



**Dubai
Investments**

ESG REPORT 2024

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MESSAGE FROM THE CEO



Dear Stakeholders,

At Dubai Investments, sustainability is an integral part of how we create long-term value for our stakeholders. As we present our 2024 ESG Report, we reaffirm our dedication to embedding ESG principles into our business strategy, ensuring that innovation, responsibility, and growth remain at the core of everything we do.

“Resilient Futures: Advancing Sustainability Through Innovation and Collaboration” is the theme

of this year’s report, underscoring our commitment to reducing our carbon footprint and enhancing operational efficiency. By integrating innovative solutions in energy and emission management, water and waste management, and recycling, we strengthen our operational resilience.

We align our strategies and initiatives with the UAE Vision 2031, Dubai Vision 2030, GRI, and DFM indicators, ensuring our commitment to ESG principles. By integrating global and national frameworks, the

Group remains dedicated to responsible resource management, sustainable manufacturing, community development, and long-term value creation. This report showcases the achievements and progress of our group companies in these critical areas, reinforcing our dedication to driving meaningful environmental and social impact.

ESG is deeply aligned with our vision of delivering superior performance while maintaining high ethical values and driving positive societal impact. Our approach focuses on integrating sustainable business practices that enhance operational efficiency but also contribute to the broader economic and social fabric of the UAE and beyond.

Strong governance remains the foundation of our ESG commitment. Our corporate governance framework ensures that all sustainability initiatives are executed with the highest levels of integrity, risk management, and regulatory compliance. By maintaining clear oversight, we continue to build trust, accountability, and resilience across our operations.

Beyond environmental factors, we acknowledge the critical role of social responsibility in shaping an inclusive and empowered workforce. Human capital development is central to our success, aligning with the UAE’s vision of a knowledge-based economy. We prioritize Emirati talent recruitment, retention, and professional growth, cultivating a diverse and resilient organization. Our focus on occupational health and

safety remains unwavering, with stringent protocols and continuous training programs designed to uphold a secure and supportive workplace.

Looking ahead, our strategic decision-making will continue to be guided by ESG considerations, ensuring that we remain agile, responsible, and forward-thinking. By embracing innovation and sustainable practices, Dubai Investments is building a legacy of resilience, adaptability, and long-term value creation. I extend my gratitude to all our stakeholders for their unwavering trust and support. At Dubai Investments, we remain committed in upholding the highest governance standards, building responsible business practices, and creating a positive impact on the communities we serve.

Sincerely,

KHALID BIN KALBAN

Vice Chairman & CEO
Dubai Investments PJSC

ABOUT THE REPORT

2024 ESG REPORT: RESILIENT FUTURES













Dubai Investments PJSC's 2024 ESG Report outlines the Group's commitment to driving innovation and collaboration while integrating ESG practices across its operations from January 1 to December 31, 2024.

In response to environmental challenges, such as the UAE floods, the company has prioritised embedding climate strategies and sustainable practices into its operations, focusing on risk mitigation, long-term stakeholder value, and supporting a sustainable future. The report highlights key achievements, including the decarbonisation strategy, progress in alternative energy integration, human capital development, and community engagement. It also underscores the Group's dedication to ethical practices and the integration of ESG principles into its culture, alongside future commitments to achieving its sustainability goals.



Reporting Scope and Boundary

The Annual ESG Report presents material information on Dubai Investments' sustainability performance across its subsidiaries for the reporting period from 1st January 2024 to 31st December 2024. The reporting scope encompasses twelve wholly owned subsidiaries, and the boundary pertains to the following businesses:

 Dubai Investments Park	 Saudi American Glass Company
 Dubai Investments Real Estate	 Gulf Metal Craft LLC
 Emirates Glass	 Emirates Extruded Polystyrene LLC
 Global Pharma	 Emirates Extrusion Factory LLC
 Emirates Float Glass	 Al Mujama Real Estate LLC
 Emirates Building System	 Tech Source LLC

Frameworks Used and Referenced

Global Alignment




Dubai Investments initiatives support the UAE National Plan We the UAE 2031, the Net Zero by 2050 goal, and the 2050 Clean Energy Strategy. To ensure transparency and accessibility for

Local Alignment










stakeholders, the report includes a Content Index for GRI and DFM in the appendices.

Contact Point

Dubai Investments welcomes all feedback or questions related to this report. You can connect at:

 @dxbinvestments	 dubaiinvestments.dxb	 Dubaiinvestmentcompany
 Dubai Investments PJSC	 +971 4 8122400	 info@dubaiinvestments.com

The report can also be consulted online via


www.dubaiinvestments.com



Incorporated in 1995, Dubai Investments has grown to become a cornerstone of Dubai and the UAE's economy, renowned for its investments across diversified sectors and markets worldwide. Listed on the Dubai Financial Market in 2000, the company has more than 15,894 shareholders and a paid-up share capital of AED 4.25 billion. Through its operations, Dubai Investments empowers communities, driving growth on all fronts and aims to facilitate sustainable, channelled growth, aligned with its group-wide strategy to explore, engage, and evolve with stability and consistent profitability.

ABOUT DUBAI INVESTMENTS

VISION AND MISSION

Vision

Our vision is to provide impeccable quality by delivering superior management performance and top of the line services to our investors. An integral part of this vision is delivering superior returns to our shareholders, consistent with our pre-defined risk profile and comparable to other best-in-class corporations. We strive to increase the value of our business while maintaining high ethical values and a commitment to the development of society through integrity and fair business practices.



Ethics



Integrity



Accountability & Ownership



Work Excellence



Human Capital Asset



Innovation

Values

Values

Vision



Mission

Our mission is to add value and expand our investment portfolio through sound corporate citizenship, financial engineering, network of relationships and financial resources.

Mission

COMPANY'S PORTFOLIO

Dubai Investments, a diversified conglomerate with operations across multiple industries, holds a prominent position across various sectors, including real estate, building materials, investments, healthcare, education, and services. With nearly

three decades of sustained presence, Dubai Investments has been instrumental in advancing the social and economic development of the UAE.



SUBSIDIARIES COVERED BY THIS REPORT

In this Sustainability Report the Group is showcasing its performance alongside twelve subsidiaries as highlighted below.

Real Estate


Building Materials & Construction

Healthcare

Steel


Metals

Glass




Dubai Investments Park (DIP)

DIP is a unique, self-contained mixed-use master community development spread over three synergetic zones: industrial, commercial, and residential. It is designed to be a 'City Within a City' offering world-class infrastructure and exceptional facilities and services.




Al Mujama Real Estate LLC

To optimally support its real estate developments, DIR has established Al Mujama Owners Association, certified by the Dubai Real Estate Regulatory Authority (RERA). It is a specialised owners' association (OA) management service firm focused on providing services for Dubai Investments Real estate (DIR) projects.




Dubai Investments Real Estate (DIR)

DIR which has established its reputation through a distinctive portfolio of real estate projects with a range of mixed-use developments, residential buildings, commercial projects across key strategic locations.




Emirates Extruded Polystyrene LLC (EEP)

EEP is a provider of premium quality rigid extruded thermal insulation boards. The Company is specialized in manufacturing of rigid extruded polystyrene boards under the brand name E-Foam, E- Roof, E - Floor and E - Wall. Portfolio includes several of the regions' top-class building projects in the GCC region.




Emirates Float Glass LLC (EFG)

EFG is the first state-of-the-art integrated float glass facility in the UAE. The hi-tech manufacturing unit holds a production capacity of over 190,000 tons of glass products per year and supplies top-quality float glass for architectural and automotive industry applications.




Gulf Metal Craft LLC (GMC)

GMC is a leading manufacturer and exporter of Electrical Enclosures and cable management & Cable Support Systems.




Saudi American Glass Company (SAG)

Saudi American Glass Company is the best equipped supplier for processed flat glass across the Middle East.




Global Pharma

Globalpharma, is among UAE's leading pharmaceutical company and a market leader in key generic pharma segments with a strong regional presence. Over the last 25 years, the Company has evolved and enhanced its capabilities. The Company manufactures and distributes products across almost all lifestyle disease segments with an annual production capacity of more than 770 million tablets, 300 million capsules, 3 million litres of dry suspension and approximately 280,000 units of herbal medicines.



Tech Source LLC

Tech Source LLC offers a wide array of application development services, business intelligence and analytics, business process solutions, enterprise solutions, infrastructure services, security solutions, network and data storage tools and mobility solutions.



BUSINESS HIGHLIGHTS 2024

Dubai Investments has achieved key milestones demonstrating its commitment to growth, sustainability, and innovation.

Dubai Investments was declared the winner of the Leading Real Estate Investment Company – Middle East, 2024 at the prestigious Global Brand Frontier Awards 2024

Dubai Investment Real Estate (DIR) is driving the future of urban living with innovative developments and its projects, the Violet Tower in Jumeirah Village Circle, offers premium residential spaces. The Residential and Hotel Towers at Danah Bay on Al Marjan Island exemplify DIR's focus on high-growth areas, catering to the increasing demand for waterfront and luxury living. DIR has introduced Asayel Avenue, a premium residential cluster within the Mirdif Hills developmentets new benchmarks for community-centric living with upscale residences and modern amenities. These projects reinforce DIR's commitment to high-growth areas and delivering exceptional real estate solutions.

Globalpharma achieved remarkable growth in the region, recording an 18% increase in the UAE and an impressive 44% growth in Saudi Arabia. In the UAE, the company's market share expanded by 13.3%, solidifying its position as the #1 pharmaceutical provider. In Saudi Arabia, Globalpharma ranked #5 in the market, reflecting its growing presence and influence. At DUPHAT 2024, Globalpharma showcased its commitment to innovation by launching two new medicines: a locally produced herbal anti-inflammatory and a cardio-metabolic solution for Dyslipidaemia, further enhancing its portfolio to meet evolving healthcare needs.

Emirates Building Systems secured contracts worth over AED 225 million, while Al Mal Capital REIT raised AED 180 million through a rights issue. The acquisition of Kent College Dubai's real estate assets further diversified investments.

The DIP Angola project demonstrates the Group's global expansion into high-potential markets, showcasing its emphasis on collaboration and sustainable economic growth.

These milestones highlight Dubai Investments' strategic focus on sustainability and innovation to deliver long-term value and foster a prosperous future.

Business Awards and Recognition



Dubai Investments

Declared the winner of the Leading Real Estate Investment Company – Middle East, 2024 at the prestigious Global Brand Frontier Awards 2024



Dubai Investments

Listed among the Top 100 listed companies for 2024 by Forbes Middle East



Global Pharma

Awarded the 2nd place for the Best Informative Booth at Duphat 2024

ECONOMIC PERFORMANCE

Key Financial Metrics (2024)

Revenue

AED **4.66** bn

Operating Costs

AED **2.31** bn

Donations and Sponsorships

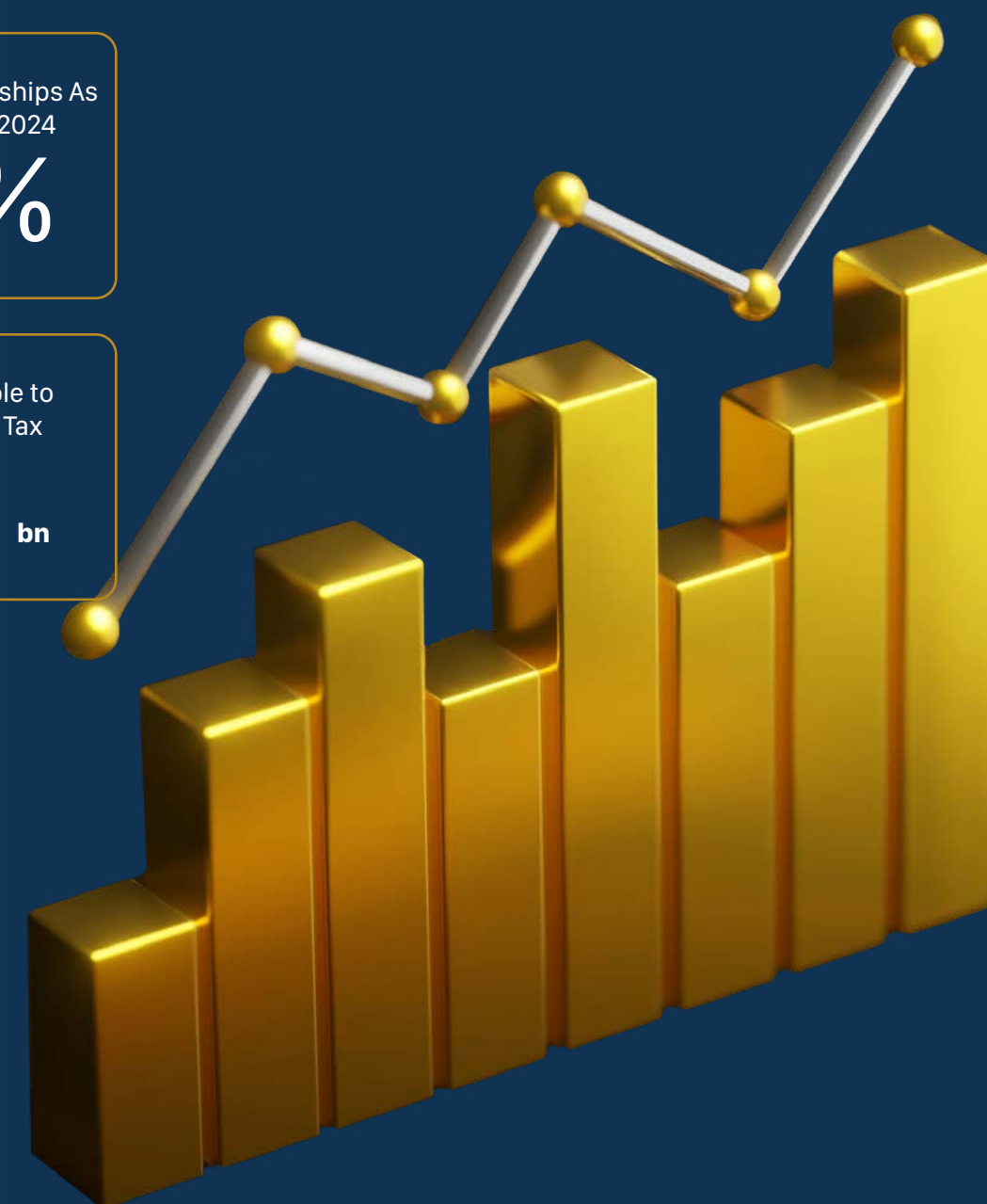
AED **1.77** mn

Donations And Sponsorships As % of After-Tax Profit 2024

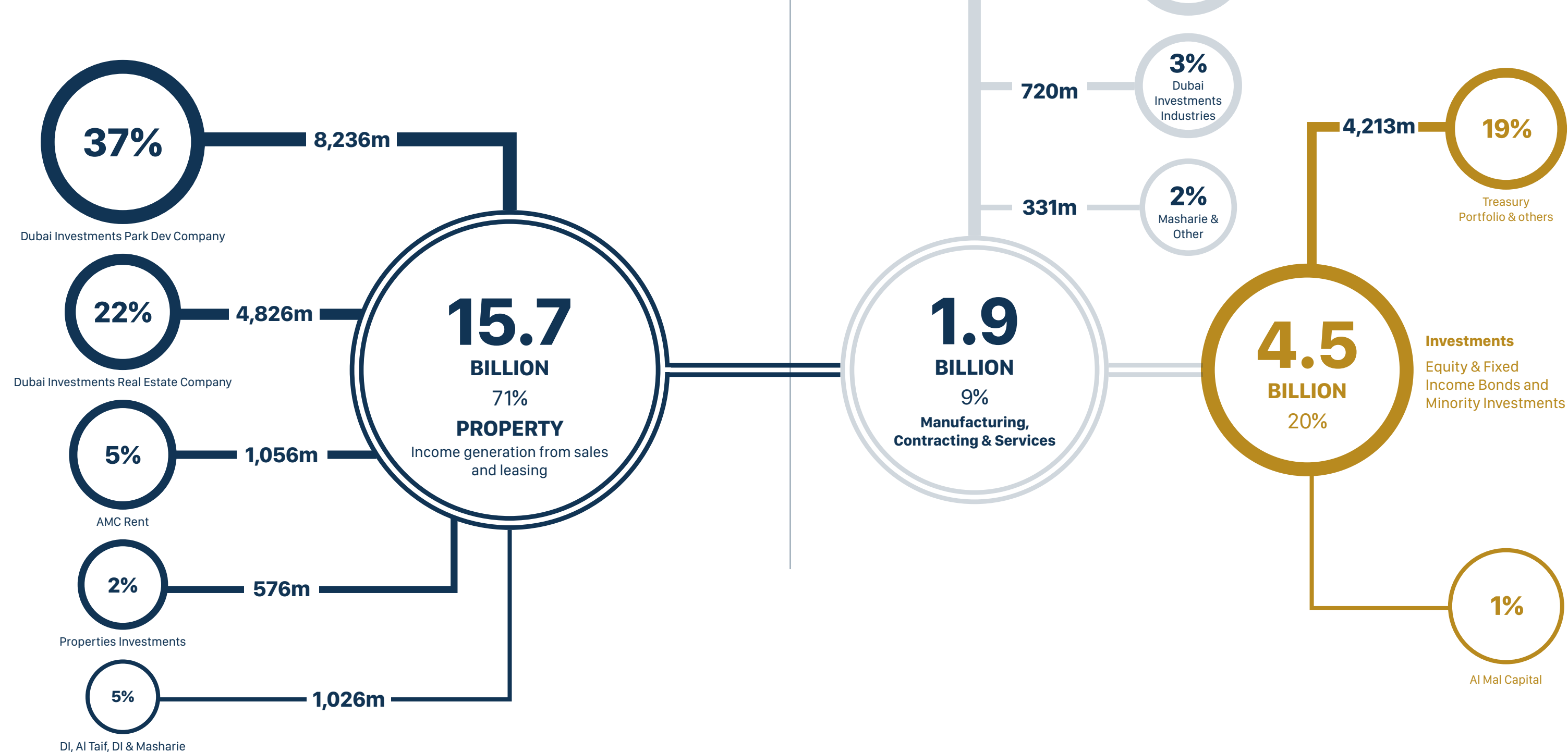
0.15%

Net Profit Attributable to Shareholders After Tax

AED **1.21** bn



DIVERSIFIED PORTFOLIO OF ASSETS ACROSS PROPERTY, MANUFACTURING, AND INVESTMENTS



ESG HIGHLIGHTS



Dubai Investments

On International E-waste Day, encouraged employees and the community to dispose off their electronic waste



Dubai Investments

Provided School Kits to Children in need with a collaboration with The Big Heart Foundation for their Back-to-School Initiative



Global Pharma

Received an appreciation certificate from Dubai Municipality for its effective implementation of OHS Requirements



Globalpharma

Named the 'Best Place to Work', ranking among the top 30 performing organisations in the Middle East



Dubai Investments Real Estate & Al Mujama

Inaugurated a 1.2MW solar power plant in Ritaj



Emirates Float Glass

Signed an MoU with ADDC to join Abu Dhabi's New Energy Efficiency Club



Globalpharma

Was one of the top three finalists for 'Sustainability Manufacturing Award' at 'Make it in the Emirates' event hosted by UAE Ministry of Industry & Advanced Technology



Globalpharma

Donated AED 7 million worth of medicines to healthcare centres in Niger and Senegal to improve access to essential care in underserved communities



Globalpharma

Upgraded to Electronic Document Management System (DMS), streamlining creation, review, approval, and revision processes



Dubai Investments

3000 runners participated at Dubai Investments 3rd edition of the Green Run 2024



Dubai Investments

Along with Subsidiaries celebrated Earth Hour 2024 as a commitment to protect the environment



Dubai Investments

Sponsored Ovasave's fertility awareness drive, supporting an initiative aimed at raising awareness about fertility health and providing free testing opportunities for women

ESG AWARDS AND RECOGNITION



Dubai Investments

Khalid Bin Kalban, Vice Chairman and CEO of Dubai Investments, was ranked among top 10 in Forbes Middle East's 2024 Sustainability Leaders for his regional sustainability contributions



Dubai Investments

Declared the winner of the Leading Real Estate Investment Company – Middle East, 2024 at the prestigious Global Brand Frontier Awards 2024



Emirates Float Glass

Awarded the prestigious 'Digital Transformation Achievement' award at Cyber AI Summit 2024 for innovation



Emirates Float Glass

Awarded With the Prestigious Green Eco Label Award for Environmental Contributions



Dubai Investments Real Estate & Al Mujama

Won the Best Solar Project of the Year – Commercial & Industrial by SolarQuarter Leadership Awards 2024



Emirates Float Glass

Environmental Product Declaration Certificate was awarded to the tempered, laminated, and insulated Glass Units



Globalpharma

Awarded with ISO Certifications of 9001:2015, 14001:2015, and 45001:2018, recognizing its commitment to Quality, Environmental Management, and OHS

In this chapter

- Board Structure →
- Enterprise Risk Management →
- Business Ethics and Code of Conduct →
- Grievance Redressal →
- Remuneration →

Corporate governance is the bedrock of our success, rooted in ethical corporate citizenship, transparency, accountability, and empowerment. Guided by a diverse and experienced Board, we integrate ESG principles into our governance frameworks, aligning business strategies with stakeholder aspirations and societal expectations. Strong procedures and controls are in place to ensure accurate data disclosure and verification. The governance structure provides robust safeguards against risks, with employees and processes sharing responsibility for risk management, under the strategic guidance of the Board. Dubai Investments fosters a culture of trust and responsibility, driving long-term value creation and contributing to a sustainable future.

GRI Markers

2-9, 2-10, 2-11, 2-12, 2-13, 2-17, 2-18, 219, 2-20, 2-23, 2-25, 2-26, 405-1

DFM Markers

G1.1, G5.1, S6.2

SDGs



CORPORATE GOVERNANCE

BOARD STRUCTURE

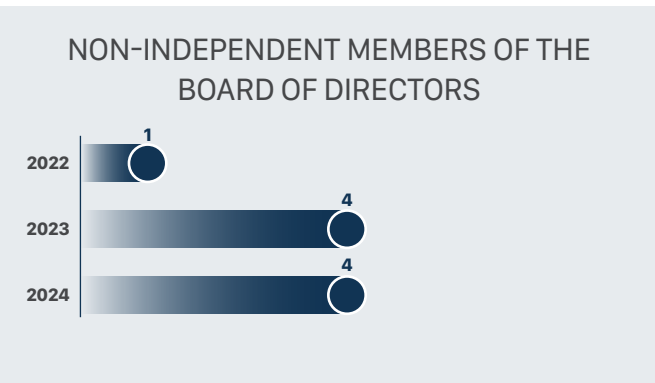
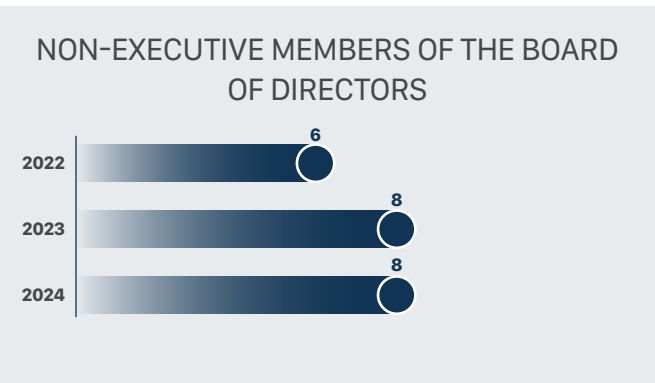
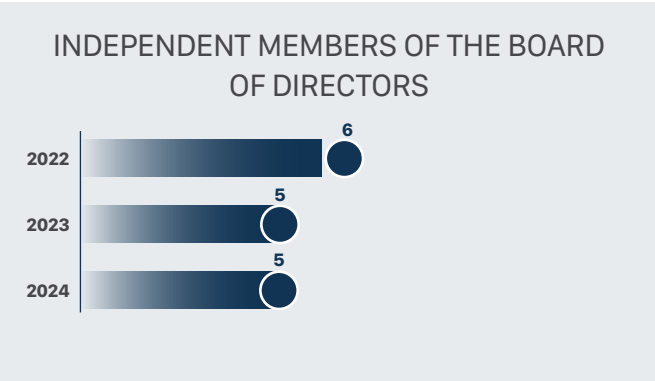
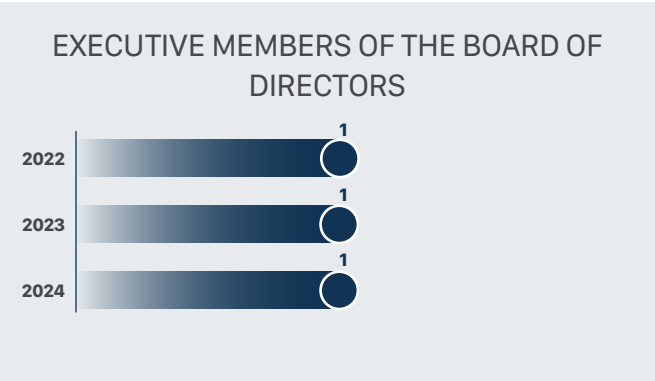
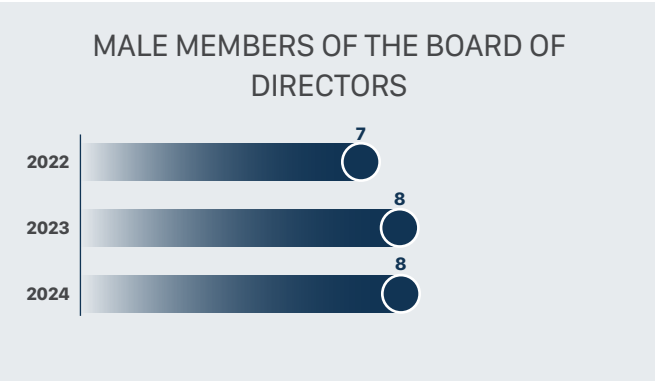
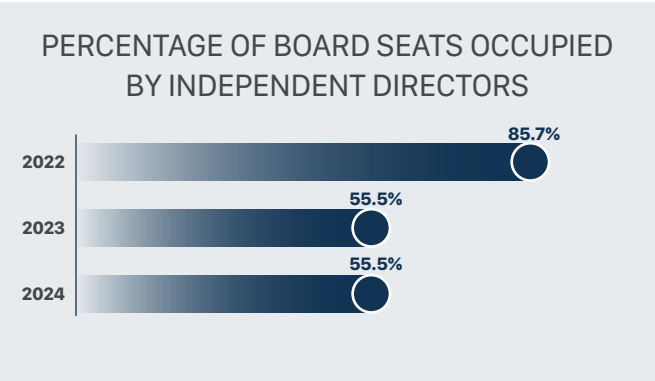
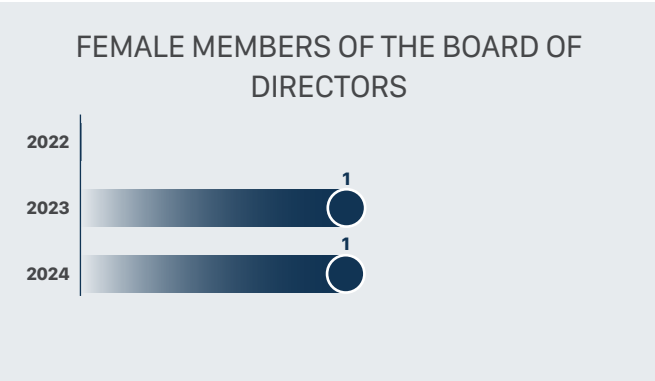
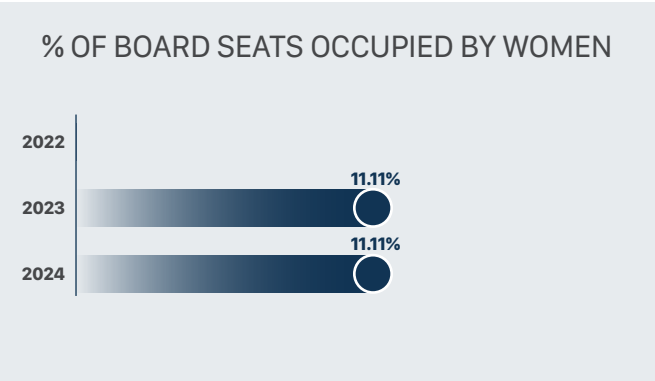
(BOARD OF DIRECTORS, BOARD COMPOSITION, BOARD COMMITTEES)

At Dubai Investments, we are committed to maintaining the highest ethical standards across all our operations, with our subsidiaries adhering to a strong foundation of integrity. Our nine-member Board of Directors, which includes experts across manufacturing, finance, private equity, investment, and real estate, provides robust leadership and strategic oversight. The board comprises of five independent and four

non-independent members are all non-executive Directors and the Vice-Chairman and Chief Executive Officer. All the Directors are UAE nationals with requisite skills and expertise. Whilst initiatives are being taken for the board members to attend diverse training programs, in September 2024 the Board members attended a Board Briefing by Hawkamah, the experts in Corporate Governance frameworks

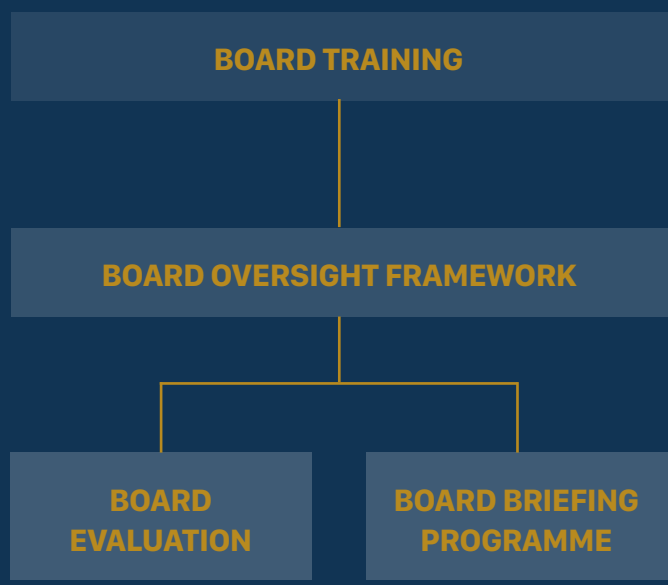
	NAME OF THE BOARD MEMBER	POSITION	INDEPENDENCE
	Mr. Abdulrahman Ghanem A. Al Mutaiwee	Chairman	Non-Executive/Non-Independent
	Mr. Khalid Jassim Mohd Bin Kalban	Vice Chairman & CEO	Executive
	Mr. Ali Fardan Ali Al Fardan	Director	Non-Executive/Non-Independent
	Mr. Mohamed Saif Darwish Ahmed Al Ketbi	Director	Non-Executive/Non-Independent
	Mr. Khaled Mohammad Ali Al Kamda	Director	Non-Executive/Independent
	Mr. Hussain Nasir Ahmed Lootah	Director	Non-Executive/Independent
	Mr. Ahmed Salem Abdulla Salem Al Hosani	Director	Non-Executive/Independent
	Mr. Faisal Abdulaziz Al Shaikh Mohamed Alkhazraji	Director	Non-Executive/Independent
	Ms. Hind Abdulrahman Qassim Al Ali	Director	Non-Executive/Independent

Board Of Directors



BOARD OVERSIGHT FRAMEWORK

Dubai Investments' Board Oversight Framework serves as a foundational pillar for achieving governance excellence. This comprehensive framework includes structured Board Training, a Board Briefing Programme, and periodic Board Evaluations, underscoring the company's commitment to industry-leading practices. The Board Training component delivers targeted programmes focused on strategic leadership, planning, and sector-specific expertise to ensure the continuous development of skills. Participation in Hawkamah's mandatory Board of Directors Briefing Programme further strengthens governance awareness and fosters adherence to the highest standards. Board Evaluations are strategically designed to enhance board functionality and performance, fostering constructive dialogue and self-reflection among members. This integrated approach transcends procedural compliance, driving ongoing improvements in governance practices throughout the organisation.



BOARD COMMITTEES

Dubai Investments Board has formed five dedicated committees to strengthen its responsibilities, aligning with legal standards, regulatory frameworks, and corporate governance best practices which aims to bring ESG strategy at

the forefront. These committees are instrumental in ensuring financial statement accuracy, managing risks, advising on appointments, and overseeing sustainability initiatives.

- Audit Committee**
The Audit Committee is a cornerstone of the governance framework, tasked with ensuring the accuracy of the Group's financial statements and related disclosures. It upholds the independence and efficiency of internal and external audit processes.
- Nomination & Rewards Committee**
The Nomination & Rewards Committee oversees the independence of board members, reviews, and approves human resources policies, evaluates the Board's performance through self-assessments, and determines remuneration and benefits policies for Dubai Investments' board of directors and executive management.
- Risk Management Committee**
The Risk Management Committee provides guidance to the Board on critical risk matters, risk governance, and exposure, ensuring that risk management aligns with the company's strategic objectives and supports long-term sustainability.
- Investment Committee**
The Investment Committee plays a vital role in assessing investment opportunities, ensuring they align with the company's strategic direction and maximise returns.
- Management & Supervision of Insider Trading Committee**
The Committee for the Management and Supervision of Insider Trading maintains a comprehensive register of insiders and submits required statements and reports to the market.

Sustainability Committee

The Sustainability Committee comprises senior management from various business sectors, supported by Sustainability Champions from different departments. This committee develops action plans and continually evaluates sustainability strategy, underscoring commitment to tackling climate change and ESG issues.



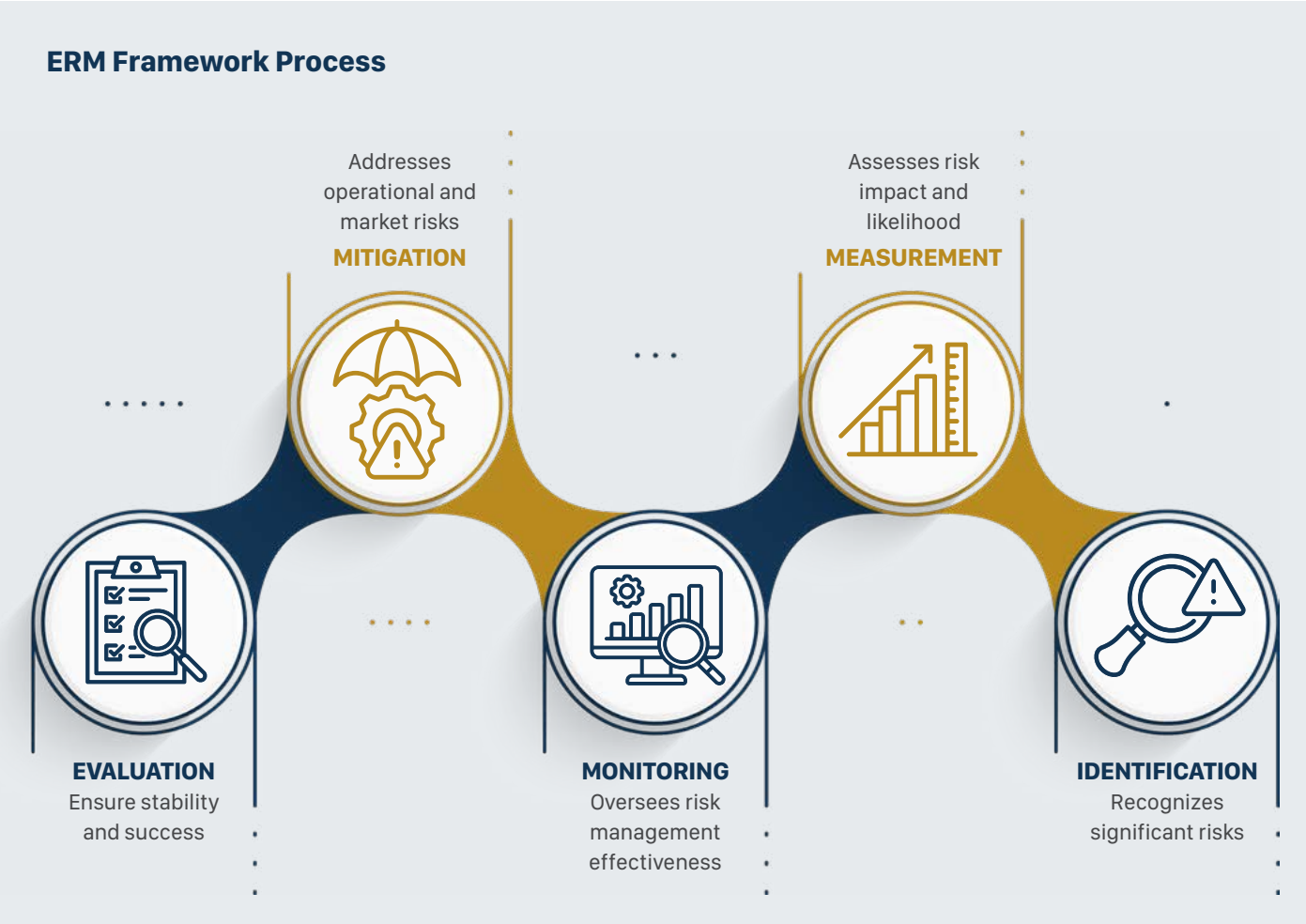
ENTERPRISE RISK MANAGEMENT

The Board of Directors are responsible for shaping and overseeing the Group's risk management framework, supported by a dedicated Risk Committee. This committee develops and monitors risk management policies and processes, with the Enterprise Risk Management (ERM) framework serving as a fundamental element. The ERM framework provides a structured methodology for identifying, measuring, monitoring, managing, and mitigating material risks, ensuring robust policies and controls are in place at all organizational levels.

During the identification phase, independent reports on significant risks are commissioned and reviewed. The Group Internal Audit department assesses the effectiveness of the Group Risk Function (GRF), providing assurance to the Board and Audit Committee regarding the integrity of risk management practices. In the mitigation phase, a GRF-driven

approach is adopted to effectively address operational, reputational, and market risks. The evaluation phase involves oversight by the Board Audit Committee, which carefully considers financial implications to maintain the Group's stability and long-term success.

Our commitment to business ethics is reflected in our Code of Conduct, which guides employee interactions with clients, colleagues, suppliers, regulators, and communities. Built on principles of ethics, integrity, accountability, excellence, human capital, and innovation, this Code fosters trust among stakeholders. It goes beyond mere compliance by addressing conflicts of interest, confidentiality, and responsible practices. By adhering to these ethical standards, we reinforce our commitment to good governance and sustainable growth in alignment with GRI principles for effective risk management.



BUSINESS ETHICS AND CODE OF CONDUCT

The Code of Conduct establishes clear expectations for employees to uphold integrity in all interactions, guided by the core values of Ethics, Integrity, Accountability, Excellence, Human Capital Development, and Innovation. It serves as a comprehensive framework for ethical behaviour, addressing key areas such as conflicts of interest, financial conduct, confidentiality, and responsible practices, while ensuring compliance with local laws and regulatory requirements. By translating these values into actionable standards, the Code promotes ethical decision-making and provides transparent solutions to complex ethical challenges.

GRIEVANCE REDRESSAL

Dubai Investment is committed to ensuring fair and consistent application of its policies while protecting the rights of all staff. The grievance policy provides a structured process to address work-related concerns, such as verbal or physical abuse, workplace relations, practices, environment, and equal employment opportunities. Most issues are resolved informally through discussions with Line Managers or senior staff, with HR involved in sensitive matters. However, for serious issues that cannot be resolved informally, a formal grievance process is available. Staff terminated for cause or due to legal offences are not eligible to raise grievances under this policy, which aligns with UAE labour laws.

If informal resolution fails, staff may escalate the issue by submitting a written grievance to the Head of Department within 15 working days of the incident. A formal hearing will follow within five working days, involving key personnel and managed by HR for documentation. If the staff member is dissatisfied with the outcome, they may appeal the decision

within 10 working days. Appeals are reviewed by a committee, with the final decision made by the Vice Chairman & CEO or the concerned GM. This decision is communicated promptly and is conclusive. All steps in the grievance process ensure confidentiality, fairness, and respect for all parties involved.

Particulars	2022	2023	2024
Number of grievances filed in the reporting period	2	1	0
Percentage of these grievances that are addressed or resolved	100%	100%	100%

REMUNERATION

Dubai Investments is committed to a transparent and fair approach to employee compensation, prioritising equal opportunities and maintaining a responsible gender pay ratio to address income disparities. The Group conducts market analyses to benchmark its compensation framework against industry standards by region, job level, and function. This approach reflects the Group's investment in its workforce, promoting trust, equity, and long-term growth, while positioning Dubai Investments as an employer of choice dedicated to sustainable success.

The Nomination & Rewards Committee ensures governance and alignment with strategic objectives and promotes gender diversity across the Board, executive management, and staff levels, while annually reviewing the company's Emiratization initiatives. The Committee assesses the ongoing suitability of the remuneration and benefits policy for the Board and executive management to ensure fairness and competitiveness.

In this chapter

- Strategic Focus Areas →
- Technology and Innovation →
- Stakeholder Engagement →
- Materiality Assessment →

SUSTAINABILITY INTEGRATION

Dubai Investments integrates sustainable practices to address ESG challenges while creating long-term growth, community engagement, and employee well-being. The Group collaborates with stakeholders to promote ethical governance, social impact, and inclusive practices that create value for both communities and employees. Recent initiatives have focused on reducing energy consumption and greenhouse gas emissions, advancing renewable energy use, and incorporating sustainable construction materials to align with environmental goals. On the social front, the Group prioritises employee development through various training sessions and celebrates cultural diversity.

GRI Markers

2-16, 2-22, 2-23, 2-24, 2-29

DFM Markers

E1, E3, E4, E5, E6, E7, E10, S5, S7, G1

Strategic Focus Areas: Foundation for Sustainable Growth

- Develop the framework for Sustainability at Dubai Investments, including establishing the sustainability governance model and resource requirement.
- Addressing highly important material topics identified in last year's materiality assessment through stakeholder collaboration.
- Align, learn from, and contribute to global initiatives that enhance DI's capabilities, confidence in the approach, as well as the stature as a responsible investor and asset manager.



Sustainability Theme A Company with Integrity

Sustainability Objective

- Implement and reinforce a robust corporate governance framework and processes which are followed consistently across the Group.
- Ensure that business is conducted in an ethical manner.
- Implement digital solutions to monitor sustainability performance.
- Ensure that sustainability is integrated at a board level.

SDGs Aligned



Sustainability Theme Valuable Relationships

Sustainability Objective

- Treat suppliers with fairness and respect.
- Integrate sustainability criteria into procurement policies to promote sustainable practices amongst suppliers.
- Ensure that large contractors providing long term services to Dubai Investments (e.g. construction project contractors) treat their employees fairly and in accordance with UAE Labor Law.
- Maintain a responsible relationship with customers.
- Develop responsible products which will help customers be more sustainable.

SDGs Aligned



Sustainability Theme Operating Responsibly

Sustainability Objective

- Develop Health, Safety, and Environment (HSE) Policy.
- Promote health and wellness initiatives amongst employees and in the community.
- Ensure compliance to the UAE Labor Law with reference to the treatment of Dubai Investments Group employees. Seek best in class practices beyond the minimum regulations.

SDGs Aligned



Sustainability Theme Protecting Natural Resources

Sustainability Objective

- Demonstrate commitment for tackling climate change.
- Develop an efficiency plan relating to the use of energy and water.
- Identify and mitigate the negative environmental impacts caused by the Group's activities.

SDGs Aligned



Sustainability Theme Supporting Communities

Sustainability Objective

- Contribute to the development of vocational skills of young people in the community.
- Contribute to the development of the local economy by providing jobs and facilitating the growth of start-up businesses and small and medium-sized enterprises.
- Be a socially responsible corporate citizen by investing in the community, donating to charitable causes, and providing employees with the opportunity to participate in corporate social responsibility initiatives.

SDGs Aligned



Sustainability Theme Strong Workforce

Sustainability Objective

- Demonstrate commitment to improving female representation.
- Significantly improve female representation at all levels of operation, enhancing perspective, decision-making, and performance.
- Invest in the development of workforce.

SDGs Aligned



Sustainability Theme Amplifying Economic Impacts

Sustainability Objective

- Optimize for growth by steering economic diversification towards lower-carbon sectors, and sectors with lower ESG risks and greater ESG-related opportunities.
- Measure, monitor and improve the overall ESG posture of Group's portfolio companies.
- Initiate sustainability due diligence and reporting requirements for Investments.

SDGs Aligned



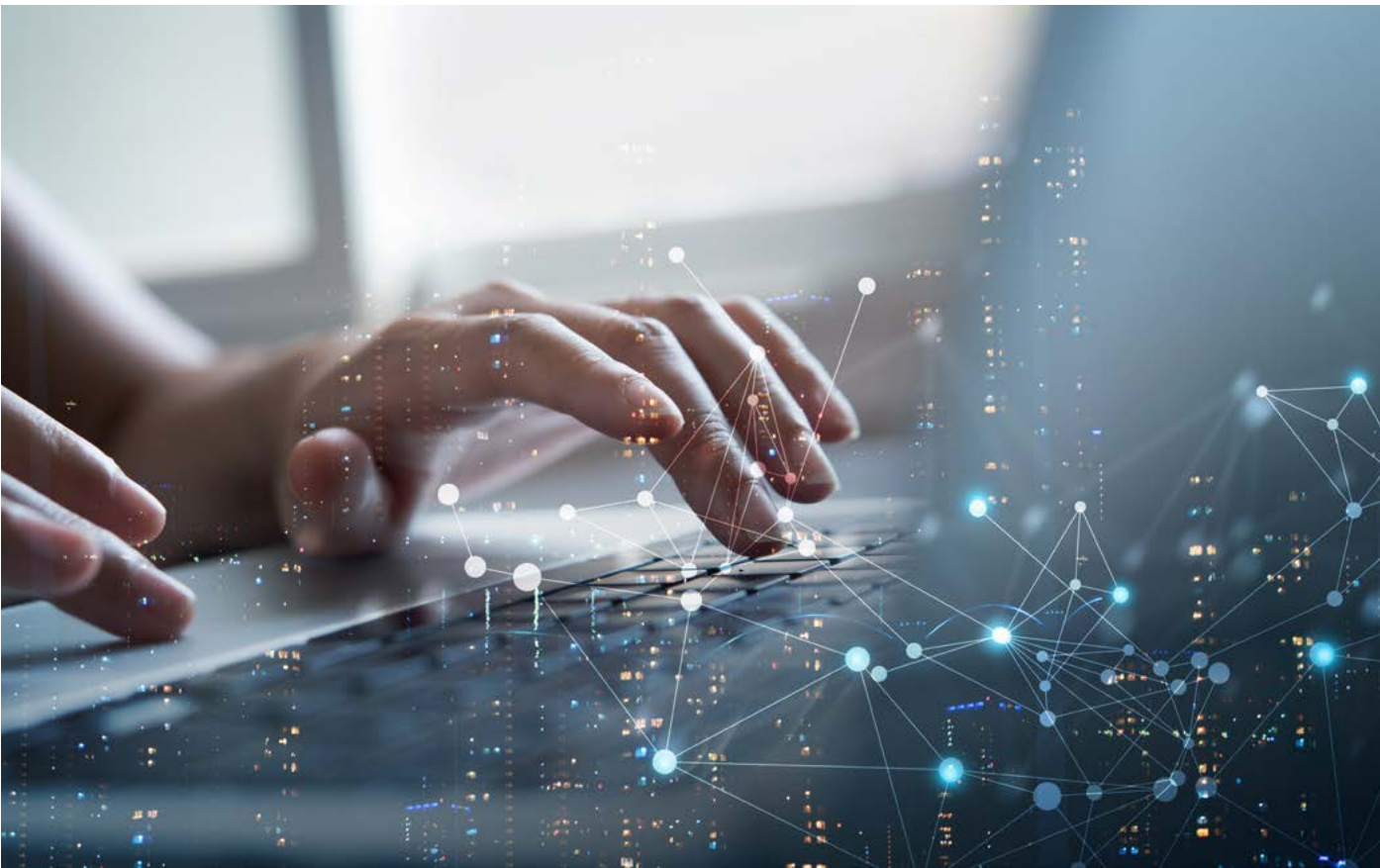
TECHNOLOGY AND INNOVATION

Dubai Investments has consistently demonstrated its commitment to advancing innovation and sustainability across its subsidiaries by participating in key industry events and launching transformative initiatives. Dubai Investments Industries contributed to the Ministry of Industry and Advanced Technology (MoIAT) panel, sharing insights on fostering the UAE's industrial growth and promoting a resilient, future-ready national industry. Dubai Investments also participated in the World Government Summit 2024, showcasing its role in driving global innovation and collaboration.

Emirates Glass continues to lead in sustainable and innovative glass solutions, contributing to landmark projects such as C18 Tower in Abu Dhabi, which utilises advanced glass technologies to enhance energy efficiency and reduce carbon emissions. The company introduced Emifire, a fire-rated glazed system offering passive fire protection of up to EW120 minutes, setting a new standard in fire safety. With Environmental Product Declarations (EPD) awarded to its tempered, laminated, and

insulated glass units, the company further strengthens its leadership in decarbonisation and green building practices.

Techsource, Dubai Investments' technology solutions partner, has played a pivotal role in bringing efficient systems to the organisation and its subsidiaries. It supported Emirates Glass and Emirates Float Glass in transitioning from Oracle E-Business Suite (EBS) to Oracle Cloud Infrastructure (OCI), enhancing operational efficiency and scalability. Techsource also facilitated the implementation of the E-Signature system at Dubai Investments, revolutionising workflows with faster, paperless processes. Additionally, it launched a Document Management System for Dubai Investments' HR and Administration departments, streamlining document handling and improving efficiency. Through these advancements, Techsource continues to enable Dubai Investments to optimise operations and achieve technological excellence across its business ecosystem.



STAKEHOLDER MAP

By actively addressing stakeholder concerns, Dubai Investment gains valuable insights that guide its decision-making and strategic planning processes. Regular dialogue allows the Group to stay attuned to emerging issues, ensuring its strategies remain aligned with evolving stakeholder

needs and industry trends. Additionally, stakeholder input is a key component of the Group's materiality assessment, demonstrating its dedication to sustainable growth and creating long-term value.

Shareholders and Investors	
Key Issues: <ul style="list-style-type: none">• Risk Management• Corporate Governance• Transparency and Reporting• Information, Security/Cybersecurity & System Availability• Sustainable Finance• Financial Stability• Climate Change• Environmental Management	Engagement Method: <ul style="list-style-type: none">• Annual General Meetings• Corporate Annual Report• Official News Releases• Annual Corporate• Governance Report• Investalk – Quarterly Newsletter• Investor Communication & Disclosure Policy
Customers	
Key Issues: <ul style="list-style-type: none">• Climate Change• Environmental Management• Health & Safety• Information, Security/Cybersecurity• System Availability	Engagement Method: <ul style="list-style-type: none">• Customer Service• Social Media Channels (Facebook, Instagram, LinkedIn, Twitter)
Employees	
Key Issues: <ul style="list-style-type: none">• Transparency & Reporting• Talent Attraction and Retention• Environmental Management• Health & Safety• Corporate Governance• Risk Management• Information Security/Cybersecurity and System Availability• Climate Change	Engagement Method: <ul style="list-style-type: none">• Employee Training and Development Program• Grievance Resolution Procedures• Health and Safety Policy• Working Practices Policy

Regulators

Key Issues:

- Transparency and Reporting
- Corporate Governance
- Risk Management
- Information Security/Cybersecurity & System Availability
- Sustainable Finance
- Financial Stability
- Talent Attraction and Retention
- Health and Safety
- Climate Change
- Environmental management

Engagement Method:

- Internal Control System
- External Audits
- Insider Trading Supervision Committee
- Corporate Annual Report
- Face-To-Face Meetings with Ministries and Regulators
- Partnerships And Collaborations
- Compliance Unit

Local Communities

Key Issues:

- Climate Change
- Environmental Management
- Talent Attraction and Retention
- Health and Safety
- Corporate Governance
- Risk Management
- Sustainable Finance
- Financial Stability

Engagement Method:

- Health And Educational Campaigns
- Employee Volunteering Initiatives
- Donations To Charitable Organisations
- Participation In Cultural and National Events
- Sponsorships And Internships for Disadvantaged Youth

Suppliers and Partners

Key Issues:

- Climate Change
- Health And Safety
- Environmental Management
- Transparency And Reporting
- Corporate Governance
- Risk Management
- Information Security/ Cybersecurity and System Availability

Engagement Method:

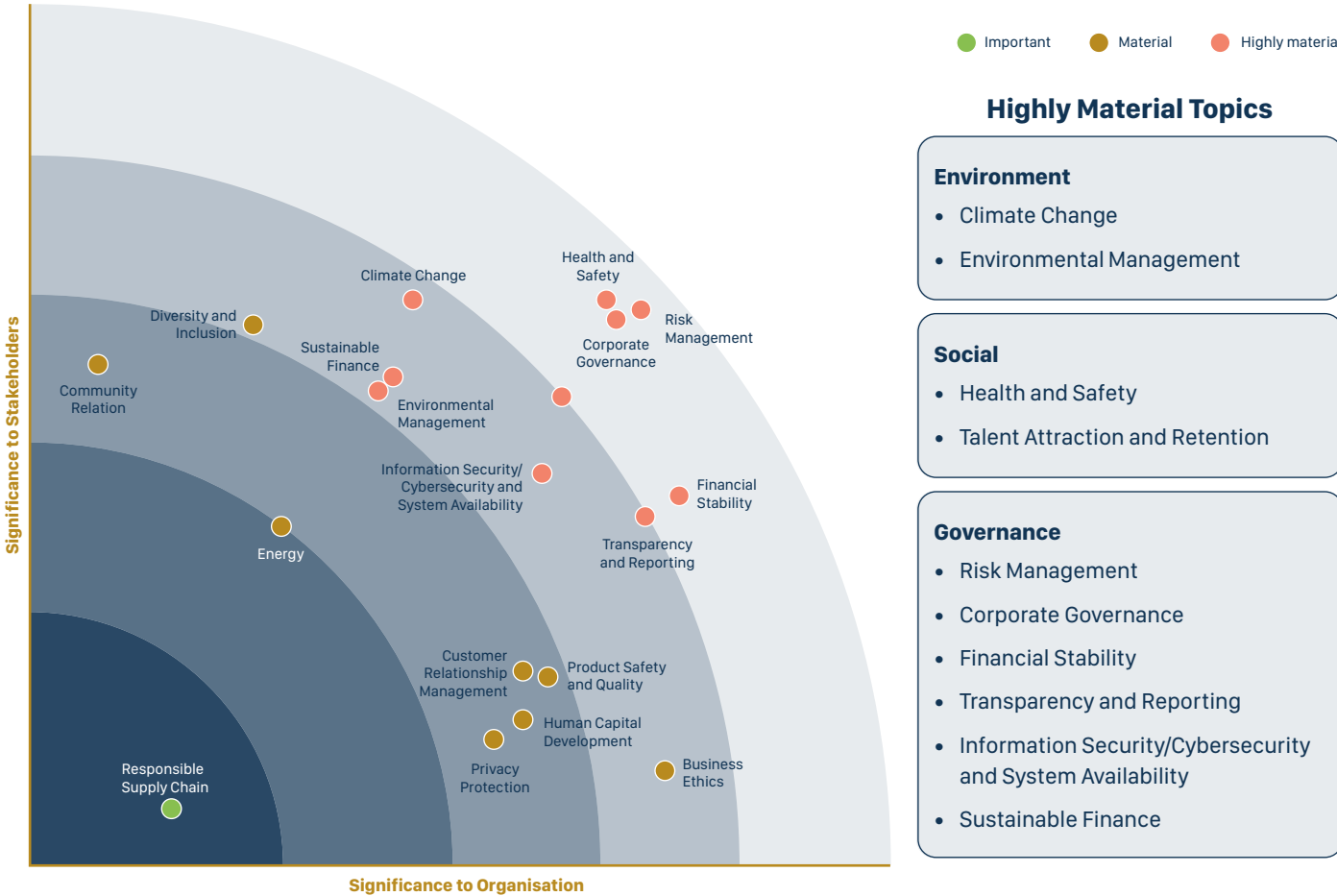
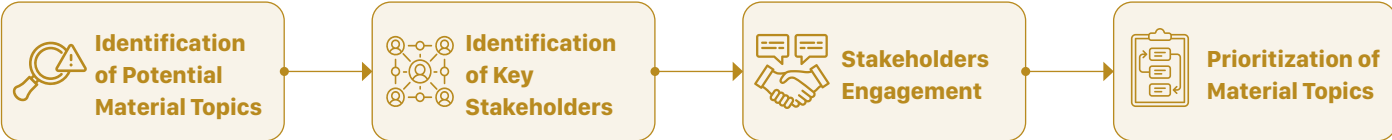
- Supplier surveys for Feedback
- Working Practices Policy

MATERIALITY ASSESSMENT

Dubai Investments’ sustainability pillars reflect the material topics of highest importance. In 2023, the Group conducted a comprehensive stakeholder engagement and materiality assessment, identifying the most pressing issues. These critical areas, along with others, are addressed through

ESG KPIs guided by clear targets and supported by robust sustainability frameworks, ensuring effective management. Looking ahead, Dubai Investments remains committed to aligning its initiatives with the highly material topics identified.

Methodology for Materiality Assessment:



In this chapter

- Energy Management →
- Transition to Low Carbon Operations →
- Water Security →
- Waste Management →
- Biodiversity →



Dubai Investments acknowledges its responsibility to align operations with sustainability goals to preserve ecosystems and demonstrates its commitment through measures to reduce environmental impacts across emissions, energy, water, and waste. Its subsidiaries drive innovation, expanding sustainable solutions and contributing to the UAE's Net Zero by 2050 target and Clean Energy Strategy.

GRI Markers

302-1, 302-3, 302-4, 303-1, 303-2, 303-3, 303-4, 303-5, 304-2, 305-1, 305-2, 305-4, 305-5, 305-7, 306-1

DFM Markers

E1, E2.1, E2.2, E3, E4, E6, E10

GREENING OUR OPERATIONS

ENERGY MANAGEMENT

For Dubai Investments, efficient energy management is both a necessity and a responsibility, aligning with Dubai's Clean Energy Strategy 2050 and the UAE's Net Zero by 2050 vision. Dubai Investments is committed to expanding the use of renewable energy across its operations. Its subsidiaries play a key role in this effort by adopting solar rooftop systems, optimising manufacturing processes, and implementing innovative techniques to enhance energy efficiency.

ENERGY EFFICIENT ACTION

In alignment with the UAE's Net Zero by 2050 Target and 2050 Clean Energy Strategy, Dubai Investments Real Estate (DIR), in collaboration with Al Mujama has inaugurated a 1.2 MW solar power system at RITAJ, a residential community in Dubai Investments Park. Spanning 9 buildings and equipped with over 2,000 rooftop solar panels, the system generates 1.9 million kWh of clean electricity annually, meeting 30% of the community's energy needs. Operated under a solar lease model, it provides substantial energy cost savings for Al Mujama without requiring upfront capital investment. This project integrates renewable energy into residential developments, reducing carbon emissions, aligning with national sustainability goals, and showcasing how collaboration delivers environmental and economic benefits while setting a benchmark for sustainable property management.

Environmental Impact

- Reduction of 756,000 KG of carbon emissions annually
- Promotes a cleaner, greener environment for residents, aligning with Dubai's Sustainability objectives

Economic Savings

- Achieved 18% savings on community energy costs to date, significantly reducing operational expenses
- The project highlights the financial viability of renewable energy adoption in resedential areas

Technology Innovation

- Demonstrates how cutting-edge technology can be applied to Jointly Owned Properties, setting a benchmark for energy-efficient residential management

System Capacity

1.2 MW

Annual Clean Energy Generation

1.9 mn kWh

Energy Cost Savings

18% to date

Carbon Emissions Reduction

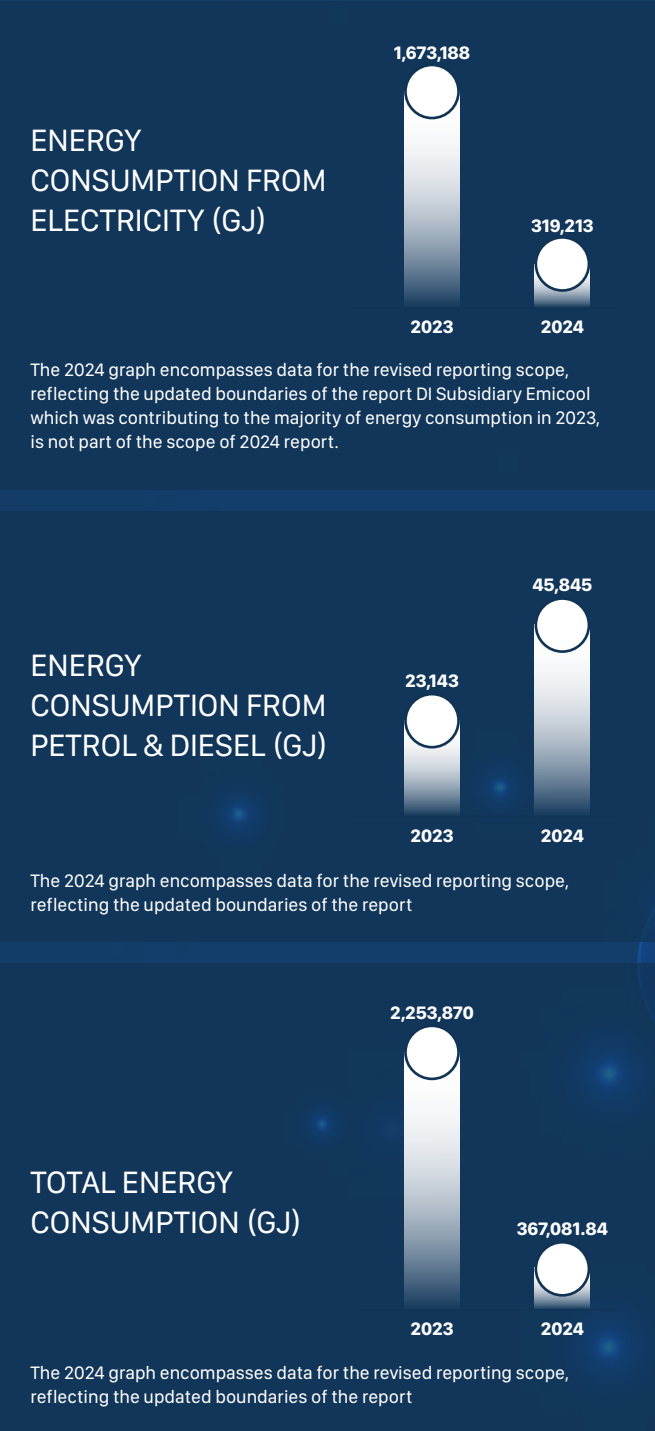
756,000 kg/year

Energy Coverage

30% of community needs



Energy Tables*



*In 2024, the ESG report boundary expanded to 12 subsidiaries from 8 in 2023, with one subsidiary excluded. The 2024 graph encompasses data for the revised reporting scope, reflecting the updated boundaries of the report.



TRANSITION TO LOW CARBON OPERATIONS:

The UAE is actively driving its Net-Zero 2050 Strategic Initiative, adopting a multi-faceted approach to decarbonisation through clean energy transition, emissions reduction, and technological advancements. As the first GCC nation to commit to net-zero emissions, the UAE aligns with the Paris Agreement by integrating key strategies such as Carbon Capture and Storage (CCS) for industrial emissions, electrification of transportation, and bioenergy solutions, including waste-to-energy. Additionally, the National Hydrogen Strategy aims to position the UAE as a leader in low-emission hydrogen production and exports, reinforcing its commitment to Paris Agreement.

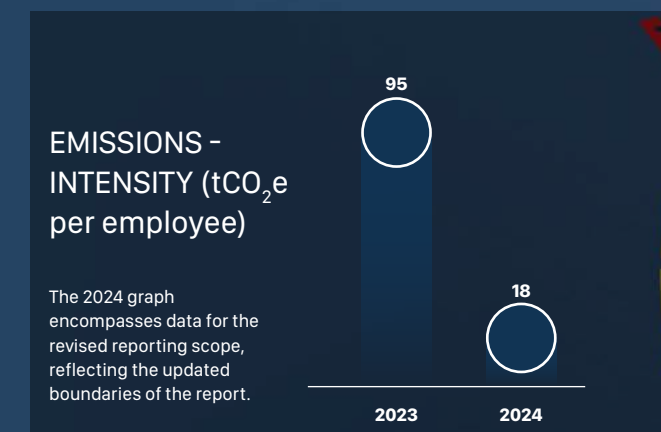
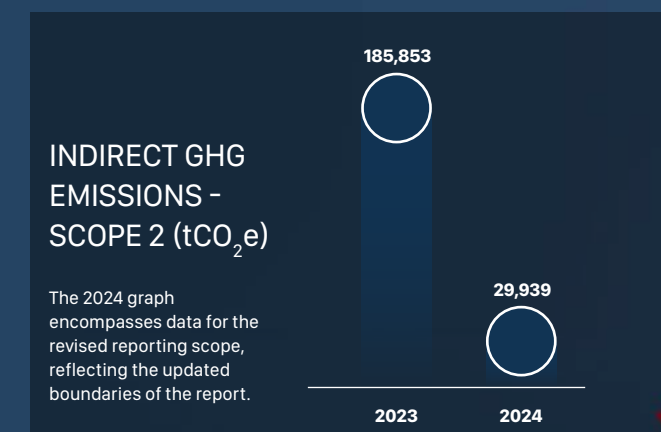
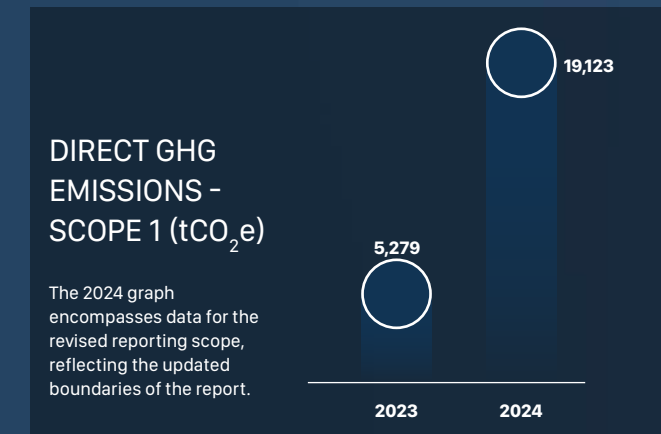
In line with this national vision, Dubai Investments has undertaken a comprehensive decarbonisation assessment across six key subsidiaries spanning three critical sectors, reinforcing its commitment to sustainability and climate action.

In 2024, the company initiated a detailed carbon accounting exercise to assess its greenhouse gas (GHG) emissions, laying the foundation for an ambitious Net-Zero transition plan and is expected to be completed by 2025. Reduction targets are being analysed in alignment with global standards, ensuring transparency and accountability.

In addition, Dubai Investments has adopted the GHG Protocol Standard for emissions calculations and aligned its targets with the UAE Net-Zero by 2050, addressing sector-specific emission hotspots and evaluating decarbonisation levers. Recognising the multiple pathways to achieving net zero, the company is referencing frameworks such as the Science Based Targets initiative (SBTi), Oxford Net Zero, and ISO Net Zero Guidelines to determine the most suitable and credible approach.



Emissions Tables*



*In 2024, the ESG report boundary expanded to 12 subsidiaries from 8 in 2023, with one subsidiary excluded. The 2024 graph encompasses data for the revised reporting scope, reflecting the updated boundaries of the report.

SUSTAINABLE SOLUTIONS

During the reporting period, Dubai Investments conducted a detailed GHG inventurisation for Scope 1 and 2 for 12 subsidiaries and as a result, the subsidiaries gained clearer insights into their emissions, enabling them to develop targeted reduction strategies and enhance their sustainability initiatives. Throughout this period, the subsidiaries have worked to integrate sustainable solutions through their products and innovations, contributing to emissions reduction. These efforts have been recognised with industry awards, highlighting their commitment to sustainability.

SUSTAINABLE MANUFACTURING

At Emirates Extrusion Factory (EEF), sustainability is integrated in their operations, this year the major highlight has been the collaboration with Jotun to integrate their advanced powder coating solutions, Jotun Façade 2487 Series, which strengthen the commitment to greener solutions and sustainable practices.

LEED-Compliant Products

Contributes to energy-efficient buildings, reduces greenhouse gas emissions, and promotes a healthier environment.

Efficient Resource Use

Minimises waste with higher coverage per kilogram, reduces raw material usage, and supports circular economy principles.

Eco-Friendly Coating

- **Low Energy Consumption:** Fast curing reduces time and energy, lowering the carbon footprint.
- **Non-Toxic:** Free from harmful substances like lead and asbestos, ensuring safety for humans and the environment.
- **Negligible VOCs:** Reduces harmful emissions, improving air quality and supporting a healthier ecosystem.

This collaboration underscores the company's commitment to sustainable manufacturing and its role in advancing eco-friendly construction practices. By integrating cutting-edge solutions like the Jotun Façade 2487 Series, the company is contributing to energy-efficient buildings, reducing greenhouse gas emissions, and creating a cleaner, healthier environment.

EMIRATES FLOAT GLASS – ENERGY SAVING INITIATIVES IN 2024

In 2024, Emirates Float Glass (EFG) remained dedicated to enhancing operational efficiency while reducing its environmental footprint. Through strategic energy-saving initiatives, the company successfully optimised power consumption across various facilities, demonstrating its commitment to sustainable operations.

KEY ENERGY-SAVING INITIATIVES IN 2024

EFG's energy conservation measures led to a significant reduction in electricity usage, cutting costs and improving overall efficiency. The major initiatives undertaken during the year included:

Chiller Temperature Optimisation in Administrative Buildings

- Automated chiller temperature control to improve efficiency.
- Achieved daily energy savings of 164 kWh and cost savings.

Optimised Running Hours for Stacker Conveyors (LES 1 & LES 2)

- Implemented program logic changes to reduce unnecessary conveyor operation.
- Resulted in daily energy savings of 172 kWh and cost savings.

Variable Frequency Drive (VFD) Installations in City Water Pumps

- Enabled better speed control and reduced energy waste.
- Contributed 240 kWh/day savings, reducing costs.

HVLS Fan Installation in Packaging Area

- Enhanced airflow efficiency, reducing the need for additional cooling.
- Resulted in 72 kWh/day savings and cost savings.

Direct Unloading of Raw Materials to Silo

- Reduced unnecessary power consumption during material handling.
- Achieved 180 kWh/day savings, leading to a cost reduction.

Overall Energy Savings Achieved in 2024

- Through these initiatives, EFG collectively saved 1,301 kWh per day.

COOLING TOWER TEMPERATURE OPTIMISATION

In 2024, Emirates Float Glass (EFG) undertook a significant energy-saving initiative focused on optimising the cooling tower temperature setpoints during the winter season. This case study highlights the process, impact, and benefits of the project. The initiative involved a detailed analysis of cooling requirements during the winter months, followed by adjustments to the temperature setpoints of the cooling towers. Using historical plant data and real-time performance trends, EFG identified opportunities to reduce energy consumption without affecting the production process. By optimising the cooling tower temperature setpoints and by adding VFD (variable frequency drive) controls to tower fan motors, EFG achieved substantial energy savings of 473 kWh per day. This initiative represented one of the most significant energy savings among the company's 2024 energy conservation projects.

RECOGNITION FOR ENVIRONMENTAL STEWARDSHIP

Emirates Float Glass (EFG), a global leader in the float glass industry was honoured with the prestigious Green Eco Label Award by the Environment Agency - Abu Dhabi (EAD). This accolade recognises EFG's exceptional contributions to environmental sustainability within the industrial sector. The award, acknowledges EFG's commitment to sustainable practices, including reducing its ecological footprint, conserving resources, and minimising waste through innovative manufacturing processes. This milestone strengthens EFG's reputation as a responsible leader in the glass manufacturing industry.

EFG's cutting-edge technology and sustainable practices have consistently positioned it as a frontrunner in the float glass industry. Coupled with its ICV Certification and Golden Listing, the Green Eco Label Award enhances EFG's standing, providing its customers with a competitive edge in government and environmentally aligned projects.

SOLAR ROOFTOP

Global Pharma is planning to install a 680-kW solar rooftop system as part of its commitment to reducing carbon emissions and enhancing energy efficiency. This initiative will enable the facility to generate clean electricity on-site, reducing reliance on grid power and lowering Scope 2 emissions. The transition to solar energy aligns with the UAE's sustainability goals and supports Global Pharma's long-term strategy for operational efficiency and environmental responsibility.

WATER SECURITY

Dubai Investments closely aligns with national commitments to sustainability, reflecting Dubai's vision of achieving comprehensive water security and promoting the use of recycled water by 2030. In line with this vision, the group's subsidiaries are actively adopting water treatment and recycling practices to minimise freshwater consumption and maximise reuse.

Emirates Extrusion Factory demonstrates its commitment to water stewardship by treating 100% of its water consumption through Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP). Global Pharma has further advanced sustainable practices with its state-of-the-art ETP, treating 75.7% of water from total consumption before discharge. Saudi American Glass recycles 9,600 m3, showcasing its dedication to reducing freshwater consumption and promoting circular water use.

TOTAL WATER CONSUMPTION (m3)*

The 2024 graph encompasses data for the revised reporting scope, reflecting the updated boundaries of the report.



WATER CONSUMPTION INTENSITY (M3/EMPLOYEE)*

The 2024 graph encompasses data for the revised reporting scope, reflecting the updated boundaries of the report.



*In 2024, the ESG report boundary expanded to 12 subsidiaries from 8 in 2023, with one subsidiary excluded. The 2024 graph encompasses data for the revised reporting scope, reflecting the updated boundaries of the report

WASTE MANAGEMENT

Effective waste management is a crucial pillar of the UAE's Net Zero by 2050 Strategic Initiative, which emphasises reducing waste generation, promoting recycling, and transitioning to a circular economy. Dubai Investments is aligned with these objectives, integrating waste management solutions into its operations and encouraging sustainable practices. In 2024, the group recycled 8328 MT of waste.

EMIRATES FLOAT GLASS AND EMIRATES GLASS

At Emirates Float Glass, 107 MT of hazardous waste was successfully diverted from disposal and sent for recycling. This effort underscores the company's commitment to sustainable waste practices and reducing environmental impact. Similarly, Emirates Glass has made strides in responsible waste disposal by sending 5.5 MT of hazardous waste and 267 MT of non-hazardous waste for incineration with energy recovery, ensuring the waste is utilised productively. Additionally, the company directed 1065 MT of non-hazardous waste to recycling, further supporting a circular economy.

International E-Waste Day

As part of its commitment to sustainability, Dubai Investments marked International E-Waste Day by encouraging employees and the community to responsibly dispose of their electronic waste. Through dedicated collection drives and awareness campaigns, the initiative highlighted the importance of proper e-waste management in reducing environmental impact. Actions, such as recycling outdated devices, contribute to significant environmental benefits, aligning with Dubai Investments' vision of a greener and cleaner future.



ALUMINUM EXTRUSION AND RECYCLING

Emirates Extrusion Factory (EEF) combines advanced Aluminum Extrusion Technology with sustainable recycling practices to drive climate action in the aluminum industry. With its focus on minimising waste, reducing energy consumption, and supporting the circular economy, EEF has made significant strides in sustainable manufacturing. The company sources approximately 14,000 MT of aluminum logs annually from a local supplier dedicated to sustainable and ethical practices. This ensures high-quality raw materials but also supports the local economy and reduces the environmental footprint of sourcing. Additionally, EEF reintroduces 15% of aluminum scraps directly into production, reflecting its commitment to the circular economy.

Waste Type	Percentage
Aluminium Scrap	41%
General Waste	38%
Waste Water	14%
Other Waste	7%

In 2024, all 1282.7 MT of aluminum scrap generated during production was successfully reused, closing the loop on waste. Beyond aluminum, EEF recycled 1741 MT of other material waste generated. By ensuring none of these materials ended up in landfills, EEF demonstrates its dedication to reducing environmental impact. Recycling aluminum at EEF requires 95% less energy compared to producing aluminum from raw bauxite, making it an energy-efficient and eco-friendly alternative. EEF's practices reflect its leadership in sustainable aluminum production, setting a benchmark for innovation and responsibility in the industry.

BIODIVERSITY

Dubai Investments is dedicated to preserving biodiversity and contributing to the UAE's sustainability goals by protecting natural ecosystems and promoting green initiatives. In celebration of World Environment Day, Dubai Investments distributed plants to employees across the office, showcasing its commitment to sustainability and promoting a greener future.

A key initiative is the company's extensive tree plantation programme, with an emphasis on increasing green cover across the UAE. One notable aspect is the plantation of the Ghaf tree, which is uniquely adapted to the arid climate of Dubai. The Ghaf tree plays a crucial role in conserving water, improving air quality, stabilising soil, and providing a habitat for native wildlife. This initiative helps restore the ecosystem and symbolises resilience and sustainability, reflecting the broader environmental vision of Dubai Investments. Dubai Investments employees planted 100 trees during the Ghaf Tree Planting Initiative. This initiative united employees in a shared mission to enhance biodiversity and address environmental challenges.

Number of Ghaf Trees Planted

100

Number of Local Indigenous Tress Planted

756

Number of Shrubs and Ground Cover Planted

164,478



In this chapter

- Talent Development and Retention →
- Employee Recognition and Engagement →
- Human Rights →
- Diversity, Equity, and Inclusion →
- Emiratization →
- Occupational Health and Safety →
- Supply Chain Management →
- Customer Experience →
- Data Privacy and Cybersecurity →
- Community Engagement →

Human Capital Development is central to Dubai Investments’ success and aligns with the UAE Vision 2031 by advancing a knowledge-based economy and building an inclusive, empowered workforce. The Group focuses on recruiting and retaining top talent, enhancing skills through continuous development programmes, and promoting equity to create a diverse and resilient organisation. These efforts contribute to economic growth, social cohesion, and innovation while empowering Emiratis with meaningful opportunities in key industries. By investing in its people, Dubai Investments drives organisational excellence and supports national goals of sustainability and global competitiveness.

GRI Markers

401-1, 401-2, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-8, 403-9, 403-10, 404-1, 404-2, 404-3, 405-1, 405-2, 413-1, 418-1

DFM Markers

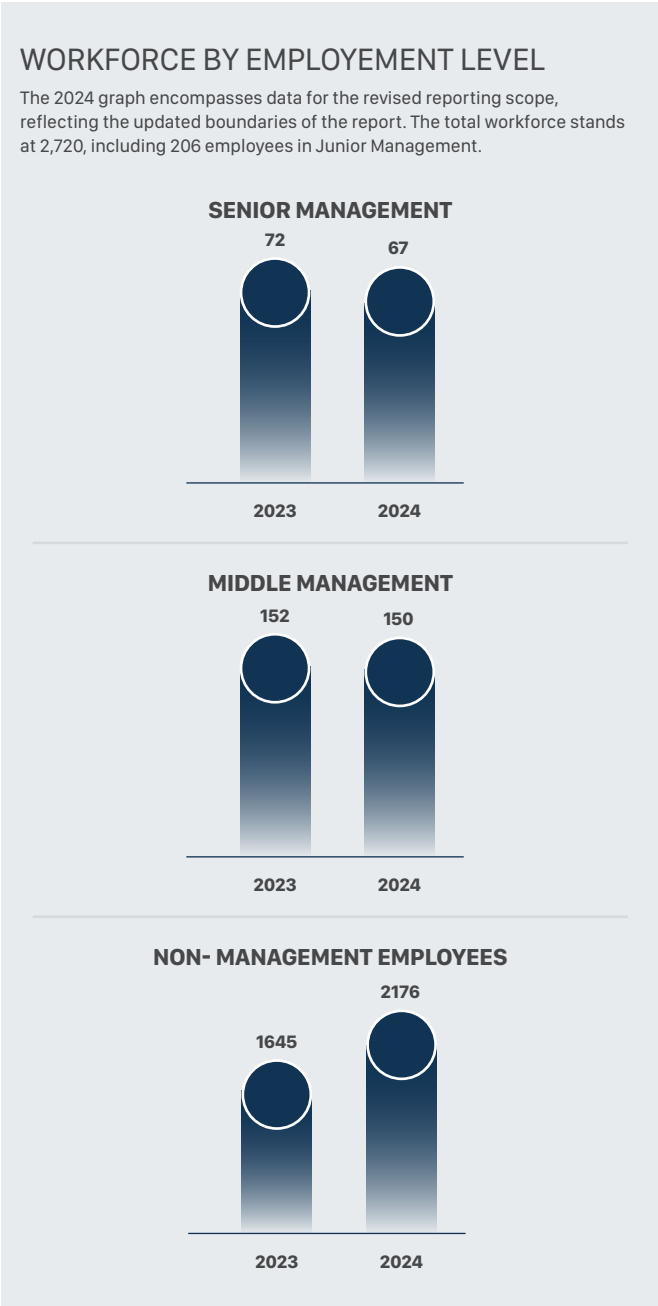
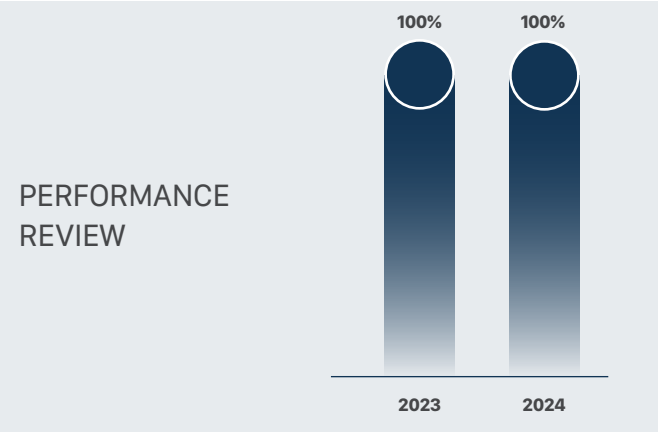
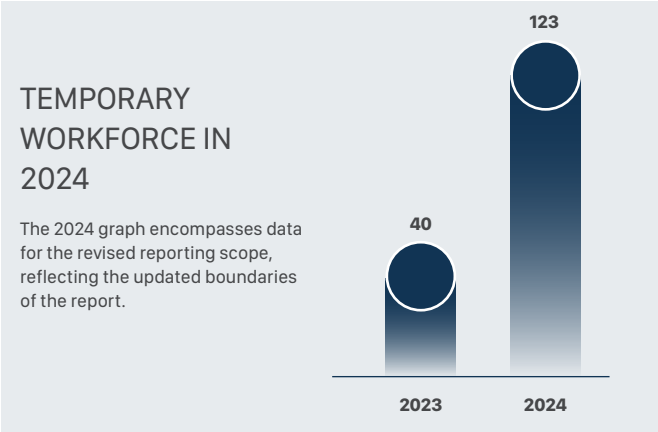
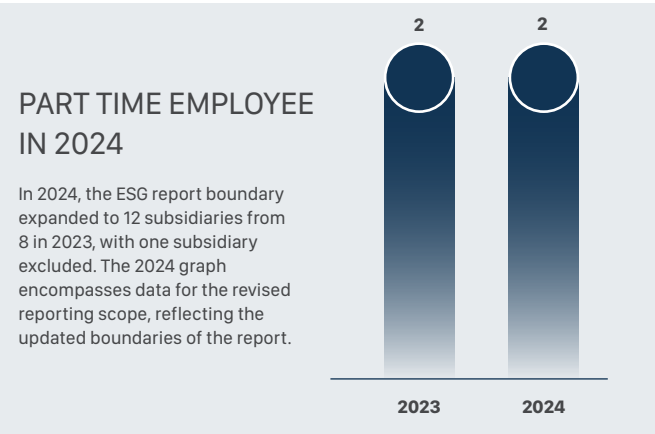
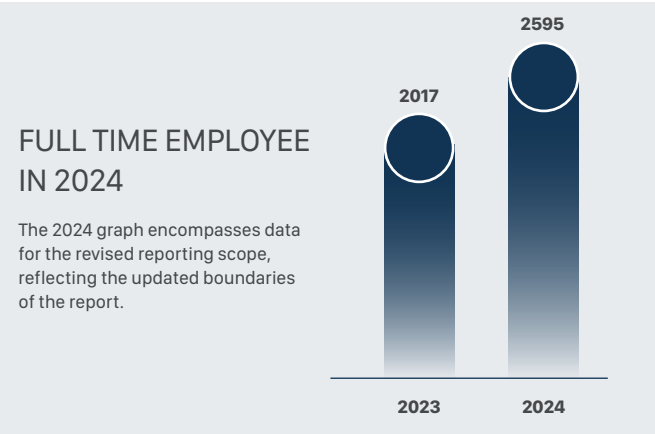
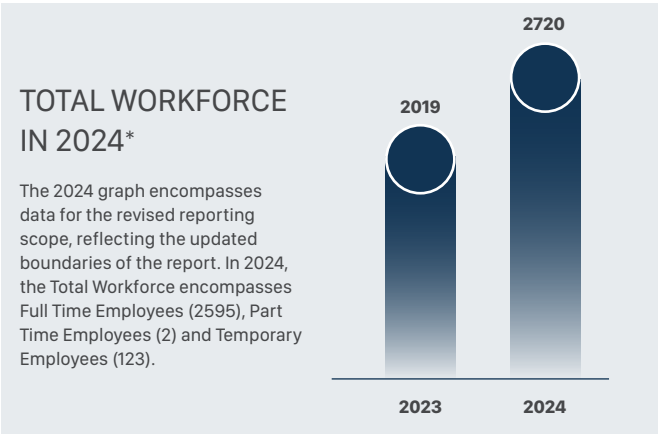
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GROWTH, INCLUSION, AND IMPACT



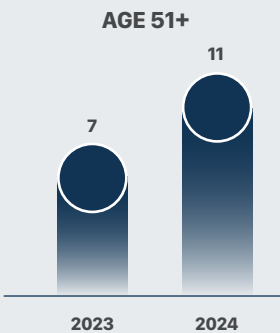
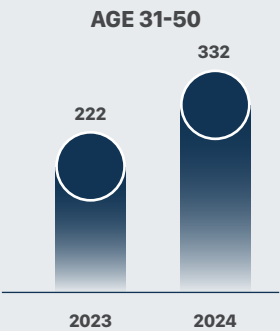
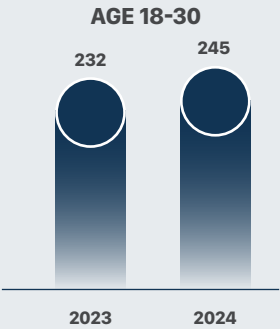
TALENT DEVELOPMENT AND RETENTION

Dubai Investments is dedicated to recruiting talent aligned with its vision, creating fair, equal opportunities, and diversity to drive success. The group emphasises internal mobility, offering career progression opportunities to employees and cultivating a culture of growth. To attract skilled talent, Dubai Investments participated in key events like the University of Dubai and American University of Dubai Job Fairs, National Service Career Fair, Zayed University Conference and Careers RUYA. Subsidiaries such as Emirates Glass further engaged with academia by hosting students and faculty from the University of Birmingham, Dubai, providing insights into their operations and contributions to the campus glazing project.



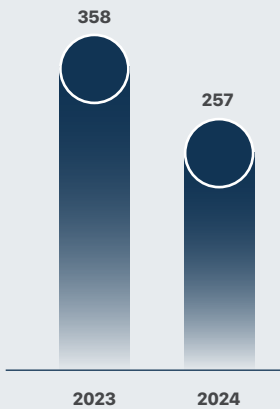
TOTAL NEW EMPLOYEES BY AGE*

The 2024 graph encompasses data for the revised reporting scope, reflecting the updated boundaries of the report.



EMPLOYEE
TURNOVER
(NUMBERS)

The 2024 graph encompasses data for the revised reporting scope, reflecting the updated boundaries of the report.



EMPLOYEE
RECOGNITION
AND
ENGAGEMENT



Town Halls and Recognition:

The HR team organised two town halls recognising employee contributions through DI Star & Trophy awards. The events also introduced the new Performance Module through an interactive session.



Skill Development Sessions:

A masterclass on sales and leasing, organised by the HR team, equipped employees with strategies from leading real estate firms to enhance skills and drive industry excellence.



Team-Building Activities:

Dubai Investment held team building activities for their employees. Globalpharma held sessions facilitated by external experts to encourage collaboration and teamwork and a sports event by Emirates Float Glass to promote health in the workplace was conducted.



Honouring Workforce Contributions:

Dubai Investment Park hosted a special event to honour employees for their support during the Dubai rains, recognising their role in addressing challenges.



Cultural and Festive Engagement:

The company celebrated the holy month of Ramadan by organising Iftars, fostering unity and cultural appreciation across its workforce.

Employee Wellbeing Initiatives



Dubai Fitness Challenge 30x30:

Employees actively participated in the Dubai Fitness Challenge 30x30, showcasing their commitment to fitness, teamwork, and community spirit. A total of 96 employees joined, collectively walking 23.46 million steps, and covering an impressive distance of 17,379 km.



Breast Cancer Awareness Month

Dubai Investments hosted an educational event highlighting the importance of early detection. In collaboration with Pink Caravan, they conducted mammograms and physical tests for female employees and organised workshops on preparing healthy meals to help prevent the disease through nutrition.



Technology for Enhanced Work Environment

Techsource implemented advanced technologies to improve working conditions and operational efficiency, fostering a productive and supportive work environment.



Onsite Health and Eye Check-ups

The Group partnered with Mercer Marsh, Canadian Specialty Hospital, Myo Medical & Dental Clinic, and Max Vision to provide free onsite health and eye check-ups, reinforcing wellness as a top priority.



Remote Medical Access

Recognising the need for convenient healthcare, Dubai Investments launched Novitas Teleconsultation sessions, offering employees remote medical access to ensure their health needs are met with ease.



Flu Vaccination Programme

Dubai Investments offered flu vaccines to all employees, aiming to control the spread of viruses and ensure a healthy workplace.



LVL Wellbeing Mobile Application

Dubai Investments introduced LVL Wellbeing Mobile Application prioritizing employees physical and mental wellbeing through virtual tools and in-person wellbeing activities



Burnout Prevention Webinar

Dubai Investments organised a burnout prevention webinar, in recognition of early signs to develop strategies for nervous system care, and connect with purpose & mindfulness to combat exhaustion



Health and Wellbeing

Dubai Investments organized a rejuvenating yoga session and engaging team-building activities to promote employee well-being, health, and team bonding.

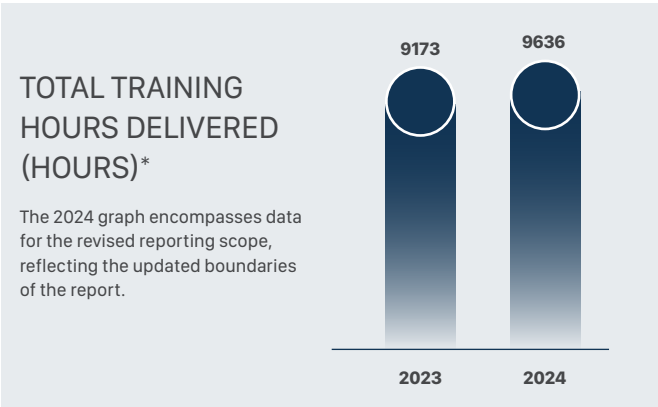
EMPLOYEE SURVEY

The employee engagement and voice surveys provided valuable insights into workplace dynamics and the effectiveness of the new HR system. Respondents praised the system's user-friendliness, training, and ability to meet departmental needs. The survey highlighted strengths such as flexibility, work-life balance, and a supportive environment, while also identifying areas for improvement, including communication, empowerment, and professional development opportunities. The survey underscored the focus on promoting collaboration and growth.

*In 2024, the ESG report boundary expanded to 12 subsidiaries from 8 in 2023, with one subsidiary excluded. The 2024 graph encompasses data for the revised reporting scope, reflecting the updated boundaries of the report.

Training and Development

Dubai Investments prioritises employee growth and organisational success by offering targeted training programmes that address key objectives. In 2024, the company delivered 9636 hours of trainings of impactful initiatives aimed at enhancing technical expertise, leadership capabilities, and operational efficiency.



Resonant Leadership

This leadership training equipped participants with tools for self-awareness, emotional intelligence, and team dynamics. Employees honed their ability to foster collaboration, resilience, and effective communication within teams.

Strategic Leadership Transformation

The “Transactional to Strategic Mindset” programme prepared leaders to think strategically, align organisational goals, and inspire adaptability. This training developed critical decision-making and problem-solving skills, enhancing leadership impact across teams.

Advanced Technical Proficiency

Excel training, ranging from basic to advanced levels, empowered employees to leverage technical tools effectively. Skills included data analysis, efficient use of PivotTables, and automation with macros, enhancing overall productivity.

Comprehensive Community Management Expertise

The M-Series Training Modules provided employees with specialised knowledge in community management:

- M-100:** Fundamentals of community association management.
- M-201:** Facilities management and contract oversight skills.
- M-204:** Governance and legal responsibility awareness.
- M-206:** Financial management, including budgeting and reporting proficiency.

Performance Management System Training

During the 2nd Town Hall, employees were introduced to a new performance evaluation framework. This training enhanced their understanding of goal setting, feedback mechanisms, and performance metrics, fostering transparency and alignment with organisational objectives.

Sustainability Training

Dubai Investments employees successfully completed the HSBC Sustainable Accelerator 2024, enhancing their expertise in ESG reporting, stakeholder engagement, and carbon footprint calculation. Globalpharma conducted specialized training to foster environmental responsibility and accountability among its workforce. Additionally, Dubai Investments organized training for its Sustainability Champions, focusing on the latest reporting standards and decarbonization strategies to drive impactful sustainability practices across the organization.

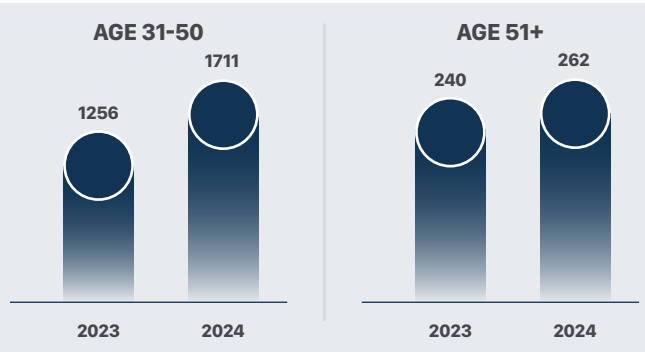
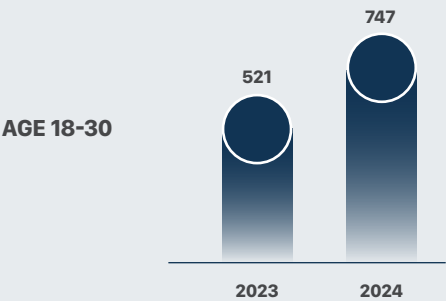
HUMAN RIGHTS

Dubai Investments is committed to building a work environment that respects and protects human rights, ensuring compliance with relevant laws and regulations in all its operations. To address and mitigate human rights risks, it engages in collaborative dialogue with stakeholders and value chain partners, advocating for ethical practices and long-term sustainability. Key measures include conducting risk assessments, tracing supply chains, implementing stringent recruitment protocols, conducting regular audits, and establishing effective grievance mechanisms. These efforts ensure that value chain partners adhere to human rights policies, particularly in high-risk areas. By proactively managing risks and promoting ethical practices, the organisation strengthens relationships across its value chain, aligns with global standards, and contributes meaningfully to sustainable development.

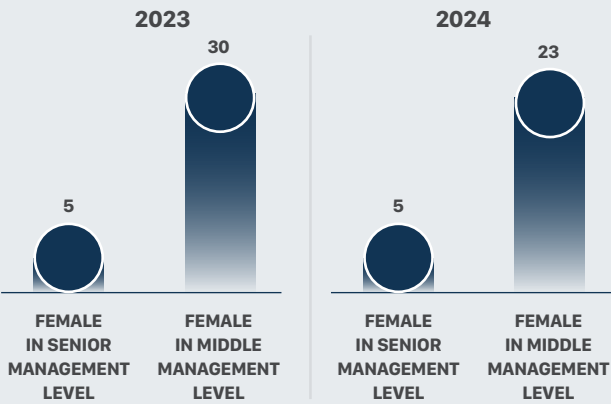
DIVERSITY, EQUITY, AND INCLUSION

Dubai Investments is committed to a diverse and inclusive workplace that promotes engagement, innovation, and high performance. Its policies ensure a discrimination-free environment across compensation, benefits, and training. The organisation prioritises gender equality, the inclusion of people of determination, and balanced workforce representation, recognising that diversity enhances perspectives, nurtures creativity, and strengthens decision-making. During the year, 45 women joined the Group, bringing the total number of female employees to 178, which constitutes 6.5% of the overall workforce of 2,720.

TOTAL EMPLOYEES BY AGE*



FEMALE PARTICIPATION IN MANAGEMENT



On International Women's Day, Dubai Investments celebrated the remarkable achievements of women whose efforts inspire hope and progress throughout the year. The organisation takes great pride in the diverse talents of its female employees and their significant contributions to its growth and success.

Women Driving Change in Leadership:

Ms. Hind Abdulrahman Qassim Al Ali made history as Dubai Investments’ first-ever female board member, marking a significant milestone in the company’s commitment to diversity and inclusion. She champions gender-equal policies and practices that dismantle systemic barriers and promote equitable workplaces. Her efforts extend to advocating for male allies as crucial partners in driving cultural change and creating an environment where diverse voices shape decisions and innovation. Ms Hind places strong emphasis on mentorship as a tool to nurture the next generation of female leaders, believing that structured programmes build confidence, develop skills, and open doors for aspiring professionals. Her vision of inclusivity goes beyond representation, focusing on creating workplaces where diversity is a strength, and equitable opportunities enable organisations to thrive.

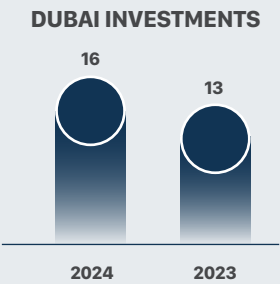
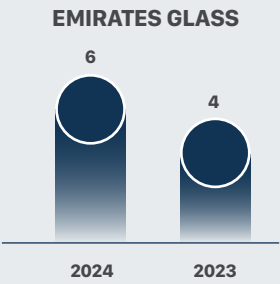
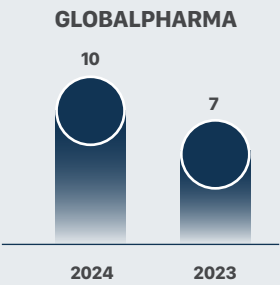
*In 2024, the ESG report boundary expanded to 12 subsidiaries from 8 in 2023, with one subsidiary excluded. The 2024 graph encompasses data for the revised reporting scope, reflecting the updated boundaries of the report.

*In 2024, the ESG report boundary expanded to 12 subsidiaries from 8 in 2023, with one subsidiary excluded. The 2024 graph encompasses data for the revised reporting scope, reflecting the updated boundaries of the report.

EMIRATIZATION

Dubai Investments is committed to supporting the UAE government's efforts to increase Emirati representation in the private sector, aligning with the NAFIS programme under the Emirati Talent Competitiveness agenda. The company prioritises Emiratisation through recruitment, retention, and professional development, with initiatives such as the Masirati Development Programme offering tailored growth opportunities for Emirati employees. Dubai Investments also actively engages Emirati talent by participating in career fairs like RU'YA Careers 2024, attracting professionals to its diverse business sectors. These efforts reflect the organisation's dedication to fostering an inclusive environment where Emirati talent can thrive. Across the group, there has been progress towards the Emiratisation initiative and as of 2024 the total number of Emirati Employees has gone up.

EMIRATI EMPLOYEES WITHIN THE TOTAL WORKFORCE*



*In 2024, the ESG report boundary expanded to 12 subsidiaries from 8 in 2023, with one subsidiary excluded. The 2024 graph encompasses data for the revised reporting scope, reflecting the updated boundaries of the report.

OCCUPATIONAL HEALTH AND SAFETY

Dubai Investments prioritises workplace safety by identifying and mitigating potential hazards to prevent injuries, illnesses, property damage, and environmental harm. The company upholds stringent occupational health and safety (OHS) standards, ensuring employee well-being and fostering a safe working environment. Its OHS policies align with international best practices and regulatory requirements, supported by comprehensive risk mitigation protocols and regular reviews. Training and awareness programmes play a key role, equipping employees to recognise hazards, follow safety procedures, and respond effectively in emergencies.

100%

of Workers are covered by an OHS Management System

0

Employee Fatalities

239

No. of Safety Training Programs Conducted

2916

hours of Training have been conducted for permanent employees

Health and Safety *	2022	2023	2024
Employee Fatalities	0	0	0
Contractor Fatalities	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	13.50	17.42	13.71
Employee Total Recordable Injuries	49	55	66
Total Employee Man-Hours	3,629,514	3,158,034	4,811,073
Total Contractor Man-Hours	543,623	1,365,157	4,846,566

*In 2024, the ESG report boundary expanded to 12 subsidiaries from 8 in 2023, with one subsidiary excluded. The 2024 graph encompasses data for the revised reporting scope, reflecting the updated boundaries of the report.

Training Related to OHS

Workplace Safety and Hazard Management

Hazard Awareness and Communication: ATEX (Hazardous Area Classification), Hazard Communication Program, and Material Safety Data Sheet training.

Workplace Hazards: Noise and Vibration Control, Slip, Trip, and Fall Hazards, and Working in Extreme Temperatures (Midday Break Rule).

Hazardous Substances: Focused on How to Handle Hazardous Substances and Coping with Noise Hazards.

Emergency Preparedness and Regulatory Compliance

Emergency Preparedness: Emergency Evacuation Procedures, Fire Emergency and Mock Drill, and Emergency Management.

Fire and First Aid: Basic First Aid and Fire Fighting Training along with Safe Use of Fire Extinguishers.

Regulatory Standards: OSHA Standards for Safety Data Sheets and Integrated Management System (ISO-Related Session).

Equipment Safety and Personal Protective Measures

- Personal Protective Equipment:** Work-Specific PPE and How to Be Safe from Machinery Hazards.
- Tools and Equipment:** Safe Use of Power Tools and Handheld Tools.
- Working at Height:** Training on Working at Height and the use of MEWPS (Mobile Elevated Work Platforms).
- Specialised Operations:** EOT Crane Operation and Forklift Training.

Global Pharma: Advancing OHS Through Actions

Globalpharma is committed to maintaining high standards of occupational health and safety through proactive initiatives and employee engagement. The company conducted basic firefighting, first-aid, and Hazard Communication training to equip employees with essential safety skills. To enhance workplace safety, an Air Shower Chamber was installed in the Penicillin Plant to ensure a cleaner environment, while Integrated Management System (IMS) training supported ISO certification and safety protocols. Participation in the 2024 HSE MENA Summit and the implementation of an HSE reporting system further demonstrate Globalpharma's focus on innovation, compliance, and fostering a strong safety culture.



SUPPLY CHAIN MANAGEMENT

406.5
AED Million Procurement Spending on Local Suppliers

89%
of the Total Procurement budget was spent on Local Suppliers

Dubai Investments holds its suppliers to elevated standards of business conduct and integrity. The Supplier Code of Conduct, adopted by its subsidiaries such as Emirates Building System and Dubai Investment Real Estate, outlines expectations for operational excellence, fairness, and environmental and social responsibility. Vendors are required to adhere to this Code and are encouraged to implement and enforce its principles across their organisations and supply chains. This commitment underscores Dubai Investments' dedication to ethical business practices and responsible collaboration.

To ensure the security of sensitive data, Dubai Investments mandates that suppliers with access to confidential information meet stringent control requirements. These are assessed through a rigorous risk evaluation process, encompassing security measures, system availability, vulnerabilities, and access controls. Annual targeted surveys further strengthen supplier engagement by evaluating their management of labour practices, human rights, environmental stewardship, and occupational health and safety. This proactive approach helps maintain a sustainable and responsible supply chain.

In 2024, Emirates Glass onboarded 297 new suppliers. The company allocated 75.13% of its procurement budget to local suppliers, strengthening the local supplier base. These efforts reflect Dubai Investments' commitment to building a sustainable and inclusive supply chain.

CUSTOMER EXPERIENCE

Dubai Investments places a strong emphasis on customer satisfaction, striving to exceed client expectations through innovative products and exceptional service. Subsidiaries such as Emirates Glass and Emirates Float Glass exemplify this commitment, having successfully completed projects that have garnered high levels of client satisfaction. Their dedication to quality and product innovation has not only earned them recognition within the industry but also reinforced their reputation as trusted partners in delivering superior solutions. This unwavering focus on meeting customer needs continues to drive success across the group.

Dubai Investments Park continues to prioritize exceptional customer service, reflecting its commitment to valuing its customers. 2024 customer service survey reveals that respondents are very satisfied with the services provided, highlighting a strong foundation of trust and excellence. Quality of services offered is rated as high-quality underscoring DIP's dedication to consistently meet customer expectations.

DATA PRIVACY AND CYBERSECURITY

Dubai Investments prioritises cybersecurity and data privacy through a robust framework aligned with internationally recognised ISO/IEC 27001 standards. This framework safeguards sensitive information ensures compliance with regulations, and is supported by regular audits, risk assessments, and advanced monitoring tools. The Group's Information Security Management System (ISMS) underpins its proactive approach to addressing vulnerabilities and maintaining operational resilience. Comprehensive training and awareness programmes equip employees to handle sensitive information securely, recognise phishing attempts, and follow best practices. A dedicated incident response policy ensures swift action during cybersecurity incidents, while a managed Security Operations Centre (SOC) and platforms like MITRE ATT&CK enhance threat detection and response capabilities.

Customer privacy is integral to operations, with a data protection and privacy policy emphasising transparency, fairness, and informed consent. In 2024, the Group reported no data breaches, reflecting the effectiveness of its IT systems. Digital transformation initiatives, including a Document Management System (DMS), e-signatures, and cloud-based file systems, further strengthen data security while supporting sustainability by reducing paper and energy usage.



COMMUNITY ENGAGEMENT

Dubai Investments remains dedicated to creating a meaningful impact across healthcare, community well-being, education, and environmental sustainability. The group's comprehensive CSR programmes, conducted through its subsidiaries and partnerships, align with its commitment to promoting social, economic, and environmental progress.

400
Employee Hours Volunteered

AED 1.77 mn
Amount Donated by the Firm

Community Well-Being

Green Run: A community fitness event promoting health and environmental awareness attracted 3,000 participants, including over 50 corporates and 20 vendors.

Ramadan Initiatives: Collaborations with Rewaq Al Ousha and Beit Al Khair distributed Iftar meals in labour accommodations, neighbourhoods, and senior centres.

Gaza Relief Campaign: In partnership with Dubai Cares, DI supported the "Gaza in Our Hearts" campaign, delivering millions of meals, food baskets, and emergency shelter tents to affected regions.

Eid Clothes Drive: Employees volunteered to shop for Eid clothes for refugee and needy children through Rawafed Centre.

Al Noor and Rashid Centres: Dubai Investments sponsored children with autism and intellectual disabilities from these centres to ensure access to specialised care.

Big Heart Foundation: Dubai Investments employees volunteered to pack 400 boxes of school supplies for underprivileged children.

Lebanon Emergency Relief: Dubai Investments supported Emirates Red Crescent's aid for war-affected areas in Lebanon.

Health & Wellbeing

Fertility Awareness Campaign: Dubai Investments sponsored Ovasave's fertility awareness campaign, offering testing services to 506 women across nine work communities.

Blood Donation: A camp organised in partnership with the Dubai Health Authority encouraged employees to donate blood to save lives.

Medicines Donation: Globalpharma donated medicines to Lebanon during war.

Children's Cancer Care: Dubai Investments sponsored treatments at the Children's Cancer Centre of Lebanon to support children battling cancer.

Quality Education

Youth Leadership Programme: Dubai Investment concluded its second edition, equipping schoolchildren aged 15–17 with leadership skills.

School Fee Support: Dubai Investments supported school fees for needy children at various institutions.

Dubai Police Hemaya Programme: Dubai Investments contributed to the education of children of low-income employees through this initiative.

Imam Malik College Graduation: Dubai Investments sponsored the graduation ceremony of Imam Malik College of Sharia and Law.

Environmental Stewardship

E-Waste Drive: A 14-day collection drive at five Dubai Investments Park points resulted in 30 kg of e-waste being collected.

Tree Planting: On World Environment Day, Dubai Investments planted 500 Tecoma stans trees to promote environmental stewardship.

Clean UAE Campaign: In collaboration with Emirates Environment Group, Dubai Investment supported a campaign where participants collected 43,544 kg of waste across all seven emirates.

Recycling Initiatives: Dubai Investments placed sorting bins in high-footfall areas within DIP to encourage waste segregation and recycling.



ANNEXURES

Data Coverage Table

Key Performance Indicator	Dubai Investments PJSC	Emirates Glass	Saudi American Glass	Tech Source	Emirates Extrusion Factory	Dubai Investment Park Development Company	Dubai Investment Real Estate LLC	Emirates Float Glass LLC	Global Pharma LLC	Emirates Building LLC	Emirates Extruded Polystrene LLC	Al Mujamma Real Estate LLC	Gulf Metal Craft LLC
ECONOMIC PERFORMANCE													
Revenues (AED '000s)*	Consolidated Figures reported in full												
Operating costs (AED '000s)*	Consolidated Figures reported in full												
Donations and sponsorships (AED '000s)*	Consolidated Figures reported in full												
Donations and sponsorships as % of pre-tax profit*	Consolidated Figures reported in full												
Net profits attributable to shareholders (AED '000s)*	Consolidated Figures reported in full												
ENVIRONMENTAL PERFORMANCE													
Energy Consumption within the Organisation													
Total Diesel Consumption	F	F	F	N	F	F	N	F	F	F	F	N	N
Total Petrol Consumption	F	F	N	N	P24	F	N	F	F	F	F	N	N
Total Electricity Consumption	F	F	F	F	F	F	F	F	F	F	F	F	F
Total Non-Renewable	N	N	N	N	N	N	N	N	N	N	N	N	N
Total Renewable Total Energy Consumption within Organisation	N	N	N	N	N	N	N	N	N	N	N	N	N
Total Area Coverage Energy Intensity	N	N	N	N	N	N	N	N	N	N	N	N	N
Energy Intensity	F	F	F	F	F	F	F	F	F	F	F	F	F
Energy Reduction													
Diesel Reduction	N	N	N	N	N	N	N	N	N	N	N	N	N
Petrol Reduction	N	N	N	N	N	N	N	N	N	N	N	N	N
Electricity Consumption	N	N	N	N	N	N	N	N	N	N	N	N	N
Water Withdrawal													
Surface Water	F	N	F	N	N	N	N	F	F	N	N	N	N
Groundwater	F	N	P23	N	F	F	N	N	F	N	N	N	N
Seawater	F	N	N	N	N	N	N	N	F	N	N	N	N
Produced Water	F	N	P24	N	N	P24	N	N	N	N	N	N	F

*Includes DI PJSC and its subsidiaries.

F: Full Reporting P23: Partial Reporting 2023 P24: Partial Reporting 2024 P2324: Partial Reporting 2023 and 2024 N: Not Reporting

Key Performance Indicator	Dubai Investments PJSC	Emirates Glass	Saudi American Glass	Tech Source	Emirates Extrusion Factory	Dubai Investment Park Development Company	Dubai Investment Real Estate LLC	Emirates Float Glass LLC	Global Pharma LLC	Emirates Building LLC	Emirates Extruded Polystrene LLC	Al Mujamma Real Estate LLC	Gulf Metal Craft LLC
Water Discharge													
Water discharge by freshwater and other water	F	N	N	N	N	P24	N	F	N	N	N	N	N
Total Water Discharge	F	P24	P24	N	N	P24	N	F	N	N	N	N	P24
Water Discharge(No Treatment)	F	N	F	N	N	N	N	N	F	N	N	N	N
Water Discharge (Treatment level [Effluent Treatment plant])	F	F	F	F	F	N	N	N	N	N	N	N	N
Water Consumption													
Total Water Consumption	F	F	F	N	F	F	N	F	F	N	N	N	F
Waste													
Hazardous waste	F	N	N	F	F	N	N	F	F	N	N	N	N
Non Hazardous waste	F	N	N	F	F	N	N	N	F	N	F	N	N
Emissions													
Scope 1	F	F	F	N	F	F	N	F	F	F	F	N	N
Scope 2	F	F	F	P24	F	F	F	F	F	F	F	F	N
Emission Reductions													
Scope 1 reduction	N	N	N	N	N	N	N	N	N	N	N	N	N
Scope 2 reduction	N	N	N	N	N	N	N	N	N	N	N	P24	N
Details of Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emission													
NOx	N	N	N	N	N	N	N	N	N	N	N	N	N
SOx	N	N	N	N	N	N	N	N	N	N	N	N	N
Persistent organic pollutants (POP)	N	N	N	N	N	N	N	N	N	N	N	N	N
Hazardous air pollutants (HAP)	N	N	N	N	N	N	N	N	N	N	N	N	N
Particulate matter (PM)	N	N	N	N	N	N	N	N	N	N	N	N	N
Other standard categories of air emissions identified in relevant regulations (please specify)	N	N	N	N	N	N	N	N	N	N	N	N	N
SOCIAL PERFORMANCE													
Total Workforce based on Gender													
Number of employees	F	F	F	F	F	F	F	F	F	F	F	P24	F
Number of permanent employees	F	F	F	F	F	F	F	F	F	F	F	P24	F
Senior management	F	F	F	F	F	F	F	F	F	F	F	F	F
Middle management	F	F	F	F	F	F	F	F	F	F	F	F	F

*Includes DI PJSC and its subsidiaries.

F: Full Reporting P23: Partial Reporting 2023 P24: Partial Reporting 2024 P2324: Partial Reporting 2023 and 2024 N: Not Reporting

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Junior Management	F	F	F	F	F	F	F	F	F	F	F	F	F
Non-Management employees	F	F	F	F	F	F	F	F	F	F	F	F	F
Total Workforce based on Region													
Number of employees	F	F	F	F	F	F	F	F	F	F	F	F	F
Number of permanent employees	F	F	F	F	F	F	F	F	F	F	F	F	F
Senior management	F	F	F	F	F	F	F	F	F	F	F	F	F
Middle management	F	F	F	F	F	F	F	F	F	F	F	F	F
Non-Management employees	F	F	F	F	F	F	F	F	F	F	F	F	F
Total number of Female National employees	F	F	F	F	F	F	F	F	F	F	F	F	F
Number of temporary employees	F	F	F	F	F	F	F	F	F	F	F	F	F
Number of part-time employees	F	F	F	F	F	F	F	F	F	F	F	F	F
NEW HIRES AND TURNOVER													
New Employees based on Gender and Age Group													
Age 18-30	F	F	P24	F	F	F	F	F	F	P24	P24	F	F
Age 31-50	F	F	P24	F	F	F	F	F	F	P24	P24	F	F
Age 51+	F	F	P24	F	F	F	F	F	F	P24	P24	F	F
Rate of New Employees based on Gender and Age Group													
Age 18-30	F	F	P24	F	F	F	F	F	F	P24	P24	F	F
Age 31-50	F	F	P24	F	F	F	F	F	F	P24	P24	F	F
Age 51+	F	F	P24	F	F	F	F	F	F	P24	P24	F	F
EMPLOYEES TURNOVER Rate BASED ON GENDER AND AGE GROUP													
Age 18-30	F	F	F	F	F	P24	P24	F	F	F	F	P24	P24
Age 31-50	F	F	F	F	F	P24	P24	F	F	F	F	P24	P24
Age 51+	F	F	F	F	F	P24	P24	F	F	F	F	P24	P24
HEALTH & SAFETY													
Workers under OHS Management system													
Organisation's total controlled workforce summary overview	F	F	F	F	N	F	F	F	F	F	F	F	N
Total workforce under organisational OHS management system	F	F	F	F	N	F	F	F	F	F	F	F	N
Percentage of non-employee workforce under OHS management system	F	F	F	F	N	F	F	F	F	F	F	F	N

*Includes DI PJSC and its subsidiaries.

F: Full Reporting P23: Partial Reporting 2023 P24: Partial Reporting 2024 P2324: Partial Reporting 2023 and 2024 N: Not Reporting

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Non-employee workforce under internally audited controlled system summary	F	P24	N	N	N	F	F	F	F	F	N	N	P24
The percentage of all employees and workers who are not employees but whose work and/ or workplace is controlled by the organisation, who are covered by such a system that has been internally audited	N	N	N	N	N	F	F	N	N	N	N	N	N
Non-employee workforce under externally certified controlled system	F	P24	N	N	N	P23	F	F	F	F	P23	N	P24
Percentage of non-employee workforce under externally certified controlled system	N	N	N	N	N	F	F	N	F	P24	N	N	P24
Workers-related injuries													
Work related fatalities count	F	F	F	F	F	F	F	F	F	F	F	F	F
Rate of work injury fatalities	F	F	F	F	F	F	F	F	F	F	F	F	F
High-consequence work-related injuries count	F	P24	P24	N	P24	N	N	P24	F	F	F	N	P24
Rate of high-consequence work injuries(including fatalities)	F	F	F	F	F	N	F	F	F	F	F	F	F
The number of recordable work-related injuries	F	F	F	F	F	F	F	F	F	F	F	F	F
The rate of recordable work-related injuries	F	P24	P24	N	P24	N	N	P24	F	F	F	N	P24
Number of hours worked in the reporting year	F	F	P24	N	P24	N	N	P24	F	F	F	N	P24
The total number of high-potential work-related incidents identified	N	N	N	N	N	N	N	N	N	N	N	N	N
The total number of close calls identified	N	N	N	N	N	N	N	N	N	N	N	N	N
Workers-related ill-health													
Number of High consequence work related injury	F	F	P24	F	P24	N	N	P24	F	F	F	N	N
The number of cases of recordable work-related injuries	F	F	P23	N	P24	N	N	P24	F	F	F	N	P24
Number of hours worked in the reporting year	F	P24	P24	N	P24	N	N	P24	F	F	F	N	P24
TRAINING													
Total number of training hours provided													
Male	F	F	P24	P24	N	F	F	F	F	F	P24	F	F
Female	F	F	P24	P24	N	F	F	F	F	F	P24	F	F
Total hours	F	F	P24	P24	N	F	F	F	F	F	P24	F	F
Per employee category	F	F	P24	P24	N	F	F	F	F	F	P24	F	F

*Includes DI PJSC and its subsidiaries.

F: Full Reporting P23: Partial Reporting 2023 P24: Partial Reporting 2024 P2324: Partial Reporting 2023 and 2024 N: Not Reporting

Key Performance Indicator	Dubai Investments PJSC	Emirates Glass	Saudi American Glass	Tech Source	Emirates Extrusion Factory	Dubai Investment Park Development Company	Dubai Investment Real Estate LLC	Emirates Float Glass LLC	Global Pharma LLC	Emirates Building LLC	Emirates Extruded Polystyrene LLC	Al Mufamma Real Estate LLC	Gulf Metal Craft LLC
Average training hours													
Male	F	F	P24	P24	N	F	F	F	F	F	P24	F	F
Female	F	F	P24	P24	N	F	F	F	F	F	P24	F	F
Per employee category	F	F	P24	P24	N	F	F	F	F	F	P24	F	F
Performance Reviews													
Employees receiving career and developmental review													
Male	F	P24	P24	F	N	F	F	F	P24	P23	F	F	F
Female	F	P24	P24	F	N	F	F	F	P24	P23	F	F	F
Percentage of Employees receiving career and developmental review													
Male	F	P24	P24	F	N	F	F	F	P24	P23	F	F	F
Female	F	P24	P24	F	N	F	F	F	P24	P23	F	F	F
Ratio of basic salary and remuneration of women to men (UAE)													
Senior management	N	N	N	N	N	N	N	N	N	N	N	N	N
Middle management	N	N	N	N	N	N	N	N	N	N	N	N	N
Junior Management	N	N	N	N	N	N	N	N	N	N	N	N	N
Non-Management/Workers	N	N	N	N	N	N	N	N	N	N	N	N	N
Contractual (Associate & Partners)	N	N	N	N	N	N	N	N	N	N	N	N	N
Non-compliance concerning the health and safety impacts of products and services													
Regulatory non-compliance incidents with penalties	N	N	N	N	N	N	N	N	N	N	N	N	N
Regulatory non-compliance incidents with warnings	N	N	N	N	N	N	N	N	N	N	N	N	N
Incidents of non-compliance with voluntary codes	N	N	N	N	N	N	N	N	N	N	N	N	N
Complaints concerning breaches of customer privacy and losses of customer data													
Customer privacy breaches and complaints	N	N	N	N	N	N	N	N	N	N	N	N	N
Total customer data security incidents	N	N	N	N	N	N	N	N	N	N	N	N	N
Procurement													
Spending on Local Suppliers													
Total number of local suppliers engaged	F	F	F	F	F	F	N	F	F	N	N	N	F
Total procurement budget	F	F	F	F	F	P23	N	F	F	F	P23	N	F
Procurement budget for local supplier by local operation	F	F	F	N	F	P24	N	F	F	P23	P23	N	F
Percentage of local procurement budget	F	F	F	N	N	N	N	F	F	P23	P23	N	F

Dubai Investment has reported the information cited in this Data Coverage Table for FY23 and FY24, in alignment with DI Sustainability Report.

*Includes DI PJSC and its subsidiaries.

F: Full Reporting **P23:** Partial Reporting 2023 **P24:** Partial Reporting 2024 **P2324:** Partial Reporting 2023 and 2024 **N:** Not Reporting

GRI Content Index

STATEMENT OF USE		Dubai Investment has reported the information cited in this GRI content index for the period 1st of January 2024 to 31st of December 2024 with reference to the GRI Standards.		
GRI STANDARD	DISCLOSURE	Page No.	DFM Indicators	Corresponding SDGs Covered
GENERAL DISCLOSURES				
GRI 2: General Disclosures 2021	2-1 Organizational details	Page No. 6, 7, 8		
	2-2 Entities included in the organization's sustainability reporting	Page No. 9, 10		
	2-3 Reporting period, frequency and contact point	Page No. 3, 4		
	2-4 Restatements of information	Page No. 36, 38, 42, 47, 48, 49, 51, 53,		
	2-5 External assurance	None	G8	
	2-6 Activities, value chain and other business relationships	Page No. 8, 14		
	2-7 Employees	Page No. 47, 48, 49, 53	S2	SDG 8
	2-8 Workers who are not employees	Page No. 47, 48	S2	
	2-9 Governance structure and composition	Page No. 19, 20	G11,1,2,2.2	
	2-10 Nomination and selection of the highest governance body	Page No. 19, 22		SDG 5, SDG 10
	2-11 Chair of the highest governance body	Page No. 19		
	2-12 Role of the highest governance body in overseeing the management of impacts	Page No. 21, 22	E9.1	
	2-13 Delegation of responsibility for managing impacts	Page No. 22	E9.1	
	2-14 Role of the highest governance body in sustainability reporting	Page No. 1, 2, 22	E9.1	
	2-15 Conflicts of interest	Page No. 24		
	2-16 Communication of critical concerns	Page No. 24		
	2-17 Collective knowledge of the highest governance body	Page No. 19		
	2-18 Evaluation of the performance of the highest governance body	Page No. 22		SDG 8
	2-19 Remuneration policies	Page No. 24	S5.4, 5.5	SDG 8
	2-20 Process to determine remuneration	Page No. 24	S5.4, 5.5	SDG 8
	2-21 Annual total compensation ratio	-	S1	
	2-22 Statement on sustainable development strategy	Page No. 26, 27, 28		SDG13
	2-23 Policy commitments	Page No. 24	E8, S5, S6, G5, G6	
	2-24 Embedding policy commitments	Page No. 24	E8.2	
	2-25 Processes to remediate negative impacts	Page No. 24		
	2-26 Mechanisms for seeking advice and raising concerns	Page No. 24	S5	
	2-27 Compliance with laws and regulations	Page No. 24	E8	
	2-28 Membership associations	-		
	2-29 Approach to stakeholder engagement	Page No. 30, 31		
	2-30 Collective bargaining agreements	*	G3**	SDG 10

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GRI STANDARD	DISCLOSURE	Page No.	DFM Indicators	Corresponding SDGs Covered
ECONOMIC PERFORMANCE				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page No. 12, 13, 14		SDG 8
MARKET PRESENCE				
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Page No. 19, 53		SDG 8
PROCUREMENT PRACTICES				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page No. 56		SDG 8
ANTI-CORRUPTION				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page No. 24	G5	
	205-2 Communication and training about anti-corruption policies and procedures	-		SDG 16
	205-3 Confirmed incidents of corruption and actions taken	-	G5	
ENERGY				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page No. 36	E3	
	302-3 Energy intensity	Page No. 36	E4	SDG 7
	302-4 Reduction of energy consumption	Page No. 35, 36, 39, 40, 41	E4	
WATER AND EFFLUENTS				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page No. 42		
	303-2 Management of water discharge-related impacts	Page No. 42		
	303-3 Water withdrawal	Page No. 42	E6	SDG 6
	303-4 Water discharge	Page No. 42	E6	
	303-5 Water consumption	Page No. 42	E6	
BIODIVERSITY				
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	Page No. 44	E10	SDG 15
EMISSIONS				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page No. 38	E1	
	305-2 Energy indirect (Scope 2) GHG emissions	Page No. 38	E2	
	305-4 GHG emissions intensity	Page No. 38	E2.1, E2.2	SDG 13
	305-5 Reduction of GHG emissions	Page No. 37, 38, 39	E1	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-		
WASTE				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page No. 43	E7,1,7.2,7.3	SDG 12
EMPLOYMENT				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page No.49		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page No 50,51		SDG 5
OCCUPATIONAL HEALTH AND SAFETY				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		E6	SDG 3

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GRI STANDARD	DISCLOSURE	Page No.	DFM Indicators	Corresponding SDGs Covered
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Page 54		
	403-3 Occupational health services	Page 54, 55	S7.1	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 54		
	403-5 Worker training on occupational health and safety	Page 54,55		SDG 3
	403-6 Promotion of worker health	Page 54, 55		
	403-8 Workers covered by an occupational health and safety management system			
	403-9 Work-related injuries	Page 55		
	403-10 Work-related ill health	Page 64		
TRAINING AND EDUCATION				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 47,51,54	E6	
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 51	S6.5	SDG 4
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 48		
DIVERSITY AND EQUAL OPPORTUNITY				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 20	E6	SDG 5
	405-2 Ratio of basic salary and remuneration of women to men	Page 24	S5.5	
LOCAL COMMUNITIES				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 58	S3.4	SDG 8
CUSTOMER PRIVACY				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 57	G6	SDG 16

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