



Contents

Welcome	4
A Word from our CEO	5
01 Dubai Investments	6
At a Glance	8
2021 Highlights	11
02 Our Approach to Sustainability	12
Stakeholder Engagement	13
Materiality Assessment	14
Strategic Focus Areas	15
03 Integrity & Economic Contribution	16
A Company with Integrity	17
Amplifying Economic Impacts	22
04 Responsible Operations and Natural Resources	24
Operating Responsibly	25
Protecting Natural Resources	28
05 Workforce & Stakeholders Relationship	34
Strong Workforce	35
Valuable Relationships	41
06 Supporting our Communities	44
Community Engagement	45
07 Appendices	48
Appendix A: Stakeholder Map	49
Appendix B: Data Coverage Table	50
Appendix C: GRI Content Index Table	52



Welcome

Welcome to our 2021 Sustainability Report. Spanning January 1 to December 31, it details our Environmental, Social and Governance (ESG) progress across our material issues and strategic focus areas: integrity, economic impact, responsible operations, natural resources, workforce, stakeholder relationships and communities. We also provide an update on our overall approach and procedures, alongside future commitments.

The report covers both Group holding and eight subsidiary businesses: Al Mal Capital, Dubai Investments Park, Dubai Investment Real Estate Company, Emirates Building Systems, Emirates District Cooling Company (Emicool), Emirates Float Glass, Emirates Glass and Globalpharma. In reporting for these subsidiaries, we demonstrate impact across

a range of sectors, from real estate and financial services, to manufacturing and pharmaceuticals. We will continue to expand our reporting scope to incorporate all Dubai Investments subsidiaries over the coming years.

Our Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Standards: Core option. The GRI Content Index can be found at the end of the report in the Appendices. Additionally, as a responsible corporate citizen, we believe we have a significant role to play in meeting the United Nations' Sustainable Development Goals (UN SDGs) and we have therefore mapped our GRI disclosure with the SDGs. Finally, the report reflects our commitment to support the United Arab Emirates' (UAE) Vision 2021, UNPRI, WFE-ESG Guidance, DFM ESG and Dubai Plan 2021.

We welcome all feedback or questions related to this report. You can connect with us on:

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A Word from our CEO

Despite the unprecedented times that are upon us, our society continues to strive and face the challenges resulting from the ongoing COVID-19 pandemic.

At Dubai Investments, we are dedicated to progressing and growing responsibly in our business. In these times filled with uncertainty, we maintain our mission in providing services and resources that support our customers, employees and communities in their lives. Alongside the UAE government and our various partnerships, we have led and supported relief efforts and we continuously strive to find innovative means to serve our stakeholders.

We always aim to utilize tools such as financial engineering, sound corporate citizenship, network of relationship and financial resources to enhance and add value to our investment portfolio. Since 1995, Dubai Investments has been operating in a variety of sectors in the UAE and has continued to invest in sectors with a significant potential in terms of growth in the Middle East, simultaneously delivering value to stakeholders.

In our 2021 Sustainability Report, we would like to highlight the outcomes of our sustainable business strategy in generating and maintaining economic development as well as meeting the needs of our local community throughout the ongoing pandemic. We also want to shed light on our ESG goals and the different programs we have undertaken in 2021, along with the initiatives we have participated in to help minimize any negative consequences from our activities on the environment or community.



We are aware that we have an important role to play in striving towards and attaining the national UAE Vision 2021 agenda and the Dubai Plan 2021 as well as international initiatives such as the Sustainable Development Goals (SDG's). We have set our own sustainability objectives and targets in line with both the national and international guidelines. Within this report, we have mapped our focus areas with the SDGs with regards to operation.

Lastly, I would like to recognize and thank all our investors, customers, employees and other stakeholders for trusting us throughout these challenging times. We, at Dubai Investments, are directed and motivated by our vision, mission and values. While ensuring that we comply with the best-class governance practices, operate responsibly and offer a safe and rewarding work environment for all our employees, we will continue to create positive impact for all our stakeholders.

Khalid Bin Kalban

Vice Chairman & CEO of Dubai Investments



01 Dubai Investments



A Mission-Driven Business

A leading UAE-based investment company, in 26 years has become a major player in the economies of Dubai and the wider UAE, listed on the Dubai Financial Market, with 15,944 shareholders and a paid up capital of AED 4.25 billion at the end of 2021.



Mission

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



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.



Values

Ethics, Integrity, Accountability & Ownership, Work Excellence, Human Capital Asset and Innovation



At a Glance

We are driven by clear mission, vision and values. Through our subsidiaries, we empower communities and drive positive growth across all fronts. This includes delivering attractive returns to shareholders and supporting innovation, determination, and excellence. With a resilient business strategy, a stable financial position and a committed management team, we have become a reliable

growth driver for real estate, building materials and construction, financial investments, healthcare and education among others.

An entrepreneurial mindset combined with a strong financial track record have enabled us to grow our portfolio to over 35+ subsidiary & associate companies under Dubai Investments Group, as we pursue our expansion plans within new sectors and geographies.





Subsidiaries covered by this report

This year we have extended our boundary and performance reporting to eight of our subsidiaries in addition to Dubai Investments. The subsidiaries in focus include Al Mal Capital, Dubai Investments Park, Dubai Investment Real Estate, Emirates Building Systems, Emirates District Cooling Company (Emicool), Emirates Float Glass, Emirates Glass and Globalpharma.



Al Mal Capital is a diversified investment company that provides a wide range of investment products and services for institutions, banks and high net worth individuals. Its services include Investment Banking, Brokerage and Asset Management.



Dubai Investments Park, established in 1997, is a unique, self-contained mixed-use industrial, commercial and residential complex with a total area of 2300 hectares. Dubai Investments Park is a premier residential and business destination. It is a city-within-a-city offering world-class infrastructure and exceptional facilities and services.



Dubai Investments Real Estate company is a leading real-estate and property developer with a proven record of delivering high quality, residential, commercial, and industrial assets. The company was established in 2006 with a mandate to build a portfolio of developments that offer long-term investment in the UAE real estate market.



Emirates Building Systems, established in 1997, is one of the leading manufacturers of steel structures in the Middle East, along with being the market leader in the UAE with significant presence across the Middle East and Africa. EBS designs, manufactures and erects premium quality steel structures. The company's portfolio includes several world-class, prestigious steel building projects.



Emirates District Cooling Company is a leading district cooling service provider in the UAE. Emicool offers district cooling services at key locations and communities across Dubai, including Dubai Investments Park (DIP), Dubai Motor City, Dubai Sports City, Midriff Hills, Palazzo Versace & D1 Tower, DWTC (Expo 2020), Jumeirah Bay, DAMAC Hills, Al Taif Business Centre and RTA 2020 Route.



Emirates Float Glass, established in 2009, 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.



Emirates Glass, established in 1997, is one of the largest processors of flat architectural glass in the Middle East. It is producing high performance, energy-saving, reflective coated glass and a wide range of sputter-coated, solar-control and thermal insulation glass products.



Globalpharma, was established in 1998 and is considered as a market leader in key generic pharma segments with a strong regional presence. The manufacturing facility covers an area of 27,000 m2 and the annual capacity of the plant includes the production of 300 million tablets, 150 million capsules, and over 7 million litres of dry syrup and liquid.



2021 Highlights



AED 3.42bn
in revenue



24
Sustainability champions



Culture Committee
established



Ethical Governance
Board review commissioned



16%
reduction in direct GHG emissions (scope 1)



44%
of water recycled or reused



72%
local suppliers engaged



7900+ hours
in HSE training delivered



12.5%
of managers are females



AED 1.74m
community investment



02

How we approach Sustainability

In today's changing world, stakeholders expect corporations to take a responsible position and concerted action to tackle social and environmental challenges. At Dubai Investments, we are committed to contributing to all 17 SDGs and to the UAE Vision 2021. Sustainability is integral to our business activities, from strategic planning to daily operations.



Stakeholder Engagement

Positive relationships with our stakeholders are critical to our sustainable growth, reputation and license to operate. Recognising that global challenges and in turn stakeholder concerns are continually evolving, we engage with our key stakeholders on an ongoing basis, as a part of our reporting and strategic planning. This dialogue is a key component in our work to identify and assess material issues and strategic focus areas, including the validation of key risks and opportunities, designing sustainability programmes and enhancing communication.

The main stakeholder groups we regularly engage with are shareholders and investors, customers, employees, regulators, local communities and suppliers or partners. We use a range of communication channels to listen to and gauge feedback. Please refer to Appendix A for our detailed Stakeholder Map.





Materiality

In our last materiality assessment, conducted in 2020, we engaged closely with key stakeholders, while also analysing approaches of peer companies. In 2021, we re-evaluated our material issues to ensure they reflect latest sustainability risks and opportunities by relevance and impact. This involved:

- reviewing internal and external stakeholder engagement information and data, global reputation research, employee feedback and feedback from investors.

■ desk-based research on the prominence of issues across other external inputs including media scan results, NGO issue monitoring, GRI and Sustainability Accounting Standards Board (SASB) reporting guidelines, SDGs, Dow Jones Sustainability Index (DJSI), UNPRI, World Federation of Exchanges (WFE), Dubai Financial Market (DFM), ESG Guidance and UAE Vision 2021.

The ESG impacts of the industries we invest in are considered in the materiality matrix below which highlights the importance of these impacts for our operational and financial sustainability. The matrix ranks issues according to their importance to stakeholders and their influence on our long-term sustainability performance.



Strategic Focus Areas

Seven important pillars define our sustainability approach: A Company with Integrity, Amplifying Economic Impacts, Operating Responsibly, Protecting Natural Resources, having a Strong Workforce, maintaining and developing Valuable Relationships and Supporting our communities.

We are always working to implement programs and initiatives to meet our objectives and goals set out in each pillar.

Furthermore, we have a Corporate Culture Committee which was formed to assist in the pursuit of cultural goals that are consistent with our corporate principles.





03 Integrity and Economic Contribution

Providing unsurpassed quality to our investors by delivering excellent management performance and top-notch services is a fundamental part of our vision at Dubai Investments. We aspire to grow the value of our company while upholding high ethical standards and a commitment to societal development via honesty and fair business practices.



A Company with Integrity

We strive to uphold the greatest standards of corporate governance and to fight tirelessly to combat financial crime while safeguarding human rights. At Dubai Investments we are dedicated to managing and conducting our business with the highest forms of responsibility, integrity as well as transparency

Sustainable Development Goals



Material Issues Covered

■ Governance and Compliance

Ethical Governance

We adhere to the highest ethical behaviour and sustainable governance principles that ensure maximizing shared value for all of our stakeholders. We consider timely publishing of our Corporate Governance Report to be a form of promoting openness and accountability. All of Dubai Investments' and subsidiaries' operations and activities showcase high ethical behaviour as well as constant dedication to high ethical standards.

We have competent Board of Directors, comprising of six independent non-executive directors who assist in maintaining high corporate governance standards and stakeholder confidence while increasing long-term business value. The Board of Directors has substantial expertise in real estate, aviation, manufacturing, finance, investment, private equity, hospitality, and economics. This diverse expertise provides leadership, strategic guidance and independent opinions to Dubai Investments management.



The Board meets on a regular basis to examine internal the corporate governance framework, business plans and organizational structure in order to ensure that they are up to date while meeting the highest standards. In 2021, the Board met five times with an attendance rate of 100%. We continued to conduct all Board and Committee meetings, briefing training and Board Development Programmes online due to the ongoing Covid-19 pandemic. Board members conducted an individual self-evaluation to identify

areas in which they believed they could add more value to their roles and responsibilities.

We strongly believe in encouraging women's participation in all levels of the business. While we do not yet have female representation at Board level, we continue working towards a gender balance at leadership level.

Board of Directors <small>GRI 102-18</small>	2019	2020	2021
Percentage of Board seats occupied by women	0	0	0
Percentage of Board seats occupied by independent directors	85.71	85.71	85.71
Executive members of the Board of Directors	1	1	1
Non-executive members of the Board of Directors	6	6	6
Female members of the Board of Directors	0	0	0
Male members of the Board of Directors	7	7	7
Independent members of the Board of Directors	6	6	6
Non-independent members of the Board of Directors	1	1	1



AUDIT COMMITTEE

The Audit Committee's responsibilities include reviewing annual and quarterly financial statements, evaluating the effectiveness of the internal control system, reviewing related party transactions, managing conflicts of interest, assessing the effectiveness of the implemented Enterprise Risk Management and examining the adequacy of insurance coverage and the status of legal disputes.



NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee is responsible for verifying the independence of the board members, evaluating, and approving the human resources policies, reviewing the board's self-evaluation forms and board members' self-assessments forms and assessing the policy for remuneration and benefits for Dubai Investments' board of directors and executive management.



COMMITTEE FOR MANAGEMENT AND SUPERVISION OF INSIDER TRADING

In 2021, we reconstituted the Committee, which is responsible for maintaining a comprehensive register for all insiders and submitting statements and reports for the market.



RISK MANAGEMENT COMMITTEE

Risk Committee is in charge of overseeing the Company's risk management efforts. The Committee reports directly to the Board of Directors and ensures that systems are in place to measure, monitor, manage and reduce material risk exposures, including appropriate policies, procedures and controls.



INVESTMENT COMMITTEE

Investment Committee reviews/approves Investment and divestment proposals for all direct investments and recommend proposals for the Board approval. It is also responsible for Treasury investment activities undertaken by the Company which include Investments in Listed Equities, Quoted Fixed Income, Alternative Investments, Unquoted Equity Securities.



In 2021, we appointed independent consultants, Protiviti, to evaluate the structure, role, monitoring and functioning of our Board of Directors. This work involved survey and engagement with non-executive

and executive Board members and online meetings with Directors. The remediation plan and roadmap were presented to Nomination & Rewards Committee for implementation, with below recommendations:

Board Structure (including Committees)	Composition and constitution, diversity, duration, efficiency
Board's Role	Corporate Strategy, Data and Digital initiatives, Delegation
Monitoring & Interventions	Integrity and robustness of financial, strategic and operational controls
Dynamics & Functioning	Annual Board Calendar, Board agenda and notice, participation of Board



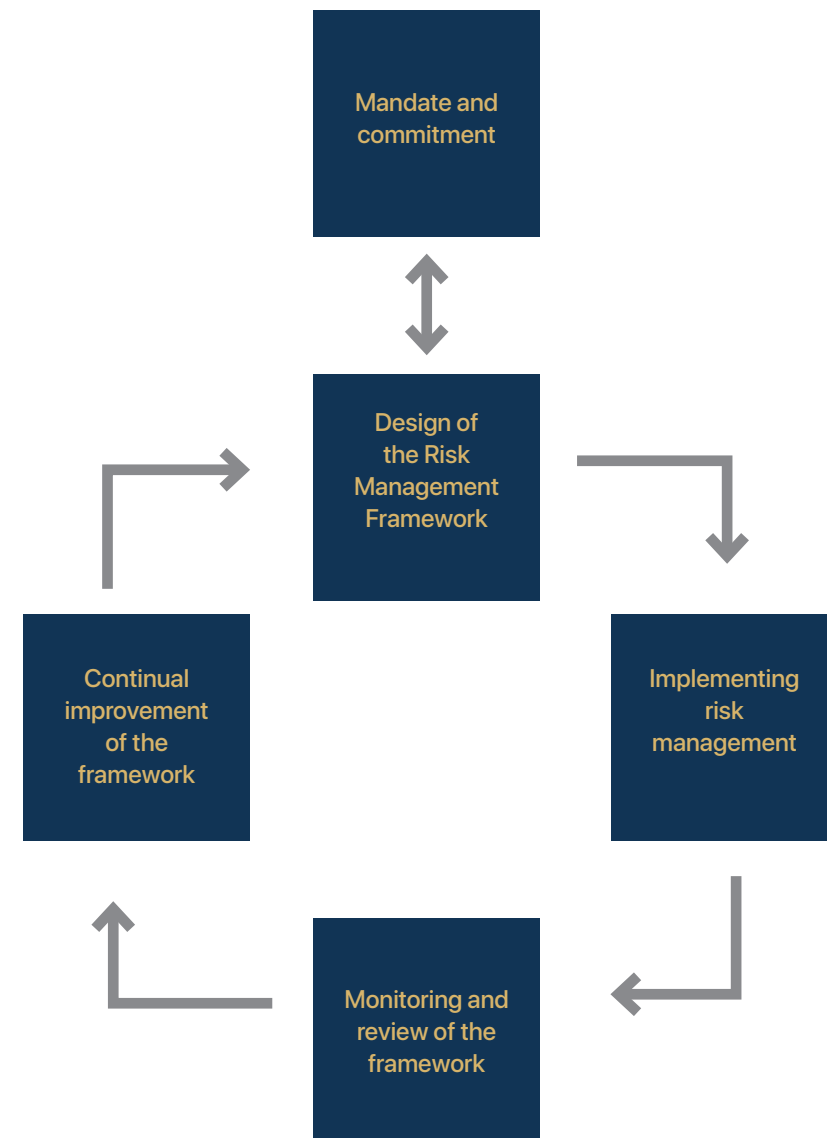
Enterprise Risk Management

The Board of Directors defines and approves our corporate risk appetite. The Risk Management Committee, which reports directly to the Board of Directors, is in charge of overseeing risk management operations inside the organization. This committee ensures that procedures for measuring, monitoring, and mitigating material risk exposures are in place.

The Group Risk Function (GRF) employs an Enterprise Risk Management framework to maximize shareholder returns while maintaining a balanced viewpoint of risk and reward in accordance with the established risk appetite. The GRF provides organised and formal Risk Management capabilities to all sub-holding companies, subsidiaries, joint ventures, and associates. An adequate and reasonable

risk management method is used to identify, analyse, manage, and monitor critical risks. The risk management method also aids in assessing possible threats associated with Dubai Investments Group prospects.

Annually, GRF is subject to a review by the Group Internal Audit department. Such review seeks to provide assurance to the Audit Committee and the Board as regards the effectiveness of the risk management processes, procedures etc. adopted by the GRF.



Code of Conduct

Our corporate values of Ethics, Integrity, Accountability & Ownership, Work Excellence, Human Capital Asset and Innovation are critical to winning stakeholder trust in an increasingly strict regulatory environment as well as to our business growth. These ideals are translated into professional standards and anticipated employee behaviour through our Code of Conduct. It is backed up by policies, procedures and processes that assure legal compliance and address issues like conflict of interest, lending and borrowing, confidentiality and anti-money laundering. We also have a grievance policy and procedure in place to allow employees

to report any work-related complaints without fear of reprisal. Moreover, we adopt an Ethical Business Practices policy to create a culture of mutual respect, safety, fairness and trust across all workplaces and partnerships. The Code applies to all members of the Board of Directors and to all full and part-time employees of Dubai Investments and our subsidiaries. We also expect our business partners to meet the same high standards when working with us, or on our behalf.



Sustainability Governance

Sustainability is overseen by senior leaders from key functions of the company. The Sustainability Committee is headed by the General Manager of Dubai Investment Industries and consists of other senior leaders from Operations, Projects, Human Resources (HR) and Marketing. The Committee develops action plans and assesses our sustainability strategy on an ongoing basis. It also supervises a special task force for implementation and monitoring of programs and ultimately achieving the targets.

In 2021, the Committee nominated and trained 24 Sustainability Champions from each subsidiary as part of its work to develop a new corporate sustainability

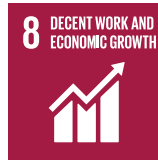
strategy. Other highlights included delivering plastic and e-waste recycling initiatives with new recycling centres set up in local communities, establishing a Junior Leadership programme, a Young Investor Competition to improve financial literacy amongst young people, organizing a Blood Donation Camp, rolling out Yammer – a social platform for internal communication and launching Express Your Love For UAE, a competition for young people to celebrate the UAE's 50th National Day.



Amplifying Economic Impacts

As a leading investment company with 26 years in the region, our presence has brought multiple wider economic benefits to the UAE, supporting the nation's Vision 2021. We aim to maintain our growth through diverse income streams and high levels of efficiency, while ensuring capital reserves can absorb any losses and that we comply with all regulations and adapt to adverse operating conditions.

Sustainable Development Goals



Material Issues Covered

Economic Performance



Performance

In 2021, total revenue was AED 3.42 billion, a 27.61% increase from 2020. Operating costs were higher by 27.14 %, while net profits to shareholders were AED 619.49 million. Growing our wide range of businesses and investments means we are able to make a vital contribution to UAE knowledge, innovation and sustainable development.

ECONOMIC PERFORMANCE¹

REVENUES (AED '000)



OPERATING COSTS (AED '000)



DONATIONS AND SPONSORSHIPS (AED '000)



DONATIONS AND SPONSORSHIPS AS % OF PRE-TAX PROFIT



NET PROFITS ATTRIBUTABLE TO SHAREHOLDERS (AED '000)





04 Responsible Operations and Natural Resources

Responsible and sustainable business practices enhance our business growth and help us meet stakeholder expectations. We are dedicated to achieving excellence and eco-efficiency in our operations and we embrace technological and digital innovation to enhance the customer experience.






Operating Responsibly

We are proud of the standards of excellence we uphold for our operations. These standards are underpinned by the latest technologies and digital innovation, helping us deliver products and services that align with our values and sustainable growth. We also ensure ESG screening of our investments.

Sustainable Development Goals



Material Issues Covered

-  Greener Buildings
-  ESG Investing
-  Innovation and Digitisation

Greener Buildings

We recognise the global challenge of achieving a sustainable built environment. It is why we incorporate green building principles into the design, construction and retrofit of developments. Our green building principles policy supports subsidiaries to address energy and water efficiency, pollution prevention and indoor air quality and to attain certifications from third party organisations. Our aim is for all real estate portfolio companies to incorporate green building principles by engaging their contractors and suppliers.

In 2021, Dubai Investment Park took further steps to become one of the most environment-friendly developments in the region. These included a new cardboard recycling system for commercial tenants, reducing the power input of lighting fixtures, adding more light and ambient temperature sensors in common areas and installing pool filtration pumps that are up to 40% more efficient.

Meanwhile, our Real Estate subsidiary has set strategic parameters that consider weather

changes, while improving quality of living. It has also incorporated more long-living trees and plants in landscaping and initiated a recycling tender to replace landfill disposal. Employee and contractor environmental awareness was a key priority in 2021. At EBS, a subsidiary certified to the ISO 14001 environmental management standard, further campaigns and awareness sessions were delivered on environmental management and pollution prevention. Emirates Glass continued to enhance its insulation technology by introducing highly innovative jumbo glass processing technologies that are specifically designed to temper high performance coated glass with lowest emissivity and highest quality.

We adhere to global sustainable standards and strive to become a one-stop sustainability provider of end-to-end goods and solutions that will help creating smart cities in the near future. We plan to implement ideas and techniques to promote our mission of advocating sustainability, as well as to expand our present line of innovative sustainable goods from our subsidiaries.



ESG Due Diligence in Investments

ESG factors are integrated within our business based on guidance from our regulators. Our ESG due diligence policy outlines our approach to evaluating ESG risks in our prospective acquisition processes. These include potential liability risks. The policy applies to all proposed acquisitions where Dubai Investments seeks to hold 100% ownership.

Success Story

EMICOOL STRENGTHENS DIGITAL TRANSFORMATION WITH REMOTELY CONTROLLED PROCESSES

Emivalve, a remotely managed mechanism that allows for immediate connection and disconnection using an automated centralized program, is undergoing a phased deployment by Emirates District Cooling (Emicool) LLC.

Emicool has teamed with AIUT, one of Europe's top system integrators which is based in Poland, to create Emivalve. AIUT provides technologically sophisticated solutions in automation and robotization of manufacturing processes, IT and the Industrial Internet of Things (IIoT).

One of Emicool's key aims in 2021 was to upgrade client interactions to digital modes, which includes expediting services and transactions without the need for a physical presence at a branch. Emicool and Aquacool have successfully integrated the Emivalve service in approximately 15% of their projects, and the company plans to apply it in all existing and future projects, aiming for 100% automation.

Innovation and Digitisation

Innovation is a core Dubai Investments value and technologies remain critical to our business excellence and sustainable growth. With the ongoing Covid-19 pandemic in 2021, digital solutions have supported our remote working policy, enabling employees to adapt to new ways of working and to ensure business-as-usual across our operational processes. Also, during the year, we introduced automated internal job postings, launched an employee suggestion box and introduced a survey to measure employee engagement.

We have deployed technologies to monitor energy and water consumption, helping us to identify where we need more energy-saving fixtures, water arresting systems, smart building management systems and new monitoring systems and sensors that reduce carbon footprint. At Emirates Glass, for instance, e-documentation systems now apply to all activities, while Al Mal Capital has adopted new digital approval processes.



Information Security

Dubai Investments has a long journey with digitalization, where it has always been at the forefront when it comes to adopting new technology platforms and maintaining necessary security precautions. In terms of Information Security practices, the company is aligned with the ISO 27001 standards to protect Information infrastructure from any cyber threats such as hacktivism and cybercrime. Besides that, Dubai Investments is also working towards adopting good practices from the UAE National Electronic Security Authority (NESA) and Dubai's Information Security Regulations (ISR).

A set of Information Security Assurance standards have been developed to raise the minimum level of protection of Information assets and to support systems across all Dubai Investments Group. These standards aim to:

Enable a priority-based approach for the implementation of standards

Serve as a reference catalog for common information security controls to defend against common threats that exploit Information system vulnerabilities.

Establish a phased implementation approach to address the most common threats and facilitate a step-by-step adoption of the standards.

Act as an enabler to support common and unified standards across the group



Success Story

EMICOOL ENTERS R&D COLLABORATION WITH SIEMENS

Emirates District Cooling (Emicool) and Siemens, a leading technology company, announced a collaborative partnership with the intention of developing various initiatives promoting energy saving measures and solutions in order to strengthen sustainability and drive economic and environmental benefits across Emicool facilities.

The planned solutions will focus on sustainability and digitalization technologies, such as the introduction of energy audits at Emicool facilities to identify savings potential and investigate areas of improvement throughout the plants.

Increased energy efficiency via the optimization of technological solutions will result in educational, environmental, and economic benefits to the community. Emicool's cooperation with Siemens will enable the smooth facilitation and maintenance of services and solutions integrated into the district cooling plant, extending an already excellent relationship.

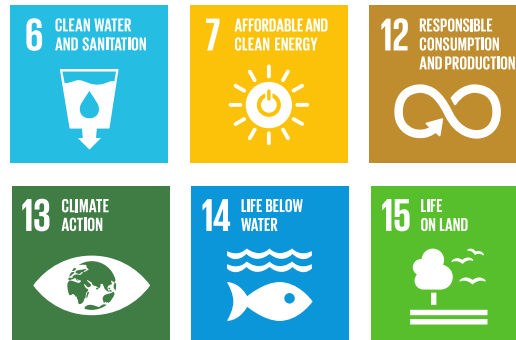


Protecting Natural Resources

We are committed to contributing to national and international efforts to preserve natural resources. This includes efforts to minimise our atmospheric emissions, energy and water consumption and waste, whilst embracing a circular economy and protecting biodiversity.

We seek to exceed compliance by setting higher environmental standards. Our Environmental Management System (EMS) is certified by recognised third party agencies and our higher-impact subsidiaries (Emirates Glass, Emirates Float Glass, Emicool, and Emirates Building Systems) hold ISO 14001 certification.

Sustainable Development Goals



Material Issues Covered

- Climate Change and Energy Management
- Efficient Use of Water
- Efficient Use of Raw Materials
- Biodiversity



Climate Action

We are continually finding new opportunities to reduce our energy consumption and increase renewable generation – both as a Group and at subsidiary level. In 2021, Emicool delivered more energy-efficient district cooling, exceeding customer expectations and contributing to the economic success of our partners and stakeholders. Emirates Float Glass launched an energy management policy, alongside adding high-tech cooling fans and more LED lighting across its sites, while Dubai Investment Real Estate introduced low-energy lighting, solar streetlights and improved BMS and smart chilled water pumps. At Emicool, a solar wall project was initiated at head office, adding to solar already being deployed at three of its plants that generate more than half a million-kilowatt hours of green energy. It also began a research and

development collaboration with Siemens to develop energy saving solutions.

Emirates Glass installed 4,400 solar panels on its factory roof that will generate 2,800 megawatt hours of energy annually and avoid approximately 1,200 tonnes CO₂ emissions which is equivalent to planting 30,000 trees. Dubai Investments Real Estate is currently working on an initiative to install a 1.8-2 kWh solar power plant in Ritaj, which will be one of the largest solar plants in Dubai built on private property.

As a Group, we observed global Earth Hour with a light switch-off campaign among employees and the addition of 12 recycling centres, in collaboration with Imdaad.

Success Story

DUBAI INVESTMENTS TEAMS UP WITH TOTALENERGIES TO POWER ITS GLASS FACILITIES WITH RENEWABLE ENERGY

Dubai Investments has reinforced its relationship with TotalEnergies by installing photovoltaic (PV) rooftop systems on its Emirates Glass and Lumiglass Industries facilities in the UAE, encouraging the usage of solar energy.

The solar panels installed on the two glass production plants will cut CO₂ emissions by around 1,200 tonnes per year, which is comparable to planting nearly 30,000 trees.

The 1.2 megawatt-peak (MWp) solar rooftop system, consisting of around 3,000 PV panels, is estimated to provide more than 1,900 megawatt-hours (MWh) each year. The power generated by the solar roof top will meet about 19% of the energy demands of the Emirates Glass facility.



ENERGY CONSUMPTION²

TOTAL M3 OF SPACE ACROSS ALL FACILITIES



TOTAL ELECTRICITY CONSUMPTION (KWH)



TOTAL DIESEL CONSUMPTION (LITRES)



TOTAL PETROL CONSUMPTION (LITRES)



ENERGY CONSUMPTION FROM ELECTRICITY (GJ)



ENERGY CONSUMPTION (GJ) PETROL AND DIESEL



TOTAL ENERGY CONSUMPTION (GJ)



ENERGY INTENSITY (GJ PER M3 OF SPACE)

²Energy consumption was calculated as per U.S. Energy Information Administration (EIA)EMISSIONS³DIRECT (SCOPE 1) GHG EMISSIONS IN TONNES OF CO₂ EQUIVALENTINDIRECT (SCOPE 2) GHG EMISSIONS IN TONNES OF CO₂ EQUIVALENTOTHER INDIRECT (SCOPE 3) GHG EMISSIONS IN TONNES OF CO₂ EQUIVALENTTOTAL GHG EMISSIONS IN TONNES OF CO₂ EQUIVALENTGHG EMISSIONS INTENSITY⁴ (TONNES OF CO₂ EQUIVALENT PER EMPLOYEE)

Total GHG emissions in 2021 were 203,247 tonnes of CO₂ equivalent. Emissions intensity increased to 204.9 tonnes of CO₂ equivalent per employee, mainly resulting from the increase of electricity consumption at Emicool. From Emirates Building Systems, we saw a 18% decrease in GHG emissions. Moreover, Emicool is on track to convert 100% of its fleet to electric cars by 2024.

³Emissions from energy consumption was calculated using emission factors provided by UK Government GHG Conversion Factors for Company Reporting⁴Emissions Intensity was calculated for Scope 1 and 2 only,

Water Efficiency

Operating in a region of the world that is exposed to water scarcity risk, we are taking proactive steps to reduce our water footprint and reuse water where possible. In 2021, our Globalpharma subsidiary downsized its reverse osmosis system from 3,000 to 500 litres per hour, avoiding significant quantities of wasted water. At Emirates Glass, systems were installed to reuse non-hazardous wastewater for irrigation purposes and Emirates Float Glass did the same for its industrial and effluent water treatment. Emicool continued to optimise cooling tower water cycles to reduce its freshwater consumption.

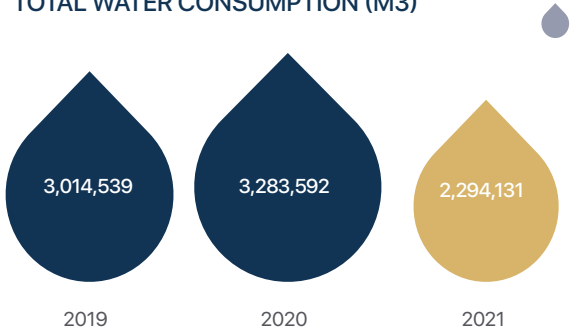
We continue to monitor waste water at our three higher-impact subsidiaries: Emirates Glass, Emirates Float Glass and Emicool

TOTAL VOLUME OF WATER RECYCLED AND REUSED BY THE ORGANISATION (M3)



WATER CONSUMPTION

TOTAL WATER CONSUMPTION (M3)



WATER CONSUMPTION INTENSITY (M3 PER EMPLOYEE)



In 2021, total water consumption decreased by 30% compared to 2020. Water recycled and reused has increased to 43% in comparison to 38% in 2020.



Materials Efficiency

As well as energy and water, other raw materials are involved in our manufacturing processes. We are committed to the safe and efficient use of these resources, and we recycle wherever possible.

Effluents and Waste	2019	2020	2021
Total weight of hazardous waste (tonnes)	15,305	15,475	10,240
Total weight of hazardous waste reused (tonnes)	19	19	11
Total volume of wastewater generated (m3)	11,170,380	17,867,761	16,452,234
Total volume of wastewater reused (m3)	10,569,524	17,762,574	16,913,376

Around 95% of hazardous waste generated at the group subsidiaries came from Globalpharma, which is mainly ‘Pharmaceutical Waste’. This type of waste is generated whenever a raw or packaging material, semi-finished, finished or imported products get rejected due to expiration or failure of testing, retesting or examination. The waste follows a strict disposal process, conducted on a quarterly basis through approved and authorized External Service Provider (ESP) and after taking the necessary disposal permits from Ministry of Health (MOH) and Dubai Municipality (DM). The ‘Pharmaceutical Waste’ is safely transported to a treatment station in the UAE, treated and disposed of through incineration as per the approved guidelines from the Ministry of Climate change and Environment and based on the Federal Law No 12 of 2018 on the integrated waste management. The final disposal certificate is also obtained from ESP.

At Emicool, the volume of wastewater reuse increased by 43% as a result of the existing Reverse Osmosis (RO) plants. Emicool is also launching an RO project for District Cooling Plant 3 which will be completed in 2022.

In 2021, we saw further innovation in materials efficiency across our subsidiaries – from recycling infrastructure improvements at Globalpharma, Dubai Investment Park and Dubai Investments Real Estate, to printing reductions at Al Mal Capital and e-documentation at Emicool. As a Group, we ran

a month-long programme of events around World Environment Day when employees brought in used water bottles to be turned into Greenspun® yarn merchandise. Dubai Investments marked International E-waste Day with a month-long e-waste collection campaign that collected 66 kilogrammes of e-waste for recycling.

In 2021’s World Environment Day, we launched “Lets Recycle – Lets Recreate” Initiative. A total of 8,136 plastic bottles were collected. Merchandise made from a special fabric called Greenspun yarn which is made from shredded plastic bottles were given.

Biodiversity

We monitor the impact of our operations on local biodiversity and we continue to identify areas of improvement. In 2021, Dubai Investments Park planted approximately 950 trees, 56,000 shrubs and 8,000 square meters of grass. Emirates Glass became an authorised dealer of sustainable glass technology proven to reduce bird collision and promote the conservation of migratory birds. As a Group, we supported the Adopt a Tree programme of Emirates Environment Group by planting 200 saplings at a Bee Reserve in Ras Al Khaimah.



05 Workforce and Stakeholder Relationships

Our employees are the heart of our business. We understand that a healthy work environment, as well as adequate opportunities and support, enables individuals to reach new heights in both personal and professional endeavours. We aspire to establish an exemplary workforce by attracting, keeping and developing our staff, with a particular emphasis on increasing nationalisation rate in our overall workforce.



Strong Workforce

Human capital is vital to our business and one of our corporate values. We are proud of our talented workforce and we work hard to attract, develop and retain intellectual capital. We are committed to supporting local employment and to invest in training and skills, all the while ensuring a safe, healthy and inclusive work environment.

Our growth and success are driven by the knowledge, expertise and contribution of our people. Building a strong and diverse workforce means providing a safe, inclusive and empowering working environment for all. We enable our employees to grow professionally by offering skill development trainings. We have also implemented policies and procedures to help employees understand our business model and operating environment.

In 2021, our total workforce (including eight subsidiaries) was 1,867 employees. Of these, a quarter are within the 23-30 age bracket and 68% are 31-50.

Sustainable Development Goals



Material Issues Covered

- Talent Attraction, Retention, and Development
- Diversity and Inclusion
- Health and Safety



During the year, we recruited 258 new employees, with 40% of new hires aged 23-30. Employee turnover for the year increased to 14% from 12% in 2020.

TOTAL WORKFORCE

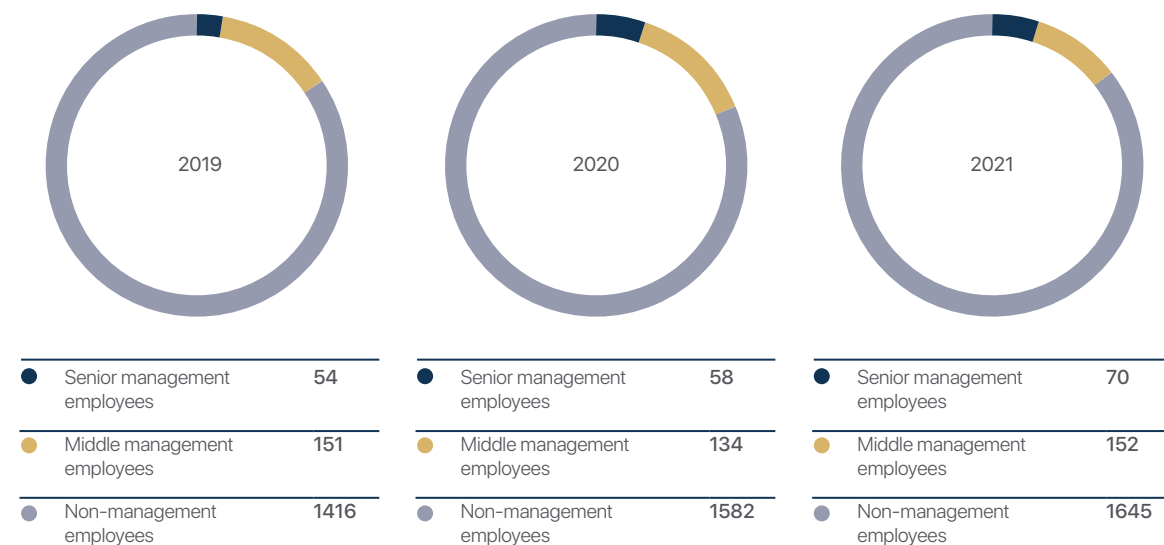
TOTAL WORKFORCE



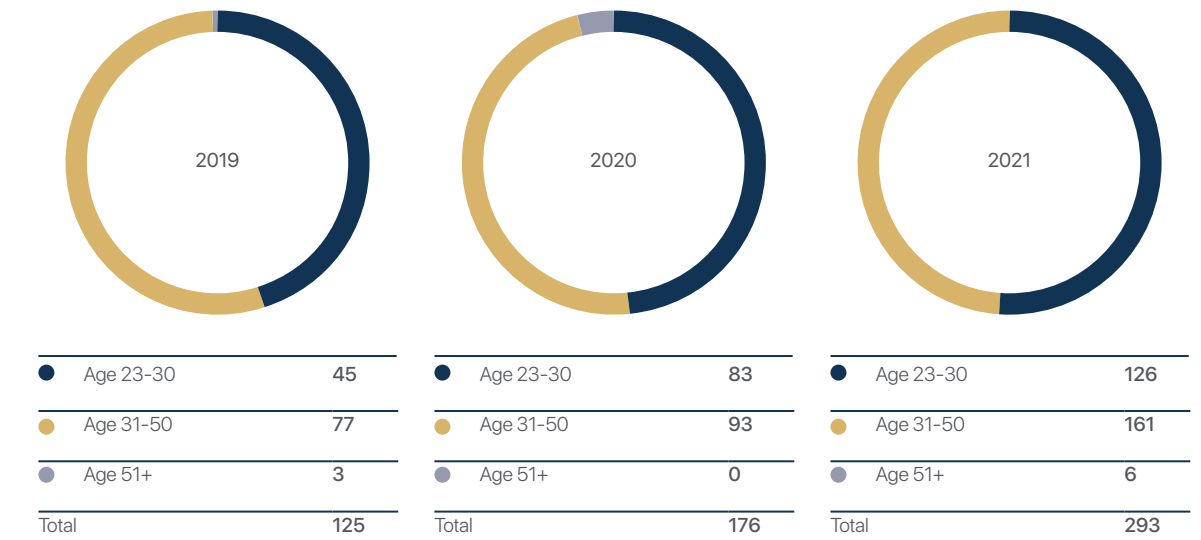
TRAINEES AND SPONSORED STUDENTS



WORKFORCE BY EMPLOYMENT LEVEL



TOTAL NEW EMPLOYEE HIRES BY AGE



TOTAL NEW EMPLOYEE HIRES BY GENDER



EMPLOYEE TURNOVER



EMPLOYEE TURNOVER (%)



In accordance with our commitment to diversity and inclusion, our parental leave policy provides 45 days of fully paid maternity leave to female workers in addition to at least one year of continuous service (employees with less than a year of service are eligible for 45 days

at half pay). We also provide flexible work schedules for new mothers, with less working hours every day for the first 1.5 years following childbirth. Our paternity leave policy complies with local labour rules, with male employees entitled to five days of parental leave.



Talent Attraction, Retention and Development

We commit to ensuring a fair working environment, where everyone is fairly treated and has the opportunity to develop and realise their potential. We strive to promote a culture where our employees feel motivated, valued and empowered for their unique contribution.

In light of Covid-19, training in 2021 remained online, including a virtual training library in partnership with Solid State Training Solutions. The library includes an innovative educational tool that makes training more interactive and engaging, using animated videos. We also delivered further awareness sessions about Covid-19 during the year.

Some of our subsidiaries offer further bespoke training. For instance, at Globalpharma, a competency

framework is the basis of training and development. This involves defining role competencies and integrating them within training, coaching, mentoring and assignments, as well through quarterly and annual talent reviews. In this way, individuals are able to follow a clear path to grow in their roles. At Al Mal Capital, training needs are included in performance management processes in which goals are discussed with the line manager. It also offers a business education policy whereby employees can obtain professional qualifications or higher degrees. At EBS, a training policy operates for developing employee soft and technical skills. Attendance at the training is linked with the employee's performance evaluation.

TRAINING

TOTAL TRAINING HOURS DELIVERED (HOURS)*



AVERAGE TRAINING PER EMPLOYEE (HOURS)



Emirates Glass implements a range of mandatory training programmes, including orientation, health and safety and IT. It also offers shadowing and rotations as part of its on-the-job training offer and soft skills development. Emirates Float Glass is gradually evolving its training offer as its HR practices mature,

adding e-learning options in 2021. We operate an annual performance review system at Dubai Investments and all eight subsidiaries.

Performance Reviews	2019	2020	2021
Number of employees who received a performance and career development review	927	1,730	1,801
Percentage of employees who received a performance and career development review	99%	98%	96%

*Restated figures for 2019 and 2020

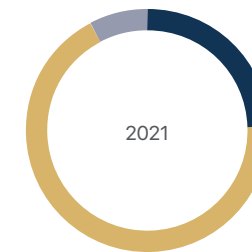


Diversity and Inclusion

For people to thrive at Dubai Investments, they need to feel included, valued and empowered. At Dubai Investments, we are proud of our inclusive working culture that brings people together under a unified vision, mission and values system. We are an equal opportunities employer and consider candidates for employment regardless of their age, gender, religion or disability.

At the end of 2021, we had 9% female representation in total workforce and 7% representation at middle and senior management level. Each subsidiary works to build its pipeline of female talent. For instance, Emirates Glass is implementing a women-centric hiring drive (paused during Covid-19 but now underway), while Globalpharma has pledged to include at least one female candidate in the shortlist for every recruitment opportunity.

WORKFORCE BY AGE¹²



WORKFORCE BY GENDER¹²



FEMALE EMPLOYEES IN MIDDLE MANAGEMENT



FEMALE EMPLOYEES IN SENIOR MANAGEMENT



We believe that open and honest communication is key to a healthy workplace and a welcoming work culture for that we strive to always promote and encourage open communication and provide our people with numerous channels to give their feedback. This includes a whistleblowing policy and a grievance process that allow employees to speak up and voice concerns without fear of retaliation.

GRIEVANCES¹³

	2019	2020	2021
Number of grievances filed in the reporting period	4	1	2
Percentage of these grievance that are addressed or resolved	100%	100%	100%

Health and Safety

We recognised the safety and health risks associated with manufacturing operations and we implement a health and safety management system to prevent injuries and ill-health conditions caused by our operations. We also adopt a risk-based approach to identify the top safety risks and we initiate controls to mitigate them.

Our operational safety management system at Emirates Glass, Emirates Float Glass and Emirates Building System is certified with ISO 45001: 2018, while Emicool adopts OHSAS 18001 occupational health and safety standard. Our safety management system includes a safety policy and procedures from risk assessment and hazard identification to emergency preparedness and incident investigation. We have further policies and procedures to help ensure the safety of our offices and wider facilities.

We deliver regular health and safety training for both employees and contractors. In 2021, this amounted to 7,934 hours of training across six subsidiaries. We also conducted 309 health screenings at four subsidiaries. Our lost-time injury frequency rate increased to 4.20 compared to 3.15 in 2020. The frequency rate of total recordable injuries increased to 20.39 compared to 18.91 in 2020.

Health and Safety	2019	2020	2021
Employee Fatalities	0	1	0
Contractor Fatalities	0	0	0
Employee lost-time injuries	10	11	14
Employee total recordable injuries	65	66	68
Total employee man-hours*	3,121,614	3,489,780	3,334,760
Total contractor man-hours*	908,780	828,388	636,268
Total number of HSE&S audits for contractors	37	27	38
Health screening (number completed)	300	295	309
Employee lost-time injury frequency rate (per million man-hours worked)	3.20	3.15	4.20
Employee total recordable injury frequency rate (per million man-hours worked)	20.82	18.91	20.39
Total hours of HS&E related training	5,571	4,212	7,934

*Restated figures for 2019 and 2020

- We continued to issue monthly Stay Healthy newsletters for employees through 2021 alongside a health check campaign. Our subsidiaries rolled out a number of their own wellbeing initiatives throughout the year, including:
- health checks for all employees at Dubai Investment Real Estate;
 - enhanced communication committees to gauge employee wellbeing at Emirates Building Systems.
 - Globalpharma delivered employee awareness programmes focused on women, flu vaccination clinics for employees and their families and Men's Day and Women's Day celebrations with online employee involvement programmes; and
 - UAE National Day breakfasts and events for religious festivals including Eid, Diwali and Christmas at Emirates Glass.

Valuable Relationships

We work hard to build and maintain positive relationships with all stakeholders. From ensuring outstanding customer experiences, to screening suppliers for social and environmental performance engagement is ongoing and shapes the successful business that we are today.

We aim to ensure 100% satisfaction among our customers through innovative products and services that go the extra mile to deliver for their needs. Likewise, we engage with suppliers strategically since a robust supply chain is critical to business continuity and risk mitigation.

Sustainable Development Goals



Material Issues Covered

- Customer Experience
- Sustainable Sourcing



Customer Experience

In addition to continuously improving product quality and sustainability, we take further steps to improve the customer experience and our own servicing capabilities. For instance, in 2021 Globalpharma ran a number of events with eminent speakers from top tier hospitals on therapeutic diseases, while Emicool launched a customer feedback survey, introduced tablets to gather feedback from walk-in customers, recruited a customer satisfaction specialist and improved call centre response. Emicool is now looking to roll out a customer portal project. In parallel, DIP conducted a customer satisfaction survey, showing almost 90% customer satisfaction. At Al Mal Capital, the capital markets system was upgraded to increase productivity and improve the customer experience, while Dubai Investments Park conducted four online customer satisfaction surveys.



Sustainable Sourcing

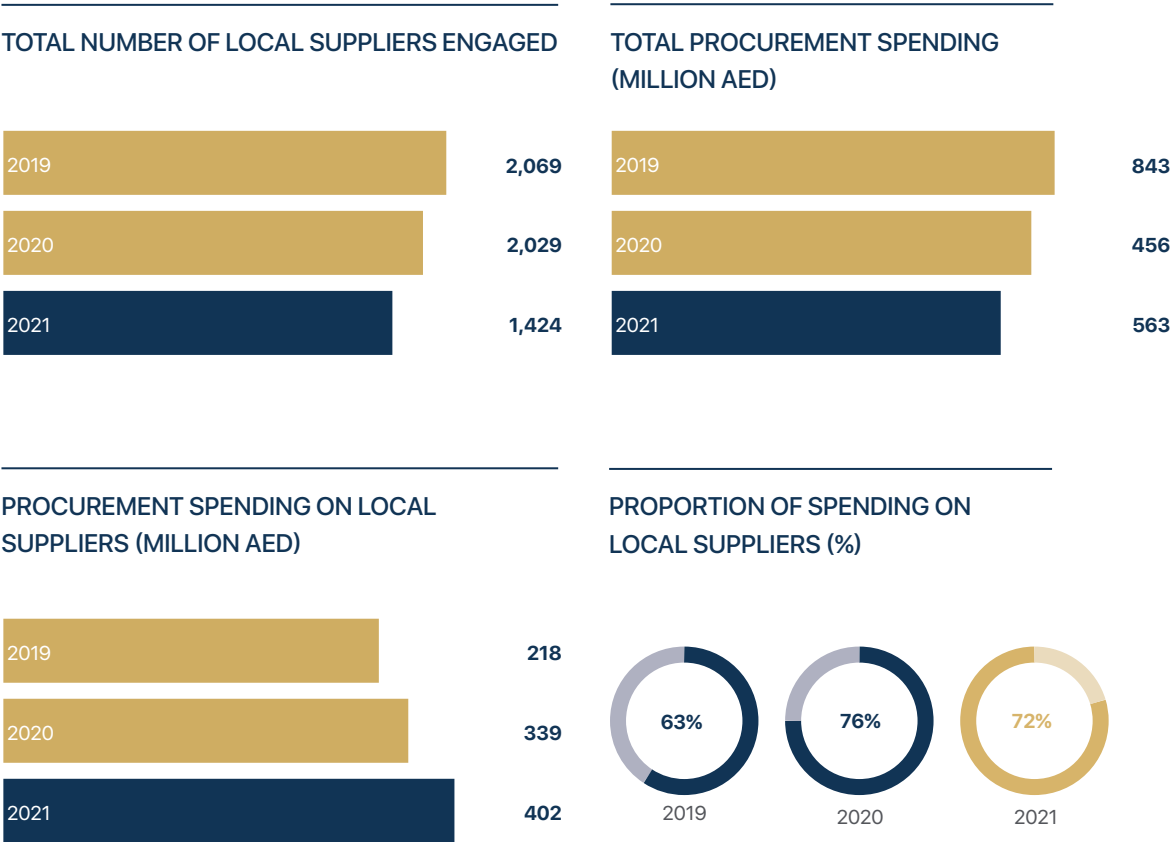
Our value chain is critical to implementing our sustainability plan, therefore, on a regular basis, we interact with suppliers on sustainability issues. Driving long-term supply chain development needs innovation, efficiency and risk management. We aim to ensure that sourcing practices are followed, as well as to proactively identify and address ESG risks, impacts, and opportunities throughout our direct and indirect procurement operations. We also strive to diversify our supplier network while boosting local businesses.

We are committed to working with suppliers that are aligned with our values, principles and commitment to sustainability. Our sustainable and green procurement policy applies to all entities, suppliers, subcontractors and affiliates working with our company. The policy provides guidance on monitoring, assessing and

continually improving sustainability performance. Our subsidiary businesses operate further supply chain due diligence based on their operations. For example, at Dubai Investment Real Estate all suppliers are carefully vetted, including regulatory compliance.

Prior to appointing any service provider, introductory meetings are held with both management and employees. Emicool includes ISO standard checks in its supplier prequalification process and to assess existing vendors. It is currently developing a supplier Code of Conduct. At Emirates Float Glass, supplier evaluation and certification for key procurement categories includes verifying socio-environmental commitments before approving it in the vendor list.

PROCUREMENT



06

Supporting our communities

At Dubai Investments, we are dedicated to supporting the prosperity of the communities where we operate by investing in initiatives aimed at enhancing individual wellbeing. We recognise that our social responsibilities are not limited to our company premises. Beyond the boundaries of our sites, we are active in our neighbourhoods and our corporate social responsibility focus areas have been identified through community engagement to understand local needs.



Community Engagement

While our focus issues remain youth development, innovation and environmental protection, in 2021 we continued to also support projects related to the socio-economic and humanitarian consequences of the Covid-19 pandemic.

Sustainable Development Goals



Material Issues Covered

- Community Engagements

VALUE OF INVESTMENT IN LOCAL COMMUNITY (MILLION AED)

2019	1,220,000
2020	1,500,000
2021	1,740,000

TOTAL NUMBER OF VOLUNTEERS

2019	75
2020	30
2021	47

During 2021, total community giving amounted to approximately AED 1.74 million across more than 40 initiatives at local and regional levels. While the projects are too numerous to cover in detail in this report, main highlights in 2021 were as listed below:

Organized **Junior Leadership Program** for 11 – 16-year-old children from various schools which instilled self-awareness, self-appreciation, and self-esteem in children.



Organized **Young Investors Competition** to enhance the knowledge of students of business studies about financial literacy and stock investments. Students designed strategies with best return on investments based on case studies. **1200 students from 27 countries participated.**



Sponsored a student from **Rashid Centre for people of determination.**

Organized a school competition called **Express Your Love for UAE through Arts for 50th National Day of UAE**. 14 schools participated and a display of artworks was organized on National Day.



Supported **Dubai Autism Centre.**

Distributed 2500 iftar meals with Beit Al Khair in DIP labour camps during Ramadan.



Supported **Awladouna Centre for People with Disabilities** with rent payment

Sponsored Smile on the Face campaign which distributed iftar meals and toiletries to **2000 blue collared workers across labour camps in Dubai.**

2021 Dubai Investments Sustainability Report

1. ABOUT DUBAI INVESTMENTS

2. OUR APPROACH TO SUSTAINABILITY

3. INTEGRITY AND ECONOMIC CONTRIBUTION

4. RESPONSIBLE OPERATIONS AND NATURAL RESOURCES

5. WORKFORCE AND STAKEHOLDERS RELATIONSHIP

6. SUPPORTING OUR COMMUNITIES

47

Sponsored Eid clothes for underprivileged children in collaboration with **Rawafed Centre.**



Provided Iftar for healthcare frontline workers in collaboration with **Kings College Hospital Dubai.**

Supported **Faraj Fund** for release of four prisoners under financial debt.



Provided treatment for children suffering from cancer by sponsoring **Children's Cancer Centre**

School fee support was provided to two needy children



Provided wheelchair, physiotherapy and medical treatment of a child suffering from neuro disorder

Dialysis support was provided to a needy kidney patient and medical treatment was provided to a needy cardio patient.



Sponsored an adapted bicycle for **UAE National Cycling Team** through **Emirates Association of Visually Impaired**

Sponsored a program of **"Association of Families of Persons with Disabilities"** for integrating them in the community

2021 Dubai Investments Sustainability Report



07

Appendices



APPENDIX A.

Stakeholder Map

Stakeholder Groups	Importance to Dubai Investments	Topics and Concerns	Methods of Engagement
Shareholders and Investors	Our shareholders are an integral part of our successful growth. We continuously provide high-quality services to our investors and create sustainable wealth to maximise shareholders' returns	<ul style="list-style-type: none"> Economic performance Sustainable wealth creation Risk management Investments in new portfolios Transparency in Corporate Governance 	<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	We invest in diverse sectors to offer our customers sustainable products. Such products include energy efficient glass products, green buildings etc.	<ul style="list-style-type: none"> Innovative products with sustainable benefits Efficient customer service 	<ul style="list-style-type: none"> Customer service offices Social media channels- Twitter, Facebook, Instagram and LinkedIn
Employees	We believe in professional development of our workforce by training them on various programmes to improve productivity and contribute to enhancing workplace happiness. We always seek to ensure that our employees are working in a healthy and a safe workplace.	<ul style="list-style-type: none"> Occupational health and safety Career planning and professional development Compensation and benefits Employee welfare Diversity at workplace Equal pay 	<ul style="list-style-type: none"> Health and Safety policy Working Practices policy Training and Development programmes
Government & Regulators	We demonstrate our responsibilities through developing and enhancing the company's transparency and accountability. We are committed to comply with all applicable laws of the land. We are striving to raise our levels of corporate governance in line with the regional and global best practices..	<ul style="list-style-type: none"> Alignment with national strategies (UAE Vision 2021) Compliance Customer data protection (Protecting customers?) Transparency and Disclosure 	<ul style="list-style-type: none"> Internal control system Compliance unit External audits Insider trading supervision committee Corporate Annual Report Face-to-face meeting with ministries and regulators Participation in forums/ seminars
Local communities	We aim to help people in our local communities who are facing social and economic challenges. We are committed to enhancing competencies of the youth, and continuously promote efficient energy use and environmental protection.	<ul style="list-style-type: none"> Charitable initiatives to help lesser privileged communities. Social initiatives and programmes to promote health, education, security, sports and culture. Partnerships with other organisation to address social and environmental issues. Initiatives to support entrepreneurial relevant skills. 	<ul style="list-style-type: none"> Health and educational campaigns Employee volunteering Donations to charitable organisations Empowering entrepreneurs Sponsorship and internships to young, disadvantaged people Participation in cultural and national events
Suppliers and business partners	Dubai Investments aims to have strong business relationships across the supply chain. Dubai Investments values its relationships with its suppliers and contractors and is always working on improving this relationship with the objective of improving its efficiency and effectiveness.	<ul style="list-style-type: none"> On-time payment Integration of ESG criteria in supplier selection process Fair and respectful treatment with suppliers 	<ul style="list-style-type: none"> Supplier surveys Working Practices Policy



APPENDIX B.

Data Coverage Table

Key Performance Indicator	Dubai Investments	AI Mal Capital	Emirates Glass	Emirates Float Glass	Emicool	Dubai Investments Park	Emirates Building System	Dubai Investments Real Estate	GlobalPharma
Economic Performance									
Revenues (AED '000s)	F	N	N	N	N	N	N	N	N
Operating costs (AED '000s)	F	N	N	N	N	N	N	N	N
Donations and sponsorships (AED '000s)	F	N	N	N	N	N	N	N	N
Donations and sponsorships as % of pre-tax profit	F	N	N	N	N	N	N	N	N
Net profits attributable to shareholders (AED '000s)	F	N	N	N	N	N	N	N	N
Community Investment									
Value of investment in local community (million AED)	F	N	N	N	N	N	N	N	N
Total number of volunteers	F	N	N	N	N	N	N	N	N
Energy Consumption and Emissions									
Total m3 of space across all facilities	N	F	F	F	F	N	F	N	F
Total electricity consumption	N	F	F	F	F	N	F	N	F
Total diesel consumption	N	N	F	F	F	N	F	N	F
Total petrol consumption	N	N	N	N	F	N	F	N	N
Energy consumption from electricity	N	F	F	F	F	N	F	N	F
Total energy consumption	N	F	F	F	F	N	F	N	F
Energy Intensity	N	F	F	F	F	N	F	N	F
GHG emissions	N	N	N	N	F	N	N	N	F
Water Consumption									
Total water consumption	N	N	F	F	F	N	N	N	F
Total volume of water recycled and reused	N	F	N	F	F	N	F	N	N
Water consumption intensity	N	N	F	F	F	N	N	N	F
Effluents and Waste									
Total weight of hazardous waste	N	N	N	F	N	N	F	N	F
Total weight of hazardous waste that is reused	N	N	F	N	N	N	N	N	N
Total volume of wastewater generated	N	N	P19	F	F	F	N	N	F
Total volume of wastewater reused	N	N	P19	F	F	N	F	N	F



Workforce									
Total workforce	F	F	F	F	F	F	F	F	F
Full-time employees	F	F	F	F	F	F	F	F	F
Part-time employees	F	F	F	F	F	F	F	F	F
Trainees and sponsored students	F	F	F	F	F	F	F	P2021	F
Workforce by Age and Gender									
Employees age 20-30	F	F	F	F	N	F	F	F	F
Employees age 31-50	F	F	F	F	N	F	F	F	F
Employees age 51+	F	F	F	F	N	F	F	F	F
Male employees	F	F	F	F	F	F	F	P2021	F
Female employees	F	F	F	F	F	F	F	P2021	F
Female employees in middle management	F	F	F	F	F	F	F	P2021	F
New Hires and Turnover									
Total New employee hires	F	F	F	F	F	F	F	F	F
Age 20-30	F	F	N	F	F	F	F	P2021	F
Age 31-50	F	F	N	F	F	F	F	P2021	F
Age 51+	F	F	N	F	F	F	F	N	F
Male	F	F	N	F	F	F	F	P2021	F
Female	F	F	N	F	F	F	F	P2021	F
Employee turnover	F	F	F	F	F	F	F	P2021	F
Employee turnover (%)	F	F	F	F	F	F	F	P2021	F
Training									
Total training hours delivered (hours)	F	F	N	F	F	P2021	F	P2021	F
Average training per employee (hours)	N	N	N	F	N	P2021	N	P2021	F
Performance Reviews									
Number of employees who received a performance and career development review	F	P2021	P2021	F	P2021	F	F	P2021	F
Percentage of employees who received a performance and career development review	F	P2021	P2021	F	P2021	F	F	P2021	F
Grievances									
Number of grievances filed in the reporting period	P2021	F	F	P2021	P21	N	F	N	F
Percentage of these grievance that are addressed or resolved	P2021	F	F	P2021	P21	N	F	N	F
Health and Safety									
Employee fatalities	N	F	F	F	F	F	F	N	F
Contractor fatalities	N	F	F	F	F	F	F	N	F
Employee lost-time injuries	N	F	F	F	F	F	F	N	F
Employee total recordable injuries	N	N	F	F	N	N	F	N	F
Total employee man-hours	N	N	F	F	N	N	F	N	F
Total contractor man-hours	N	N	F	F	F	N	F	N	F

Total number of HSE&S audits for contractors	N	N	F	F	F	N	F	N	F
Health screening	N	N	F	F	F	N	N	N	F
Employee lost-time injury frequency rate		N	F	F	F	N	F	N	
Employee total recordable injury frequency rate	N	N	F	F	F	N	F	N	F
Total hours of HS&E related training	N	N	F	F	P2021	N	F	N	F
Procurement									
Total number of local suppliers engaged	N	F	F	F	F	F	F	N	F
Procurement spending on local suppliers (million AED)	N	N	F	F	P2021	N	F	N	F

F: Full Reporting

P19: Partial Reporting 2019

P20: Partial Reporting 2020

P21: Partial Reporting 2021

P1920: Partial Reporting 2019 and 2020

P2021: Partial Reporting 2020 and 2021

N: Not Reporting

APPENDIX C.

GRI Content Index Table

GRI Standard	Disclosure	Page number(s) and/or URL(s)
GRI 101: Foundation 2016		
General Disclosures		
GRI 102: General Disclosures 2016	Organisational profile	
	102-1 Name of the organisation	4
	102-2 Activities, brands, products, and services	4, 8
	102-3 Location of headquarters	8
	102-4 Location of operations	8
	102-5 Ownership and legal form	8
	102-6 Markets served	8
	102-7 Scale of the organisation	8, 23-24, 35-37
	102-8 Information on employees and other workers	35-37
	102-9 Supply chain	43
	102-10 Significant changes to the organisation and its supply chain	We have extended the boundary of reporting to 6 additional subsidiaries
	102-11 Precautionary Principle or approach	18-21, 29
	102-12 External initiatives	46-47
	102-13 Membership of associations	Dubai Chamber of Commerce, UAE International Investors Council
	Strategy	
	102-14 Statement from senior decision-maker	5
	Ethics and integrity	
	102-16 Values, principles, standards, and norms of behavior	7
	Governance	
	102-18 Governance structure	17-18, 21
	Stakeholder engagement	
	102-40 List of stakeholder groups	13, 49
	102-41 Collective bargaining agreements	Collective bargaining is not permitted within the UAE
	102-42 Identifying and selecting stakeholders	13
	102-43 Approach to stakeholder engagement	13, 49
	102-44 Key topics and concerns raised	13, 49
	Reporting practice	
	102-45 Entities included in the consolidated financial statements	23
	102-46 Defining report content and topic Boundaries	4, 14-15
	102-47 List of material topics	14-15
	102-48 Restatements of information	None



	102-49 Changes in reporting	We have extended the boundary of reporting to 6 additional subsidiaries
	102-50 Reporting period	4
	102-51 Date of most recent report	4
	102-52 Reporting cycle	Annual
	102-53 Contact point for questions regarding the report	4
	102-54 Claims of reporting in accordance with the GRI Standards	4
	102-55 GRI content index	53-56
	102-56 External assurance	Dubai Investments does not seek external assurance for its sustainability report
Material Topics		
GRI 200 Economic Standard Series		
Economic Performance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	22-23
	103-2 The management approach and its components	22-23
	103-3 Evaluation of the management approach	22-23
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	22-23
	201-4 Financial assistance received from government	No financial assistance is given by the government
Procurement Practices		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	43
	103-2 The management approach and its components	43
	103-3 Evaluation of the management approach	43
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	43
Anti-corruption		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	17-18
	103-2 The management approach and its components	17-18, 20
	103-3 Evaluation of the management approach	17-18, 20
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	20
GRI 300 Environmental Standards Series		
Materials		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	28, 33
	103-2 The management approach and its components	28, 33
	103-3 Evaluation of the management approach	28, 33
GRI 301: Materials 2016	301-1 Materials used by weight or volume	33
Energy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	28, 29-31
	103-2 The management approach and its components	28, 29-31
	103-3 Evaluation of the management approach	28, 29-31



GRI 302: Energy 2016	302-1 Energy consumption within the organisation	29-31
	302-3 Energy intensity	29-31
Water		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	28, 32
	103-2 The management approach and its components	28, 32
	103-3 Evaluation of the management approach	32-33
GRI 303: Water 2016	303-1 Water withdrawal by source	32-33
	303-3 Water recycled and reused	32-33
Biodiversity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	28, 31
	103-2 The management approach and its components	28, 31
	103-3 Evaluation of the management approach	28
GRI 304: Biodiversity 2016	GRI 304-2 Significant impacts of activities, products and services on biodiversity	28
Emissions		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	28, 31
	103-2 The management approach and its components	28, 31
	103-3 Evaluation of the management approach	28, 31
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	31
	305-2 Energy indirect (Scope 2) GHG emissions	31
	305-3 Other indirect (Scope 3) GHG emissions	31
	305-4 GHG emissions intensity	31
Effluents and Waste		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	28,33
	103-2 The management approach and its components	28,33
	103-3 Evaluation of the management approach	28,33
GRI 306: Effluents and Waste 2018	306-1 Water discharge by quality and destination	33
	306-2 Waste by type and disposal method	33
GRI 400 Social Standards Series		
Employment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	34-39
	103-2 The management approach and its components	34-39
	103-3 Evaluation of the management approach	34-39
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	37
Occupational Health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	35, 40
	103-2 The management approach and its components	35, 40
	103-3 Evaluation of the management approach	35, 40



GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	40
	403-9 Work-related injuries	40
Training and Education		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	34, 38
	103-2 The management approach and its components	34, 38
	103-3 Evaluation of the management approach	34, 38
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	38
	404-2 Programmes for upgrading employee skills and transition assistance programmes	38
	404-3 Percentage of employees receiving regular performance and career development reviews	38
Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	35, 39
	103-2 The management approach and its components	34, 38
	103-3 Evaluation of the management approach	34, 38
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	18, 38
Human Rights Assessment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	17, 20
	103-2 The management approach and its components	17, 20
	103-3 Evaluation of the management approach	17, 20
GRI 412: Human Rights Assessment 2016	412-2 Employee training on human rights policies or procedures	20
Local Communities		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	45-47
	103-2 The management approach and its components	45-47
	103-3 Evaluation of the management approach	45-47
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	45-47

