & Board Member of Union Properties, outlined the **Company's** financial turnaround, strategic deleveraging, and long-term development vision. He highlighted key milestones including improved profitability, significant debt restructuring, and landmark land and asset sales, positioning the **Company** for sustained financial stability. The interview also focused on **Union Properties'** flagship Takaya development and upcoming projects aligned with Dubai's Real Estate Strategy 2033, the Dubai 2040 Urban Master Plan, and the UAE Green Agenda 2030, emphasizing sustainable design, smart infrastructure, and the creation of integrated, future-ready communities that support long-term economic, social, and environmental value creation.



CEO Honored with MEA Business Award for Outstanding Leadership

Eng. Amer Khansaheb, CEO of Union Properties, received the **Outstanding Leadership in Real Estate and Facilities Management** award at the **MEA Business Awards 2025**. This recognition reflects his visionary leadership and ongoing commitment to innovation, excellence, and strategic growth within Union Properties and the wider UAE real estate sector.

ServeU Recognized at Innovation in FM Awards 2025

In 2025, **ServeU, a Subsidiary of Union Properties**, was honored with two awards at the **Innovation in FM Awards: Best Soft FM Provider (Zayed International Airport) and Excellence in Integrated FM**. These recognitions showcase ServeU's dedication to delivering smart, efficient, and sustainable facilities management solutions while maintaining a customer-focused approach that positively impacts the communities it serves.



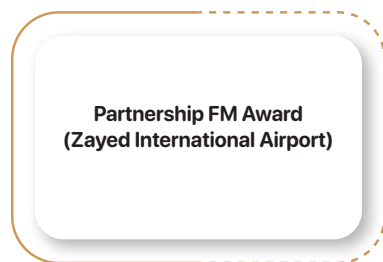
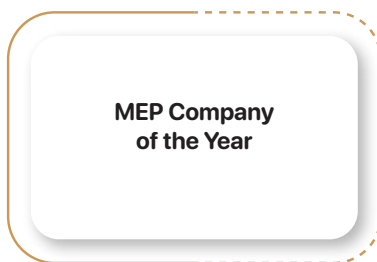
ServeU Wins Overall FM Company of the Year at Sustainability Innovation Awards 2025

In 2025, **ServeU**, a **Subsidiary of Union Properties** was named **Overall FM Company of the Year** at the **Sustainability Innovation Awards**. The honor highlights the company's focus on operational excellence, eco-friendly practices, and innovative facilities management solutions, reinforcing Union Properties' leadership in sustainability and support of the UAE's **Net Zero 2050 objectives**.



ServeU Recognized at Smart Built Environment Awards 2025

Union Properties' subsidiary, **ServeU**, received three accolades at the **Smart Built Environment Awards 2025**:



These awards reflect ServeU's commitment to innovation, operational excellence, and sustainable service delivery, further establishing its leadership in integrated facilities management in the UAE during 2025.

ServeU Recognized for Excellence at DHCM Service Awards 2025

ServeU, a Subsidiary of Union Properties, was honored with two awards at the **Dubai Holding Community Management (DHCM) Service Excellence Awards 2025**:

Best Soft FM Company of the Year



Best FM Service Provider of the Year



These accolades celebrate ServeU's dedication to operational excellence, customer satisfaction, and sustainable facilities management, highlighting the team's expertise and reinforcing its leadership position in the UAE FM industry.

Union Properties Leaders Recognized for Excellence at Construction Innovation Awards 2025

In 2025, Union Properties proudly celebrated its leadership recognition at the **Construction Innovation Awards**. CEO & Board member of Union Properties Eng. Amer Khansaheb was named Real Estate CEO of the Year, and CSMO Tania Mills received the Woman Executive of the Year award. These honors reflect their vision, dedication, and innovative approach, inspiring the Union Properties community and reinforcing the Company's commitment to excellence, leadership, and shaping the UAE real estate landscape.



The Fitout Wins "Commercial Project of the Year" at Construction Innovation Awards 2025

The Fitout, a subsidiary of Union Properties, was awarded "**Commercial Project of the Year**" for its work on the **Ora Experience Center** at the 2025 Construction Innovation Awards. This recognition celebrates The Fitout's innovative, sustainable, and high-quality commercial environments, reinforcing its leadership in the UAE interior contracting sector and setting new benchmarks for design, craftsmanship, and project execution.



MENA's Top 100 HR Leaders – Awards Gala

In 2025, Union Properties' Chief Human Resource Officer, Mr. Juma Beljafrah, was named one of the **MENA's Top 100 HR Leaders**. This recognition highlights the Company's commitment to strong human capital practices, supported by a diverse workforce of more than 19,000 employees across 60 nationalities. Under Mr. Beljafrah's leadership, the HR function advanced initiatives in innovation, employee wellbeing, and talent development, reinforcing Union Properties' focus on building a people-centric and high-performing workplace.

Annexures

ESG Certifications

ServeU

Maintained essential certifications: ISO 9001:2015 (Quality), ISO 14001:2015 (Environment), ISO 45001:2018 (OH&S), ISO 41001:2018 (Facility Management), ISO 30401:2018 (Knowledge Management), ISO 22301:2019 (Business Continuity), ISO 50001:2018 (Energy Management) demonstrating robust governance, service quality, and resource efficiency.

The Fitout

Retained ISO 9001:2015, ISO 14001:2015, ISO 45001:2018; 2025 surveillance audit completed with no non-conformities.

Holds FSC (Forest Stewardship Council) certification, reinforcing responsible sourcing and environmental sustainability in materials.

EDACOM

Achieved ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, underscoring operational excellence, quality management, and continuous improvement in environmental and safety standards.

Dubai Autodrome

Obtained IMS (Integrated Management System) certification encompassing ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, enhancing integrated quality, sustainability, and OH&S performance.

GMAMCO

Holds ISO 9001 certification which is currently undergoing renewal, and is in the process of achieving ISO 14001 and ISO 45001.



GRI Content Index

Statement of use	Union Properties has reported with reference to GRI Standards for the period 1st January 2025 to 31st December 2025
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	GRI Disclosure 2021	Reference Section	Page Number	Omission	
GRI 2: General Disclosures	Organizational Profile				
	2-1	Organizational details	About the Report		
	2-2	Entities included in the organization's sustainability reporting	About the Report		
	2-3	Reporting period, frequency, and contact point	About the Report		
	2-4	Restatements of information	About the Report		
	2-5	External assurance	No External Assurance conducted on this report		
	2-6	Activities, value chain and other business relationships	Union Properties at glance		
	2-7	Employees	Investing in our people		
	2-8	Workers who are not employees	Investing in our people		
	2-9	Governance structure and composition	Sustainability Governance Commitment		
	2-10	Nomination and selection of the highest governance body	Sustainability Governance Commitment		
	2-11	Chair of the highest governance body	Organization Structure, Sustainability Governance Commitment		
	2-12	Role of the highest governance body in overseeing the management of impacts	Organizational Structure		
	2-13	Delegation of responsibility for managing impacts	Organizational Structure		
	2-14	Role of the highest governance body in sustainability reporting	Board of Directors & Oversight		

GRI Standard	GRI Disclosure 2021		Reference Section	Page Number	Omission
GRI 2: General Disclosures	2-15	Conflicts of interest	Risk Management & Compliance		
	2-16	Communication of critical concerns	Risk Management & Compliance		
	2-17	Collective knowledge of the highest governance body	Risk Management & Compliance		
	2-18	Evaluation of the performance of the highest governance	Risk Management & Compliance		
	2-19	Remuneration policies	Board of Directors & Oversight		
	2-20	Process to determine remuneration	Board of Directors & Oversight		
	2-21	Annual total compensation ratio	Investing in Our People		
	2-22	Statement on sustainable development strategy	Message CEO & Board Member		
	2-23	Policy commitments	Risk Management & Compliance		
	2-24	Embedding policy commitments	Risk Management & Compliance		
	2-25	Processes to remediate negative impacts	Risk Management & Compliance		
	2-26	Mechanisms for seeking advice and raising concerns	About the Report		
	2-27	Compliance with laws and regulations	Risk Management & Compliance		
	2-28	Membership associations	Risk Management & Compliance		
	2-29	Approach to stakeholder engagement	Engaging Stakeholders & Empowering Progress		
	2-30	Collective bargaining agreements	Employee Wellbeing		
GRI 205: Anti-Corruption					
GRI 205: Anti-Corruption	205-1	Operations assessed for risks related to corruption	Risk Management & Compliance		

GRI Standard	GRI Disclosure 2021	Reference Section	Page Number	Omission
GRI 301: Materials				
GRI 3: Management of Material Topics	3-3	Management of material topics	Sustainable Supply Chain	
GRI 301: Materials	301-2	Recycled input materials used	Sustainable Supply Chain	
GRI 302: Energy				
GRI 3: Management of Material Topics	3-3	Management of material topics	Energy & Emissions Management	
GRI 302: Energy	302-1	Energy consumption within the Organization	Energy & Emissions Management	
	302-4	Reduction of energy consumption	Energy & Emissions Management	
GRI 303: Water				
GRI 3: Management of Material Topics	3-3	Management of material topics	Water Stewardship	
GRI 303: Water & Effluents	303-1	Interactions with water as a shared resource	Water Stewardship	
	303-3	Water withdrawal	Water Stewardship	
	303-5	Water consumption	Water Stewardship	
GRI 304: Biodiversity				
GRI 3: Management of Material Topics	3-3	Management of material topics	Nature & Biodiversity	
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Nature & Biodiversity	
	304-2	Significant impacts of activities, products, and services on biodiversity	Nature & Biodiversity	

GRI Standard	GRI Disclosure 2021	Reference Section	Page Number	Omission
GRI 305: Emissions				
GRI 3: Management of Material Topics	3-3	Management of material topics	Energy & Emissions Management	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emission	Energy & Emissions Management	
	305-2	Indirect (Scope 2) GHG emissions	Energy & Emissions Management	
	305-5	Reduction of GHG emissions	Energy & Emissions Management	
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), ODS and other	Energy & Emissions Management	
GRI 306: Effluents and Waste				
GRI 3: Management of Material Topics	3-3	Management of material topics	Circular Economy	
GRI 306: Effluents and Waste	306-1	Waste generation and significant waste-related impacts	Circular Economy	
	306-2	Management of significant waste-related impacts	Circular Economy	
	306-3	Waste Generated	Circular Economy	
	306-4	Waste diverted from disposal	Circular Economy	
	306-5	Waste directed to disposal	Circular Economy	
GRI 401: Employment				
GRI 3: Management of Material Topics	3-3	Management of material topics	Investing in Our People	
GRI 401: Employment	401-1	New employee hires and employee turnover	Investing in Our People	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employee	Investing in Our People	
	401-3	Parental leave	Health & Safety	

GRI Standard	GRI Disclosure 2021	Reference Section	Page Number	Omission
GRI 403: Occupational Health & Safety				
GRI 3: Management of Material Topics	3-3	Management of material topics	Health & Safety	
GRI 403: Occupational Health & Safety	403-1	Occupational health and safety management system	Health & Safety	
	403-2	Hazard identification, risk assessment, and incident investigation	Health & Safety	
	403-3	Occupational health services	Health & Safety	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Health & Safety	
	403-5	Worker training on occupational health and safety	Health & Safety	
	403-6	Promotion of worker health	Health & Safety	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health & Safety	
	403-8	Workers covered by occupational health and safety	Health & Safety	
	403-9	Work-related injuries	Health & Safety	
	GRI 404: Training & Education			
GRI 3: Management of Material Topics	3-3	Management of material topics	Training & Development	
GRI 404: Training & Education	404-1	Average hours of training per year per employee	Training & Development	
	404-2	Programmes for upgrading employee skills and transition assistance programmes	Training & Development	

GRI Standard	GRI Disclosure 2021	Reference Section	Page Number	Omission
GRI 405: Diversity and Equal Opportunity				
GRI 3: Management of Material Topics	3-3	Management of material topics	Investing in Our People	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Investing in Our People	
GRI 406: Non-discrimination				
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	Investing in Our People	
GRI 407: Freedom of Association & Collective Bargaining				
GRI 407: Freedom of Association & Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Health & Safety	
GRI 408: Child Labor				
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	Investing in Our People	
GRI 413: Local Communities				
GRI 3: Management of Material Topics	3-3	Management of material topics	Community Outreach & Impact	
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programmes	Community Outreach & Impact	
GRI 416: Customer Health and Safety				
GRI 3: Management of Material Topics	3-3	Management of material topics	Customer Centricity	
GRI 416: Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and service	Customer Centricity	

GRI Standard	GRI Disclosure 2021	Reference Section	Page Number	Omission
GRI 418: Customer Privacy				
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity & Data Protection	