

SUSTAINABILITY REPORT 2025



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01

INTRODUCTION



A MESSAGE FROM OUR CEO

HER EXCELLENCY REEM AL HASHIMY

UAE Minister of State for International Cooperation
and CEO of Expo City Dubai Authority

At the heart of Expo City Dubai lies a core purpose to cultivate meaningful change that serves people and planet, delivering a sustainable future for all and helping drive the long-term goals of Dubai and the UAE.

The year 2025 was a defining period for us as we accelerated our transition into a city of the future, establishing a permanent blueprint for sustainable urban living. To guide this evolution, we refined our vision around three dynamic pillars: transformative sustainable real estate development in a biodiverse environment; a thriving commercial and business ecosystem leveraging technology for good; and our continued legacy of education, culture and events, designed to create a brighter future for our youth.

I am proud to look back on 2025 as a period of meaningful collaboration and tremendous achievement, reflecting our unwavering commitment to sustainable innovation.

Following its approval in 2024, our master plan was awarded the highest rating available from LEED for Cities and Communities, pre-certifying the plan at Platinum level. Building on the WELL Community pre-certification achieved last year, Expo City Dubai is the only urban centre in the Middle East and North Africa (MENA) region to achieve this combination of prestigious distinctions.

This achievement marked the first of many third-party validations. For example, we became a Certified Sustainable Destination under the Global Sustainable Tourism Council (GSTC) and secured the ISO 20121:2024 certification, recognising our efforts in sustainably driven event management systems.

Many other key milestones have also been endorsed by globally recognised standards and certifications – tangible proof of our progress that you will find detailed throughout this report.





We have made huge strides in operationalising our decarbonisation roadmap in 2025, driven by energy-efficient buildings, smart metering and digital energy management – ultimately exceeding our targeted carbon emissions reductions. In parallel, we have accelerated our momentum across waste management and the circular economy.

Continuing our city-wide pursuit of excellence, we are now actively empowering sustainability pioneers and partners to innovate alongside us.

A crowning moment was in October 2025 when, at our Global Cities Summit, Expo City Dubai was announced as the UAE's first Green Innovation District. Launched in collaboration with the Ministry of Economy and Tourism, this groundbreaking initiative is designed to nurture those businesses with the courage and ideas to drive decarbonisation, circular economy solutions and green growth.

We look forward to working with more like-minded entities to advance economic diversification and contribute to the country's overarching climate goals, including the UAE's pledge to reach net-zero emissions by 2050.

At Expo City Dubai, we recognise our role in transforming these ambitions into a measurable, urban reality and we will continue to embrace bold innovations across all facets of our operations, from sustainable construction practices to intelligent resource management.

We believe that cities of the future – like ours – can actively protect and enrich the environment they inhabit as they become fully circular, regenerative and resilient ecosystems. As we look to 2026 and beyond, we remain fiercely committed to setting new benchmarks for sustainable progress in the region, continually seeking to maximise our social, environmental and economic impact.

This report bears witness to the positive strides we are making towards delivering our vision and reaffirms that sustainability remains – and will always be – at the absolute centre of our goals.

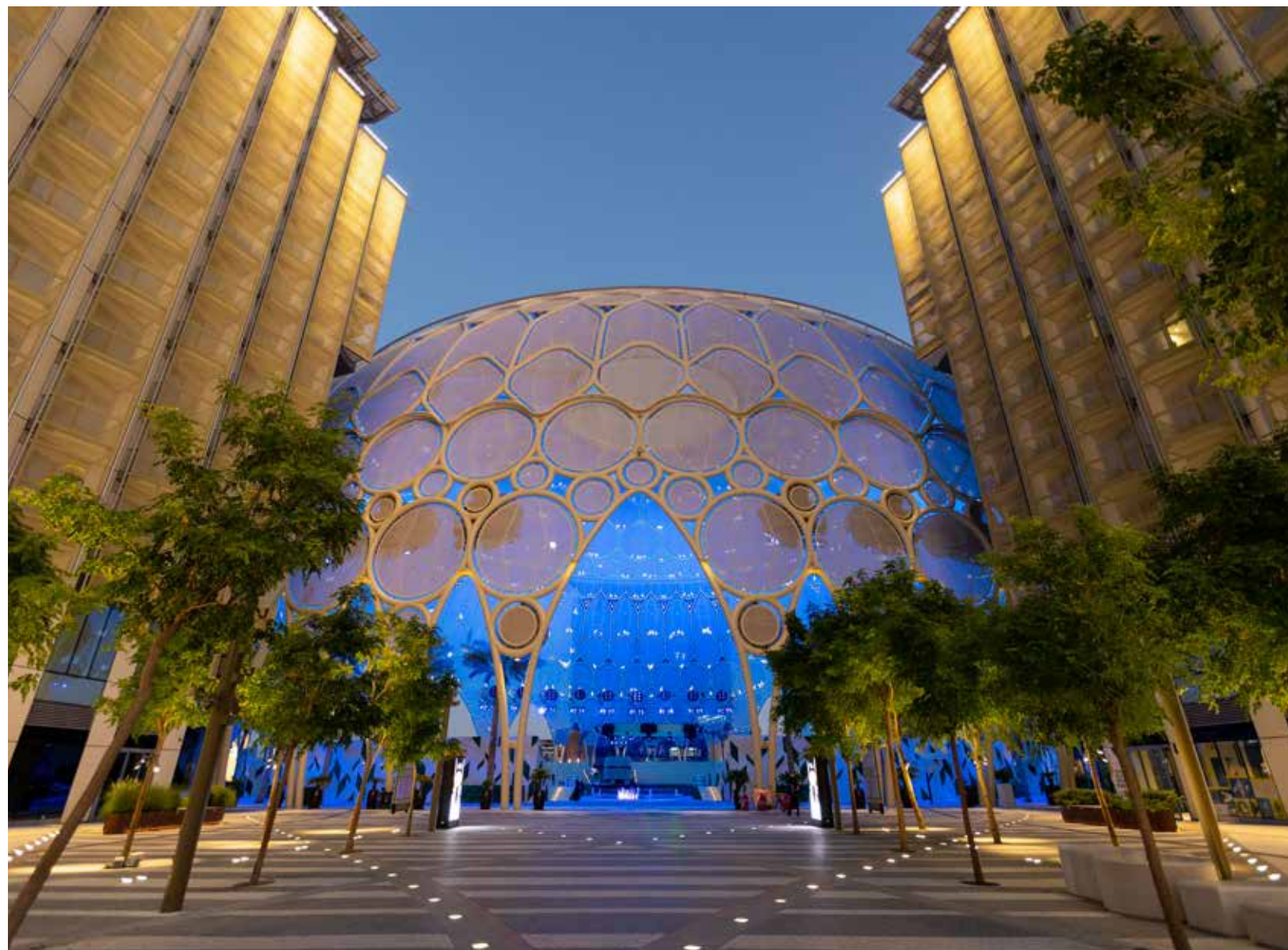


ABOUT EXPO CITY DUBAI

OVERVIEW

The legacy city of Expo 2020 Dubai, Expo City Dubai was established on 7 July 2022.

His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, signed Law No. (14) of 2022 into effect, with Expo City Dubai Authority also established to oversee and regulate all business operations within the Expo City Dubai free zone.



The law set the foundation for a vibrant urban hub where ideas are nurtured, business flourishes and community thrives – all in harmony with the environment – forming a community rooted in the belief that collaboration can propel sustainable progress. As master developer of the evolving urban destination that will grow to welcome **35,000 residents** and **40,000 professionals**, city planning is also a critical part of Expo City's mandate.



Strategically positioned at the heart of Dubai's growth corridor, Expo City is an enabler of the Dubai Economic Agenda (D33) and a hub in the Dubai 2040 Urban Master Plan, supporting the UAE's development and diversification ambitions.

This is reinforced by its role as **the UAE's first Green Innovation District**, seamlessly integrating economic growth with environmental sustainability and social responsibility.

Its diverse development and operational role sees a supply chain that includes construction and engineering companies, utility providers, facility managers, technology partners and hospitality services.



Expo City manages this chain through **responsible and sustainable procurement practices** – as outlined in its Sustainable Procurement Policy – and continually assesses suppliers and monitors performance to ensure sustainable operations across the city.

Downstream entities include tenants, free zone businesses, event organisers, visitors and partners – stakeholders that expand the city's economic, social and environmental impact beyond its immediate operations.

Expo City Dubai weaves its values of responsibility, collaboration, courage and integrity across its various functions, business lines and subsidiaries, ensuring its ethos and commitment to quality are maintained throughout.



BUSINESS MODEL AND STRUCTURE

Expo City Dubai's offerings encompass three core areas:



Real estate and development



A commercial hub and business ecosystem



Education, culture and community



REAL ESTATE AND DEVELOPMENT

Owning, developing and managing income-producing real estate

Expo City's residential developments build on Expo 2020 Dubai's exceptional standards to redefine urban living, creating integrated communities that exemplify best practice in innovative, environment-friendly design with a focus on wellbeing and happiness. **The city is walkable and pedestrian-friendly**, and its master plan will see **sports fields and clubhouses alongside running paths and cycling trails to promote an active lifestyle**.

Construction is underway at Expo Valley, one of five districts in the Expo City master plan, featuring **smart villas, townhouses**

and apartments dispersed throughout an undulating native landscape that overlooks a **nature sanctuary, lake and wadi**.

Mangrove Residences and Sidr Residences, part of Expo Downtown, and Sky Residences, located in Expo Fields, comprise three apartment complexes within easy walking distance to the city's cycling and running tracks, children's playgrounds and parks and gardens.

Additional residential projects in the new master plan for Expo City include Al Waha, which intelligently remodels former Expo 2020 pavilions into unique, luxury apartments and lofts.



A COMMERCIAL HUB AND BUSINESS ECOSYSTEM

Leasing of office and retail space and tenant community management

A world-class free zone, Expo City is home to a thriving business community that brings together **companies, entrepreneurs and SMEs, as well as government, academia and research institutions in an innovation ecosystem that provides a springboard for businesses to scale and grow**. It supports cross-sector collaboration between entities focused on innovation and sustainability, offering an enabling environment and digital platforms to encourage connections, knowledge-sharing and funding.

Expo City currently features more than **135,000sqm** of Grade A, flexible office space across a vibrant, campus-style setting with hassle-free access to all the city's facilities and attractions, with office space set to increase with the development of the Expo Business district as part of the city's master plan.

Expo City Dubai is also the **UAE's first Green Innovation District** – a landmark, joint initiative with the Ministry of Economy and Tourism that will drive sustainable industrial growth by seamlessly uniting economic opportunity, environmental responsibility and social progress.



EDUCATION, CULTURE AND COMMUNITY

Inspiring learning and connection

Expo City provides meaningful, relevant and stimulating educational and cultural experiences that inspire learning, agency and creativity outside the classroom and instil a sense of purpose.

Through engaging and immersive exhibits across retained attractions from Expo 2020 – **including Terra, Vision Dubai, Al Wasl Plaza and the new House of Arts** in the former Morocco Pavilion – plus curated workshops and special programming, students and visitors dive deep into a range of topics that matter to humanity. These learning experiences complement school curricula and spark students' curiosity in **science, technology, engineering, arts and mathematics (STEAM) subjects as well as culture.**

Meanwhile, from immersive projections to cultural celebrations, community gatherings to sports events, Expo City's events* are designed to **share knowledge and culture and promote collaboration and wellbeing.** With Dubai Exhibition Centre at its doorstep and more than 30 unique venues of all sizes across the city, Expo City is also the go-to destination for globally significant events that support the UAE's wider diversification and growth aims, including COP28 in 2023 and the global cities summit (APCS – Asia Pacific Cities Summit) in 2025.

*Operations include event organisation and hosting of events via venue rental and management.



These core areas are **supported by centralised functions**, including finance, strategy, sustainability, assurance, procurement, HR, legal, and sales, marketing and communications, as well as operations, asset and facilities management, and software and IT.

Meanwhile, **Expo City Dubai Foundation** continues to operate as a non-profit that aims to bridge the gap between people, ideas and resources, creating a wide network of like-minded organisations to find solutions to the world's most pressing challenges. It actively supports with funding, collaborations, investment and business opportunities, providing an enabling environment for social enterprises and problem-solvers from the Global South to scale and grow their ideas.

Additionally, Expo City Dubai has a number of investments, joint ventures, and subsidiaries under the umbrella of Expo City Dubai Authority for which it has varying levels of investments and operational control. More details on how this would be integrated into the report are mentioned in the next section.



ABOUT THIS REPORT

OVERVIEW



This year's report data includes Expo City subsidiaries and joint ventures. To report greenhouse gas (GHG) emissions, we use the activity-based method with actual data for the majority of emissions, and spend-based method for specific segments of the supply chain where there is limited market-available information. Expo City Dubai consolidates and reports 100 per cent of sustainability data for all wholly owned companies using a control approach, while adjusting metrics for subsidiaries based on our specific equity share and operational control to accurately reflect proportionate impact.



For critical areas such as health and safety, we gather data based on operational control instead of equity to ensure the same worker protections for everyone. Our governance policies apply to all employees.



For environmental disclosures, we follow the Global Protocol for Community-Scale Greenhouse Gas Emission Inventories (GPC) in principle and fully comply with the Greenhouse Gas (GHG) Protocol. We focus on equity-share reporting for Scope 1 and 2 emissions, while also considering the complete value chain for Scope 3 emissions. This methodology remains consistent across disclosures, with minor exceptions for specific material topics.



Both the annual sustainability report and the financial reports follow a calendar-year reporting approach. As an entity established by government through Law No. (14) of 2022, Expo City Dubai does not publicly disclose its financial information.

As no mergers, acquisitions or disposals occurred during this period that would impact 2024's report, there are no restatements of information from previous reporting periods this year.

Expo City Dubai is committed to transparent and credible sustainability reporting through independent external assurance. Selected ESG metrics in this Sustainability Report are subject to limited external assurance in line with recognised international standards, including ISAE 3000 (Revised). External assurance engagements involve active management participation, including data validation, formal management representations and review of findings. Oversight of sustainability reporting and assurance sits at the senior executive level, with the Sustainability Strategy and related disclosures reviewed by executive management and approved by the CEO, ensuring accountability at the highest governance level.



Third party verification is conducted by DNV – an independent consulting firm with offices located around the globe, including its Dubai branch established at Expo City Dubai. The capacity of DNV as a lessee does not give rise to a conflict of interest or otherwise diminish the independence of the auditing services rendered to Expo City Dubai. DNV remains fully insulated from any biases that would preclude the delivery of impartial and independent professional services. Details of relevant disclosures for third party verification can be found in the appendix.

All sustainability reports are available at:
<https://www.expocitydubai.com/en/sustainability/sustainability-reports/>



SCOPE AND BOUNDARY

The boundary definition is in accordance with the Global Reporting Initiative (GRI) Standards and the GHG Protocol. Our decarbonisation data provides additional clarity on the extent of the assessment's boundary and includes a further explanation of the inclusion of GHG Scope 3 emissions, while at the same time offering a more detailed understanding of the emissions associated with the decarbonisation roadmap issued by Expo City Dubai in 2023. While addressing the technical requirements of the GRI Standards and GHG Protocol, this delineation of the sustainability boundary is designed to offer greater understanding of Expo City's activities.



The following statements define the exact boundaries of this Sustainability Report, in accordance with Global Reporting Initiative (GRI) Standards, the GHG Protocol and ESG assessments.

- Expo City Dubai defines its sustainability and GHG reporting boundary utilising the operational control consolidation approach, as defined by the **GHG Protocol Corporate Accounting and Reporting Standard** (Chapter 3: Setting Organizational Boundaries). The assessment comprehensively evaluates the ESG impacts of Expo City Dubai's operations and community, prioritising, as part of the reporting, operational reality over fractional financial equity
- Pursuant to **GRI 305-1** (Direct GHG emissions) and **GRI 305-2** (Energy indirect GHG emissions), the assessment for Scope 1 and 2 emissions includes all operations within the physical and geographic boundary of the Expo City Dubai and under its operational control
- In relation to real estate assets, the assessment boundary explicitly includes operations within assets that are:
 - **Owned and operated** directly by Expo City Dubai
 - **Owned by Expo City Dubai and leased to other establishments**, wherein Expo City Dubai retains operational control over central building systems, master utility metering, and operating policies, in strict alignment with the lessor accounting guidelines specified in the GHG Protocol Corporate Accounting and Reporting Standard (Appendix F: Categorising GHG Emissions from Leased Assets)
 - This boundary definition explicitly excludes real estate assets located within Expo City Dubai's physical boundaries that **do not belong to Expo City Dubai and its subsidiaries**. Expo City Dubai lacks the requisite financial and operational control over these private assets to mandate their inclusion under the corporate accounting framework, ensuring a clear demarcation between Expo City Dubai's corporate inventory and the broader territorial community inventory



REAL ESTATE ASSET SCENARIO	LEASE TYPE	EXPO CITY DUBAI'S (OR ITS SUBSIDIARIES) ROLE	OPERATIONAL CONTROL STATUS	CATEGORISATION OF EMISSIONS
Expo City Dubai-owned and occupied real estate assets	N/A	Owner & occupier	Expo City Dubai exercises full operational control	Scope 1 & Scope 2
Expo City Dubai-owned building, leased to a commercial or residential tenant	Operating lease	Lessor	Expo City Dubai retains control of central HVAC, master meters and building operating policies	Scope 1 & Scope 2
Expo City Dubai-owned building, leased to a tenant	Operating lease	Lessor	Tenant has absolute control over utilities, sub-metering, and operating policies	Scope 3: Category 13: Downstream Leased Assets
Expo City Dubai-owned building, leased to a tenant	N/A	Operator	Expo City Dubai (or any of its subsidiaries) operates or manages on behalf of the community	Scope 1 & Scope 2
Privately owned building, apartments and spaces within Expo City Dubai's physical boundaries	N/A	Non-owner	Expo City Dubai has zero operational or financial control over the private asset	Explicitly excluded from corporate boundary

We welcome feedback, enquiries or suggestions regarding this report through the following email: sustainability@expocitydubai.ae



2025 KEY HIGHLIGHTS

ENVIRONMENT

9%

Exceeded carbon emissions reduction **target for 2025** (after offsets)

↓ 32.4%

Total operational emissions declined by 32.4% in 2025 compared to 2024

DIFC

Expo City Dubai joined **DIFC's 1 Million Learners** initiative to bridge the green skills gap



Won **Sustainability Initiative of the Year** — Urban Development, GovMedia Conference & Awards 2025 in Singapore, for Seeds of Change programme



Joined the UAE Alliance for Climate Action to drive coordinated, impactful **climate initiatives**



Launched the Centre for Species Survival Fungi — **the world's first global conservation hub dedicated exclusively to fungi** — at Terra in partnership with the IUCN Species Survival Commission

10+

Diverse Material streams for **recycling** with new waste management company appointed

20+

Terra convened the **UAE's first Urban Biodiversity Coalition**, a pioneering alliance of 20-plus organisations who will work through joint projects showing how cities in arid and coastal zones can integrate biodiversity into urban life





2025 KEY HIGHLIGHTS

SOCIAL

↑ **29%**

Increase in staff training hours versus 2024, up from 7.14 to 9.18 hours per person annually



Launched Exposure – a real estate graduate programme for UAE nationals

90%

Visitor satisfaction with the sustainability of Expo City as a destination



House of Arts – Expo City Dubai's multidisciplinary cultural centre – opened its doors to spotlight regional art and celebrate local talent

1,600+

Hours of environmental and social sustainability training conducted, plus excursions with Emirates Nature-WWF



Participated in the seventh AccessAbilities Expo, in partnership with the Department of Economy and Tourism (DET)



Awarded UAE Social Equity and Inclusion Initiative of the Year in the GovMedia Conference & Awards 2025 for Inclusive Accessibility Training and Engagement Programme – Urban Development



The Women's Pavilion hosted the region's first FemTech Hackathon and completed the first phase of its Return to Work Programme



783,600 total visitors out of which 366,614 ticketed visitors were recorded in 2025 (visited an attraction, attended an event, participated in a workshop and other programming)



2025 KEY HIGHLIGHTS

ECONOMIC



Unveiled the **UAE's first Green Innovation District at Expo City Dubai** in partnership with the UAE Ministry of Economy and Tourism

↑ **34%**

Increase in **tenant occupancy** in 2025 compared with 2024

13,000

By the end of 2025, the Global Innovators Programme (GIP) programme had recorded more than 13,000 applications from 185-plus countries, **supporting 191 innovators from 92 countries**

Changemakers Academy
أكاديمية
مبتدئين التغير
A PROGRAMME BY EXPO CITY DUBAI FOUNDATION

Expo City Dubai Foundation launched the **Changemakers Academy (CMA)** – an innovation and entrepreneurship incubator for young innovators



Awarded global **“rising star”** free zone for 2025 by fDi Intelligence

GOVERNANCE



Convened the **largest gathering of mayors and city leaders in history** at the global cities summit (APCS 2025)

99%

Local suppliers scaled to 99 per cent of **total procurement spend in 2025**





MEMBERSHIPS, CERTIFICATIONS AND PARTNERSHIPS

Expo City Dubai continues to scale its impact through strategic memberships and partnerships. By combining these with globally recognised certifications, the city reinforces its

commitment to tackling sustainability challenges and building a resilient, future-ready community through knowledge-sharing, collaboration and environmentally friendly practices.

MEMBERSHIPS



World Green
Building Council



Global Cultural
Districts Networks



US Green
Building Council
(gold)



International
WELL Building
Institute



Global Sustainability
Tourism Council



UAE Alliance for
Climate Action (UACA)



Emirates Green Building
Council (corporate)





SUSTAINABILITY CERTIFICATIONS



LEED

- Expo City Dubai's master plan has been pre-certified Platinum, the highest rating available, for LEED Cities and Communities
- All buildings are LEED Gold as a minimum
- 4 LEED Platinum buildings



WELL COMMUNITY

- Expo City Dubai's master plan has been pre-certified under the WELL Community standard, targeting Gold



BREEAM INFRASTRUCTURE / CEEQUAL

- BREEAM Infrastructure v6 - Strategy - rated as excellent
- 8 CEEQUAL infrastructure projects rated excellent



GLOBAL SUSTAINABILITY TOURISM COUNCIL (GSTC)

- Expo City Dubai becomes a Certified Sustainable Destination, the first city in the MENA region to earn the full GSTC-level certification



ISO 20121:2024

- Multiple event venues achieved certification for sustainable event management following an audit by Bureau Veritas



IBCCES

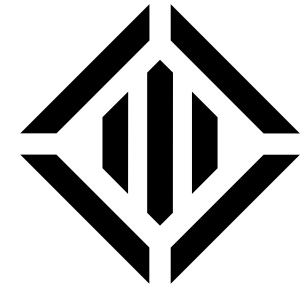
- Expo City Dubai earns a Certified Autism Center™ designation, reflecting its commitment to inclusivity





PARTNERSHIPS

NEW PARTNERSHIPS



DIFC

As a founding partner of the '1 Million Learners' initiative launched in May 2025, Expo City Dubai is supporting DIFC to equip a million individuals with essential sustainability skills by 2030.

LIVE NATION

Live Nation and BRAG

brag

Live Nation Middle East and its UAE-based partner BRAG, launched a new partnership with Expo City Dubai to manage three event venues across the city.



Dubai Culture

The partnership with Dubai Culture, announced in October 2025, supports a shared commitment to celebrating cultural diversity and empowering Dubai's creative sector.



UAE Ministry of Economy and Tourism

In October 2025, Expo City Dubai and the Ministry of Economy and Tourism launched the UAE's first Green Innovation District – a catalyst for sustainable growth.

NEW PARTNERSHIPS



LG

Signed in November 2025, this partnership focuses on deploying AI-powered cooling solutions and energy-efficient smart home systems for the city's new residential communities.



Dubai Municipality

An MoU signed in December 2025 established a regional ConTech innovation hub to pilot sustainable construction materials and 3D-printing technologies.

ONGOING PARTNERSHIPS



Zayed Higher Organization for People of Determination (ZHO)

The collaboration with ZHO supports inclusive and accessible urban design for people of determination.



ne'ma

The partnership with the National Food Loss and Waste Initiative focuses on implementing innovative solutions to significantly reduce food waste across the hospitality and retail sectors.



THOUGHT LEADERSHIP EVENTS

Expo City Dubai participated in several conferences and summits associated with environmental and sustainability initiatives, including the **World Future Energy Summit**, **WETEX** and the Annual Investment Meeting (**AIM Congress**). The city also hosted key industry events, from high-level summits to specialised trade shows.



The global cities summit

Welcoming more than 1,600 delegates from 350-plus cities, the summit brought together global mayors and city leaders to focus on sustainable urbanisation and smart city infrastructure, and showcased projects and urban opportunities valued at over USD 65 billion. The summit also saw the launch of the UAE's first Green Innovation District.



Cities in Action Forum

Held in February, Cities in Action Forum served as a key gathering for urban leaders, investors and innovators focused on sustainable urban development, heat resilience and climate-positive solutions for cities across the Middle East, Africa and South Asia.



Sustainable Destination Forum

This two-day event, held in partnership with Green Destinations, brought together global leaders, innovators and experts to shape new pathways towards more resilient and responsible tourism.



02

**SUSTAINABILITY
APPROACH**

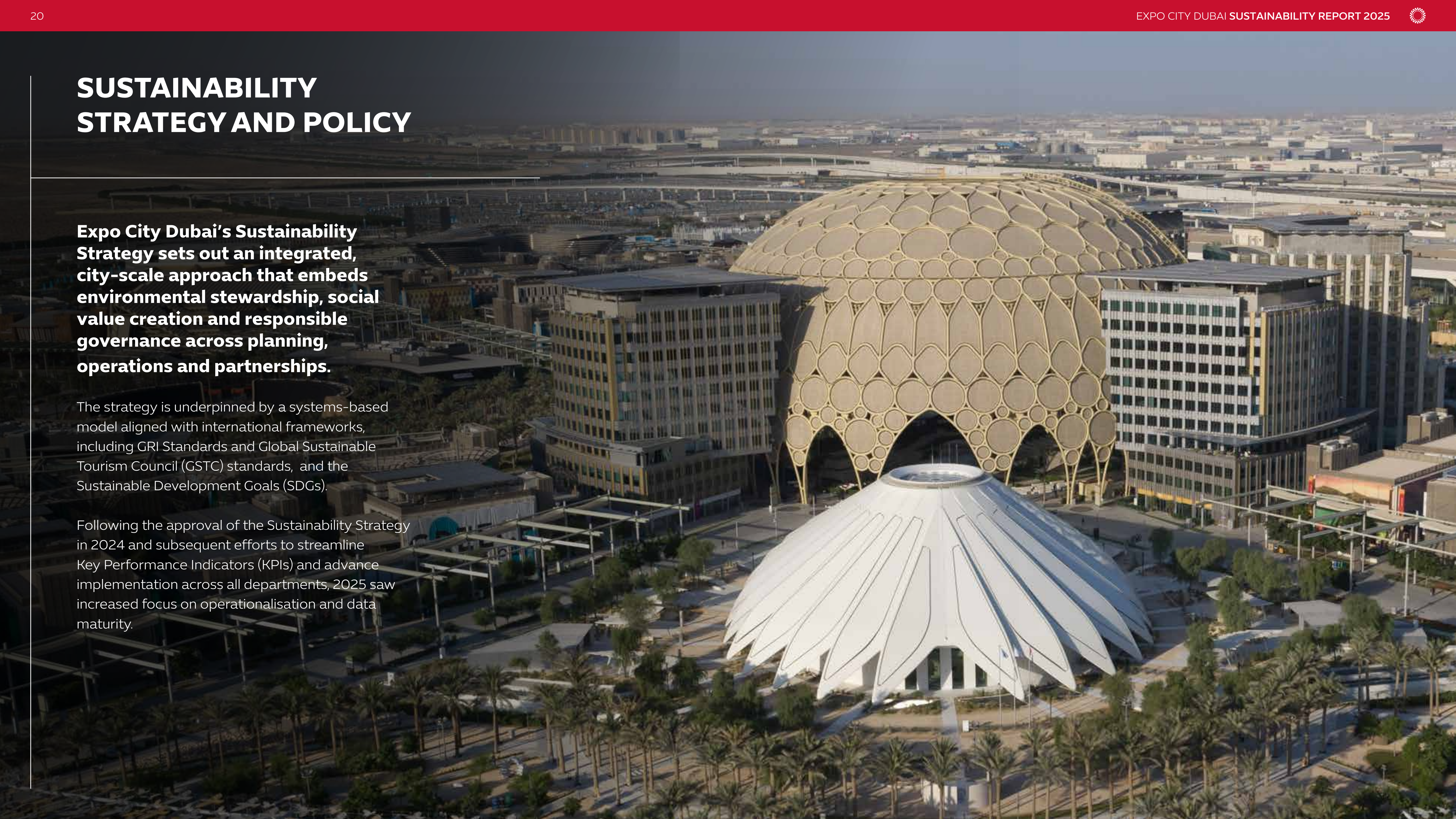


SUSTAINABILITY STRATEGY AND POLICY

Expo City Dubai's Sustainability Strategy sets out an integrated, city-scale approach that embeds environmental stewardship, social value creation and responsible governance across planning, operations and partnerships.

The strategy is underpinned by a systems-based model aligned with international frameworks, including GRI Standards and Global Sustainable Tourism Council (GSTC) standards, and the Sustainable Development Goals (SDGs).

Following the approval of the Sustainability Strategy in 2024 and subsequent efforts to streamline Key Performance Indicators (KPIs) and advance implementation across all departments, 2025 saw increased focus on operationalisation and data maturity.





Expo City Dubai Sustainability Strategy



KEY OBJECTIVES



Sustainable built environment



Sustainable operations



Engaged community



Net zero by 2050

FOCUS AREAS



Governance



Biodiversity



Energy



Water



Materials



Waste



Certification



Society



Living



Economy



Wellness



Mobility



Progressing from strategy to delivery, 2025 also saw operational teams reporting measurable improvements across governance, community engagement, energy, water and circular economy.

This was supported by more robust data collection and quarterly performance reviews, which showed the majority of organisation-wide sustainability KPIs were reported as on track. Engagement with tenants and partners was strengthened through a variety of initiatives that reinforced shared accountability.

In parallel, Expo City Dubai continued its active participation in global sustainability platforms and pursuit of internationally-recognised certifications – including through the UN Global Compact and GSTC frameworks – thereby supporting transparent, assurance-ready reporting and enhancing credibility.

Expo City's diverse efforts and activities in 2025 saw strategy translated into consistent operational performance; sustainability further embedded into decision-making; and the foundation laid for accelerated decarbonisation and impact delivery in subsequent years.



EXPO CITY DUBAI POLICIES



SUSTAINABILITY POLICY

Expo City embraces the principles of sustainable development and is guided by our shared values of collaboration, integrity and responsibility to create a positive environmental and social impact on our community.

SUSTAINABILITY VISION

On our journey to becoming net zero by 2050, Expo City Dubai will harness the legacy of Expo 2020, working with all stakeholders to create an innovative, sustainable, and smart urban environment that exists in harmony with nature and supports inclusivity, wellbeing, and equity for all.

TO REALISE THIS POLICY AND VISION, EXPO CITY DUBAI COMMITS TO MEETING FOUR KEY OBJECTIVES:

- Sustainable built environment:** Advance a model for a sustainable, accessible, and smart built environment, through the integration of sustainable urban development principles that drive environmental, social, and economic benefits
- Sustainable operations:** Demonstrate the value of sustainable operations throughout the city and the events we host through an ethos of environmental and social responsibility and an integrated sustainable approach, enhanced by resource efficiency and the power of smart technology
- Engaged community:** Generate impact and engage a community of tenants, visitors, and employees to cultivate a strong sense of personal responsibility and catalyse sustainable living, economic value, and an equitable future for all
- Net zero by 2050:** Drive towards net zero by 2050 by implementing programmes and initiatives that reduce greenhouse gas emissions throughout the value chain and by supporting offset projects that create social, environmental and economic benefits

TO ENABLE SUCCESS, EXPO CITY DUBAI IS APPLYING EFFECTIVE GOVERNANCE THROUGH:

- Alignment with international and national climate commitments:** Aligning with the Sustainable Development Goals and the UAE's sustainability and climate change targets
- Leadership:** Providing visible leadership by utilising cutting-edge innovations and best practices to implement global sustainability standards
- Awareness:** Driving awareness through transparent communication, education, policy sharing, reporting, and training
- Culture:** Creating a culture enabling employees, tenants, and visitors to embrace the sustainability vision of the city
- Accountability:** Supporting our stakeholders on the execution of Expo City Dubai's sustainability policy, vision and strategy

HE Reem Al Hashimy
Chief Executive Officer
Expo City Dubai Authority

Matt Brown
Chief - Sustainability
Expo City Dubai



SUSTAINABLE PROCUREMENT POLICY

Expo City Dubai Authority, along with its subsidiaries and affiliate companies, is committed to sustainable procurement and addressing the challenges associated with its operations. This policy sets out the principles that will be used to assess the sustainability of all goods, services and works procured.

ECONOMIC

- We will promote sustainable economic growth by harnessing our purchasing power based on our sustainability strategy
- We will work with suppliers to maximise the purchase of locally produced products and services
- We will promote innovation and transfer sustainability knowledge across our supply chain

ENVIRONMENT

- We are actively taking measures to reduce carbon emissions, use eco-friendly materials, and ensure quantifiable energy and water consumption reduction in our supply chain
- We are adopting circular economy principles to minimise waste and emissions in our procurement process

GOVERNANCE

- We value information, data and intellectual property rights and share our environmental and social commitments in our annual sustainability reporting
- We prioritise fair practices and inclusivity and denounce corruption
- We will achieve our sustainability goals through collaboration with our suppliers
- We assess our suppliers' practices and monitor their performance to ensure sustainability compliance

SOCIAL

- We are committed to ensuring our suppliers uphold the highest ethical standards, provide safe, healthy and fair working conditions, and comply with the UAE's labour laws and regulations
- We aim to foster capacity-building, education and awareness in our supply chain, which will support strategic economic growth for the UAE
- We will collaborate with stakeholders to improve welfare through the Expo City Dubai Worker Welfare Policy

We expect suppliers to align with our Sustainable Procurement Policy, the Supplier Code of Conduct requirements and all other relevant/associated guidelines. We collaborate with our supply chain and work closely with stakeholders to meet all our sustainability targets.

The policy will be periodically updated in line with the latest Expo City Dubai sustainability strategy to ensure compliance with the Expo City Dubai Supplier Code of Conduct and local laws and regulations.

HE Reem Al Hashimy
Chief Executive Officer
Expo City Dubai Authority

Matt Brown
Chief Sustainability Officer
Expo City Dubai

Anis Tabka
Senior Vice President
Procurement & Contracts
Expo City Dubai





EXPO CITY DUBAI POLICIES

HEALTH, SAFETY & ENVIRONMENT POLICY



We care about our people and the protection of our environment.



Building trust together through honesty and transparency.



Achieving excellence through accountability and integrity.

At Expo City Dubai, we are united in our efforts to enhance the health, safety, and wellbeing of our workforce, contractors, service providers, tenants, partners and visitors. Our unwavering commitment to fostering a positive health, safety and environment (HSE) culture is encapsulated in our vision, **Better Together**, which is built on the core values of Care, Integrity, and Excellence.

Expo City Dubai will:

- Identify risks throughout the city, ensuring these are reduced to the lowest possible level
- Implement Health, Safety and Environmental Management Standards
- Establish an effective HSE management structure, with key responsibilities identified and communicated
- Ensure our workforce are competent to deliver the HSE arrangements
- Provide adequate resources to manage the HSE arrangements effectively
- Consult with our workforce on matters affecting their HSE
- Provide a safe and healthy working environment
- Provide and maintain safe plant and machinery
- Ensure the safe handling, storage and use of hazardous substances
- Establish procedures for incident and emergency management.

Our Workforce, Contractors, Service Providers, Tenants and Partners must:

- Take reasonable care of their own safety and the safety of others
- Co-operate with each other to enable compliance with any imposed legal duty or requirement
- Not interfere with or misuse, intentionally or recklessly anything provided in the interests of safety
- Comply fully with the ECD HSE Policy and Management standards
- Report all accidents, incidents, near misses, hazards or dangerous occurrences
- Use the necessary protective clothing and equipment to observe and follow all safe working practices.

Our Chief Executive Officer (CEO) holds ultimate accountability for HSE at Expo City Dubai, while our Divisional Chiefs are entrusted with the responsibility for implementing these HSE initiatives.

Our HSE Policy applies to all organizations within Expo City Dubai. This policy will be reviewed annually to ensure compliance with UAE legislation and industry best practices and will be prominently displayed throughout the City.

Reem Al Hashimy
Chief Executive Officer

Sanjive Khosla
Vice President Corporate Strategy

Jolyon Ryan
Vice President Assurance



BETTER TOGETHER

ECD-HSE-POL-001.01 v3.0

29th July 2025

WORKER WELFARE POLICY



AT EXPO CITY DUBAI WE ARE WORKING TOGETHER TO ADVANCE WORKER WELFARE STANDARDS.

Worker welfare is a social responsibility and aligned to our objective to deliver a sustainable city. At Expo City Dubai, working Better Together with our stakeholders, we are united in our efforts to create a positive impact and lasting legacy for worker welfare.

We are committed to the health, safety, welfare, security, and dignity of workers. We require organisations supporting the delivery of Expo City Dubai, including our workforce, contractors, service providers, tenants, stakeholders and partners to embrace our commitment by integrating our worker welfare policy into their operations.

Organisations working with us must demonstrate effective leadership on worker welfare and allocate sufficient resources to ensure this policy is implemented throughout their supply chain to meet our requirements. During construction, city-wide master plan development, events and operational delivery, we will actively support and guide organisations according to the ten principles outlined in this policy.

EMPLOYERS MUST:

- Ensure fair and free recruitment.
- Ensure that employees understand the terms and conditions of their employment.
- Treat employees equally and without discrimination.
- Protect and preserve the dignity of employees and not tolerate harassment or abuse of any kind.
- Respect the right of employees to retain their personal documents.
- Pay employees' wages and benefits on time and in full.
- Allow employees freedom to exercise their in-country legal rights without fear of reprisal.
- Provide a safe and healthy working and living environment.
- Provide access to grievance mechanisms and remediation.
- Ensure that bonded, indentured, forced, or child labour is not used.

Our worker welfare policy applies to all organisations involved in delivering Expo City Dubai. Together, we collaborate closely with our stakeholders to maintain consistently high standards of worker welfare across the city. The policy will be reviewed annually.

Reem Al Hashimy
Chief Executive Officer

Sanjive Khosla
Vice President - Corporate Strategy

Jolyon Ryan
Vice President - Assurance



BETTER TOGETHER

ECD-WW-POL-001.01 v4.0

29th July 2025



SDG PROGRESS UPDATE

As 2025 marks five years prior to the SDG 2030 targets, Expo City Dubai has conducted a comprehensive mapping exercise of the progress made since the city's inception in 2022 across 15 of the 17 SDGs, with direct examples of its contribution to specific targets under each goal.

The exercise highlighted Expo City's strong alignment with the goals, and illustrated how its various initiatives combine into one single ecosystem driving collective social, environmental and economic progress.

The full map can be viewed in the appendix.

SDG 1:

End poverty in all its forms everywhere



SDG 2:

End hunger, achieve food security and improved nutrition and promote sustainable agriculture



SDG 3:

Ensure healthy lives and promote well-being for all at all ages



SDG 4:

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



SDG 5:

Achieve gender equality and empower all women and girls



SDG 6:

Ensure availability and sustainable management of water and sanitation for all



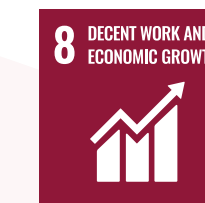
SDG 7:

Ensure access to affordable, reliable, sustainable and modern energy for all



SDG 8:

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



SDG 9:

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



SDG 10:

Reduce inequality within and among countries



SDG 11:

Make cities and human settlements inclusive, safe, resilient and sustainable



SDG 12:

Ensure sustainable consumption and production patterns



SDG 13:

Take urgent action to combat climate change and its impacts



SDG 14:

Conserve and sustainably use the oceans, seas and marine resources for sustainable development



SDG 15:

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss



SDG 16:

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



SDG 17:

Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development





STAKEHOLDER ENGAGEMENT

As part of its commitment to collaboration, Expo City Dubai actively engages with both internal and external stakeholders.

Through structured feedback, ongoing and transparent communication and targeted workshops, the city identifies and addresses critical priorities – accelerating shared progress and sustainable growth.

Government entities

Participation in key programmes and events such as the global cities summit, strategic briefings, networking functions and working groups



Commercial tenants

Quarterly networking sessions, feedback through instant tools in workshops, weekly City Integration meetings, surveys and a dedicated tenant helpdesk



Suppliers and contractors

Regular supplier engagement and feedback sessions, site audits and inspections, quarterly HSE forums and supplier ESG assessments by EcoVadis



Investors, homeowners and potential buyers

Regular newsletters on construction progress, community developments and events, as well as specialised engagement via brokers



Employees

Regular training, workshop and engagement sessions, weekly newsletters and frequent anonymised feedback collection including annual satisfaction surveys



Youth

Expo School Programme activities, including youth camps



General public, visitors and event attendees

Post-visit 'voice of customer' surveys to record metrics such as satisfaction, spend behaviour and revisit intent, plus physical and digital feedback touchpoints across the city, including F&B and retail, Brand Health Tracker surveys, sustainability perception surveys, newsletter



Key opinion leaders

Targeted interviews, roundtables, qualitative deep dives, thought leadership engagement



People of determination

Surveys, knowledge sharing sessions





MATERIALITY ASSESSMENT

The latest materiality assessment, conducted in accordance with the GRI Standards, confirmed that all assessed topics fall within the categories of high or moderate significance, with none deemed of a low significance.

A high level of alignment was observed between internal and external stakeholders across most material topics, which – given the large and diverse assessment sample – demonstrates strong consistency between the city’s strategic priorities and operational practices and the expectations of its stakeholders. Variations were limited to a few topics; for example, internal stakeholders assigned greater importance to Innovation and Technology and Physical and Mental Wellbeing, while external stakeholders placed relatively greater emphasis on Climate Change, Procurement Practices and Risk Management.

A year-on-year comparison from 2024 shows a notable increase in the significance ranking of Occupational Health and Safety, Sustainable Built Environment, Training and Education, Biodiversity, Diversity and Equal Opportunity, Local Communities, and Procurement Practices, reflecting Expo City Dubai’s transition into a fully operational and living community.





METHODOLOGY

The GRI Standards 2025 materiality assessment for Expo City Dubai was conducted through a structured double-materiality exercise engaging a combined panel of 194 stakeholders; 77 internal employees across nine divisions and 117 external stakeholders comprising visitors, suppliers, tenants and F&B partners.



Respondents rated the significance of **40 GRI topics across Environmental, Social, Governance**, and other newly introduced topics on a five-point Likert scale (1 = Strongly Disagree to 5 = Strongly Agree).

Internal stakeholder rates were calculated using a two-component weighted rate: 50 per cent derived from an **equal-split average across all divisions** represented in the responses, and 50 per cent from a revenue-weighted average.

External stakeholder rates were calculated as a straight arithmetic average, consistent with **GRI 3: Material Topics 2021 guidance** that external voices represent independent, structurally unranked perspectives.

The two panel rates were combined with **equal 50/50** weighting, normalising for panel size difference and honouring both the financial materiality lens (internal) and the impact materiality lens (external) as required under GRI 3: Material Topics 2021 and **European Sustainability Reporting Standards (ESRS)**.

Results were plotted on a double-materiality matrix with the internal score on the horizontal axis and the external score on the vertical axis. The crosshair thresholds were set at the respective dataset means, **3.88/5 for internal** and **4.21/5 for external**, providing a data-anchored, relative ranking framework consistent with **GRI 3: Material Topics 2021 requirement** that topics be assessed relative to one another.





METHODOLOGY

Survey design, panel composition & calculation approach

01 Topic identification

40 GRI topics across environmental, social, governance & other categories defined per GRI Standards 2021

02 Survey deployment

Five-point Likert scale (1–5) deployed to 194 stakeholders across two distinct panels: internal and external stakeholders

03 Rate calculation

Internal: 50% equal-split across divisions + 50% revenue-weighted — reflecting operational significance.
External: Equal weighted simple average

04 Panel combination

Equal 50/50 weight between panels, normalising for size difference (77 vs 117 respondents)

05 Tier classification

Crosshair threshold applied to combined rate distribution, producing High, Significant & Moderate tiers



194

Stakeholders engaged



40

Topics assessed



20

High priority topics



GRI 3: MATERIAL TOPICS 2021 STANDARDS

2021 Standards





Internal materiality

77
Respondents

9
Divisions

Revenue-
weighted
scoring

External materiality

117
Stakeholders

Visitors

Suppliers

Tenants

Partners



External materiality outcome:

117 respondents

Weighting: equal weighted simple average

Expo City Dubai visitor  53%

Supplier/service provider  27%

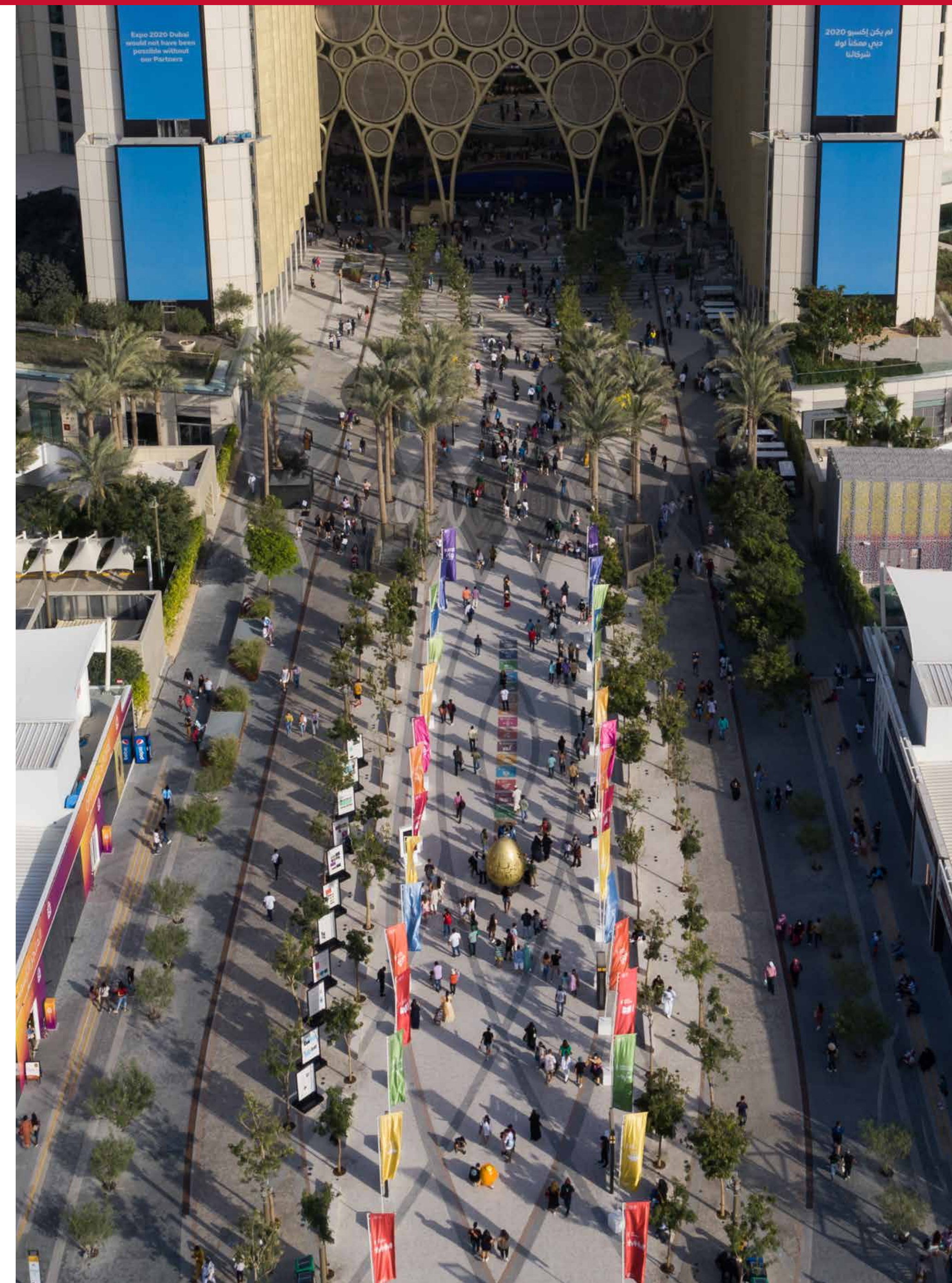
Tenant  8%

F&B partner/operator  3%

Other  9%

Other: partners, government entities and authorities, contractors

Source: CII External Materiality Survey 2025, n = 117



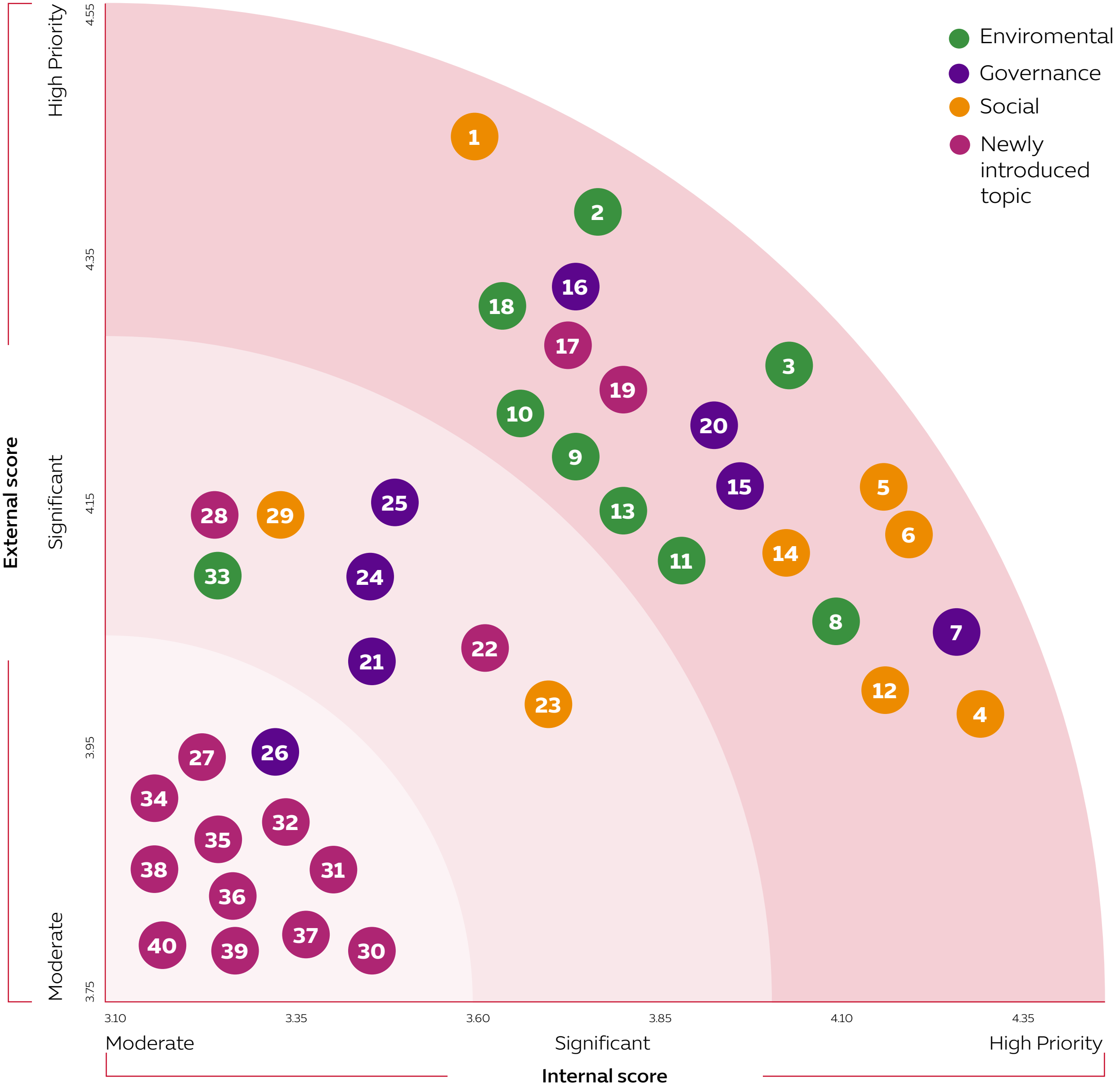


Topic register

Rank	Category	Topic	Avg rating
2	Environmental material topics	Environmental Compliance	4.29
3		Sustainable Built Environment	4.29
8		Materials	4.20
9		Waste	4.19
10		Energy	4.18
11		Biodiversity	4.18
13		Water & Effluents	4.16
18		Emissions	4.10
33		Climate Risk Mitigation & Strategy	3.90
1	Social material topics	Occupational Health & Safety	4.35
4		Training & Education	4.26
5		Accessibility & Inclusion	4.25
6		Worker Welfare	4.24
12		Diversity & Equal Opportunity	4.17
14		Physical & Mental Wellbeing	4.13
23		Employment	4.04
29		Customer Satisfaction & Service Quality	3.96
7	Governance material topics	Business Ethics & Compliance	4.22
15		Corporate Governance	4.13
16		Innovation & Technology	4.12
20		Commercial Engagement & Partnership	4.08
21		Procurement Practices	4.07
24		Risk Management	4.03
25		Cyber-readiness & Data Security	3.03
26	Newly introduced topics	Indirect Economic Impact	3.99
17		Local Communities	4.11
19		Supplier Environmental Assessment	4.10
22		Customer Health and Safety	4.05
27		Security Practices	3.97
28		Climate Change	3.96
30		Anti-Corruption	3.92
31		Non-Discrimination	3.91
32		Labour and Management Relations	3.90
34		Marketing and Labelling	3.84
35		Child Labour	3.84
36		Anti-Competitive Behaviour	3.83
37		Forced or Compulsory Labour	3.82
38		Supplier Social Assessment	3.74
39		Public Policy	3.66
40		Customer Privacy	3.58

All 40 GRI topics, internal, external, combined rates and ranking

Double-materiality scatter plot





03

ENVIRONMENTAL

DESIGNING AND OPERATING
A SUSTAINABLE CITY



DECARBONISATION ROADMAP UPDATE

HIGHLIGHTS

↓ **32.4%**

Total operational emissions declined in 2025 compared to 2024

↓ **9%**

Percentage reduction against targeted value

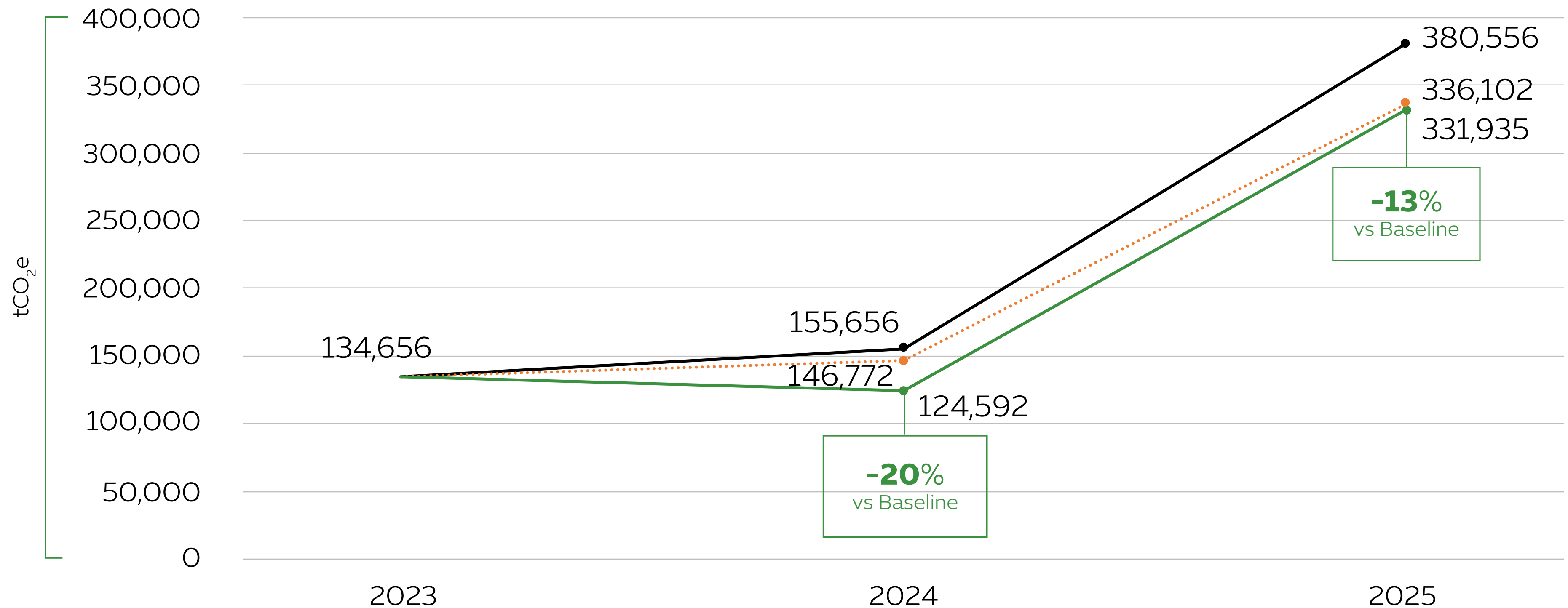
 **4,914 tCO₂e**

Carbon emissions offset via Seeds of Change

 **77%**

Carbon credit contributions came through event digital ticketing

Progress towards decarbonisation targets



— BASELINE

Combined operational and embodied emissions in a business as usual scenario

●●● MAXIMUM TARGET EMISSIONS

as per Decarbonisation Roadmap

— ACHIEVED

Including carbon credits & iRecs



In 2025, Expo City Dubai advanced the implementation of its city-scale decarbonisation roadmap, which is embedded within the Sustainability Strategy and aligned with the UAE Net Zero 2050 commitment. The roadmap follows a 'reduce, remove, offset' approach covering Scopes 1, 2 and defined Scope 3 emissions, including operations, construction and value chain activities.

Progress focused on emissions reduction at source, driven by energy-efficient buildings, smart metering and digital energy management, low-carbon mobility within the city, circular economy practices and compliance with sustainable materials requirements. In parallel, Expo City continued to integrate nature-based removal solutions and operationalised voluntary offsetting for residual emissions through the Seeds of Change programme, which engages visitors, tenants and partners in certified offset projects supporting biodiversity and climate action.

With greater emphasis on delivery and data maturity, Expo City focused on creating a robust foundation for achieving the interim reduction targets and long-term net-zero ambitions. At the same time, the decarbonisation roadmap was examined and reevaluated for future updates.

Pursuant to GRI 305-3 (Other indirect GHG emissions), the assessment boundary incorporates a comprehensive evaluation of Expo City's value chain impacts, in addition to its direct supply chain. Going beyond minimum local reporting requirements, the Scope 3 boundary explicitly includes:

Organisational community and events commuting

In accordance with the methodologies outlined in the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Category 7: Employee Commuting), the assessment expands standard employee commuting to quantify transportation emissions generated by the broader organisational community. In addition to Expo City's direct employees, this explicitly includes its subsidiaries, contractors working within the city as consultants, volunteers and attendees at Expo City- and subsidiary-hosted and organised events.

The inclusion of the 'organisational community' and 'events commuting' is a fundamental part of Expo City's GHG accounting. It bridges the gap between Expo City Dubai as a corporate entity and Expo City Dubai as an integrated urban management and development organisation.



This bridging demonstrates Expo City's recognition that the transportation emissions generated by its events, facilities and extended workforce are its own indirect responsibility and inherently aligns its corporate sustainability reporting with its broader urban mobility strategies.

The granular data generated by calculating these Scope 3 Category 7 emissions provides the quantitative foundation necessary to support public transit, enhance pedestrian infrastructure, focus on micro-mobility, and prioritise pedestrians over cars as part of Expo City's masterplan expansion.

41.2% Average use of low-carbon transport* among commuters in 2025

 **32.5%**

of respondents in the 2025 employee survey reported using a low-carbon mode of transport* to commute to Expo City

 **49.6%**

of 13,681 respondents in the 2025 visitor survey arrived at Expo City by metro

*Low-carbon transport includes metro, electric car, bus, carpooling, walking, bicycle electric scooter or hybrid car



Construction-related emissions

By extending the Scope 3 boundary to include the construction of real estate assets (Category 2), Expo City Dubai is factoring the significant footprint of embodied carbon into its long-term climate commitments. Expo City's approach means it considers this footprint from the time of construction – integrating climate considerations directly into procurement protocols, planning processes and public tendering by prioritising and requesting low-carbon materials, Environmental Product Declarations (EPDs) and circular economy principles.

In accordance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Category 2: Capital Goods), the assessment calculates and includes the total cradle-to-gate, upfront, embodied carbon emissions associated with the construction of new Expo City real estate assets, as per modules A1–A5 in the Royal Institution of Chartered Surveyors (RICS) Whole Life Carbon Assessment principles.

Emissions are recognised in full in the year of practical completion, without discounting or amortisation, in line with GHG Protocol guidance for capital goods. However, as we also follow GPC principles, we report the emissions associated with construction in our GRI annual sustainability reports – prior to projects' practical completion – as a more accurate representation of when emissions are actually released throughout construction and the city's evolution. At the practical completion of each project, a comparison is made between the project's actual emissions, measured in tCO₂e/sqm of built-up area (BUA), and the baseline emissions established during the assessment. At this time, the carbon balance, whether positive or negative, is calculated and included in Expo City Dubai's carbon accounting balance sheet.

For all Scope 1, 2 and 3 GHG compilations, the data excludes GHG trades and separate biogenic CO₂e emissions, and utilises scientifically recognised Global Warming Potential (GWP) rates derived from reputable sources, in strict compliance with the compilation requirements of GRI 305: Emissions 2016 and the calculation guidelines of the GHG Protocol.





TRANSLATION TO
SCOPES 1, 2, AND 3

Taking responsibility for its extended physical and operational value chain, Expo City Dubai has established a data-driven, highly transparent and forward-looking roadmap for sustainable urban governance and systemic decarbonisation that will ensure future decisions are made in alignment with the SDGs and climate change mitigation initiatives.

The following tables compare Expo City Dubai’s decarbonisation roadmap inventory categories for both operational and embodied carbon against the GPC and GHG Protocol Scope 1, 2, and 3 categories.

EXPO CITY DUBAI – DECARBONISATION ROADMAP INVENTORY CATEGORIES	GPC CATEGORIES
Refrigerant used – Expo City Dubai-owned & managed assets	GPC BASIC+: Geographic city boundary
Fire suppression – Expo City Dubai-owned & managed assets	GPC BASIC+: Geographic city boundary
Portable CO ₂ cylinders – Expo City Dubai-owned & managed assets	GPC BASIC+: Geographic city boundary
Fuel consumed – fleet used by Expo City Dubai (owned or leased)	GPC BASIC+: Within inventory boundary, but not within city
Gas consumption – F&B spaces owned by Expo City Dubai but managed by others	GPC BASIC+: Geographic city boundary
Purchased electricity (i.e. Dubai Electricity & Water Authority (DEWA) electricity) – for Expo City Dubai-owned & managed assets	GPC BASIC+: Utilities from a regional grid
Transmission and distribution losses – DEWA electricity grid-related	GPC BASIC+: Utilities from a regional grid
Expo City Dubai-owned events taking place within Expo City	GPC BASIC+: Geographic city boundary
Transboundary schools – visits by academic establishments to Expo City Dubai	GPC BASIC+: Within inventory boundary, but not within city
Transboundary delivery vehicle	GPC BASIC+: Within inventory boundary, but not within city
Business trips by Expo City Dubai staff	GPC BASIC+: Within inventory boundary, but not within city
Fresh water supply and distribution (by DEWA)	GPC BASIC+: Utilities from a regional grid
Overall city-wide commuting (excluding events) by Expo City Dubai staff and commercial tenants of Expo City Dubai-owned assets	GPC BASIC+: Within inventory boundary, but not within city
City-wide waste (operational)	GPC BASIC+: Within inventory boundary, but not within city
Purchased goods & services – by Expo City Dubai	GPC BASIC+: Within inventory boundary, but not within city
Construction (materials) – new real estate assets by Expo City Dubai	PAS2070: Embodied carbon of select goods categories
Construction (energy & water consumption) – new real estate assets by Expo City Dubai	PAS2070: Embodied carbon of select goods categories
Construction (waste) – new real estate assets by Expo City Dubai	PAS2070: Embodied carbon of select goods categories
Demolition – old World Expo real estate assets	PAS2070: Embodied carbon of select goods categories

EXPO CITY DUBAI – DECARBONISATION ROADMAP INVENTORY CATEGORIES	OPERATIONAL	EMBODIED
Refrigerant used – Expo City Dubai-owned & managed assets	x	
Fire suppression – Expo City Dubai-owned & managed assets	x	
Portable CO ₂ cylinders – Expo City Dubai-owned & managed assets	x	
Fuel consumed – fleet used by Expo City Dubai (owned or leased)	x	
Gas consumption – F&B spaces owned by Expo City Dubai but managed by others	x	
Purchased electricity (i.e. Dubai Electricity & Water Authority (DEWA) electricity) – for Expo City Dubai-owned & managed assets	x	
Transmission and distribution losses – DEWA electricity grid-related	x	
Expo City Dubai-owned events taking place within Expo City	x	
Transboundary schools – visits by academic establishments to Expo City Dubai	x	
Transboundary delivery vehicle	x	
Business trips by Expo City Dubai staff	x	
Fresh water supply and distribution (by DEWA)	x	
Overall city-wide commuting (excluding events) by Expo City Dubai staff and commercial tenants of Expo City Dubai-owned assets	x	
City-wide waste (operational)	x	
Purchased goods & services – by Expo City Dubai	x	
Construction (materials) – new real estate assets by Expo City Dubai		x
Construction (energy & water consumption) – new real estate assets by Expo City Dubai		x
Construction (waste) – new real estate assets by Expo City Dubai		x
Demolition – old World Expo real estate assets		x

EXPO CITY DUBAI – DECARBONISATION ROADMAP INVENTORY CATEGORIES	OPERATIONAL	EMBODIED	GHG PROTOCOL EMISSIONS SCOPE 1, 2, AND 3 ALIGNMENT			
			SCOPE 1	SCOPE 2	SCOPE 3	SCOPE 3 GHG REPORTING CATEGORY
Refrigerant used – Expo City Dubai-owned & managed assets	X		X			
Fire suppression – Expo City Dubai-owned & managed assets	X		X			
Portable CO ₂ cylinders – Expo City Dubai-owned & managed assets	X		X			
Fuel consumed – fleet used by Expo City Dubai (owned or leased)	X		X		X	Category 8: Upstream Leased Assets
Gas consumption – F&B spaces owned by Expo City Dubai but managed by others	X		X		X	Category 13: Downstream Leased Assets
Purchased electricity (i.e. Dubai Electricity & Water Authority (DEWA) electricity) – for Expo City Dubai-owned & managed assets	X			X	X	Category 13: Downstream Leased Assets; Category 3: Upstream Emissions of Purchased Electricity; Category 9: Downstream Transportation and Distribution; Category 2: Capital Goods (Upstream)
Transmission and distribution losses – DEWA electricity grid-related	X				X	Category 3: Transmission and Distribution (T&D) Losses
Expo City Dubai-owned events taking place within Expo City	X				X	Category 2: Capital Goods (Upstream); Category 3: Upstream Emissions of Purchased Electricity
Transboundary schools – visits by academic establishments to Expo City Dubai	X				X	Category 9: Downstream Transportation and Distribution
Transboundary delivery vehicle	X				X	Category 2: Capital Goods (Upstream)
Business trips by Expo City Dubai staff	X				X	Category 6: Business Travel (Upstream)
Fresh water supply and distribution (by DEWA)	X				X	Category 1: Purchased Foods and Services (Upstream)
Overall city-wide commuting (excluding events) by Expo City Dubai staff and commercial tenants of Expo City Dubai-owned assets	X				X	Category 7: Employee Commuting (Upstream)
City-wide waste (operational)	X				X	Category 5: Waste Generated in Operations (Upstream)
Purchased goods & services – by Expo City Dubai	X				X	Category 1: Purchased Goods and Services (Upstream); Category 4: Upstream Transportation and Distribution
Construction (materials) – new real estate assets by Expo City Dubai		X			X	Category 2: Capital Goods (Upstream)
Construction (energy & water consumption) – new real estate assets by Expo City Dubai		X			X	Category 2: Capital Goods (Upstream)
Construction (waste) – new real estate assets by Expo City Dubai		X			X	Category 2: Capital Goods (Upstream)
Demolition – old World Expo real estate assets		X			X	Category 5: Waste Generated in Operations; Category 12: End-of-Life Treatment of Sold Products (Downstream)



SUMMARY TARGETS
AND PROGRESS

The tables in this section present a structured assessment of emissions against the Expo City Dubai decarbonisation roadmap, comparing 2024 and 2025 performance and evaluating alignment with targeted reductions for each year. The targeted reductions were 12.1% for operational carbon emissions and 11.4% for embodied carbon emissions for 2025 (versus 2024). Two tables are provided:

- **Operational emissions**
ongoing emissions from activities such as energy use, transport, water and waste
- **Embodied emissions**
emissions linked to construction and demolition activities

Expo City Dubai is effectively decarbonising its operations and has surpassed its 2025 combined targets. Embodied emissions resulting from new real estate construction activities are expected to increase in the coming years, corresponding with the volume of new projects in the pipeline, and we will remain steadfast and agile in our decarbonisation efforts.

Operational emissions assessment against decarbonisation targets		2024 (tCO ₂ e)	(2024 tCO ₂ e)
Refrigerant used	Scope 1	902	1,052
Fire suppression	Scope 1	901	152
Portable CO ₂ cylinders	Scope 1	1	-
Fuel consumed	Scope 1	526	319
Gas consumption	Scope 1	215	16
Purchased electricity	Scope 2	38,226	29,152
Transmission and distribution losses	Scope 3	841	735
Events	Scope 3	3,040	4,427
Transboundary schools	Scope 3	188	120
Transboundary delivery vehicle	Scope 3	339	428
Business trip	Scope 3	715	333
Water distribution	Scope 3	2,004	2,258
Overall city-wide commuting (excluding events)	Scope 3	31,947	24,850
Operational waste	Scope 3	77	137
Purchased goods & services	Scope 3	54,733	20,923
Downstream leased assets	Scope 3	0	2,684
Investments	Scope 3	0	3,364
Sum of measured annual emissions in tCO ₂ e		134,656	90,949
Targeted annual emissions in tCO ₂ e as per decarbonisation roadmap		126.000	118,305
Targeted % reduction in tCO ₂ e as per decarbonisation roadmap		6.43%	12.14%
Achieved % reduction in tCO ₂ e against decarbonisation roadmap targets		(6.9%)	23.1%
Achieved tCO ₂ e reduction against decarbonisation roadmap targets		(8,656)	27,356



OPERATIONAL EMISSIONS

Total measured operational emissions **declined by 32.4%** in 2025 compared to 2024 – a substantial reduction. The resulting ‘balance vs target’ comparison shows a significant shift from a deficit of 8,656 tCO₂e in 2024 to a surplus of +27,356 tCO₂e in 2025, outperforming the target.



Scope 1 (direct emissions)

- The increase in refrigerant usage can be attributed to a specific incident of compressor failure that caused refrigerant leakage, and which was addressed promptly
- Emissions from fire suppression systems have shown significant improvement, attributed to the absence of major incidents
- There has been a marked decline in both fuel and gas consumption, reflecting the successful management of fleet fuel usage (petrol consumption) and the efficiency measures implemented across F&B operations (propane consumption) managed by Expo City Dubai



Scope 2 (purchased electricity)

- While electricity is a major driver of energy consumption, there has been a significant reduction resulting from the elimination of unnecessary operational loads during periods of low or no demand, management of internal temperature within spaces, and optimisation of ventilation and air conditioning systems



Scope 3 (indirect emissions)

The overall Scope 3 performance presents a mixed assessment:

- Transboundary schools show reductions correlated with the number of educational institutions and schools within the emirate of Dubai that have visited Expo City
- There has been a notable increase in events, reflecting the expansion of international activities organised by Expo City, which also accounts for the carbon emissions associated with travel to Dubai
- Operational waste has risen significantly due to challenges in disposing of landscaping waste for composting – issues that have since been resolved
- Expenditures on purchased goods and services, calculated using the spend-based method, have declined sharply due to improved resource management, enhanced procurement strategies and reduced purchasing volumes
- Downstream leased assets and investments exhibited a significant increase due to the revised setup of utility arrangements for a limited number of commercial tenants, primarily shifting emissions from Scope 2 to Scope 3
- Expo City Dubai has undertaken new investments, for which the carbon emissions were assessed based on the spend-based methodology





Embodied emissions assessment against decarbonisation targets	2024 (tCO ₂ e)	2025 (tCO ₂ e)
Construction and demolition emissions (Scope 3)	21,000	245,900 ●
One-off reduction/increase in tCO ₂ e at projects' completion	-	-
Sum of measured annual embodied tCO ₂ e emissions	21,000	245,900
Targeted annual emissions in tCO ₂ e as per decarbonisation roadmap	19,800	217,797
Targeted % reduction in tCO ₂ e as per decarbonisation roadmap	5.71%	11.43%
Achieved % reduction in tCO ₂ e against decarbonisation roadmap targets	(5.71%)	(11.43%)
Achieved tCO ₂ e reduction against decarbonisation roadmap targets	(1,200)	(28,103)

EMBODIED EMISSIONS

- Embodied emissions have increased due to the construction of new projects within the Expo City Dubai master plan – with construction materials accounting for approximately 86 per cent of total construction-related emissions for 2025. As the projects are in early development stages, concrete and steel were the predominant sources of emissions, representing approximately 65 per cent of the embodied carbon in construction materials
- Expo City is prioritising low-carbon construction strategies during design and material selection, and maintaining meticulous project planning and oversight during the design and construction phases to continue progressing towards long-term climate objectives





OFFSETS

While reducing emissions is at the heart of Expo City Dubai's decarbonisation journey, offsets are necessary to compensate for residual emissions where the city has limited direct influence over the source, such as out-of-boundary transportation and the embodied carbon of construction materials. Expo City's approach aligns with the guidance of the Science Based Targets Network – where significant emissions reduction should be conducted before offset purchases are considered – and deploys offsets only when reduction and removal have been pursued to their fullest extent.

SEEDS OF CHANGE

Our offset commitment is brought to life through Seeds of Change – Expo City Dubai's voluntary carbon offset programme, delivered in partnership with CarbonClick. A platform for education, engagement and shared action, Seeds of Change makes it simple and accessible for the entire Expo City community – from employees and tenants to visitors – to understand and offset their own carbon footprint through contributions to two internationally certified, nature-based conservation projects:

- The Rimba Raya Biodiversity Reserve in Indonesia, protecting 65,000 hectares of peat swamp forest and one of the last remaining wild populations of orangutans on earth
- The Tambopata-Bahuaja Biodiversity Reserve in Peru, conserving threatened rainforest in one of the Amazon's most biodiverse regions

These projects were selected for their verified climate impact and co-benefits – including biodiversity conservation and community support, which contribute to broader environmental and social outcomes – ensuring that Seeds of Change delivers value beyond carbon alone.

All offsets were procured through CarbonClick. Verified carbon units from these projects were subsequently retired, ensuring that the emissions reductions are uniquely claimed and not double-counted.



CONTRIBUTION PROCESS AND IMPACT

In 2025, Seeds of Change was activated across three channels – event digital ticketing, a physical booth at events and Rove Expo City Hotel, and employee commuting – allowing individuals to offset the emissions directly associated with the activity they were undertaking.

Each contributor received a personalised confirmation email detailing the amount offset, the project supported, and a unique tracking link and code to offer full visibility of their impact and follow the project’s progress. Expo City Dubai matched every contribution made in full – doubling the impact of every single offset.

Event digital ticketing accounted for 77 per cent of all contributions, driven in large part by the global cities summit where the collective contribution of city leaders from across the globe covered more than two thirds of the event’s total carbon footprint. Expo City’s promise to then match every contribution generated a surplus of carbon credits that were used to offset additional events across the year.

Employee commuting accounted for a further 20 per cent, which – based on data collected from an employee survey – was offset on behalf of staff by Expo City Dubai. The remaining 3 per cent came from visitors and event attendees engaging with the interactive booth.

4,914 tCO₂e

Carbon emissions offset through Seeds of Change in 2025

3,130 tCO₂e

Rimba Raya
Biodiversity Reserve

1,784 tCO₂e

Tambopata-Bahuaja
Biodiversity Reserve

Seeds of Change was awarded the UAE Sustainability Initiative of the Year in the 2025 Urban Development category at the GovMedia Conference and Awards – an annual awards programme highlighting outstanding projects and initiatives across Asia.

In 2025, Expo City Dubai did not utilise any International Renewable Energy Certificates (iRECs) as part of its emissions management strategy. Instead, the organisation relied exclusively on carbon credits sourced from the voluntary carbon market to address residual emissions.





EMISSIONS BALANCE SUMMARY

**Expo City
Dubai remained
aligned with the
decarbonisation
roadmap in both
2024 and 2025.**

City-wide emissions assessment against decarbonisation roadmap targets	2024 (tCO ₂ e)	2025 (tCO ₂ e)
Combined reduction from operational and embodied carbon, below decarbonisation roadmap target	(9,856)	(747)
Annual retirement of tCO ₂ e from iRECs & Voluntary Carbon Market (VCM) carbon credits	32,026	4,914
Total Expo City Dubai tCO ₂ e annual balance below decarbonisation roadmap target	22,169	4,167
Cumulative balance tCO ₂ e below decarbonisation roadmap target	22,169	26,337



SPOTLIGHT ON SUSTAINABLE EVENTS

Expo City Dubai launched the Sustainable Event Guidelines in 2024 and received the ISO 20121:2024 certification for sustainable event management for multiple venues in June 2025. The scope of the initiative covers events for 50-plus people organised by Expo City Dubai within the city’s venues – and currently excludes third-party events held within the city or Expo City-organised events held outside the city’s owned venues.

The first full year of deployment of the guidelines, 2025 focused on data collection and emissions reporting. An excerpt of the year’s performance – captured via carbon analysis tool Trace – is below.

 **Total events**

37

0

0

In person

Hybrid

Virtual

 **Carbon footprint**

5103.82 tCO₂e

21.92 kgCO₂e

Total carbon footprint

Total carbon footprint per attendee

 **Total attendees**

232,819

0

In person

Virtual

 **Waste footprint**

81.03 tonnes

0.35 kgs

Total waste footprint

Average waste per attendee

- This is equivalent to**
- Co₂ equivalent from 2,551 cars on the road for one year
 - The carbon sequestered by 25,519 tree seedlings grown for 10 years

Scope 1

0.44 tCO₂e

Scope 2

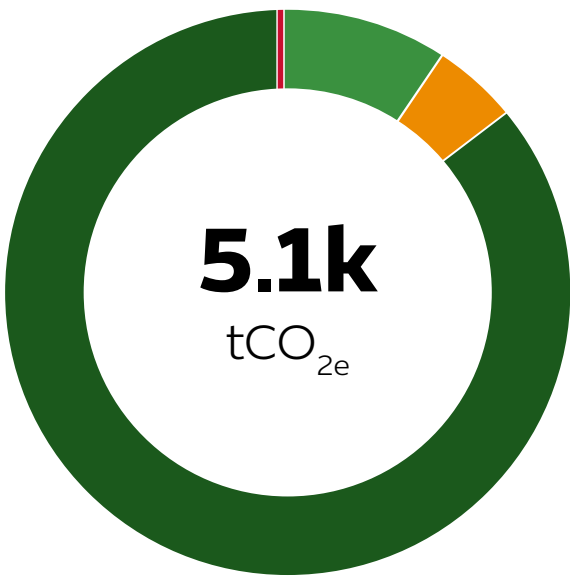
283.56 tCO₂e

Scope 3

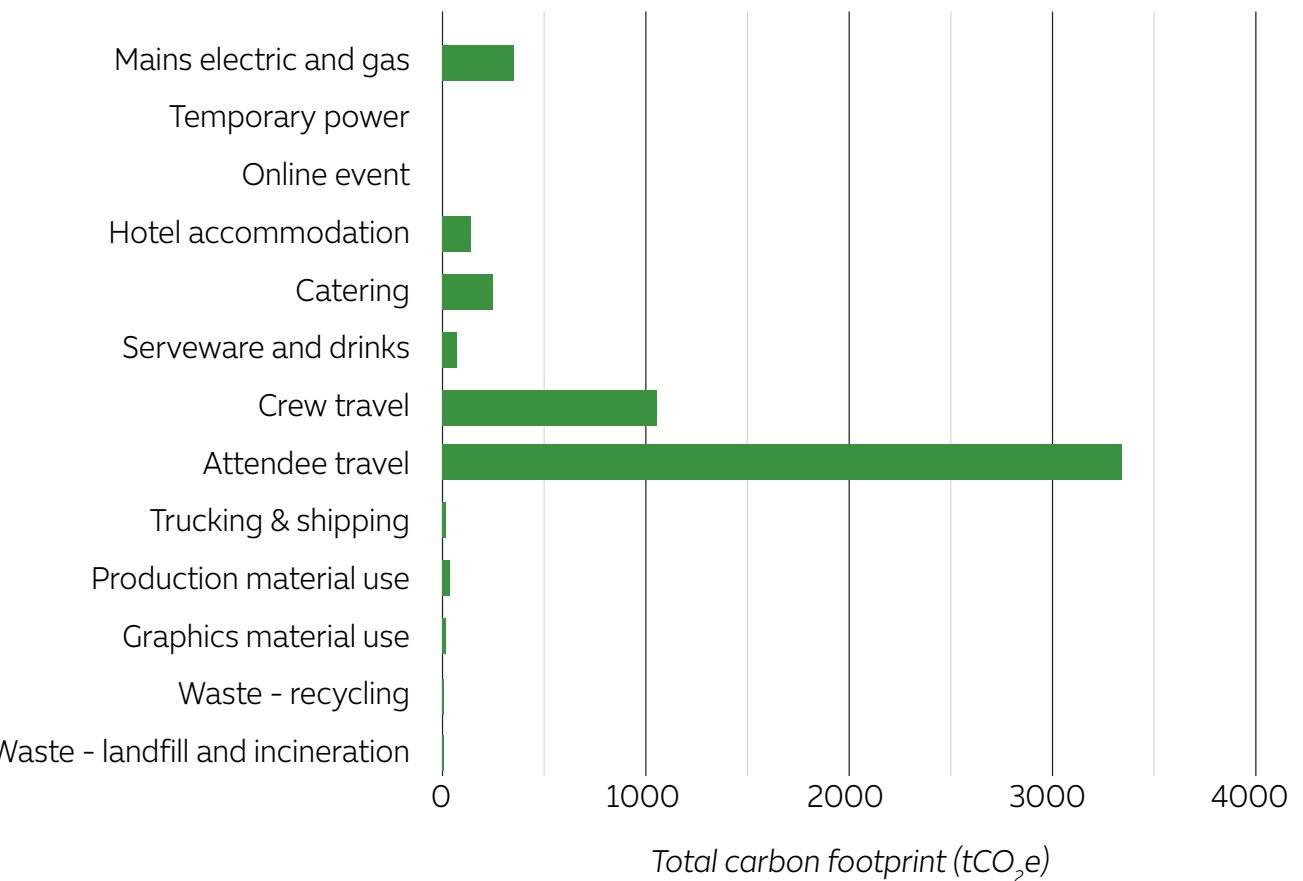
4.82k tCO₂e

Carbon footprint by category for events

Energy	9.6%
Food & drink	4.9%
Travel	85.1%
Built items	0.4%
Waste	0.0%



Emission breakdown by category for events



The data shows attendee travel as the highest source of emissions for events, which is aligned with global industry reports.

Meanwhile, the high level of circular economy practices greatly reduced the impact from build and production, where the majority of items used were reusable or rented, and that of waste where close to 100 per cent of event waste was diverted from landfill. All events in scope relied entirely on existing grid electricity connections rather than using temporary power such as generators.



SUSTAINABLE BUILT ENVIRONMENT

HIGHLIGHTS



86.6%

Materials represent the majority of total emissions in 2025 for new construction projects.



80.9%

of waste produced in construction is segregated and recycled.



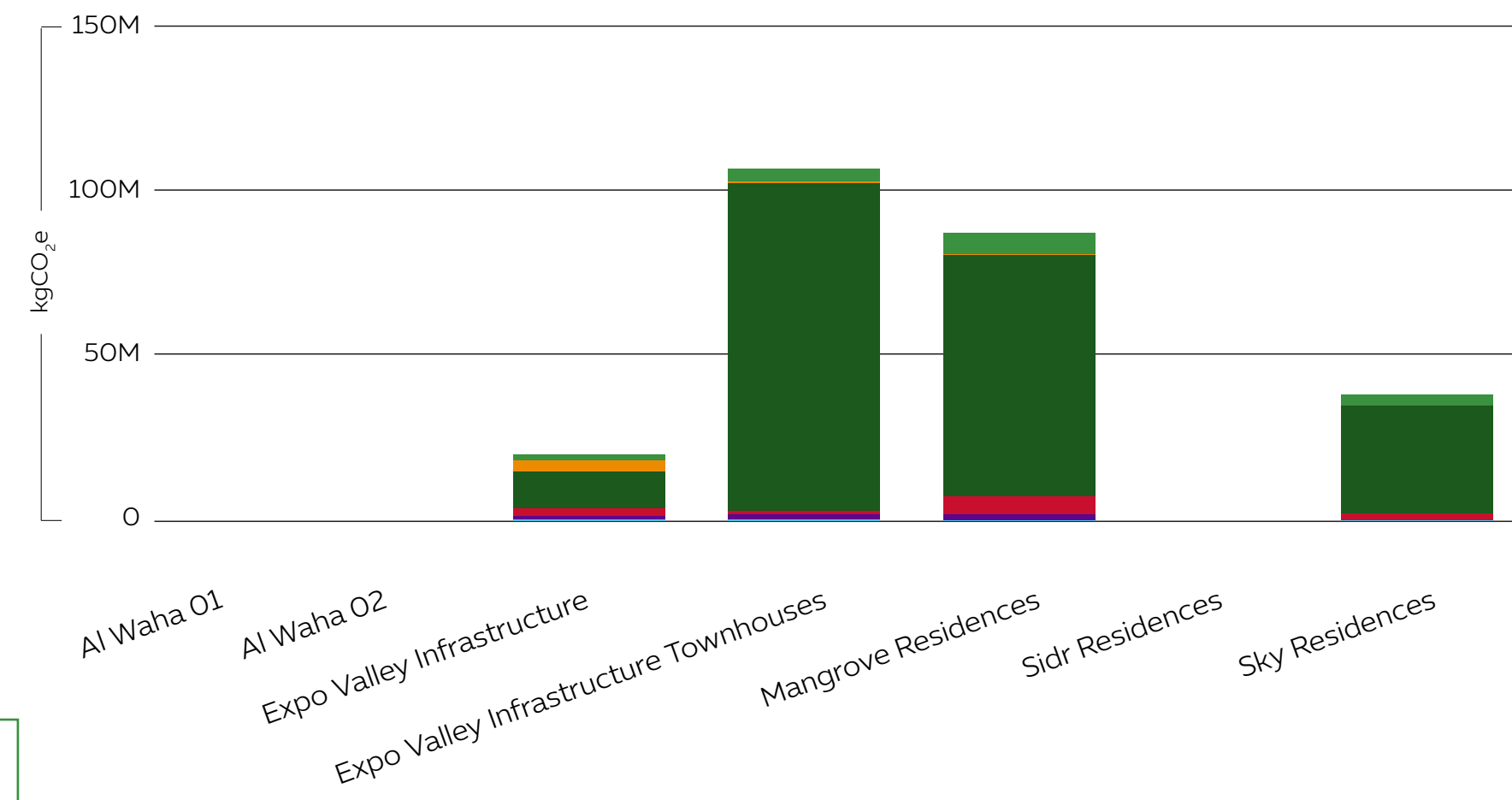
Expo City Dubai's master plan was pre-certified Platinum in LEED Cities and Communities standard – the highest rating available within the globally recognised framework.

OVERVIEW

Expo City strengthened its embodied carbon and environmental performance monitoring by developing – in collaboration with Sustainalytics – an online platform that offers a robust, data-driven framework to track, assess and manage the environmental impacts of construction materials and development activities across new real estate and infrastructure projects. This enables a better understanding of the related ongoing Scope 3 emissions, as illustrated in the graphs below.

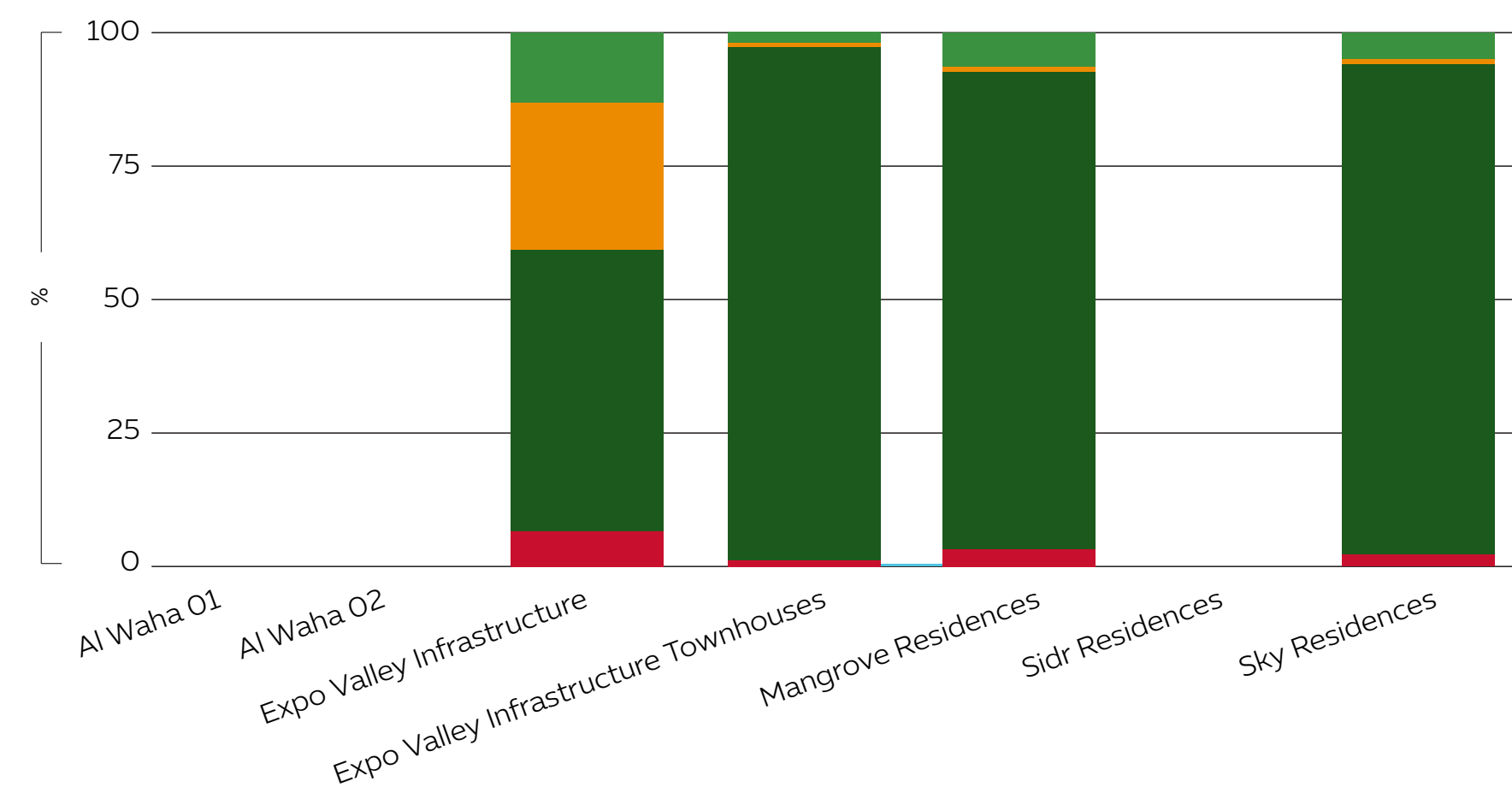
- Electricity consumption
7.8M kgCO₂e
- Fuel consumption
4.9M kgCO₂e
- Materials
230.7M kgCO₂e
- Waste
3.1M kgCO₂e
- Waste water
0.582 M kgCO₂e
- Water use
22k kgCO₂e

Total 246.7M kgCO₂e



- Electricity consumption
5.1 %
- Fuel consumption
5.9 %
- Materials
86.6 %
- Waste
2.4 %
- Waste water
0 %
- Water use
0 %

Total 100%



The assessment of Environmental Product Declaration (EPD) reports supplied by materials suppliers is used to monitor embodied carbon hotspots, enabling informed decision-making on low-carbon materials, lessons learned for design optimisation, and supplier engagement.

In parallel, broader environmental indicators – such as waste and recyclable monitoring, noise and dust monitoring and emissions from construction use – are systematically tracked for each project to enhance transparency and consistency.

The development of the tool and its implementation across all active construction sites within the city's physical boundaries has improved data quality (especially for Scope 3 emissions), comparability and governance.

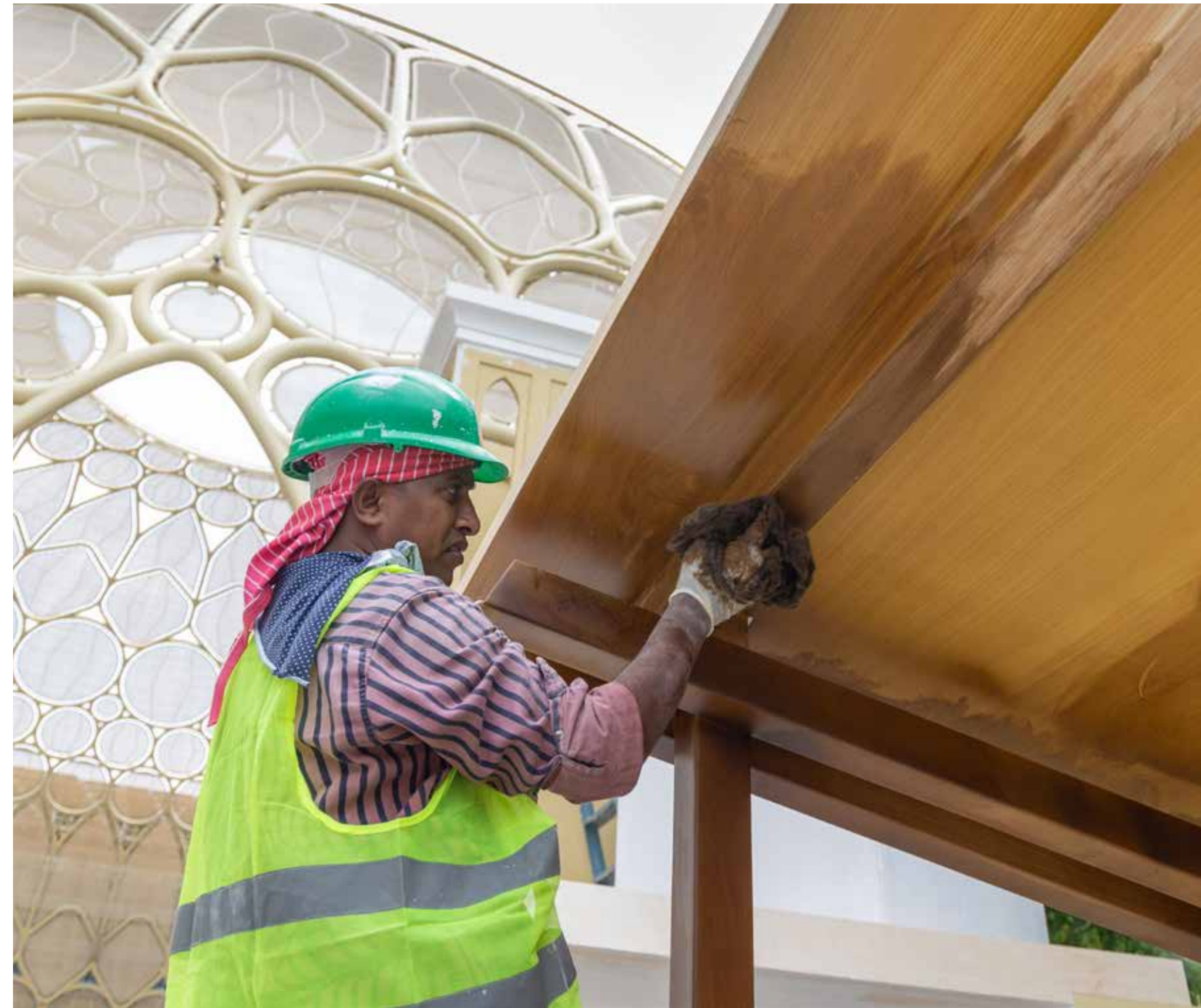
These efforts support the execution of Expo City Dubai's decarbonisation roadmap and reinforce its commitment to reducing environmental impacts across the full value chain while aligning with international best practices in sustainability reporting, such as the RICS Whole Life Carbon Assessment methodology.



Expo City Dubai's master plan was pre-certified Platinum under LEED Cities and Communities standard, the highest rating available within the globally recognised Leadership in Energy and Environmental (LEED) framework.

LEED Cities and Communities assesses various dimensions such as energy and greenhouse gas emissions, water efficiency, mobility and land use, natural systems and ecology, materials and resources and quality of life. The pre-certification is testament to Expo City's people-centric and nature-positive design approach, including the integration of low-carbon mobility, the protection and enhancement of biodiversity, efficient resource use and a commitment to inclusive economic development.

The Platinum pre-certification in LEED Cities and Communities is among the first in the region – a testament to Expo City's commitment to advancing international best practice in sustainable urban development. The pre-certification also provides a robust framework for continuous performance improvement as the city progresses towards full certification and long-term operational maturity.



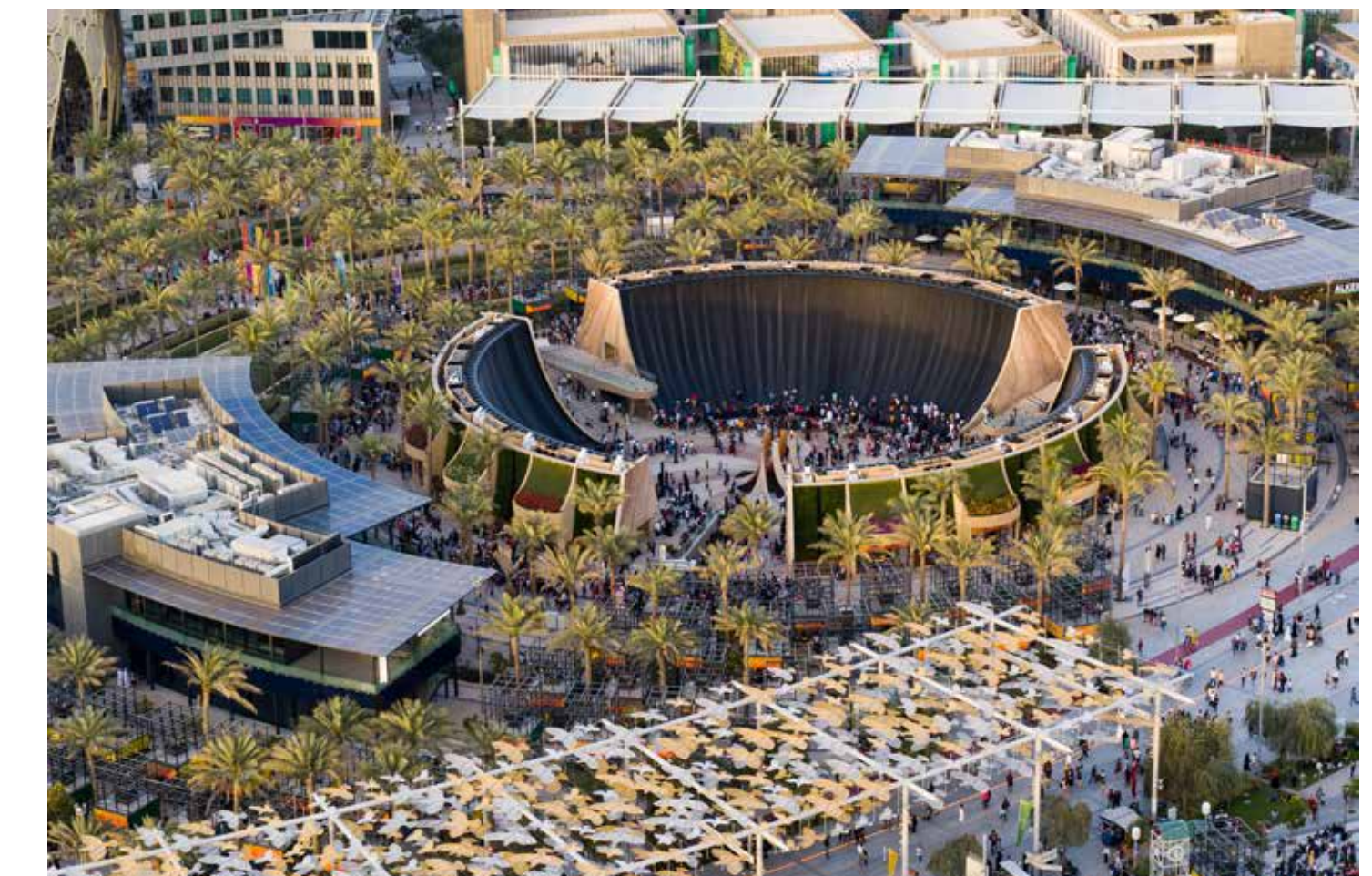
MATERIALS

In 2025, Expo City Dubai strengthened the integration of sustainable materials management across development, operations and procurement in line with its Sustainability Strategy and decarbonisation roadmap. The Sustainable Materials Guidelines continued to be the primary operational tool for reducing environmental and social impacts associated with construction, fitout and asset enhancement activities, with a strong focus on low carbon, recycled and responsibly sourced materials. To complement the new software platform, developed in collaboration with Sustainalytics for monitoring on-site construction materials against sustainability requirements, an additional tool for assessing embodied carbon during the design stage was also finalised to support designers, contractors and overall reporting and alignment. Refer to the Built Environment section for more details.

Material efficiency was prioritised across new and ongoing projects through design optimisation, reuse of legacy Expo 2020 assets, and circular design principles, reducing demand for virgin materials and embodied carbon. Requirements related to LEED, Al Sa'fat, and internal specifications supported the consistent application of recycled content, low-impact finishes and regionally appropriate materials, reinforcing performance beyond minimum regulatory thresholds.

Operationally, circular economy practices were further embedded – including segregation and recovery of materials, composting and initiatives targeting construction and operational waste streams – supporting reduced material intensity over the asset lifecycle.

Overall, 2025 saw significant consolidation – with governance, guidelines and supplier engagement efforts translating into measurable improvements in material efficiency and sustainability – while laying the groundwork for deeper reductions in embodied carbon towards 2030 and 2050 targets.





ENERGY

HIGHLIGHTS

 **18.9%**

decrease in gasoline consumption

 **54.3%**

decrease in diesel consumption

 **30.4%**

decrease in LPG (propane) consumption

 **30.5%**

decrease in total direct non-renewable fuel consumption

↓ **30.5%**

decrease in total direct energy consumption

↓ **20.3%**

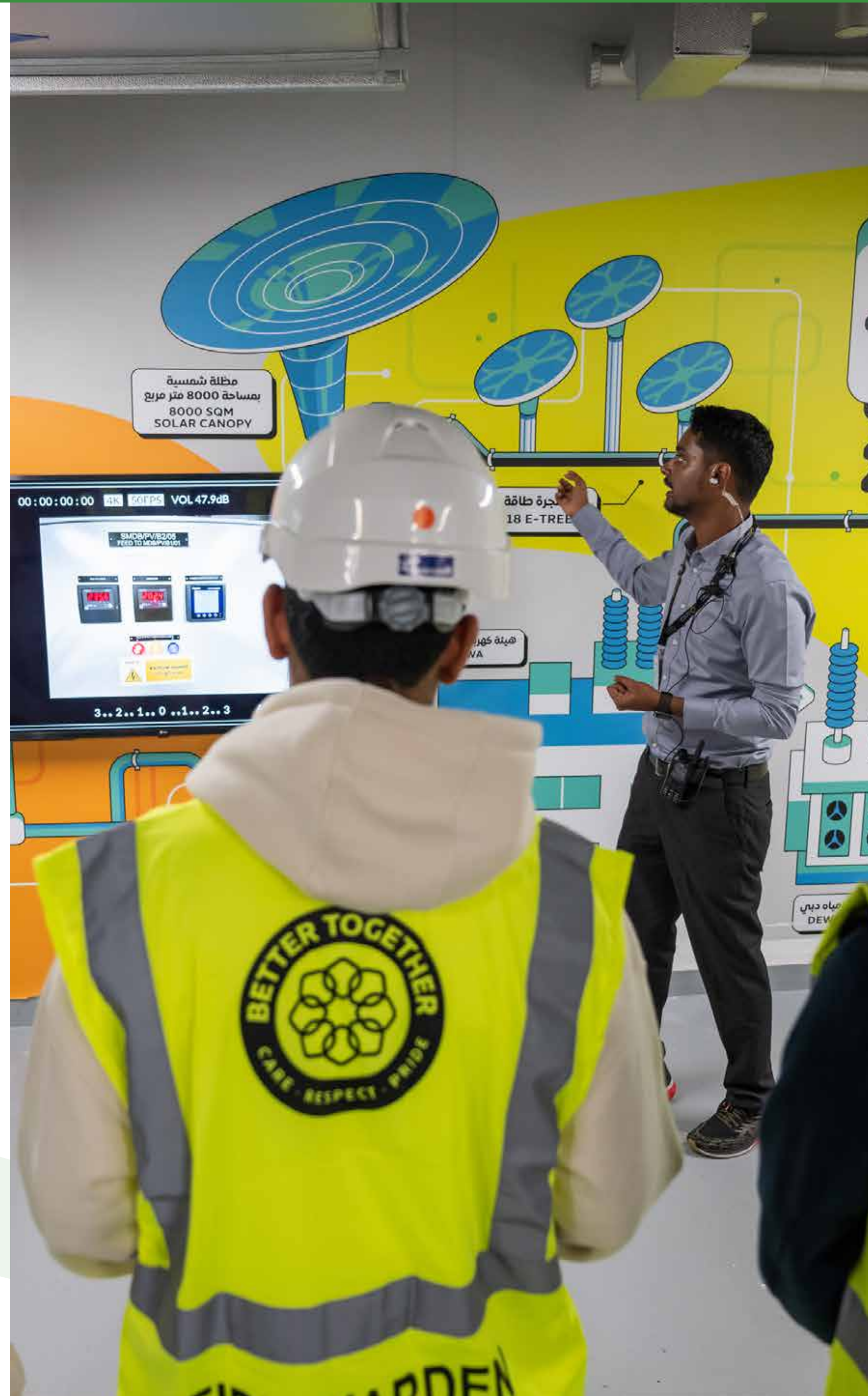
decrease in grid electricity consumption

↓ **12.7%**

decrease in total indirect energy consumption

↓ **25.8%**

decrease in total energy consumption within the organisation



OVERVIEW

Expo City Dubai's approach to energy management is guided by a city-wide framework of multiple interventions to reduce energy consumption, improve efficiency and support long-term net zero ambitions. Aligned with national clean energy objectives and international sustainability standards, the strategy positions energy performance as a fundamental component of asset value, operational resilience, and responsible financial management.

Expo City functions as an integrated community, and its energy reporting boundary is defined by operational control. This includes buildings operated by third parties where energy use can be tracked and influenced. The city actively engages tenants through mandatory performance standards, fitout guidelines, training (via an online learning management system) and operational expectations promoting efficient equipment use, optimised schedules and regular maintenance. Transparency through benchmarking and sustainability reporting reinforces energy efficiency as both a commercial and environmental priority.

Energy is managed and monitored at the building and city level using metered data and building management systems, enabling performance benchmarking and identification of inefficiencies. This data-driven approach supports a phased methodology for energy efficiency, beginning with low-cost, high-impact actions and progressing toward deeper measures such as HVAC optimisation, equipment upgrades, and the expansion of on-site renewable generation. Energy considerations are embedded into planning through lifecycle cost analysis, performance thresholds that exceed regulatory minimums, and integration into property investment decisions.



All electricity supplied to Expo City Dubai’s real estate assets is drawn from DEWA’s grid. While electricity generation at the Dubai level remains largely gas based, its carbon intensity has continued to decline as renewable energy – particularly solar – expands. Combined with Expo City’s own on site solar capacity of 5.5 MW, this has contributed to reductions in electricity related emissions. On-site solar generation directly offsets grid demand, and further rooftop and car park solar installations are under assessment as part of future development and asset upgrades.

Energy efficiency is a core operational focus across the city. HVAC systems, which represent the largest share of energy demand given the local climate, are continuously optimised through chiller sequencing, seasonal operational adjustments and refined temperature controls. Energy reduction is treated as part of daily operations rather than a standalone sustainability initiative, supported by enhanced data granularity and integrated systems that enable operational teams to identify and address inefficiencies in real time.



*This value represents the electricity consumption that was directly purchased by Expo City Dubai equivalent to 76,054,320.4 kWh (Scope 2) as well as electricity purchased directly by tenants occupying Expo City-owned offices equivalent to 6,499,524 kWh (Scope 3)

Energy performance is publicly disclosed through centralised tracking and inclusion in Expo City Dubai’s annual sustainability report, ensuring transparency to stakeholders. The electricity consumption in the table below includes electricity that was directly purchased by Expo City Dubai (Scope 2) as well as electricity purchased directly by tenants occupying Expo City-owned offices (Scope 3).

	Electricity consumption from DEWA (kWh)	Annual reduction	Power generation by renewable energy sources (kWh)	Percentage change of solar power generation by Expo City Dubai	Percentage of Expo City Dubai’s produced solar power to total power needs
2023	120,710,977	-	6,873,397	-	5.4%
2024	95,393,508	21%	7,519,361	9%	7.3%
2025	82,553,844*	13%	7,319,484	-3%	8.1%

The decarbonisation roadmap aims to significantly reduce energy consumption and carbon emissions relative to conventional developments. Current targets aim to reduce energy use to approximately 30 per cent of that of typical buildings designed under standard practices, with a targeted carbon reduction of around 45 per cent by 2030, as grid carbon intensity continues to decline. In 2025, electricity related emissions were notably lower than the previous year, reflecting both operational efficiency gains and improvements in grid emissions intensity. In addition, the carbon intensity of DEWA’s electricity decreased by 5.2 per cent between 2024 and 2025 – according to the 2025 DEWA Sustainability Report – to 0.3833 tCO₂e/MWh.

Energy consumption patterns are influenced by Expo City Dubai’s event based activities, which can cause temporary fluctuations, despite overall downward trends, in building level energy use. Temporary generators used for events or emergency backup account for a minimal share of total energy use and are included under Scope 1 emissions, while construction related generator use is reported under Scope 3.

Looking ahead, Expo City Dubai remains committed to continuous improvement in energy performance. Annual intensity based reduction targets form part of its decarbonisation roadmap, supported by planned upgrades to HVAC controls, expanded building management systems and advanced energy analytics. New developments are designed to incorporate high performance envelopes, efficient systems and on-site renewables from the outset, enabling growth without proportionate increases in energy demand. As site occupancy expands, the strategic focus remains on optimising energy use – delivering more value with the same or less energy while reducing both emissions and operating costs.



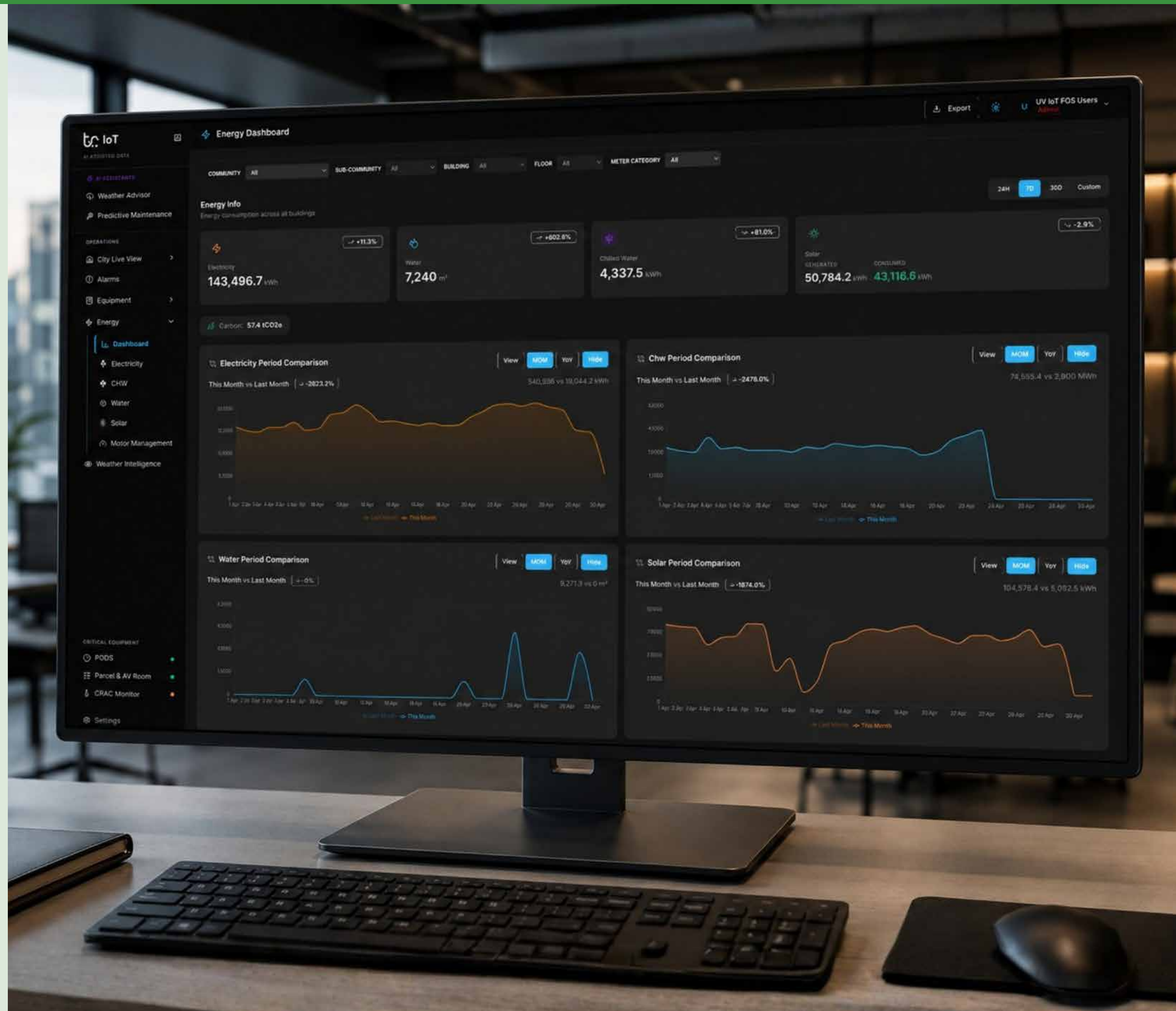
CASE STUDY

THE AI-READY DIGITAL FOUNDATION FOR ENERGY OPTIMISATION

Technology is central to efficient, resilient and low-carbon urban operations. As cities become increasingly data-driven, translating complex data into actionable insights is essential to achieving sustainability goals – yet many commercial platforms remain closed, limiting interoperability, flexibility and deployment speed. TR-IoT is an Internet of Things solution developed and deployed by FutureOS – a newly established entity born from the Expo City Future Technology team – that addresses this directly.

Across Expo City Dubai, 160,000+ data points from over 10,000 connected assets feed into TR-IoT, an open-source platform that integrates systems seamlessly while eliminating vendor lock-in. Using real-time monitoring and predictive analytics, it optimises key systems including HVAC and lighting. AI-assisted root cause analysis and machine learning capabilities also identify underperforming equipment, improving operational efficiency and reducing energy demand. By compressing development cycles from months to weeks, TR-IoT accelerates the implementation of energy optimisation strategies.

Combined with a people-centric approach, these capabilities are positioned to drive continued progress in energy efficiency and sustainability well beyond 2026.





TECHNOLOGY SPOTLIGHT

Expo City's technology department undertook a number of initiatives at a corporate level to enhance energy efficiency and lower technology-related carbon emissions.

Data centre and cloud migration

Expo City's technology department optimised the data infrastructure by removing unnecessary and outdated hardware, combining smaller servers and moving most of the city's systems from on-premises infrastructure to cloud-based solutions.

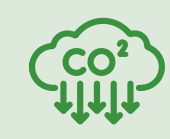
Moving to the cloud has considerably reduced energy consumption, enabling the organisation to optimise resources based on actual needs and use data storage more efficiently, contributing to a lower overall environmental impact. Specifically, Expo City has:



Cut energy consumption by almost 13% in 2025, in addition to the 30% reduction in 2024, by adopting more energy-efficient cloud solutions



Reduced electronic waste by minimising the need for physical hardware with a 7% accumulative reduction from 2023 until 2025



Decreased greenhouse gas emissions by enabling remote work and minimising the need for on-site visits by staff

The department has also implemented power optimisation initiatives – focusing on reducing our carbon footprint and improving the reliability of networking and cyber security systems – to reduce power consumption by an average of nearly 20 kilowatt-hours (kWh) per month.

In addition, the department optimised its support operations through automation and intelligence tools. It also automated routine IT tasks to minimise manual maintenance and introduced a centralised help desk and AI-driven self-service tools, resulting in minimised system downtime, accelerated issue resolution and reduced demand for manual IT support.



ENERGY AND WATER EFFICIENCY ACROSS F&B AND VISITATION

Expo City provides a comprehensive, structured and actively managed support framework to enable F&B operators and other commercial establishments to monitor, manage and transparently report their energy and water consumption, while strengthening continuous reduction and public accountability.

In addition to using the TR-IoT platform as the digital backbone for real-time monitoring of utilities and assets for operational, energy related data, Expo City has a number of initiatives driving efficiency.



Operational guidelines and mandatory F&B signatory commitments

Expo City has issued formal operational guidelines that apply specifically to F&B establishments, supported by mandatory signatory commitment letters for onboarding and ongoing operations, ensuring accountability, consistency and traceability. These include:

- Energy conservation, requiring actions such as equipment optimisation, lighting and HVAC controls and operational shutdown protocols
- Water conservation, requiring leak detection, low flow fixtures, responsible cleaning practices and efficient ice and food preparation processes

RISE Guidelines and annual performance review

The RISE Guidelines and compliance framework support F&B outlets via:

- A structured sustainability compliance tracker used during onboarding and ongoing operations
- Defined sustainability expectations across energy, water, waste and responsible operations
- An annual review which also serves to drive learning by sharing best practices
- The top performing F&B establishments are recognised, including the planned visibility of leading performers on Expo City Dubai's website, reinforcing positive incentives and peer learning

City-wide training, engagement and capacity building

Expo City Dubai's Sustainability team delivers ongoing training and engagement sessions at the city level – designed to build internal capability within businesses and embed sustainability into daily operations – including:

- Onboarding briefings for new F&B and commercial tenants
- Targeted workshops and online training linked around events, sustainability management, city sustainability criteria and performance reporting
- Direct, one-to-one engagement with operators to support data collection, monitoring improvements and year-on-year performance comparisons

Full support for the Dubai Sustainable Tourism (DST) Stamp

Designed to drive continued improvement beyond compliance, Expo City provides hands-on support to hotel establishments pursuing the DST Stamp, including:

- Guidance on year-on-year energy and water performance comparisons
- Support with data structuring, evidence collation and narrative reporting
- Alignment of Expo City Dubai sustainability requirements with DST criteria to avoid duplication and reduce administrative burden on operators



COMMITMENT LETTERS FOR F&B ESTABLISHMENTS ON WATER AND ENERGY CONSERVATION

Expo City Dubai - F&B Establishments – Water Conservation

Expo City Dubai requires and is actively pursuing the reduction of water consumption across all establishments within city boundaries. All businesses are hereby required to reduce their water consumption actively. As an integral part of F&B operational practices, we are undertaking the following measures to ensure a demonstrable reduction in our water consumption:

1. Assessing the feasibility of installing low-flow aerators on faucets in handwashing sinks and preparation areas is essential to ensure that water pressure is not compromised.
2. Evaluating the effectiveness of low-flow pre-rinse spray valves in dishwashing areas compared to standard spray nozzles to confirm their capability to remove food debris from dishes effectively.
3. Conduct regular inspections of all faucets, pipes, and connections for leaks, making immediate repairs to prevent water wastage; even minor drips can result in substantial water loss over time.
4. Maintaining and adjusting ice machines appropriately is necessary to produce the required quantity of ice without excessive water consumption.
5. Implementing measures such as thoroughly scraping plates before rinsing, utilising only the minimum amount of water required, and refraining from leaving water running unnecessarily is advisable.
6. Warming frozen food should be conducted without running water; planning and thawing food in the refrigerator or microwave is essential.
7. When cleaning floors and other surfaces, employ methods that minimise water usage, such as mops and buckets, rather than relying on continuously running water.
8. Adopting a two-bucket mopping system, one for soapy water and the other for rinsing, will prevent cross-contamination and reduce the frequency of water changes during cleaning.
9. Monitoring water bills for unusual consumption increases is essential to identify potential leaks or inefficiencies that may require attention.
10. Participating in training sessions offered by Expo City Dubai is encouraged to enhance awareness of water conservation's importance and acquire practical strategies for reducing water usage in daily operations.

By adhering to the above principles and actions, we demonstrate our unwavering commitment to environmental responsibility and the Expo City Dubai objectives for a sustainable future. We recognise that collective effort is essential and pledge our continued dedication to actively reducing energy consumption.

Acknowledged by



Company

Name

Signature

Date

Expo City Dubai - F&B Establishments – Energy Conservation

Expo City Dubai requires and is actively pursuing the reduction of energy consumption across all establishments within city boundaries. All businesses are hereby required to reduce their energy consumption actively. As an integral part of F&B operational practices, we are undertaking the following measures to ensure a demonstrable reduction in our energy consumption:

1. Deactivating all non-essential equipment and lighting when not used, particularly during off-peak hours and at the close of business.
2. Ensuring that refrigerators and freezers are maintained at the appropriate temperatures for food safety, thus preventing overcooling and resulting in unnecessary energy expenditure. Regularly adjust the settings as needed.
3. Cleaning and servicing cooking equipment, including fryers and ovens, to guarantee optimal operational efficiency.
4. Establishing protocols for when equipment should be activated at the commencement of the working day and deactivated at its conclusion, thereby minimising energy usage.
5. Conduct regular visual inspections and maintenance of refrigerator and freezer doors to confirm proper seals, thus preventing cold air loss and alleviating the burden on the cooling systems.
6. Adjusting thermostat settings following occupancy levels and the time of day. Avoid extreme low-temperature settings, ensure that vents remain unobstructed, and minimise the frequency of external door openings.
7. Optimising the use of natural light by maintaining clean windows and keeping blinds open during operational hours, thereby reducing dependence on lighting.
8. Decreasing water consumption and the energy required for water heating by installing low-flow aerators on faucets and pre-rinse spray valves in dishwashing areas.
9. Periodically review energy bills to identify patterns and potential areas for improvement. Consider implementing straightforward tracking methods to monitor energy usage effectively.
10. Participating in Expo City Dubai training sessions to enhance awareness regarding energy conservation practices and foster employee engagement in reducing energy waste.

By adhering to the above principles and actions, we demonstrate our unwavering commitment to environmental responsibility and the Expo City Dubai objectives for a sustainable future. We recognise that collective effort is essential and pledge our continued dedication to actively reducing energy consumption.

Acknowledged by



Company

Name

Signature

Date



WATER AND EFFLUENTS

HIGHLIGHTS



Potable water consumption decreased by 10% from 2024 to 2025, whereas treated sewage effluent (TSE) used for irrigation decreased by 5% - signalling enhanced efficiency



More than 95% of the city’s irrigation demand was met with treated sewage effluent (TSE), almost eliminating the use of potable water for landscape irrigation



A new 150 sqm wadi pond at Terra mirrors native UAE freshwater habitats in an urban environment



Terra piloted an innovative approach to water management using a combination of satellite imagery and machine learning

OVERVIEW

Water stewardship is a material sustainability priority for Expo City Dubai, reflecting both the UAE’s arid climate and Expo City’s exposure to baseline water stress ranging from high to extremely high levels.

Expo City’s draft citywide Water Strategy was developed with input from internal stakeholders, with objectives to reduce potable water demand, increase non-potable reuse, protect water quality and strengthen resilience across real estate assets, events and public areas. Water efficiency and reuse are embedded as strategic priorities, with staff, commercial tenants and F&B establishments offered training to enhance awareness of conservation measures.

Water measurement, data and governance

Water consumption is monitored primarily through bulk meters and submeters across buildings, infrastructure and tenant operations.

Expo City is expanding digital monitoring platforms to improve tenant- and asset-level visibility, support leak detection, and enable targeted water saving interventions. The scope of reported water data covers all operations within Expo City Dubai’s operational boundary, including offices, venues, public areas, F&B outlets, support facilities and – where data is available – commercial tenants. Construction water used by contractors is excluded from operational water figures and reported separately within the projects’ construction embodied carbon emissions.

Water sources and use

All potable water is sourced from DEWA’s (the Dubai Electricity and Water Authority) municipal desalinated water network and supports building operations, cooling systems, employees, visitors and landscaping. Given the environmental and cost intensity of desalinated water, Expo City prioritises substitution with alternative sources wherever possible. By design, all buildings must achieve at least a 50 per cent reduction in potable water use compared with the LEED Building Design and Construction (BD+C) baseline.

More than 95 per cent of Expo City’s irrigation demand is met by treated sewage effluent (TSE), effectively eliminating the use of potable water for landscape irrigation. Irrigation practices are optimised through demand based scheduling, drought tolerant plant species, ongoing system upgrades and the adoption of new technologies. These methods have shown to be successful as TSE consumption in 2025 decreased as compared to 2024.

Potable water consumption from DEWA	
2024	109,242,760 IG
2025	98,259,688 IG
TSE consumption for irrigation	
2024	1,430,724 m³
2025	1,357,053 m³



Water quality, discharge and compliance

DEWA's water is produced primarily through desalination and is continuously monitored and tested to meet or exceed World Health Organization (WHO) drinking water quality guidelines and applicable UAE regulations*. In addition, Expo City Dubai’s water network is checked annually, confirming the quality of water available to visitors and the public.

Test result - fresh water supply in spaces			
Test parameters	Control limits	Test results	Compliance
Aerobic colony count	<500 CFU/ml	<1 CFU/ml to 240 CFU/ml	Yes
Total coliform	<1 CFU/100ml	<1 CFU/100ml	Yes
Faecal (thermotolerant) coliform	<1 CFU/100ml	<1 CFU/100ml	Yes
<i>Pseudomonas aeruginosa</i>	<1 CFU/100ml	<1 CFU/100ml	Yes
<i>Escherichia coli</i>	<1 CFU/100ml	<1 CFU/100ml	Yes
Faecal streptococci	<1 CFU/100ml	<1 CFU/100ml	Yes

Test result - fresh water supply in spaces			
Test parameters	Control limits	Test results	Compliance
pH	7.5 - 8.8	8.36 to 8.38	Yes
M alkalinity, ppm as CaCO ₃	<100	44.00	Yes
Total hardness, ppm	<100	52.00	Yes
Total dissolved solids (TDS), ppm	<500	143 to 146	Yes
Conductivity, µS/cm	<800	286 to 292	Yes
Chloride, ppm as Cl	<150	72 to 74	Yes
Iron, ppm as Fe	<0.05	0.00	Yes
Chlorine, ppm	0.2 - 0.5	0.37 to 0.47	Yes

*Refer to pages 58-59 of DEWA's 2025 Sustainability Report for more information.

Wastewater and non-potable discharges are managed through controlled treatment systems. All wastewater from Expo City Dubai operations flows into the municipal sewer system for treatment at DEWA and Dubai Municipality facilities, and no untreated wastewater is discharged to the environment.

Stormwater is managed through on-site drainage systems that lead to infiltration or municipal storm sewers, with oil-water separators installed in parking areas. Given the climatic conditions, stormwater volumes are low and not a significant component of annual water accounting. Internal reviews for 2025 confirmed the presence of monitoring and incident response procedures, with no recorded incidents of non-compliance related to effluents or discharges.

Innovation, nature based solutions and partnerships



Expo City Dubai continues to pilot innovative, nature-based solutions to improve water efficiency and ecosystem outcomes. At Terra, a 150 sqm urban wadi pond was developed as a testbed ecosystem to mirror native UAE freshwater habitats in an urban environment to support ecological learning, enhance the visitor experience and serve as a model for replication.

Meanwhile, Terra’s pocket forest – comprising more than 360 native trees and shrubs across over 20 species – was unveiled in late 2025.

Built largely according to the Miyawaki rewilding method and adapted for the UAE’s arid climate, the forest has since served as a living testbed for innovation. Working with smart irrigation partner Rain Bird, the project integrated soil moisture sensors to optimise irrigation in real time, supporting sustainable water use in a water-scarce environment. The approach has now been scaled into a replicable Mini Forest Program led by Terra, extending the rewilding model to other gardens, schools and cultural institutions across the UAE.



SPOTLIGHT: WATER SUSTAINABILITY TECH



Every drop counts: Using satellite data to manage landscape irrigation in arid cities

Landscape irrigation accounts for the dominant share of water use in most urban developments across the Gulf due to the arid climate; for example, Dubai receives barely 100 mm of rain in a full year. Trees, shrubs and lawns planted to provide shade and soften the built environment therefore depend almost entirely on supplied water – yet many decisions about water use are made with limited spatial information: a fixed schedule, a uniform application across a heterogeneous site.

The consequences of a lack of insights into water demand go in both directions: under-irrigation stresses the plants, while over-irrigation – often the default when schedules are overly cautious – wastes water, causes additional stress to water sources, leaches nutrients and creates its own plant health problems. The gap between a uniform schedule and what the landscape actually needs on any given day is the problem Earth observation and climate models are increasingly well positioned to address.

Calculating what the landscape needs

Estimating landscape water demand starts with atmospheric variables: solar radiation, air temperature, humidity and wind speed. Together, these determine how strongly the atmosphere will pull moisture from a surface – a value known as reference evapotranspiration. Several satellite-based global climate products now make these variables freely available at daily temporal resolution anywhere on Earth, reducing dependency on a local weather station network.

The limitation in dense urban settings is spatial resolution. These products view climate at scales of several kilometres and do not necessarily account for variations in specific areas. These microclimates mean that within a single development, plants can have completely different water requirements: a tree in a shaded courtyard, a hedge on a south-facing wall, a lawn between buildings that retains heat into the evening.

Satellite-derived surface temperature data, combined with information about building form and surface materials, helps translate broad-scale climate inputs down to the spatial detail that irrigation planning actually needs.

Observing how plants respond

Beyond estimating demand, satellites can observe how the landscape is performing in terms of water productivity. A range of Earth observation programmes – including ESA's Sentinel series, the NASA-USGS Landsat missions, JAXA's instruments, and a growing number of commercial operators – now offer imagery in wavelengths invisible to the human eye. Shifts in leaf reflectance, changes in canopy density, and variations in vegetation water content all register in multi-spectral data before a problem becomes visible on the ground.

Thermal sensors add a further layer. Platforms such as NASA's ECOSTRESS instrument and Landsat's thermal band measure canopy surface temperature: a plant under water stress runs measurably warmer than a well-watered neighbour. Combined with spectral indices derived from visible and near-infrared bands, thermal data enables the construction of a spatial map showing where stress is accumulating across a landscape – updated as frequently as the revisit schedules of the satellites in use allow.



Balancing detail against cost - and where AI helps

No single satellite product solves the full problem. Very high-resolution commercial imagery – sharp enough to distinguish individual trees and species – is expensive to acquire repeatedly at city scale. While open access satellite data offer regular revisit at moderate resolution (10 – 250 m), it is useful for tracking trends but not for resolving fine-grained spatial detail (at building scale) within a dense urban canopy.

The approach currently being developed and tested at Expo City Dubai works with both. A one-time high-resolution acquisition establishes a detailed baseline: individual trees mapped, species identified and irrigation zones defined. That baseline becomes the persistent reference layer. Regular, lower-cost satellite data then tracks change over time. Machine learning connects the two – using the spatial richness of the baseline to interpret what the routine satellite data is showing at the level of individual landscape parcels.

The output is a stress map, refreshed on a weekly cycle, that flags where plant health is declining before it is visible to anyone walking the site.

From map to operations

The operational value of that map is straightforward. A weekly stress layer replaces reactive management – responding to visible problems after they have developed – with something more anticipatory. Operations teams can see which zones genuinely need more water that week and, equally, which zones can safely receive less.

The approach is not specific to Dubai. Any urban development in an arid or semi-arid context faces the same fundamental challenge: planted landscapes in places where water is finite and expensive. The satellite data is already available. The analytical framework is transferable. The remaining work is calibration, integration with site operations, and building the feedback loops that allow the model to improve over time. That is the work currently under way at Expo City Dubai.

The four-step framework

- 01 SURVEY ONCE**
One-time high-resolution baseline: individual trees, species, irrigation zones
- 02 MONITOR WEEKLY**
Multi-source satellite data tracks spectral health and canopy temperature continuously
- 03 DIAGNOSE EARLY**
AI connects baseline to weekly data, surfacing stress zones before they become visible
- 04 PRESCRIBE PRECISELY**
Operations teams act on a current, spatially specific irrigation map – weekly

Landscape vegetation health & irrigation demand

Expo City Dubai – true-colour imagery fused with NDVI-derived vegetation signal.
Colour encodes estimated vegetation health and water stress across the landscape



Deep green = dense healthy canopy Amber/red = sparse or stressed vegetation Grey = built surfaces and structures



WASTE AND CIRCULAR ECONOMY

2025 HIGHLIGHTS

▪ **Annual waste diversion performance**

80%

diverted from disposal
(excluding incineration)

84%

diverted from landfill
(including incineration)

▪ **Total waste generated**

14,197 tonnes¹

▪ **11,288 tonnes² of waste was diverted from disposal, and all treated off-site**

11,243 tonnes

non-hazardous waste
recycled (including
composting)

13 tonnes

non-hazardous waste diverted
by other recovery operations
(converted to RDF)

9 tonnes

hazardous waste
recycled

23 tonnes

non-hazardous waste
prepared for reuse

▪ **Waste prevention**

7.5 tonnes

of food waste prevented
by Food Rescue
Programme and 15,051
meals rescued

0.6 tonnes

of single-use plastic packaging
avoided by piloting reusable
packaging for food delivery and
events operations (Birdware)

▪ **2,908 tonnes of waste was directed to disposal, and all treated off-site**

2,314 tonnes

non-hazardous
waste landfilled

592 tonnes

non-hazardous waste
incinerated with energy recovery

2 tonnes

hazardous waste incinerated with energy recovery

▪ **Specific material streams**

>75 tonnes

of food waste composted in collaboration with The
Waste Lab and converted to fertilisers (including for use in
landscaping at Terra)

>138,000

bottles and cans collected and directed to recycling via the
Reverse Vending Machine (RVM) network at Expo City, with
1,000+ users preventing more than 2.7 tonnes of plastic and
0.5 tonnes of aluminium from being sent to disposal

0.4 tonnes

of old clothes collected via KISWA stations

69

personal devices collected via 'Donate Your Own Device'
(DYOD) programme

OVERVIEW

Closing the loop: our approach to circular Economy

Expo City Dubai is evolving from a world-class event destination into a living, breathing city. With that evolution comes an equally ambitious shift in how we manage resources, viewing waste not as an endpoint but as an indicator of consumption patterns, design choices and opportunities. Our circular economy approach is built on narrowing, slowing and closing material loops so that resources remain in use for as long as possible at their highest possible value.

Our waste management strategy is aligned with the UAE Circular Economy Policy, the Dubai Integrated Waste Management Strategy 2041, and Sustainable Development Goal 12 on responsible consumption and production. At the city level, we operationalise this strategy through four focus areas: governance and procurement requirements that shape material choices before waste is generated; collaboration with innovative partners and academic institutions; engagement and behavioural guidance programmes for tenants, operators and visitors; and seamless, data-rich waste collection infrastructure.

¹Total waste figures exclude construction and demolition waste arising from new real estate development projects (Mangrove Residences, Sky Residences, Sidr Residences, Al Waha 1, Al Waha 2 and Expo Valley); this data will be reported on a per-project basis upon completion. Third-party events hosted at Expo City Arena (e.g. the Green Day concert) are likewise excluded, as are individually operated buildings or facilities (DP World, Emirates, Chinese Pavilion, and ENOC Petrol Station) and fitout waste from tenants, as these are subject to direct business-to-business (B2B) contracts between companies and waste management service providers and fall outside the defined scope of this report.

²This value represents waste diverted from disposal which excludes waste sent to waste-to-energy facility which is equivalent to 594 tonnes.



In 2025, two significant operational changes shaped our performance.

- From March 2025, all Facility Management services, including cleaning and waste collection, were consolidated under 21FM as part of a new Master Facility Management Agreement, with waste management services subcontracted through this arrangement.
- In November 2025, the citywide waste management service provider was transitioned to Imdaad, which operates FARZ – a modern, fully automated material recovery facility (MRF) capable of extracting more than 60 categories of recyclable material from the general waste stream. Critically, the general waste stream, which previously was sent directly to a waste-to-energy facility, is now first processed through the MRF before onward disposal, improving material recovery at every stage. FARZ is also located 13 km from Expo City, compared to 40 km for the previous MRF, reducing logistics emissions. The transitions also introduced a more rigorous and transparent reporting methodology, with waste diversion rates now calculated on the basis of monthly MRF performance data.

Data collection and monitoring

Waste data is collected by our Facility Management partner (21FM) and waste management service provider and partners (Imdaad, The Waste Lab, KISWA, etc.) through a combination of weighbridge measurements at the point of collection, monthly MRF performance reports and waste transfer notes from downstream recovery and disposal operators. Data is consolidated centrally by the Expo City Sustainability team and verified through annual internal review. Third-party external assurance is applied to key data points as part of the GRI Standards-aligned reporting cycle. As of November 2025, diversion rates for municipal solid waste are derived directly from FARZ monthly processing reports, replacing the previous estimate-based methodology and improving year-on-year comparability.

WASTE GENERATION AND SIGNIFICANT IMPACTS

Reporting scope and boundary

In 2025, Expo City Dubai generated 14,197 tonnes of solid waste across its controlled assets and managed areas, including tenant-occupied spaces where waste collection services are centrally coordinated. The reporting scope encompasses four waste categories, the last two of which are new:

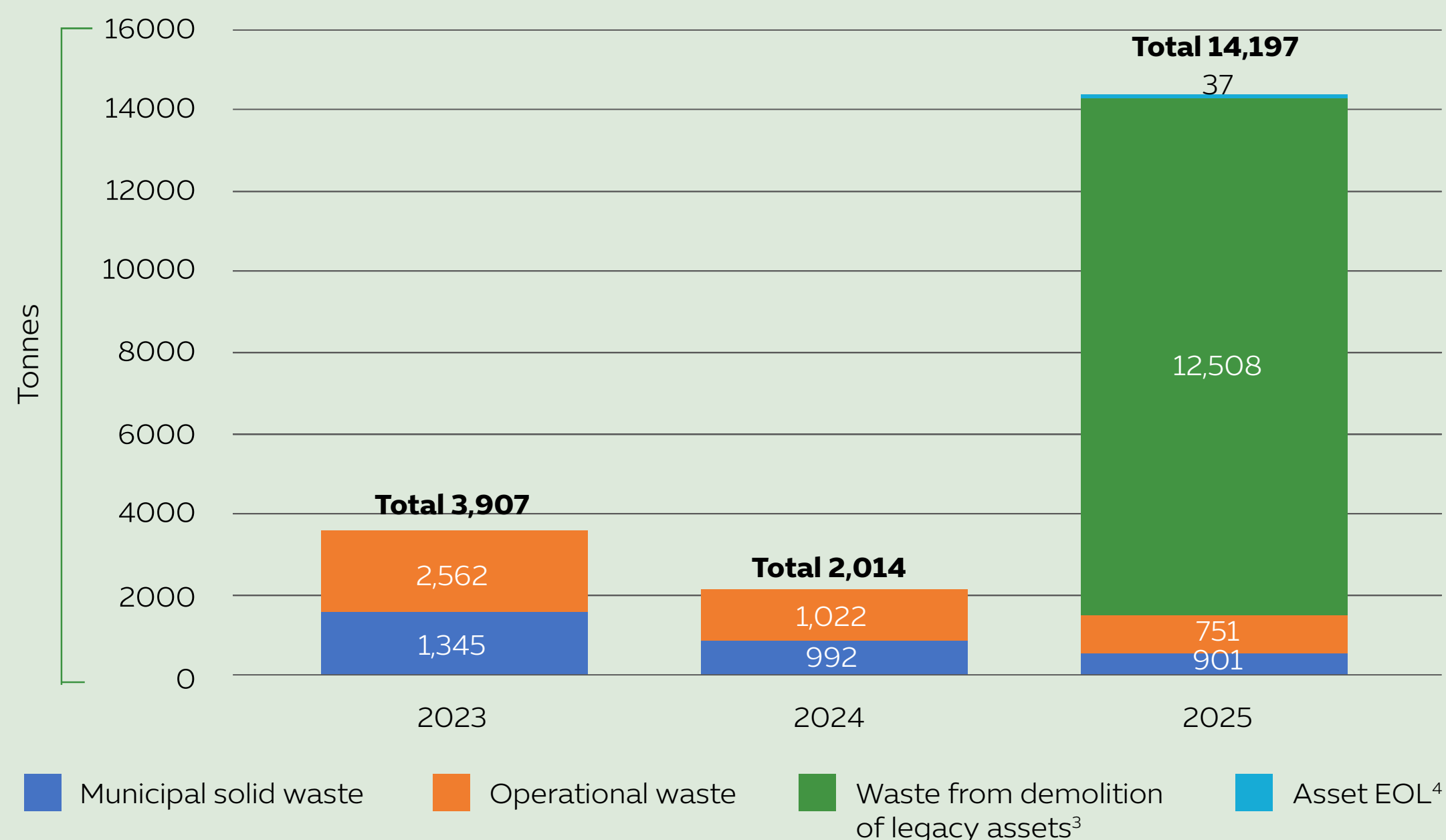
- Municipal solid waste (MSW) – collected through our three-stream segregation system (recyclables, compostable, and general waste), including food waste collected separately from F&B operators, office pantries and catering services (901 tonnes)
- Operational waste – landscaping, hazardous, construction and bulky waste arising from city maintenance and asset-enhancement activities (751 tonnes)
- Demolition waste from site clearance of Expo 2020 legacy assets — a new category introduced in 2025 covering materials generated during scheduled site-clearance projects (12,508 tonnes)
- Assets end-of-life (EOL) – assets, furniture, fixtures, and MEP equipment decommissioned during the year (37 tonnes)



Year-on-year performance

The table below presents waste generation, landfill diversion and direct landfill data over the three-year period 2023–2025. The significant increase in total waste generated in 2025 is attributed to the inclusion of the two new categories not captured in prior reporting periods. Excluding these categories, the underlying city-operations waste footprint continued to decline: in 2025, total MSW and operational waste generated amounted to 1,652 tonnes, representing an 18 per cent reduction compared to 2024. This builds on the significant progress achieved in 2024, when waste generation decreased by 48 per cent relative to 2023, reflecting sustained improvements in waste prevention and operational efficiency.

Waste generated performance in 2023–2025



³New category added in 2025, which includes demolition waste from site clearance projects of Expo 2020 legacy assets.

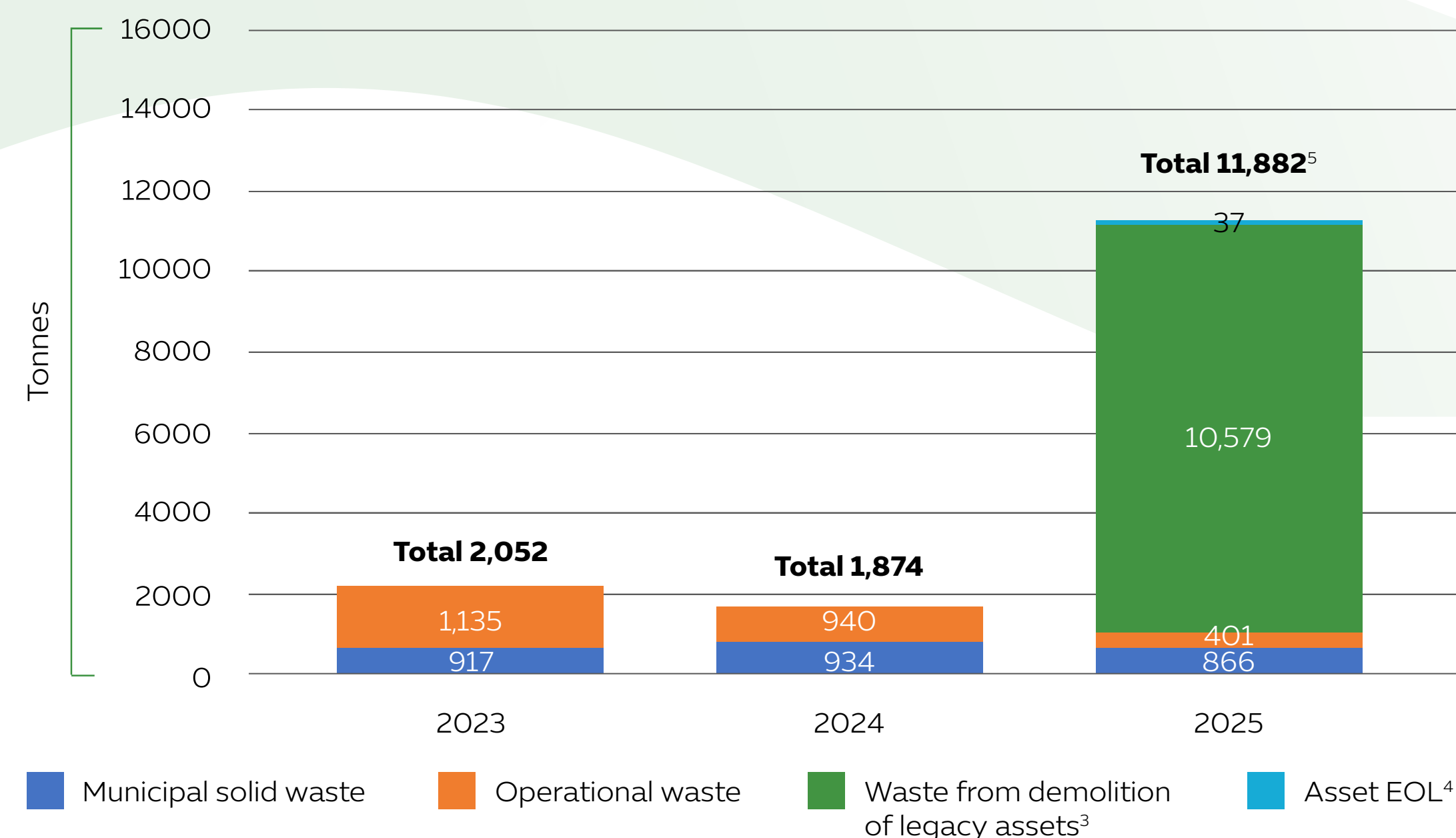
⁴New category added in 2025, which includes assets and equipment that are no longer in use and were disposed of.

Data on these waste streams was not systematically tracked or recorded during the 2023 and 2024 reporting periods. This does not imply that the waste was absent in those years; rather, it reflects data collection limitations during that time. Reporting has been introduced from 2025 onwards as part of Expo City Dubai's ongoing efforts to enhance the completeness and accuracy of its waste management disclosures.

⁵This value represents waste diverted from landfill and includes the waste sent to waste-to-energy facility which is equivalent to 594 tonnes.

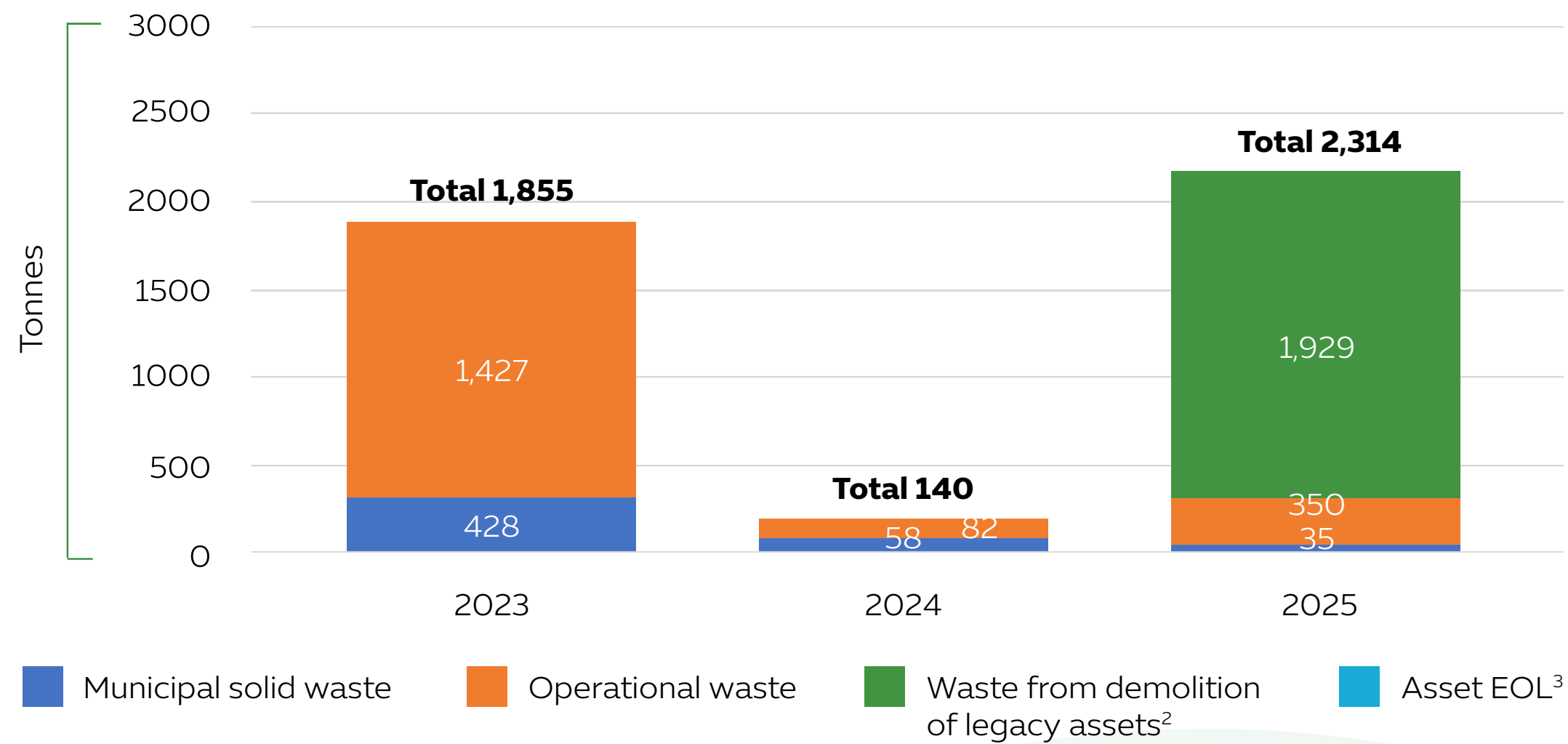
The reduction in diversion rate from landfill from 93 per cent (2024) to 84 per cent (2025) is primarily attributable to the expanded scope, the transition to a new service provider and, importantly, the adoption of a more rigorous, MRF-verified reporting methodology that eliminates previous estimation-based calculations.

Waste diverted from landfill in 2023–2025





Waste directed to landfill in 2023-2025



²New category added in 2025, which includes demolition waste from site clearance projects of Expo 2020 legacy assets.

³New category added in 2025, which includes assets and equipment that are no longer in use and were disposed of.

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HIGHLIGHTS

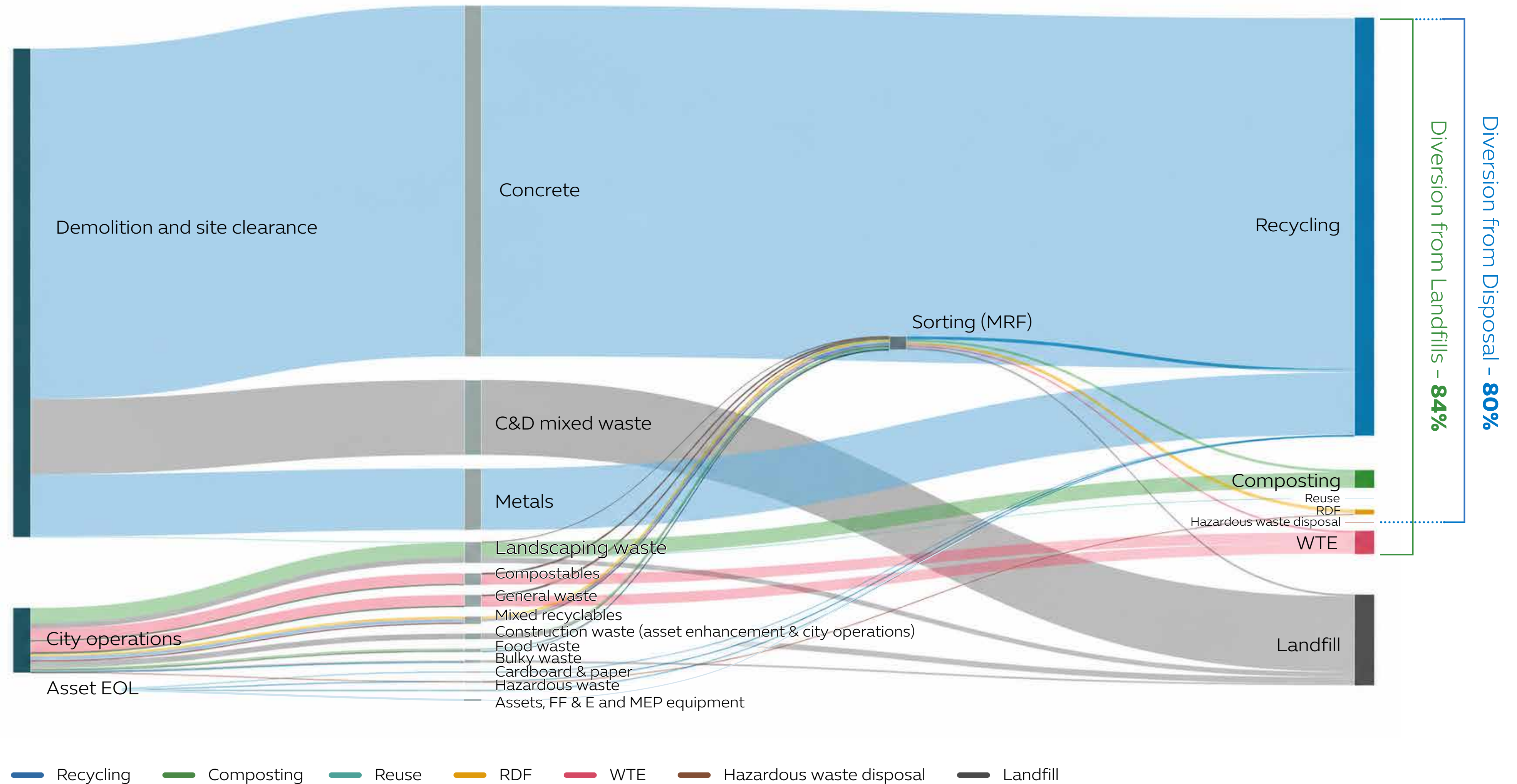
14,197 t
Total waste generated

79.5%
Material recovery

4.2%
Energy recovery

16.3%
Disposal

Expo City Dubai - waste flow Sankey diagram 2025



Managing waste as a resource:
circularity in action

Our response to waste-related impacts covers four pillars: governance frameworks that address waste at source through design and procurement requirements; collaborative partnerships with innovative SMEs and academic institutions; engagement programmes that influence the behaviour of tenants, operators and visitors; and seamless, multi-stream collection infrastructure supported by rigorous data traceability.

GOVERNANCE

We embed circular economy principles into our governance frameworks to reduce waste generation before it occurs.

- 

Sustainable Materials Guidelines set mandatory requirements – incorporated into all relevant procurement contracts – for construction and fitout materials
- 

The Sustainable Procurement Policy requires that all major contracts above a certain threshold are subject to Sustainability team review and an EcoVadis assessment of the supplier
- 

The RISE Guidelines embed waste management and packaging requirements across all operational categories – including F&B and retail, tenants, hospitality and office operations

In 2025, 22 F&B and retail vendors underwent RISE compliance checks as part of the RISE assurance process. Community members demonstrated leading practices, from certified home-compostable packaging to refillable drinking water solutions and enhanced food waste management. We are pleased to recognise the highest-performing vendors for their outstanding commitment to sustainability.

Rank	Name of the outlet	RISE compliance scoring
1	The Daily (Rove Expo City Hotel)	85%
2	PXB	82%
3	Philly Jawn	82%
4	Gup & Shup	76%
5	Wofl	76%





COLLABORATION

We recognise that systemic change in waste management requires partnerships that go beyond contractual service delivery and strengthened a number of key collaborations in 2025.

Food rescue and reusable packaging initiatives

Expo City Dubai's partnership with RBT Collective and the UAE Food Bank on the Food Rescue Programme began in 2021. In 2025, the programme evolved significantly: a new on-site re-assembly kitchen concept, Terrazo, was introduced, through which all surplus food and edible products are reassembled into complete meals and donated to workers on site – a programme that saw 15,051 meals rescued and donated, preventing **7.5 tonnes** of food waste.

In parallel, we piloted Birdware – a reusable alternative to single-use packaging for take-away food – through the Expo City Eats delivery app and during key city events. More than 2,000 packaging units (cups and containers) completed the reuse cycle, achieving a return rate of above 80 per cent and preventing an **estimated 0.65 tonnes** of single-use plastic.

Terrazo and reusable packaging performance

Collection	Units	2023	2024	2025
Surplus food rescue (Terrazzo)	Meals ⁴	21,074	5,768	15,051
	Tonnes	10.5	2.8	7.5
Reusable cups used (Birdware)	Pieces	-	-	2,167
Single-use plastic avoided	Tonnes	-	-	0.65
Water saved ⁵	M3	23,132	6,500	17,195
GHG emissions avoided ⁶	tCO ₂ e	21	5.9	20

⁴Meal equivalents follow USDA guidelines for average nutritional value.

⁵Based on UNESCO Water Footprint data for average meal production.

⁶Uses Defra emission factors for avoided food waste.



Food waste composting by The Waste Lab

To capture the value of unavoidable food waste – kitchen scraps, food leftovers, and coffee grounds – we continued our partnership with The Waste Lab, collecting and composting waste for conversion into fertiliser. In 2025, 75 tonnes of food waste was collected across all F&B vendors, event catering operations and office pantries – up from 19.6 tonnes in 2024. This yielded approximately 12 tonnes of compost, of which 0.5 tonnes was applied directly to landscaping at Terra.

The increase in food waste collected in 2025 reflects an expanded collection network and improved capture rates, rather than an increase in food waste generation. Previously, a portion of food waste was leaking into the general waste stream and being directed to incineration. Average contamination rates rose slightly to 4 per cent (from 2 per cent in 2024) following the onboarding of new vendors, but remain well within the 5 per cent threshold that benchmarks effective source-segregation performance.

The Waste Lab performance for food waste collection

The Waste Lab	Units	2024	2025
Food waste collected	Tonnes	19.6	75.3
Contamination rate	%	2.2	4
Compost produced	Tonnes	3	12
Compost used on-site ⁷	Tonnes	-	0.5
GHG emissions prevented	tCO ₂ e	44	87

Our food loss and waste data – generated through the combined efforts of The Waste Lab and RBT Collective – contributed to the baseline study organised by Ne’ma, the UAE’s National Food Loss and Waste initiative, reinforcing the alignment of our circular economy efforts with national priorities and SDG 12.3, which aims to halve global food waste by 2030.

⁷As per agreement with the service provider, The Waste Lab, Expo City Dubai can partly claim back the compost produced from its feedstock.





COLLABORATIONS

Partnerships with educational institutions have played a key role in Expo City Dubai’s efforts to find solutions to current and future waste management challenges. For more details, refer to the R&D partnerships section.

Heriot-Watt University Dubai

Expo City Dubai continued its academic partnership with Heriot-Watt University, sharing packaging waste challenges as real-world case studies for postgraduate students. Four student teams proposed solutions, covering a smart nudging programme, AI-enabled smart waste collection infrastructure, a citywide AI-driven resource flow model and small-scale mechanical recycling of PLA packaging. These proposals are informing future programme development.

Dubai Business Associates Programme

Business associates from the DBA Programme partnered with the Expo City Dubai Sustainability team to develop an Operational Waste Management Financial Model, providing a feasibility assessment tool for different circular economy interventions in waste management. The model forecasts financial impact and return on investment, and will serve as a key instrument for decision-making in the city’s evolving circular economy landscape.

TRAINING AND ENGAGEMENT

Digital training modules on waste management rules were developed and deployed for employees and tenants, alongside short engagement videos for the general public. These tools support the onboarding of new joiners (referenced further in the Social chapter) and are complemented by on-site efforts. For example, realistic bin signage and stream-specific lids were piloted in Expo City Dubai offices to reduce contamination and guide correct source segregation. Initial results demonstrated improved performance compared to standard labelled bins, and scaling this solution city-wide is under consideration and will require more consistent communication support and staff training to ensure effectiveness.

SEAMLESS WASTE COLLECTION INFRASTRUCTURE

Reverse Vending Machines (RVMs) by Sparklo

Seven RVM units across Expo City incentivise the source-segregated recycling of single-use PET bottles and aluminium cans through discounts and loyalty points. In 2025, with 1,091 active registered users, 138,494 bottles and cans were collected, diverting 2.7 tonnes of plastic and 0.45 tonnes of aluminium from the waste stream, and avoiding 20.7 tonnes of CO₂e emissions.

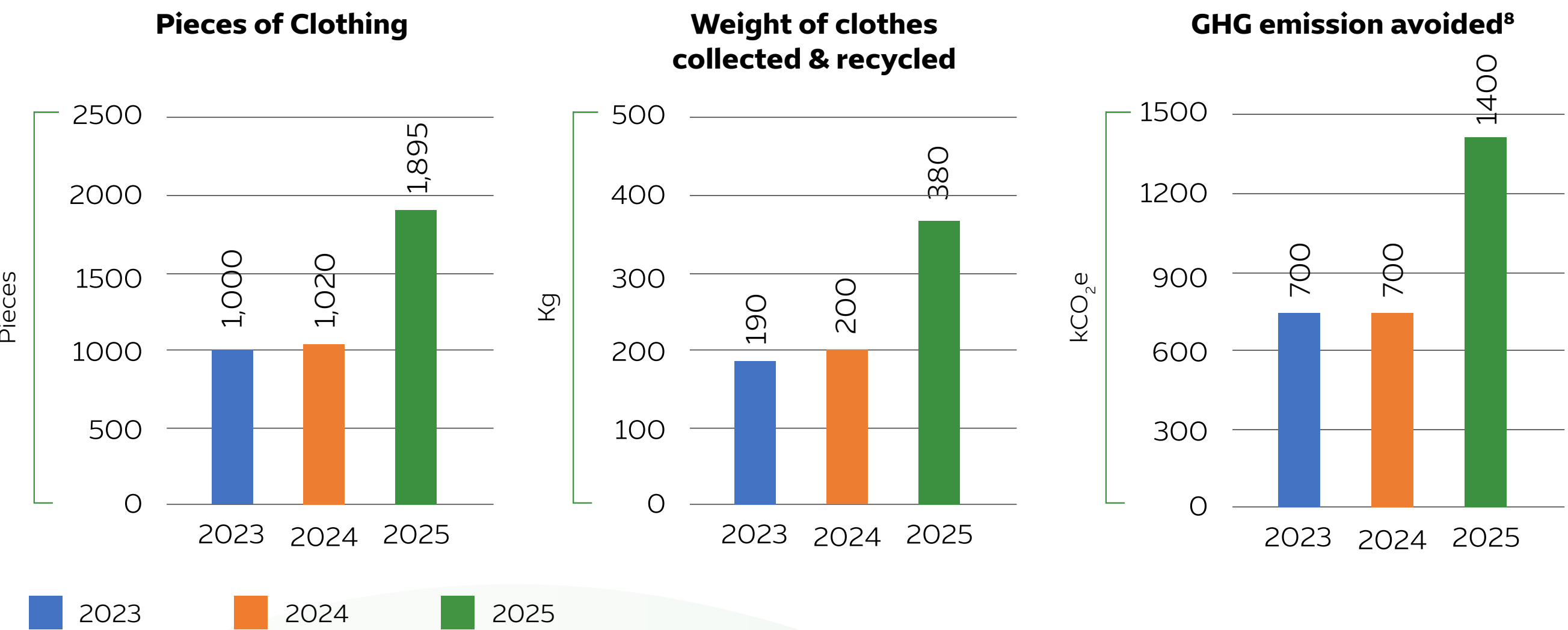
RVMs by Sparklo	Units	2023	2024	2025
PET bottles and cans collected	Pieces	3,253	73,640	138,494
Equivalent to aluminium diverted from being disposed	tonnes	-	-	0.45
Equivalent to plastic diverted from being disposed	tonnes	-	-	2.7
Active users	people	-	-	1091
GHG emission avoided	tCO ₂ e	-	-	20.7



Textile collection by KISWA

Expo City continued its partnership with KISWA, collecting used clothing and textiles for repurposing and recycling. In 2025, 1,895 garments (0.38 tonnes) were collected, avoiding an estimated 1.4 tonnes of CO₂e.

Textile collection performance - KISWA



Donate Your Own Device (DYOD) by Ecyclex

Continuing our partnership with Ecyclex and the Digital School, 69 pre-owned personal devices were collected through the DYOD campaign for refurbishment and donation to charity or responsible recycling.

TRACEABILITY AND DATA QUALITY

Waste characterisation study

In 2025, we conducted a four-month waste characterisation study focusing on of municipal solid waste – covering recyclables, general waste and compostable streams across four land-use categories: pavilions, public realm, offices and events. The study identified contamination types, behavioural gaps among end users, and collection inefficiencies. Its findings provide a robust baseline for forecasting waste generation profiles in new developments, informing upstream procurement interventions and guiding future collection infrastructure upgrades.





BIODIVERSITY

HIGHLIGHTS



Issued the updated Greening the City & Biodiversity Guidance for city-wide developments and operations



Launched the Centre for Species Survival Fungi – the world's first global conservation hub dedicated exclusively to fungi – at Terra in partnership with the IUCN Species Survival Commission



Convened the UAE's first Urban Biodiversity Coalition at Terra – an alliance of 20+ organisations focused on integrating biodiversity into urban life across arid and coastal zones

ENFORCING NATURE-POSITIVE DEVELOPMENT

In 2025, Expo City Dubai formally issued the updated Greening the City & Biodiversity Guidance, establishing mandatory requirements for all projects across the city, covering landscape design, biodiversity protection and ecological enhancement across all developments and operations. The guidance sets minimum standards for native-first planting, soil regeneration, avoidance of chemical pesticides and fertilisers and the application of circular and permaculture principles. It also introduces clear performance expectations for enhancing habitat connectivity, increasing species diversity and integrating nature-based solutions across the urban environment, reinforcing Expo City Dubai's commitment to nature-positive development and long-term climate resilience.



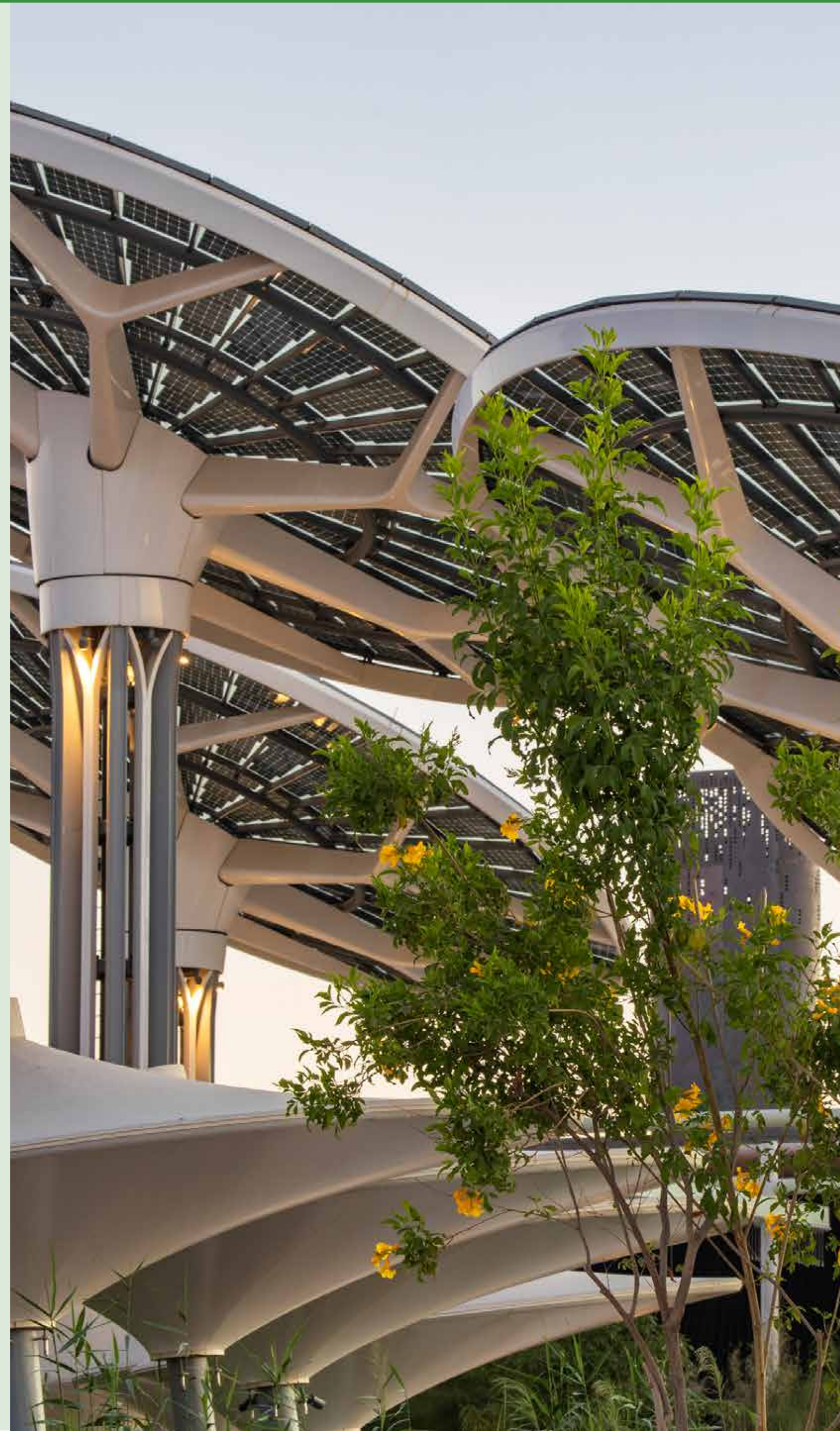
SPOTLIGHT ON TERRA

Terra at Expo City Dubai is a key centre for sustainability education and research in the region, leading several programmes that deepen understanding of our relationship with the planet and exploring how cities can support people and nature. The building is LEED Platinum-certified and designed to be net zero for energy and water while inside, an emotional journey inspires visitors to protect our planet.

Biodiversity management approach and mitigation hierarchy

Terra integrates biodiversity considerations into landscape management, education and research activities through the application of the mitigation hierarchy: avoid, minimise, restore or rehabilitate, and transform. Biodiversity actions are implemented across Terra's botanic garden, living landscapes, pollinator habitats, water systems, green roofs and managed grazing areas, supported by research partnerships and community engagement programmes.

Terra's approach aligns with Expo City Dubai's broader sustainability strategy and international frameworks including the Kunming–Montreal Global Biodiversity Framework and emerging guidance from the Taskforce on Nature-related Financial Disclosures (TNFD).



Avoiding biodiversity impacts

Terra prioritises avoiding negative biodiversity impacts at the design and operational stage. Key measures include:

- Expansion of Terra's native plant living collection (currently at approximately 35 in 2025)
- Use of micro-irrigation, mulching and drought-adapted planting palettes to reduce water demand and prevent soil degradation
- Avoidance of broad-spectrum pesticides and reliance on ecological pest management strategies
- Ensuring sensitive ecological zones such as reed beds, pond edges, pollinator habitats and pocket forests are separated from high-footfall areas through defined paths.
- Limiting vegetation management to what is necessary for plant health and safety, minimising habitat disturbance

Minimising impacts

Where impacts cannot be fully avoided, Terra implements operational measures to minimise ecological disturbance, including:

- Controlled ecological grazing ('managed goatscaping') reduces reliance on mechanical vegetation removal while preventing overgrazing through rotational management
- Routine monitoring of drip systems ensures appropriate watering levels and prevents soil compaction or root stress
- Clearly defined pathways reduce trampling and habitat degradation
- Landscape installations such as pocket forests and wetland edges are staged to reduce ecological stress during habitat establishment



Restoration and ecological enhancement

Terra actively restores ecological function within its urban landscape, aiming to increase native species richness, improve soil health and water efficiency, enhance habitat complexity and generate monitored datasets that can inform nature-based solutions for arid cities worldwide. Key initiatives include:

- Pond, reed-bed and wadi systems that support wetland-like habitat complexity and improve water filtration
- Soil regeneration programmes incorporating composting, vermicomposting and trials with mycorrhizal fungi to improve soil health
- Pocket forest planting using high-density native species to rebuild canopy structure and increase biodiversity
- Pollinator habitat creation, including the Jane Goodall Pollinator Garden and broader pollinator-supporting planting

Biodiversity engagement and education initiatives

Beyond site-level landscape management, Terra supports biodiversity through education, research and partnerships, such as:

- The Urban Biodiversity Coalition – a multi-stakeholder platform convened by Terra bringing together government entities, academia, NGOs and private sector organisations to advance urban biodiversity initiatives across the UAE
- City Nature Challenge – a global citizen science initiative engaging residents, students, and visitors in documenting biodiversity and contributing data to global biodiversity databases
- Terra Botanic Garden – a curated living collection demonstrating the ecological and cultural value of native desert plants and climate-adapted landscaping
- Expo Schools Programme biodiversity learning – experiential education workshops, tours and field studies that introduce students to ecological systems and urban sustainability
- 100 Hives initiative – an urban pollinator programme supporting honeybee populations and pollinator awareness
- Fungal biodiversity research – carried out by the IUCN SSC Centre for Species Survival (Fungi), hosted at Terra and contributing to regional and global understanding of fungal biodiversity

Synergies between biodiversity and climate action

Biodiversity actions at Terra generate important climate co-benefits.



Native planting reduces irrigation demand and increases climate resilience



Soil health improvements that support carbon storage and water retention



Pocket forests and shade systems mitigate urban heat island effects



Wetland systems enhance water quality and buffer climate variability



Reduced fossil fuel-based maintenance through ecological grazing



Emerging geospatial biodiversity monitoring



04

SOCIAL

EMPOWERING PEOPLE
AND COMMUNITIES



TALENT DEVELOPMENT

HR HIGHLIGHT



Staff engagement survey

77%

Participation

45 (considered “Excellent”)

Employee Net Promoter Score

The loyalty, engagement and advocacy with Expo City Dubai as an employer

39 (considered “Good”)

Net Promoter Score

The likelihood of Expo City employees recommending Expo City’s products or services to others

89%

Engagement Index Score

Illustrating pride, motivation and commitment to the company

77%

Wellbeing Index Score

Reflecting a strong feeling of being supported, healthy and balanced in their professional lives

84%

HR Satisfaction Score

Focused on specific HR services and processes





817 learning hours

Learning hours completed over a 5.5-week period as part of the Summer of Learning



29% increase

Average learning hours increased by 29% compared to 2024, rising from 7.14 hours to 9.18 hours per employee annually



1,600+

More than 1,600 hours were dedicated to environmental and social sustainability training across 115 sessions, complemented by additional learning excursions with Emirates Nature–WWF



Launch of Exposure

A graduate programme in Real Estate & Development for UAE nationals



80% event attendance

More than 460 attendees (representing around 80% of staff) took part in the Eid Al Etihad tribe event



92%

Employees received regular performance and career development reviews in 2025



9.4 hours

Average training hours among male employees increased by 42% compared to 2024



8.87 hours

Average training hours among female employees increased by 14% compared to 2024

HR OVERVIEW

At Expo City Dubai, our people are at the heart of everything we do. We are committed to creating a workplace where every individual feels valued, supported and empowered to thrive – and our policies and programmes reflect that commitment in practice.

Our employment framework covers conduct, performance, grievances, equal opportunities and wellbeing, underpinned by a zero-tolerance approach to harassment, discrimination and victimisation. We maintain equal pay across the organisation and are proud to sustain a near-equal gender balance – a reflection of our genuine commitment to fairness and representation.

Our workforce spans 66 nationalities, offering a richness of perspective that we actively nurture. Through transparent practices, open communication and shared values, we work to ensure that every member of our team feels at home at Expo City Dubai.

We fully comply with UAE labour laws prohibiting child and forced labour across all operations, with young people engaged only through structured, legally compliant internship programmes designed to provide meaningful learning experiences. Meanwhile, our policy framework fully addresses recognised human rights principles, and we hold our contractors to the same standards, as detailed in the Worker Welfare section.

Likewise, anti-corruption principles are woven throughout our broader policy framework, including our Code of Conduct; Gifts, Hospitality and Entertainment Policy; Conflict of Interest Policy; Whistleblowing Policy; Disciplinary Policy; and procurement policies and procedures. All policies are published on our intranet and accessible to every employee. Updates are communicated across the organisation and through direct briefings so that everyone stays informed and equipped to act with integrity.



Raising concerns

We want every employee to feel safe and confident raising concerns, knowing they will be heard and handled with care. Our formal Employee Grievance and Complaints Policy ensures that workplace concerns are addressed fairly, transparently and in confidence.

Employees can raise concerns through their line manager or directly with HR, with alternative escalation routes available to ensure impartiality where a concern involves a line manager. Employees retain the right to appeal outcomes, and all cases are handled with strict confidentiality.

For more sensitive matters, our confidential whistleblowing line provides a safe channel for anonymous or protected reporting, with all disclosures independently investigated to ensure impartial outcomes.

Bringing our policies to life

Expo City invests in helping people understand and apply the company's policies. Human rights principles are woven into the employee experience, from recruitment and onboarding to ongoing training, covering cultural awareness, inclusive behaviour, accessibility and health and safety. Specialist training is also available, from sign language and autism awareness through to Mental Health First Aider certification. Employees have access to external resources including the UN Global Compact Academy and human rights courses via Coursera.

Supporting our people

This year, Expo City widened access to opportunities with the launch of Manara – unlocking potential through opportunity – a new programme designed to expand access for people of determination, supporting early careers, workforce transitions and professional growth. We were delighted to see our first participant successfully transition from an internship into a salaried role – reflecting exactly the kind of impact we set out to create.

Furthermore, our commitment to our female workforce is integrated across everything from remuneration and career development to supporting work-life balance. Alongside equal pay, we offer extended maternity leave, nursing facilities, education allowances and flexible working arrangements. Practical support such as childcare provider discounts, dedicated parking for expectant mothers, and our Parent Connect intranet page – a one-stop resource for HR guidance, visa support and family-related information – helps working parents at every stage.

We also invest in the professional growth of female employees through participation in external programmes led by Dubai Women Establishment, building leadership visibility and networks beyond Expo City.



We take a holistic approach to health and wellbeing. Every employee has access to comprehensive medical coverage spanning general and specialist care, diagnostics, preventative screenings, maternity and family care, mental health services, and chronic condition management. Our broader wellbeing programme offers 24/7 virtual consultations, wellness support and mental health counselling, alongside regular Tribe Wellness Days and year-round educational content. Certified Mental Health First Aiders are available internally, ensuring support is always close by. We also strive to create a smooth transition for departing employees by providing visa assistance, extended medical insurance, connections to recruitment partners and continued access to Coursera.

Community-driven culture

Expo City fosters a workplace experience centred on connection, collaboration, and shared moments, helping employees feel engaged, supported and part of a strong community. We create this through regular hero events, such as Tribe Wellness Day and Eid Al Etihad celebrations, alongside welcoming shared spaces designed for informal connection including lounge areas and games.

Curated internal communications keep employees informed and inspired, while access to Expo City's unique environment enables outdoor working and participation in city experiences such as Harvest Festival, Hai Ramadan, Winter City and other community events. Together, these initiatives strengthen team connections, foster belonging and inclusion, and enhance the overall employee experience.

We also support development and community through conference participation, professional certifications and partnerships such as Emirates Nature-WWF, where sustainability-focused learning excursions reinforce our wider ESG commitments and focus on connection.



LEARNING AND DEVELOPMENT

At Expo City Dubai, we work hard to make learning genuinely accessible and enjoyable for everyone.

At the heart of our approach is Darwinbox's learning management system, through which all employees have access to a wide library of self-paced online training. Content spans sustainability, health and safety, technology, cyber security and much more, with courses developed and uploaded by our internal teams to ensure relevance to life at Expo City. This is complemented by hundreds of courses across diverse topics and multiple languages through Coursera.



Adding an element of friendly competition to the learning experience, our HR Learning and Development team launched the Summer of Learning – a five-and-a-half-week campaign that ran over the summer period. Employees' learning hours were tracked through Darwinbox, with the top learner taking home a prize. The campaign also shone a spotlight on key topics including sustainability, making it both fun and purposeful.

Sustainability is built into the foundations of how we welcome people to the organisation. All new employees complete three introductory sustainability modules as part of their onboarding, covering the fundamentals of the topic as well as practical applications within Expo City. In-person training complements our digital offering throughout the year and ranges from open workshops available to all staff, such as Climate Fresk – focused on the science of climate change – to more targeted, role-specific sessions for our health and safety professionals, such as Event Health and Safety training delivered by JAM, a Dubai-based events consultancy company.

Our commitment to learning extends beyond staff. For example, we maintain a dedicated learning management system for our wider community of suppliers, vendors and contractors, as well as corporate, retail and F&B tenants. Tailored to each stakeholder group, the platform delivers training on sustainability, health and safety, accessibility and worker welfare, ensuring that everyone who is part of the Expo City ecosystem understands and follows a shared standard.



Exposure programme

Expo City Dubai's Real Estate and Development division launched the Exposure programme in December – a two-year tailored programme to equip fresh Emirati graduates with the knowledge, skills and experience to lead the future of real estate and sustainable urban development in the UAE.

Open to **UAE Nationals** who have graduated in the last two years from courses such as urban planning, engineering and business, the initiative spans design and development, project delivery, sales and marketing, programme controls and procurement.

Selected candidates have the opportunity to work on Expo City Dubai's master plan, gaining real-world experience across city-scale projects and receiving mentorship from senior leaders within the Real Estate and Development team.



Staff engagement and initiatives



Transformation Agents

The Transformation Agents network continued to grow from a volunteer-led initiative into a committed, sustainability-focused task force driving measurable environmental and social impact across Expo City. Following its inception last year, the network grew to 34 individuals from approximately 50% of all functions in 2025, with diverse monthly sessions designed to influence day-to-day behaviours, support strategic goals and help further embed sustainability into Expo City culture.

A range of training sessions and workshops, supported by internal and external experts, helped agents in advancing their environmental and social objectives. These included: Carbon Literacy with Climate EQ; Climate Fresk with Cool Down; Carbon Footprint with Carbon Click; Waste Reduction and Food waste with The Waste Lab; Accessibility with IAAP; and Recycling and Upcycling with Junkbot.

A dedicated year-end session recognised and rewarded the top three performers, incentivising continued engagement and impact to drive progress across the organisation.



Testimonial

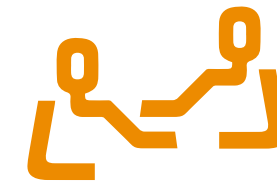
"Being part of the Transformation Agents team has been an extremely rewarding experience. It made me feel more connected and engaged with the organisation beyond my daily role, knowing that I can contribute ideas and support initiatives that create a positive impact for both employees and the workplace."

It gave me the chance to work with different teams, learn from others, and become more confident in sharing ideas and participating in activities that support sustainable change for everyone – inspiring a sense of involvement, purpose and teamwork as we all look to improve.

Being recognised as one of the top performing agents was truly motivating and something I am grateful for. It reminded me that even simple efforts and small initiatives can make a meaningful difference when done with passion and consistency."

- **Hilda Himor** (Coordinator – Support Services, Asset, Property & Support Management, and winner of Rising Star Agent award)





Support services – sustainable operations and employee engagement

Behind the scenes of daily city life, our Support Services team keeps Expo City Dubai moving – coordinating mobility and shuttle services, taxi buggy operations, parking and traffic management, logistics and event operations across the city.

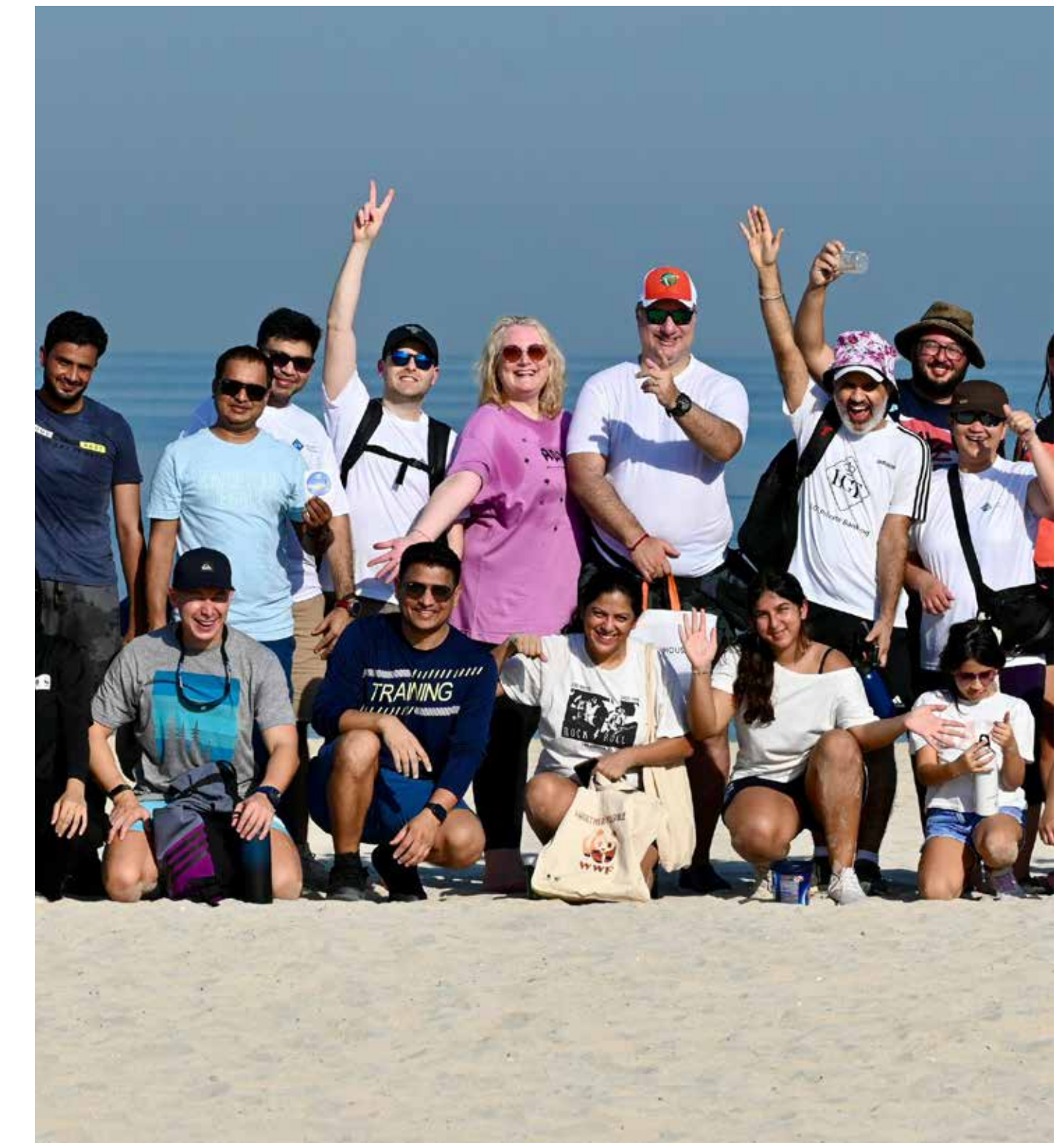
Over the past year, the team's focus has been on embedding more sustainable practices into everyday workflows. A combined effort with the Transformation Agents saw the launch of the Paperless Challenge – an initiative designed to reduce paper consumption and improve reporting practices across the organisation, tracking printing volumes across teams and encouraging colleagues to find smarter, paper-free alternatives. This became an engaging, cross-departmental competition, resulting in 418 fewer pages printed each month – equivalent to 5,016 pages annually and in turn reducing the associated carbon footprint.

As part of our efforts to gather data on employee commuting patterns and understanding our Scope 3 emissions footprint, Support Services also played an active role in the Seeds of Change Travel Emission Survey – a company-wide initiative developed in partnership with Carbon Click, Expo City Dubai's Seeds of Change partner. Colleagues across the Support Services team were encouraged to take part and ultimately achieved the second highest number of survey participants of any department.



Emirates Nature-WWF

Expo City's partnership with Emirates Nature-WWF, through their Leaders of Change programme, continued in 2025, inviting employees, tenants and their families on complimentary excursions around the UAE to foster a deeper connection with nature, in addition to an exclusive excursion for Expo City employees in January for a nature hike in Fujairah focused on its unique biodiversity.





WORKFORCE HEALTH, SAFETY, WELLBEING, ACCESSIBILITY AND INCLUSION



OCCUPATIONAL HEALTH & SAFETY

80%

Reduction in employee workplace incidents

Recordable employee workplace incidents declined by 80%, with just 2 injuries recorded in 2025 (1.04 per million hours worked)

0

Employee work-related ill health

Zero cases of employee work-related ill health were recorded in 2025, down from 15 cases in 2024

93%

Reduction in contractor incidents

Contractor incidents dropped by 93% in 2025, to 0.844 incidents per million hours worked

96%

Reduction in contractor work-related ill health

Contractor work-related ill health cases fell by 96%, decreasing from 23 cases in 2024 to just 1 case in 2025

0

Fatalities

were recorded in 2025

HSE OVERVIEW

Building a safer city

In 2025, we took significant strides in formalising and strengthening our approach to health, safety and environment management by developing and embedding a suite of city-wide HSE Management Standards across all divisions, providing a consistent and scalable framework aligned to our HSE Strategy 2024–2030. These standards have sharpened divisional accountability, improved governance oversight and brought greater consistency to HSE planning and delivery across operations, events and development activities.

All activities across Expo City Dubai are required to meet a clear set of minimum compliance requirements, spanning UAE Federal Laws, Dubai Municipality regulations, the UAE Fire and Life Safety Code, Ministry of Human Resources and Emiratization requirements and Ministry of Climate Change and Environment obligations, amongst others. In 2025, these compliance expectations were further embedded into our procurement processes, contract specifications and supplier onboarding – ensuring that safety standards extend across our entire supply chain.

Underpinning all of this is a comprehensive HSE Legal Register, which consolidates applicable federal and local legislation and supports clear identification of legal duties across divisions, improved compliance tracking and integration into our city-wide governance framework.





Governance and leadership

Good safety culture starts at the top. This year, we established the Safety, Health and Environment Leadership Team (SHELT) as our primary governance forum for HSE performance, risk and strategic oversight – formalising leadership accountability and creating a dedicated space for senior decision-making on safety matters. This was complemented by an updated HSE policy embedding measurable leadership commitments, and the completion of an external strategic HSE audit and executive workshop by Environmental Risk Management (ERM), a sustainability-focused consultancy firm. This provided independent benchmarking and translated findings into strategic actions for our leadership team.

Engaging our people and partners

We believe that safety is everyone's responsibility, and we invest in building that shared ownership across our entire city ecosystem. In 2025, we continued to bring colleagues together to reinforce our collective commitment through our 'Better Together' Safety Culture Programme, hosting three Safety Forums and our annual Awards Programme. A Reward and Recognition Programme was also introduced to celebrate positive safety behaviours, supporting a proactive and people-centred safety culture.

Engagement extended beyond our own internal teams. Targeted training was delivered to contractors and service providers, reinforcing expectations and strengthening alignment across the supply chain. Stand-up sessions were held across the city's head office, enabling the HSE Operations team to connect directly with employees, embed safe working practices and raise awareness of key risks.

To directly address the most critical of these seasonal risks – intense summer heat – we launched a dedicated Summer Working Initiative to support our outdoor workforce, distributing 1,500 UV protective sleeves and rehydration sachets to help keep our people safe during the most challenging conditions of the year.

Smarter data, better decisions

2025 saw the launch of ArcGIS, our new real-time accident and incident reporting system. Replacing a fragmented mix of legacy platforms, ArcGIS has centralised HSE data across the city, improved visibility and trend analysis, and significantly enhanced our ability to identify and manage risk proactively. Clear definitions and governance for reporting – covering accidents, incidents, near misses and observations – have also been established, creating a stronger and more consistent foundation for performance tracking going forward.

A note on year-on-year data

The introduction of ArcGIS, combined with clearer reporting definitions and an expanded scope that now incorporates tenants, contractors, service providers and partners, has brought greater accuracy and consistency to our figures. Where reported volumes have increased, this reflects improved reporting culture and system adoption rather than a deterioration in safety performance. Overall, our data reflects a positive shift toward a more transparent, data-driven approach to HSE management – one that gives us a stronger foundation for targeted interventions and continuous improvement across Expo City Dubai.





WORKER WELFARE AND HUMAN RIGHTS

HIGHLIGHTS

785

total issues closed

351

worker interviews
conducted (minimum
of 25 per month)

58

audits carried out

2

auditor training
sessions conducted

16

auditors trained

40

accommodation
visits completed

OVERVIEW

Expo City Dubai remains committed to upholding high standards of worker welfare, aligning with applicable UAE labour laws to ensure a safe, fair and respectful working environment for all workers contributing to the city's development and operations.

Guided by Expo City Dubai's Worker Welfare Policy and Worker Welfare Management Standards, our Worker Welfare Programme establishes clear expectations for contractors, service providers, subcontractors and tenants operating across the city, covering workers across construction sites, facilities management, service providers, manpower suppliers, tenant operations and fleet operations.

Under the programme, Expo City Dubai promotes worker wellbeing through a combination of welfare oversight, awareness initiatives and contractor engagement mechanisms. This includes monitoring contractor compliance medical insurance coverage, welfare provisions, access to healthcare support, ethical recruitment and recruitment fees, wage protection, passport retention, employment terms and conditions, grievance mechanisms, accommodation and welfare facilities as well as subcontractor compliance as part of worker welfare assessments and worker interviews conducted through an independent specialist consultancy.



Worker interviews and engagement activities also provide workers with an opportunity to raise concerns relating to wellbeing, access to medical support and accommodation conditions through confidential channels, with findings tracked and addressed collaboratively through structured follow-ups with contractors. These initiatives support Expo City Dubai's broader commitment to promoting safe, healthy and respectful working and living conditions across its contractor ecosystem.

Our approach is structured around five key pillars:



Ethical recruitment and employment: Ensuring transparent recruitment processes, fair employment practices and compliant labour contracts



Health, safety and wellbeing: Promoting safe working conditions through proactive HSE measures, access to welfare facilities and worker wellbeing initiatives



Living conditions: Ensuring contractor-provided accommodation meets required standards relating to hygiene, safety, space allocation and access to essential services



Grievance mechanisms: Providing accessible channels for workers to raise concerns and ensuring timely resolution through engagement with contractors



Training and engagement: Raising awareness of labour rights, responsibilities and worker welfare standards through engagement activities and contractor forums

Through the continued implementation of these principles, Expo City Dubai aims to foster a culture of care, transparency and accountability while safeguarding the wellbeing and dignity of workers across its community.

Caring for our workers

Beyond monitoring and compliance, we believe in showing up for our workers in practical, meaningful ways. In 2025, we delivered a series of targeted wellbeing initiatives to contribute to our commitments under SDG 8: Decent Work and Economic Growth and SDG 3: Good Health and Wellbeing, including:



500

food parcels given to workers during the holy month of Ramadan

1,500

summer protection kits distributed, containing UV protective sleeves and rehydration sachets to support workers during the summer



2,000

nutrition packs circulated in recognition of World Food Day and in support of worker health



Throughout the year, three Contractor Welfare Forums were held to discuss worker welfare standards, regulatory updates and workforce wellbeing. Training sessions, covering ILO Indicators of Modern Slavery and Worker Welfare Awareness, were also delivered, equipping our auditors and contractor teams with the knowledge to uphold the highest standards. The year closed with the Better Together Awards, recognising outstanding contributions to worker welfare and health and safety across our contractor community.

A note on year-on-year data

Year-on-year data variations reflect a strategic transition from a compliance-driven model to a proactive, risk-based approach. Monitoring is now prioritised by contractor risk profiles, and enhanced reporting provides a more accurate dataset for comparison.



PHYSICAL AND MENTAL WELLBEING

The wellbeing of our Tribe remains a core priority for the organisation, reflected in our values and culture. The Tribe Wellbeing Programme creates regular opportunities to prioritise personal, social and professional wellbeing through engaging activities, access to resources, expert sessions and opportunities to connect, ensuring employees feel valued and contributing to a healthier workplace culture that enables the organisation to thrive. These include regular health-focused webinars and wellness pop-up events, as examples.



ACCESSIBILITY AND INCLUSION

ACCESSIBILITY HIGHLIGHTS



Conducted 25 training sessions, covering accessibility in the built environment, digital accessibility and autism awareness



Awarded the UAE Social Equity and Inclusion Initiative of the Year for the Inclusive Accessibility Training and Engagement Programme (GovMedia)



Appointed Accessibility Champions across every division



Participated in the seventh AccessAbilities Expo, in partnership with the Department of Economy and Tourism (DET)

Designing a city for everyone

At Expo City Dubai, accessibility is built into the foundations of how we plan, design and deliver our city. This year, we published our Accessibility Strategy and Policy – a unified framework to guide inclusive design and delivery across our built environment, digital platforms and services. This marked a significant milestone and was published alongside a comprehensive suite of Accessibility Guidelines, giving every division the practical guidance needed to embed accessibility from the earliest stages of planning through to day-to-day operations.

Our approach – aligned with Dubai Municipality requirements, the Dubai Building Code, the Dubai Universal Design Code and international standards – is governed through a combination of independent and in-house accessibility audits, internal reviews and cross-functional coordination.



Building internal capability

We believe that creating a truly inclusive city starts with an informed and empowered team. In 2025, we deepened our investment in accessibility training, delivered in partnership with the International Association of Accessibility Professionals (IAAP). Employees, stakeholders and contractors were trained in accessibility best practices across both the built environment and digital platforms, with internationally recognised certifications – including CPACC (Certified Professional in Accessibility Core Competencies) and WAS (Web Accessibility Specialist) – supporting the development of inclusive design expertise.

Accessibility training was also embedded into our staff onboarding programme, ensuring every new joiner starts their journey at Expo City with a solid foundation in inclusive practice.

Bringing inclusion to life

Some of our most meaningful progress in 2025 came through direct engagement with the people our accessibility work is designed to serve. As part of our International Day of Persons with Disabilities celebrations, we facilitated a lived experience engagement where a person of determination visited and navigated the city, sharing invaluable first-hand insights into real user journeys that are now feeding directly into our continuous improvement efforts.

On the ground, infrastructure improvements including tactile information boards, inclusive event planning and evacuation readiness testing, plus the relocation of our sensory pod to a dedicated quiet room at the Rove Hotel Expo City, have all contributed to a more accessible and welcoming city environment. An accessibility dashboard built on Power BI has also been implemented, providing enhanced visibility of performance data and enabling more informed, insight-led decision-making across the organisation.



COMMUNITY AND CITY EXPERIENCE

OVERVIEW

Customer experience and sustainable tourism

Building on the legacy of Expo 2020 Dubai, which welcomed 192 countries and recorded more than 24 million visits, Expo City Dubai continues to draw visitors from around the world to explore its range of sustainable and cultural attractions.

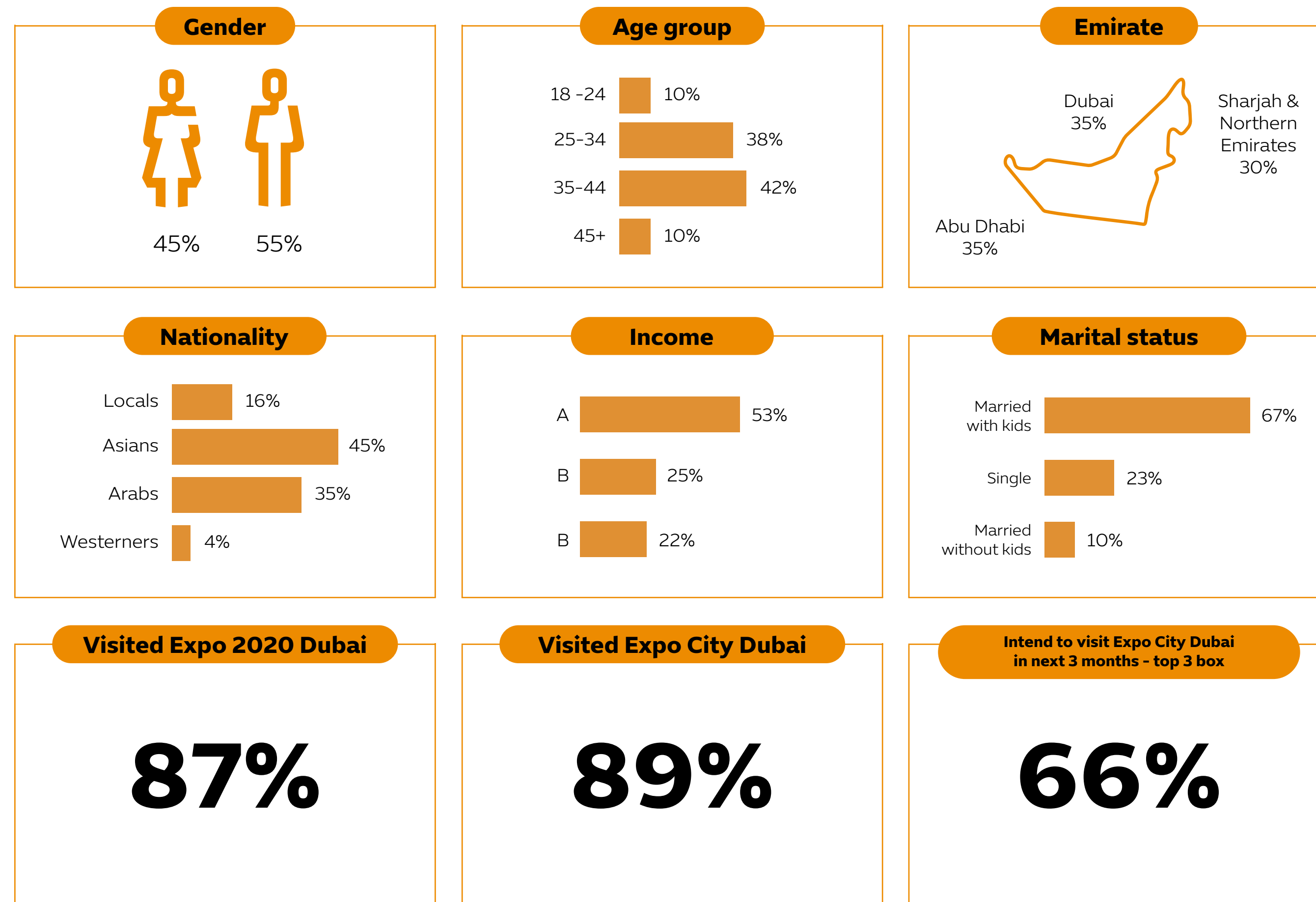
Strengthening its offering as a tourist destination and illustrating the centrality of sustainability to its vision, **Expo City is the first city in the Middle East and North Africa region to receive the full Global Sustainable Tourism Council (GSTC-GD) certification**, in compliance with the Green Destinations Standard. The criteria spans tourism destination management, nature and scenery, environment and climate, culture and tradition, social wellbeing and sustainable governance.

Customer satisfaction and perception

We conduct annual surveys to assess brand, health and sustainability perceptions among UAE residents. To deepen our understanding, we occasionally engage key opinion leaders in sustainability via qualitative sessions, as this combination of quantitative and qualitative methods provides a comprehensive view of stakeholder perceptions and expectations related to our sustainability efforts. The results of these studies help us identify trends, strengths and areas of concern, guiding our decision-making and overall sustainability strategy.

PARTICIPANTS' PROFILE

Customised sample profile covering mid-high-income groups



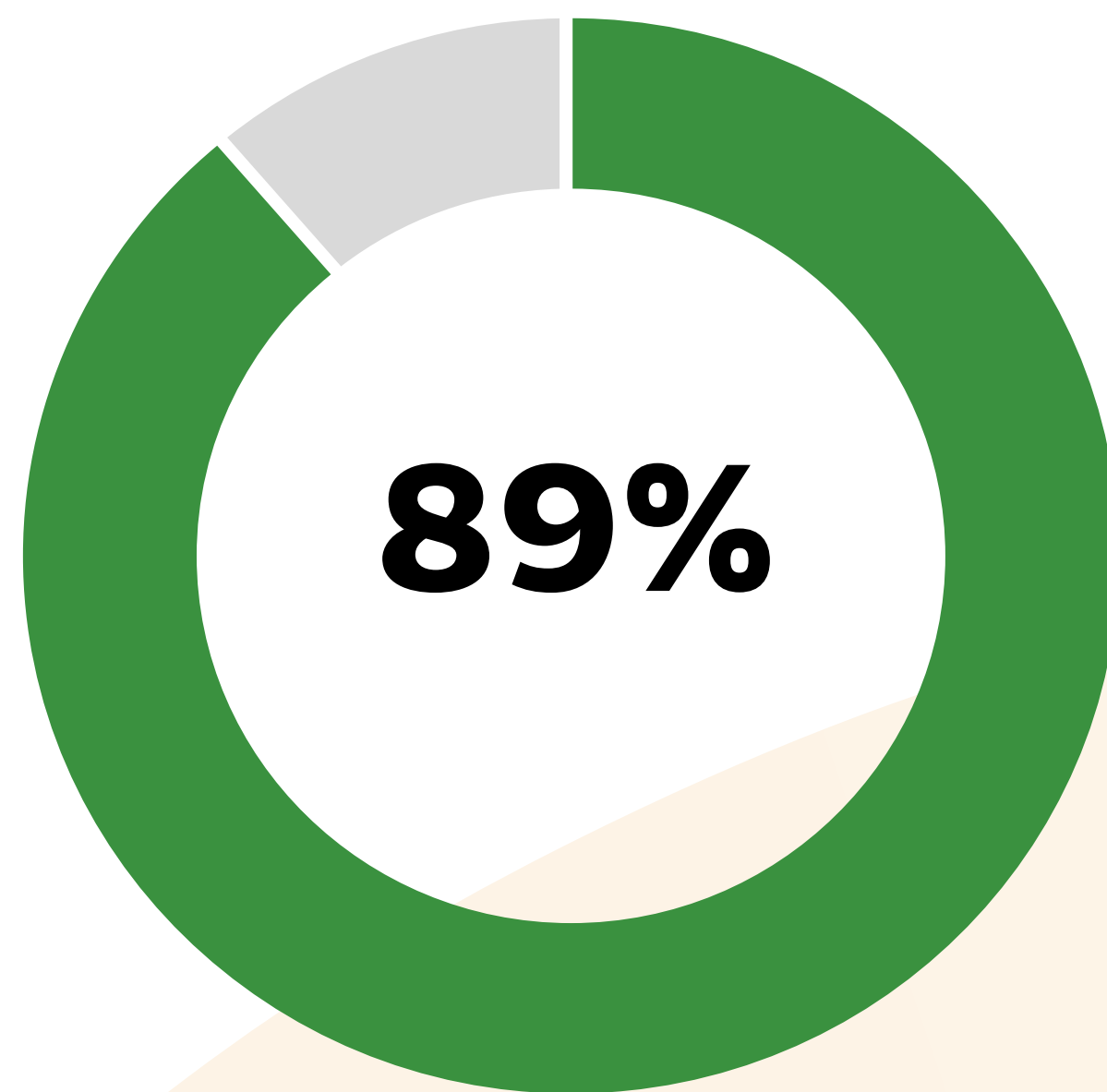
Source: Ipsos Brand Health Tracker Online Survey (8th - 19th May 2025)
Base: 1178 adults aged 18+ in the UAE



EXPO CITY EXPERIENCE UNPACKED: WHAT RESONATED WITH VISITORS

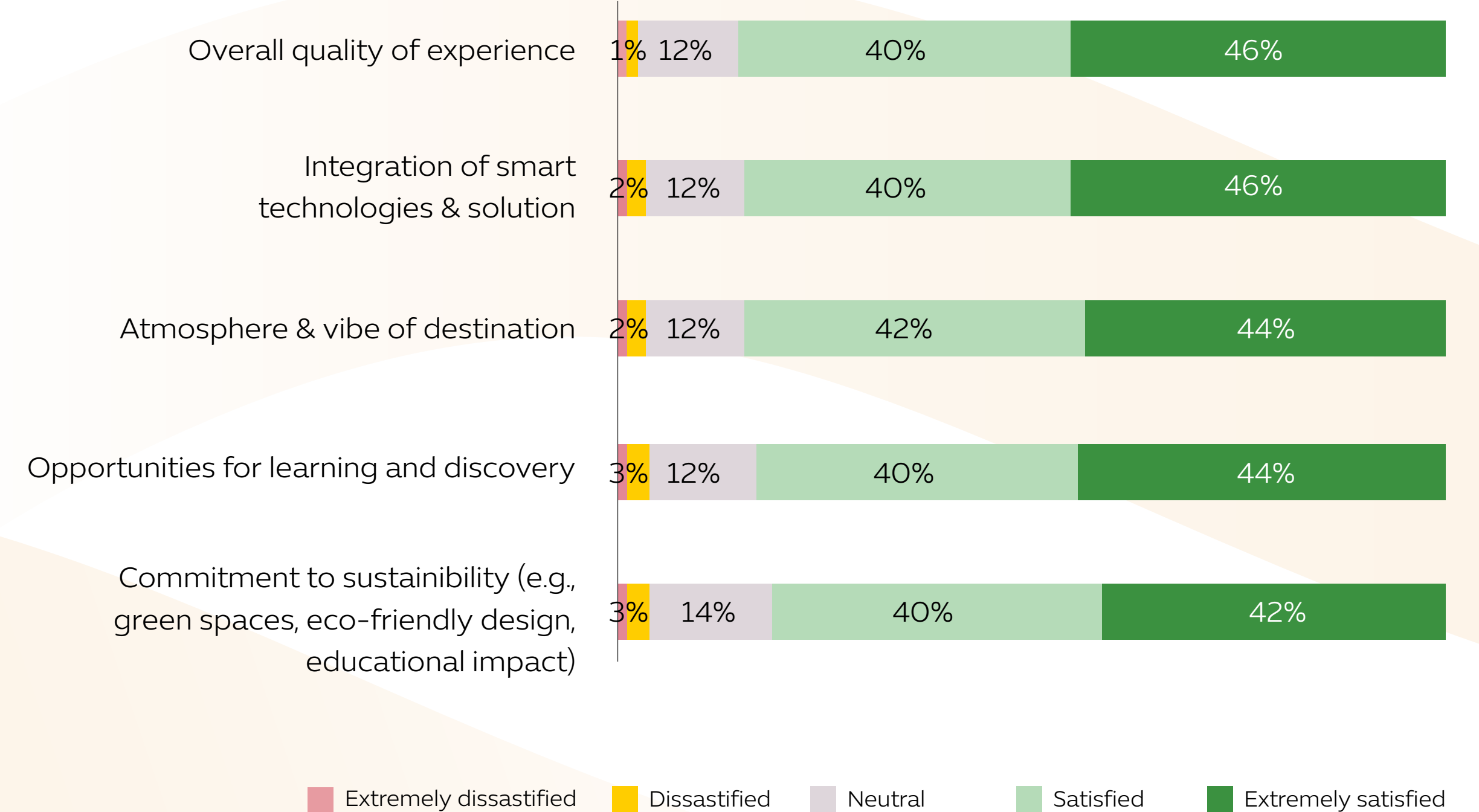
More than four in five visitors are satisfied with Expo City's experience, tech-integration, ambience, learning opportunities, and commitment to sustainability

Expo City past visitation



Question

Thinking about your past visits to Expo City Dubai, how satisfied were you with the following?

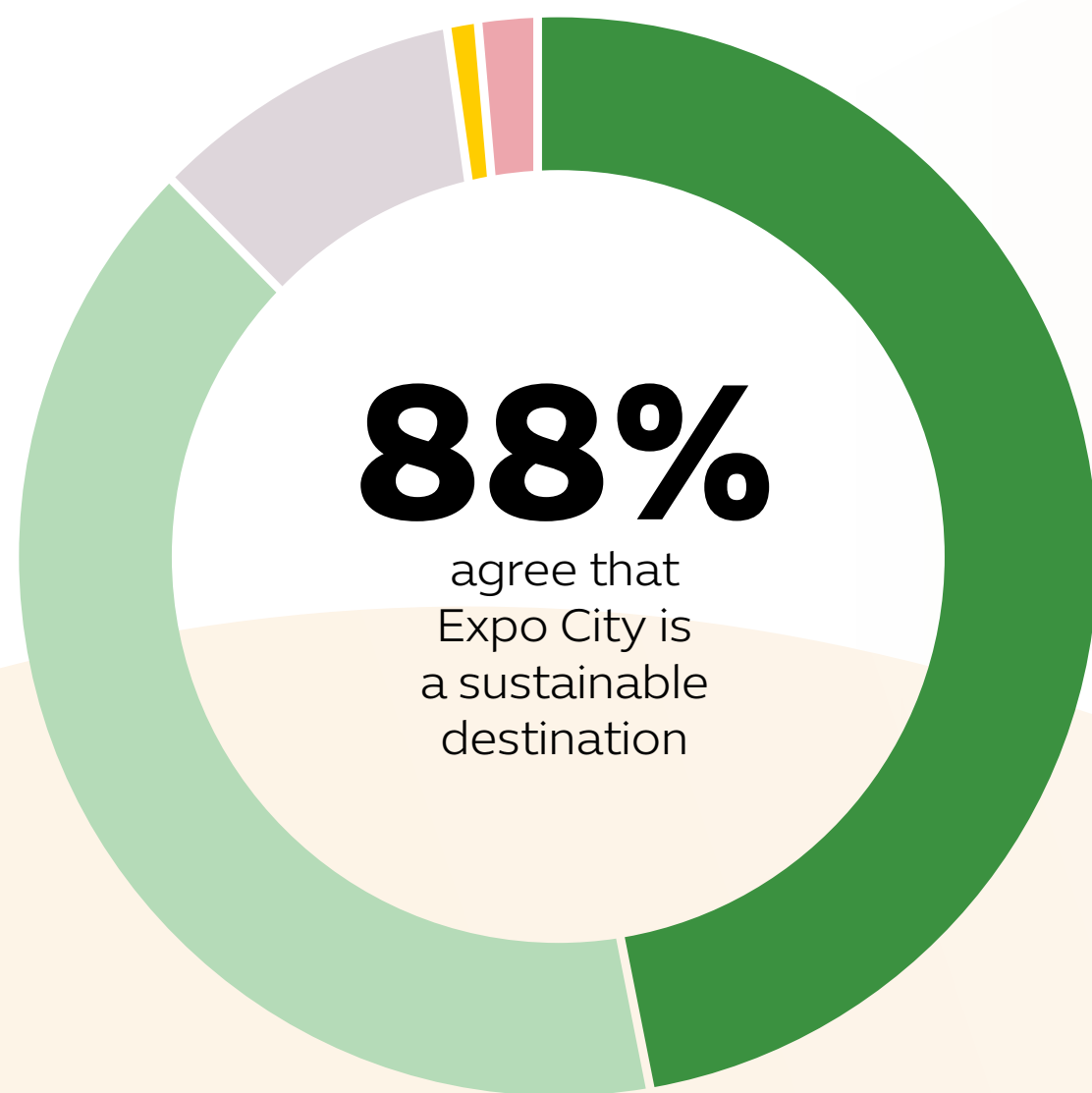


Source: Ipsos Brand Health Tracker Online Survey (8th - 19th May 2025)
Past Visitation: All Base: 1178 adults | Satisfaction base: 1050

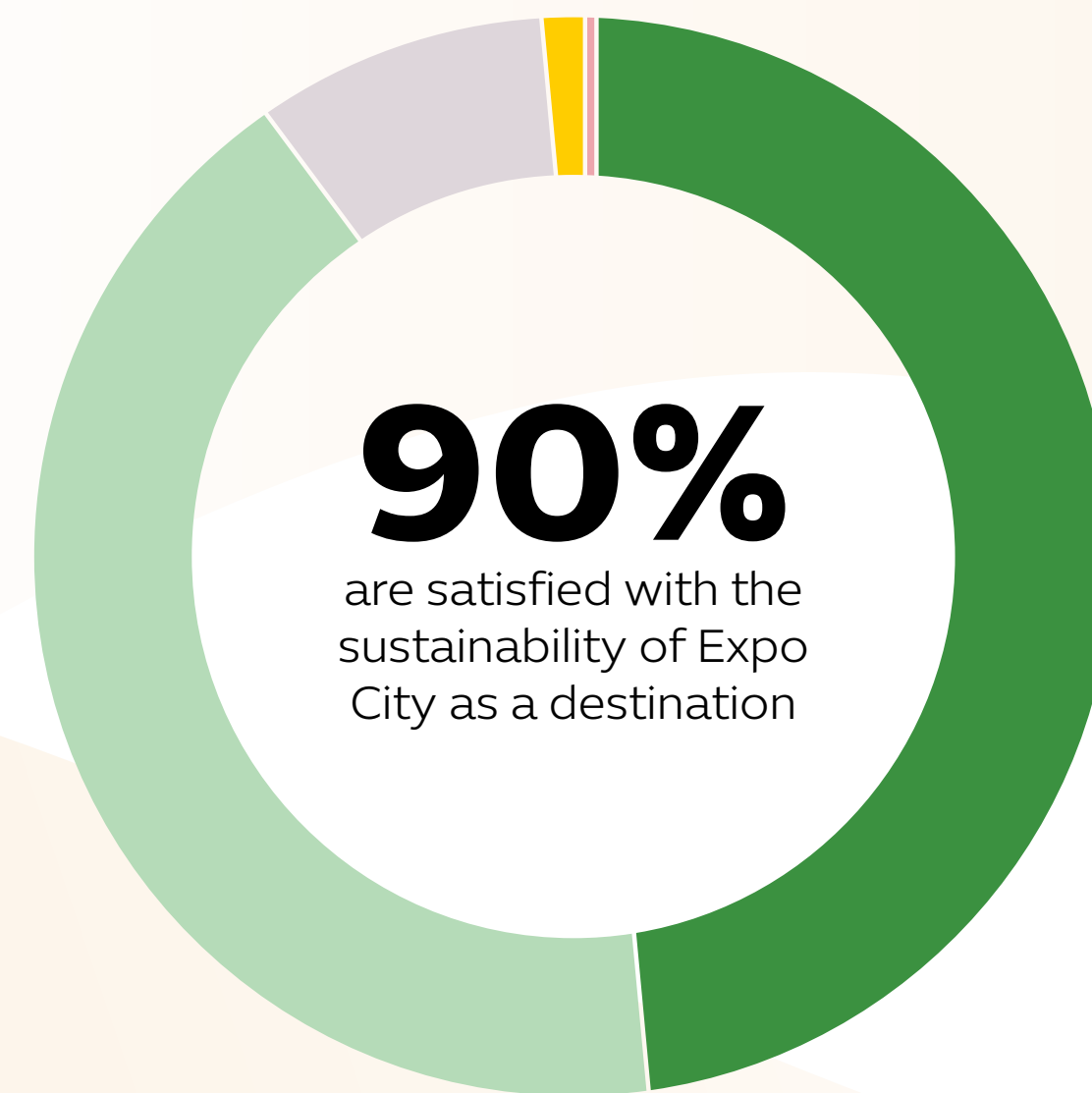


EXPO CITY AS A SUSTAINABLE DESTINATION

- Expo City is widely recognised as a sustainable destination, with 88% of past visitors agreeing that it is 'Sustainable'
- 90% of respondents report satisfaction with its 'contribution to sustainability'



■ Strongly agree
■ Agree
■ Neutral
■ Disagree
■ Strongly disagree

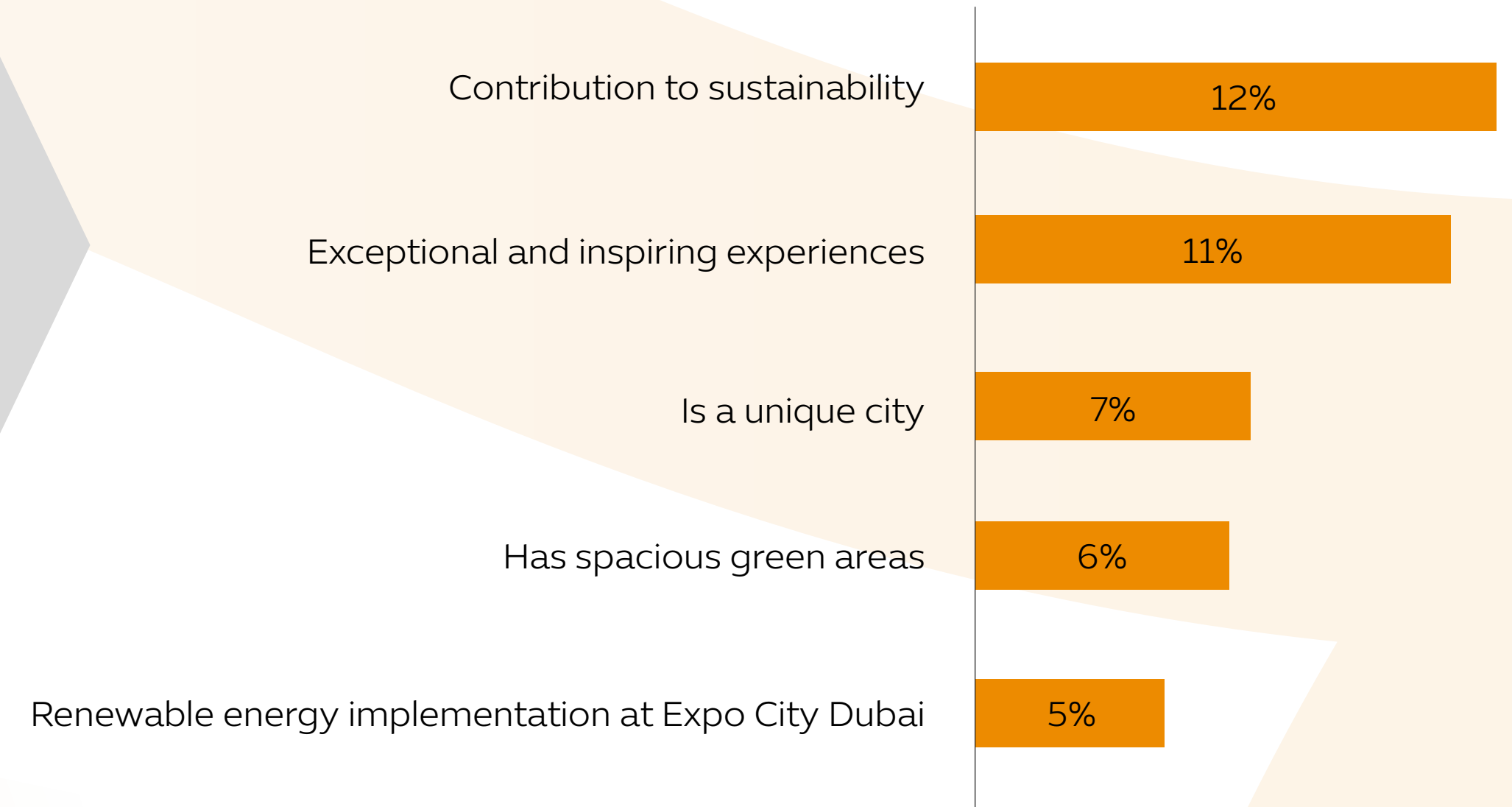


■ Extremely satisfied
■ Satisfied
■ Neutral
■ Dissatisfied
■ Extremely dissatisfied

Question

- Thinking about your past visit to Expo City Dubai, to what extent do you agree with 'Expo City Dubai is a sustainable destination?'
- How satisfied are you with the sustainability of Expo City Dubai as a destination?
- What aspects or experiences influenced your rating of Expo City Dubai's sustainability? (*Open ended)

INFLUENCING FACTORS



*Coded responses from open ended question

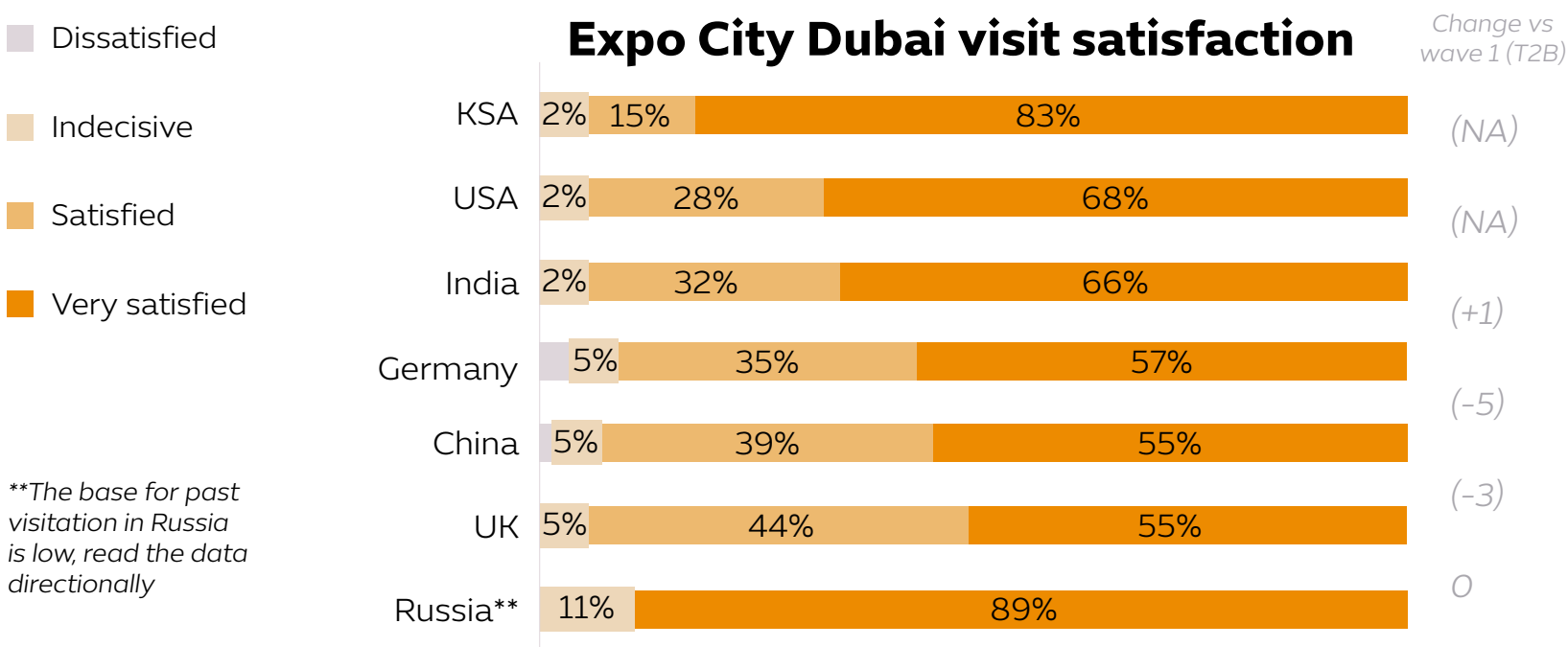


EXPO CITY DUBAI - SUSTAINABILITY INITIATIVES

International visitors expressed widespread satisfaction with their past visits to Expo City Dubai and its sustainability initiatives. KSA leads on both visitation and sustainability satisfaction, while the UK ranks among the lower-performing markets on both measures.

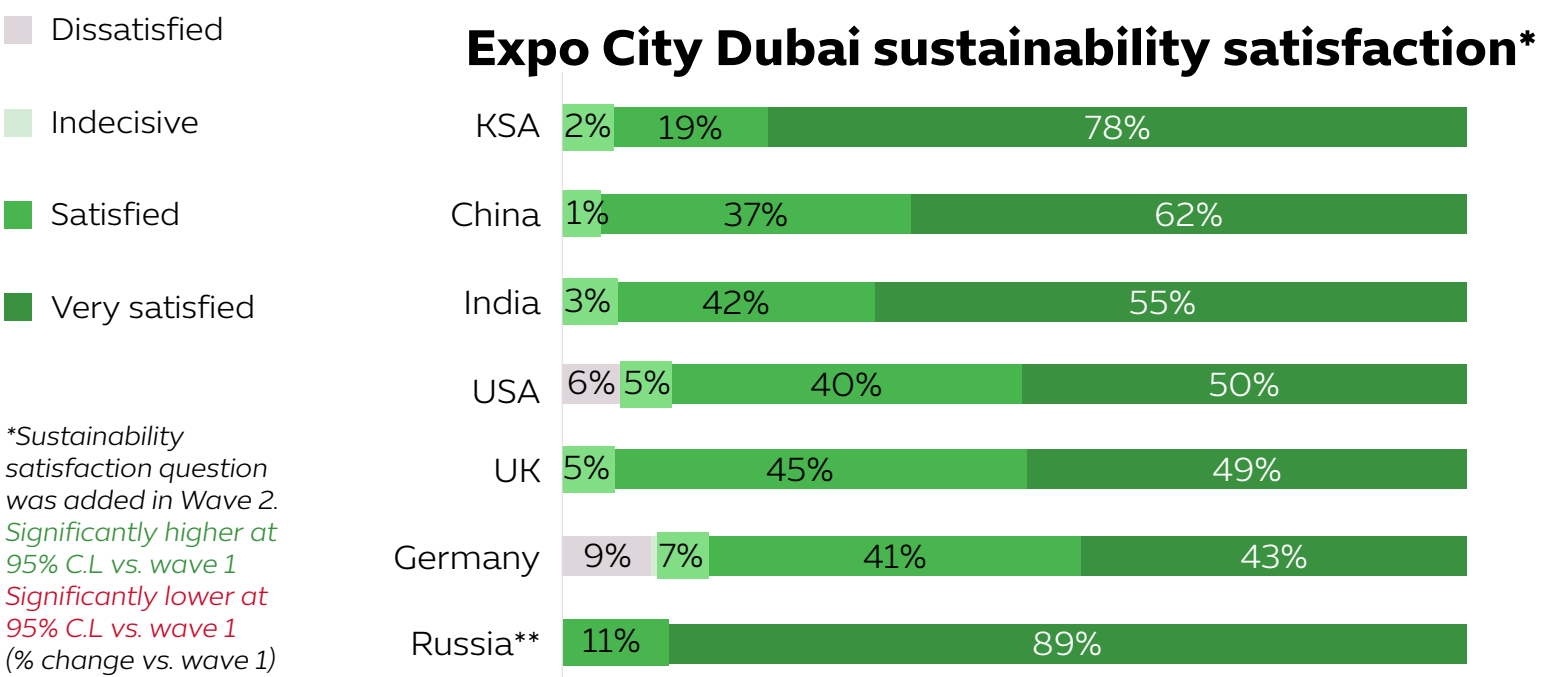
Question

How satisfied were you with your past visit to Expo City Dubai?



Question

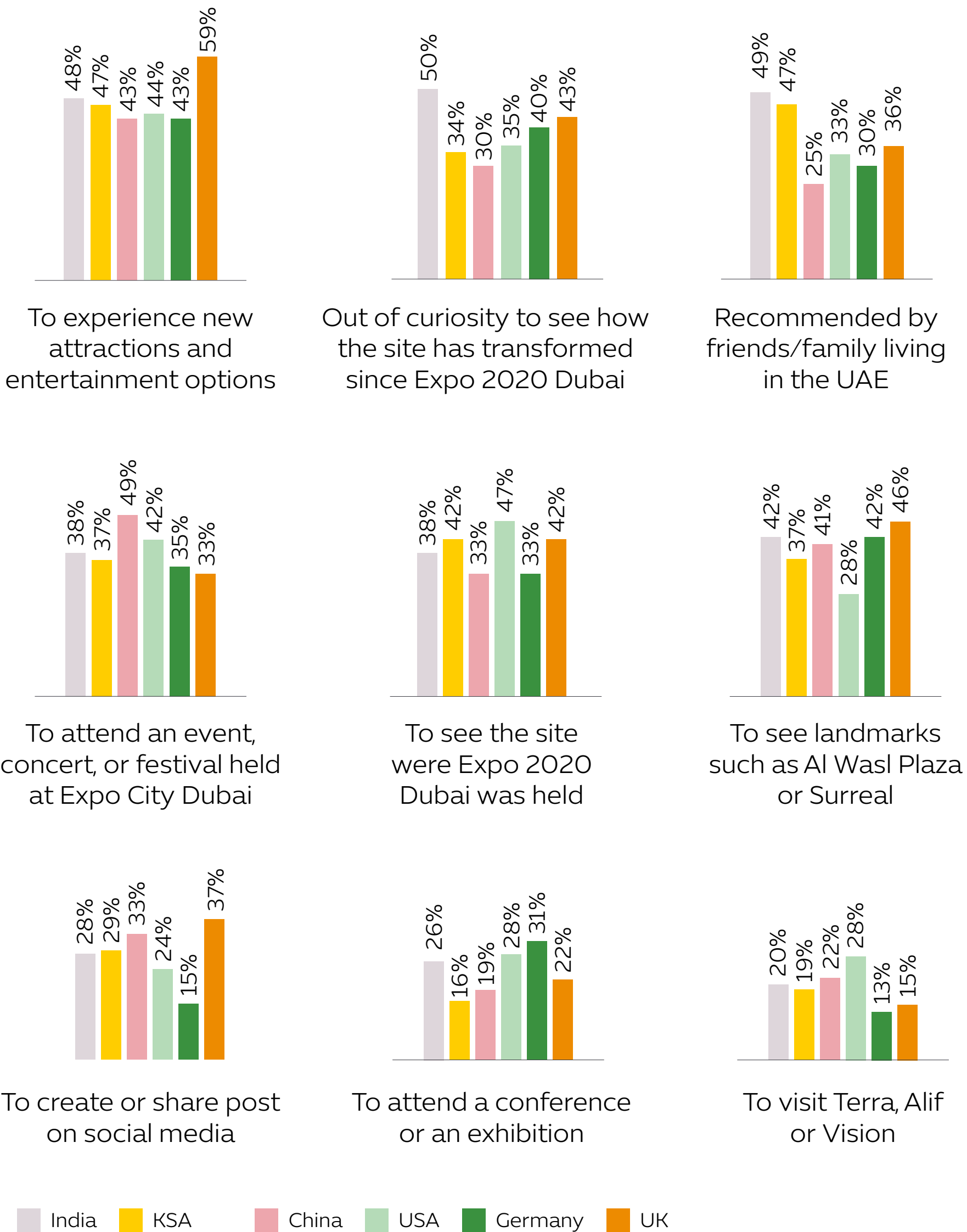
How satisfied are you with the sustainability of Expo City Dubai?



Source: Ipsos Brand Health Tracker Online Survey Wave 2 (14th - 9th Dec 2025)
Base: ECD Visit Satisfaction: ECD past visitation - UK:41 | USA:67 | Germany: 47 | India: 114 | China: 70 | Russia: 28 | KSA: 82

Question

What were the reasons for visiting Expo City Dubai



Customer health and safety

The safety of visitors across the city is carefully monitored by the health and safety team, who regularly inspect all facilities on site and utilise the ArcGIS tool to track and manage any customer incidents.

0.57%
Injury rate

0
Fatalities



VISITORS

OVERVIEW

In 2025, we conducted a survey to ask 13,681 visitors what they thought of Expo City Dubai. They view the city as a sustainable, well-connected, multi-purpose destination. Across almost every attribute they care about, Expo City delivers at or above their expectations.

Key Insights

- Expo City Dubai is a place the local community returns to, with UAE residents accounting for 7 in 10 visitors
- Visitors from abroad make up 3 in 10 visitors, reflecting our continued relevance as an international destination
- Visitors come for multiple reasons: the majority want to visit an attraction, nearly a quarter visit specifically to dine, and 1 in 6 simply to walk our public realm
- Our three headline experience metrics: how happy visitors feel, how satisfied they are with their visit, and how easy it was to get what they needed, all sit above 4.3 out of 5
- We asked visitors how important 10 attributes are when choosing a leisure destination, and results show that we meet or exceed expectations across 9 out of 10 attributes – with environment and sustainability practices recording the highest ratings
- Nearly 50% of visitors use the Dubai Metro to travel to the city
- Cleanliness, walking and cycling infrastructure, air quality and access to green spaces all score above 4.5 out of 5, reinforcing the city's position as a sustainable destination

ISO CERTIFICATION

In July, Expo City Dubai achieved the globally recognised ISO 20121:2024 certification across multiple venues, demonstrating the city's commitment to event sustainability as part of its broader vision for sustainable urban development. Following an audit by Bureau Veritas, the certification affirms that Expo City has implemented a robust management system to integrate sustainability holistically into event planning and operations; mitigate and minimise any negative impacts from events; promote a positive legacy; enhance stakeholder engagement; and address key issues including climate change, ethical practices, social impact and accessibility and inclusivity.

The achievement marks the first time in the UAE that six venues within a single district have been certified simultaneously under ISO 20121:2024.



COMMUNITY ENGAGEMENT AND PROGRAMMES

VISITOR HIGHLIGHTS

783,600

total visitors were recorded in 2025, including 366,614 ticketed visitors who visited attractions, attended events, or participated in workshops and programmes

43.57%

growth in internal event visitation, increasing from 168,266 visitors in 2024 to 241,584 visitors in 2025

5%

increase in visitor dwell time in 2025 compared to 2024, rising from 2.79 hours to 2.94 hours

Expo City engages visitors in social, environmental and cultural themes through a diverse calendar of events and activations, deepening the connection between people and place. More than 75 events took place across the city's 30-plus venues in 2025, covering both Expo City-led and third-party engagements. This supported a 43.6% growth in visitation at internal events throughout the year, increasing to 241,584 visitors from 168,266 in 2024.

From sustainability summits and cultural festivals to educational programmes, expert-led workshops and sporting competitions, the city continues to demonstrate the versatility of its venues and reinforce its position as a vibrant, inclusive destination for all.



Nature

As Expo City Dubai continues to evolve into a regional hub for nature-based education and urban biodiversity, 2025 saw the implementation of bold new programmes and deepened partnerships. At the heart of this evolution is Terra – Expo City's centre for sustainability education and research, which continued to lead the way in connecting communities with the natural world.

In the realm of biodiversity and conservation, Terra served as lead organiser for the Emirates-wide City Nature Challenge Dubai 2025, bringing together communities across the emirate to document and celebrate urban wildlife. Building on this momentum, the Urban Biodiversity Coalition was launched – uniting 20 organisations around a shared vision of creating arid urban environments where humans and nature can thrive alongside one another.



Terra also represented Expo City Dubai at the IUCN World Conservation Congress in Abu Dhabi, participating in panels and contributing to the global biodiversity discourse, while the establishment of the IUCN Centre for Species Survival Fungi – the world’s first conservation centre dedicated exclusively to fungi – marked another significant milestone in our growing relationship with the world’s leading conservation body.

On the ground at Terra, the Dr Jane Goodall Pollinator Garden was launched, accompanied by four days of programming with Dr Goodall herself, including a public session that brought her vision for nature directly to our community. Complementing this, the 100 Hives pollinator programme was introduced into schools, planting the seeds of environmental stewardship in the next generation.

One of the year’s most special moments came with the planting of Dubai’s first urban mini forest – a Pocket Forest established at Terra in collaboration with Dubai Culture for ICOM Dubai. Planted in the presence of Her Highness Sheikha Latifa, Chairperson of the Dubai Culture and Arts Authority and Her Excellency Reem Al Hashimy, UAE Minister of State for International Cooperation and CEO of Expo City Dubai Authority, alongside school children from Arbor School, the project stands as a model for urban rewilding, living museum exhibits and community engagement.

Education remained central to everything Terra does. National Geographic photographer Anand Varma was hosted at Terra for a workshop involving six different schools and a public session, delivered in collaboration with the Dubai Future Foundation. Fifteen weeks of camps welcomed thousands of children through the doors, and over 20 community-focused events were held across the year — including the Harvest Festival, Bee Festival, Forest Festival, International Museum Day, Union Pledge Day, and National Day celebrations.

Women’s empowerment

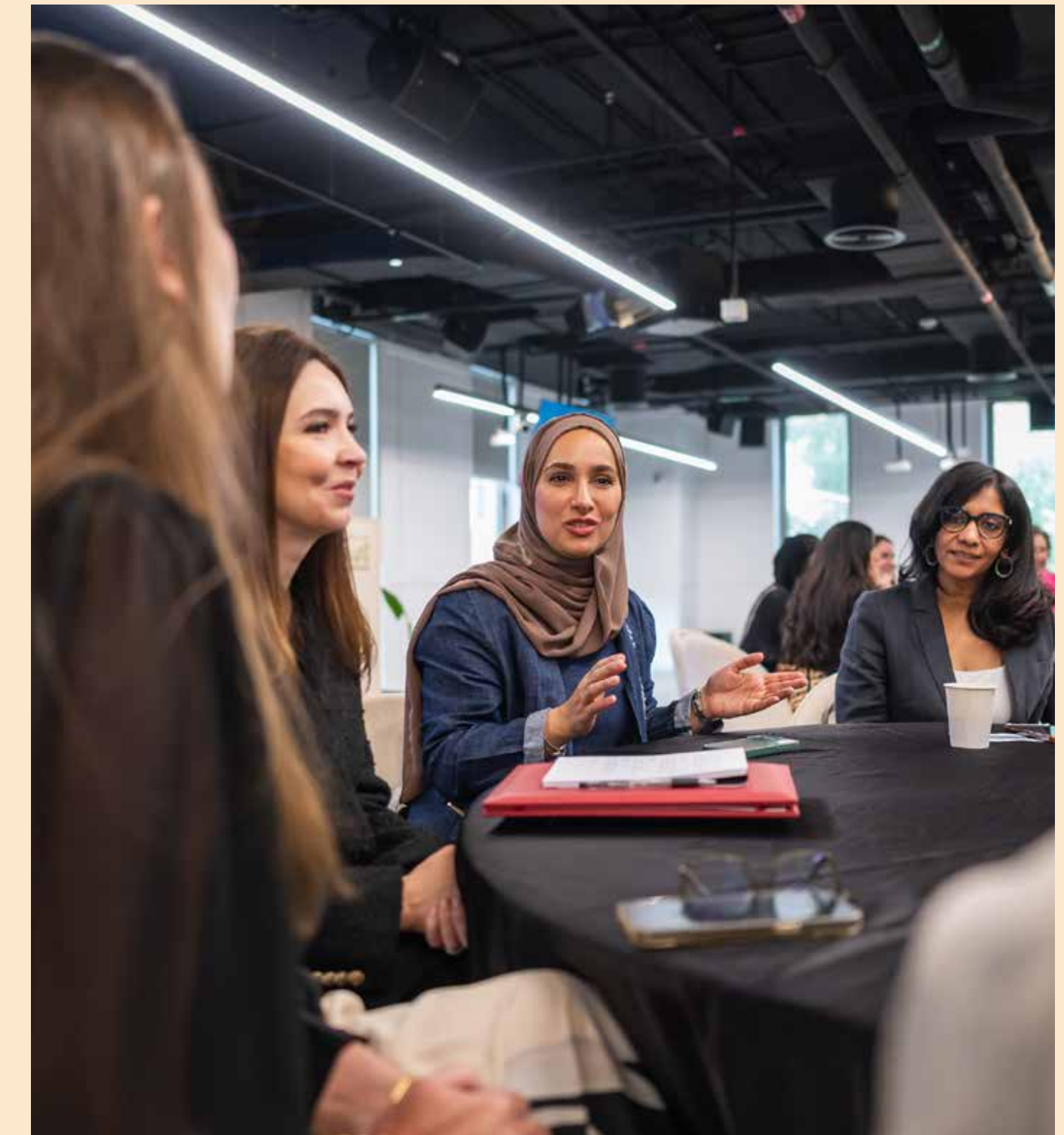
In 2025, the Women’s Pavilion continued its efforts to advance female empowerment, evolving from a predominantly event-led model into a home for structured, multi-stakeholder flagship initiatives.

The launch of the Return to Work Programme marked a key moment, designed to support women re-entering the workforce after career breaks by addressing skills gaps, workplace bias and the need for flexible arrangements. Delivered in partnership with HSBC, Expo City Dubai Foundation and C3 – Companies Creating Change, the inaugural edition attracted around 1,000 registrations and successfully supported 20 women through their reintegration journey.

Throughout the year, the Women’s Pavilion marked key dates with thoughtfully designed programmes and community engagements, including International Women’s Day, Emirati Women’s Day and Breast Cancer Awareness Month.

The region’s first FemTech Hackathon took place on the International Day of Women and Girls in Science, bringing together students, healthcare professionals and innovation stakeholders to develop technology-enabled solutions to women’s health challenges.

Across the 2025 programme, the Women’s Pavilion recorded a 99 per cent overall satisfaction rate from attendees, with 100 per cent indicating their likelihood to attend future events.



The programme was developed in alignment with Expo City Dubai’s Sustainability Strategy and the Sustainable Development Goals, with SDG 5 (Gender Equality) at its core and contributions across SDG 3 (Good Health and Well-Being), SDG 4 (Quality Education), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 10 (Reduced Inequalities), SDG 11 (Sustainable Cities and Communities), and SDG 17 (Partnerships for the Goals).



Seasonal celebrations

Cultural events such as Hai Ramadan and Dhahi Dubai celebrated heritage and creativity, while entertainment attractions like Al Wasl Season, Festival of Cake and Winter City drew record crowds. Harvest festivals connected local farmers directly with the community, promoting locally grown produce and raising awareness of food origins. On the infrastructure side, an asset reuse policy was introduced for major festival builds, meaning the majority of structures from Hai Ramadan and Winter City were retained for ongoing use rather than dismantled – reducing both waste and capital expenditure.

Culture

The House of Arts was launched as a dedicated platform for local artists and exhibitors, providing a space to showcase local artists' creative work. The initiative moved beyond a standard exhibition format to create a more sustained platform for cultural representation within the local arts community. The Firdaus Orchestra, the city's resident all-female ensemble born during Expo 2020 Dubai, extended its presence into the House of Arts in 2025, staging five performances as part of a new ongoing concert series designed to make orchestral music more accessible and immersive.



Sport

In 2025, Expo City Dubai hosted a dynamic lineup of 14 sports events – including running and cycling races – drawing 4,965 participants and supporting active community engagement.



MEETINGS, INCENTIVES, CONFERENCES, AND EXHIBITIONS (MICE)

HIGHLIGHTS



Hosted Cities in Action 2025, bringing together 500+ thought leaders, investors and innovators



Convened 2,000+ delegates for the largest gathering of mayors and city leaders in history at the Asia Pacific Cities Summit (APCS 2025)



Organised the inaugural Sustainable Destinations Forum in partnership with Green Destinations

OVERVIEW

Putting cities at the centre

Expo City Dubai's approach to urban engagement is built on a simple but powerful belief: that cities are among the most important actors in solving the world's greatest challenges. Throughout the year, a programme of global city engagement spanning all continents saw Expo City Dubai participate in 15-plus international platforms – from the Raisina Dialogue and World Urban Forum to EuroCities, the Global Parliament of Mayors, and Osaka World Expo – embedding Expo City Dubai into crucial urban dialogues. Twelve field trips and 11 workshops were delivered to mayors, city leaders and senior executives, translating the vision of Dubai 2040 and Centennial 2071 into a live and experiential blueprint.

By maintaining this continuous cycle of global listening, convening and translating insights into actions, Expo City Dubai ensures that every gathering it hosts moves decisively beyond conversation and into genuine, lasting impact.



Cities in Action Forum

The second edition of the Cities in Action Forum, hosted at Expo City Dubai, brought together more than 500 thought leaders, investors, innovators and decision-makers from across the public and private sectors for two days of keynote speeches, workshops and collaborative discussions on the future of urban living. The Forum served as the launchpad for new partnerships and programmes ahead of the Asia Pacific Cities Summit, and marked the launch of the Expo City Dubai Urban Framework – enabling cities worldwide to benchmark themselves against 30-plus international standards alongside Expo City's own values-led urban metrics, while capturing the data-driven components used to manage city emissions. Delegates also had the opportunity to explore Expo City Dubai as a live example of innovative and sustainable urban development in action.



Asia Pacific Cities Summit and Mayors' Forum 2025

The 2025 Asia Pacific Cities Summit and Mayors' Forum brought together 169 mayors and deputies, more than 1,600 delegates and 194 speakers representing 76 cities and 59 countries across 350-plus cities worldwide. Held from 27 to 29 October under the patronage of His Highness Sheikh Hamdan bin Mohammed bin Rashid Al Maktoum, Crown Prince of Dubai, Deputy Prime Minister and Minister of Defence of the UAE, and Chairman of The Executive Council of Dubai, the 2025 edition marked the first time the summit was hosted in the MEASA region.

Projects totalling more than USD 65 billion were presented during the event, with USD 9 billion identified as near-term opportunities. Nine MoUs were signed, and 102 business-to-business and business-to-government meetings facilitated. The Summit also served as the platform for the launch of the first Green Innovation District nationally, highlighting the growing global shift towards specialised innovation hubs as engines of a sustainable economy.

2025 APCS Young Professionals Forum

Delivered in partnership with Dubai Youth Council, the Young Professionals Forum provided a dedicated platform for the next generation of urban leaders, presenting 60-plus city solutions and ensuring that youth perspectives were woven directly into the Mayors' Accord and the Summit's policy outputs.

Sustainable Destinations Forum 2025

In October, Expo City Dubai hosted the inaugural Sustainable Destinations Forum in the UAE – a landmark gathering organised in partnership with Green Destinations and held at The Nexus. Bringing together international destination leaders, ministerial representatives, policymakers, sustainability experts and tourism practitioners, the Forum served as a platform for knowledge exchange and collaborative action on responsible and regenerative tourism models.

The programme spanned high-level panels, technical workshops and field-based learning, covering sustainable destination management, data-driven decision-making, community engagement and climate-responsive tourism governance. The Forum also saw the formal announcement of Expo City's Certified Sustainable Destination status under the Global Sustainable Tourism Council (GSTC), the highest level of sustainable tourism certification available globally, reinforcing the city's role as a regional and global reference point for sustainable tourism development.





EXPO VILLAGE AND FUTURE RESIDENTS

As preparations continue for the first residents to move into Expo City Dubai's mixed-use districts, maintaining regular touchpoints and open lines of communication is a core priority. This commitment to active, continuous engagement ensures the city remains responsive to the evolving needs and aspirations of its growing community.

At Expo Village, a mobile app and a 24-hour communication line enable tenants to share feedback, suggestions and complaints, ensuring their voices are heard and addressed efficiently. The city's business community also benefits from dedicated communication channels.

Through regular in-person and online surveys across the community, complemented by open meetings with tenants to provide deeper qualitative insights, Expo City can refine experiences for both its residential and business community, as well as visitors. Survey results inform strategic actions including enhancing green spaces, expanding recycling programmes, improving connectivity through bike lanes and walkways, and increasing accessibility to sustainability information.





05

GOVERNANCE

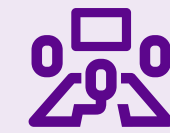
RESPONSIBLE GOVERNANCE
AND BUSINESS PRACTICES



GOVERNANCE FRAMEWORK

Expo City Dubai follows a stringent governance protocol through:

- CEO-approved Delegation of Authority documents for each department
- CEO-approved policies that govern both internal and external processes
- Departments that uphold the policies, such as HR and Compliance



Delegation of Authority

The Delegation of Authority documents dictate how decisions are made, which roles are authorised to make **specific decisions, and when decisions should be escalated to the highest governing body.**

- Responsibility is allocated across multiple levels of the organisation. Senior leadership set expectations and oversight; functional heads implement requirements within their areas; line managers supervise day-to-day compliance; and employees are required to follow policies and report concerns. Control functions such as Governance, Compliance, Risk, Legal, HR and Procurement support implementation and monitoring.
- These commitments are reflected through the company's wider governance and operating framework, ensuring that responsible business conduct forms part of routine business decision-making and execution, with commitments incorporated into procurement, contracting, operating arrangements and third-party oversight.
- The company supports implementation through induction, awareness and role-specific training on a variety of topics from our corporate governance and compliance frameworks.



Policies

Expo City is committed to responsible business conduct, reflected in our policies and standards designed to promote transparency and integrity. Our framework includes policies and principles on ethical conduct, anti-bribery and corruption, conflict of interest (for both employees and suppliers), whistleblowing, compliance, risk management, procurement and data protection.

Likewise, in support of a safe and lawful working environment, respect for human rights is embedded across the city's broader policies relating to fair treatment, non-discrimination, workplace conduct, health and safety, grievance reporting and protection from retaliation.



Departments

Any employee-related conflict of interest is rooted through HR, while the Compliance department takes care of any conflict of interest relating to suppliers. Compliance with policies covering sustainability, health and safety, worker welfare and accessibility are upheld by the Sustainability and Assurance team.

CHAIRMAN

CEO

EXECUTIVE COMMITTEE

DEPARTMENT HEADS



ETHICS AND COMPLIANCE

BUSINESS COMPLIANCE, ANTI-CORRUPTION, DATA SECURITY AND PRIVACY

COMPLIANCE HIGHLIGHTS

O

whistleblower incidents

complaints received concerning breaches of customer privacy

identified leaks, thefts or losses of customer data

confirmed incidents of corruption

Best Data Governance Initiative 2025 – Middle East Enterprise AI & Analytics Summit

Best AI Strategist of the Year 2025 – Middle East Enterprise AI & Analytics Summit

COMPLIANCE OVERVIEW

We have a zero tolerance policy for fraud or misconduct, and any incidents reported to City Compliance are thoroughly investigated before management takes any necessary remedial action.

For any queries relating to policies and procedures, employees are encouraged to reach out to the Governance and Compliance team. A whistleblowing channel enables employees to report confidential concerns, where all complaints are formally assessed, investigated and acted on as required.

Compliance with data regulations is also crucial to the city's evolution. Expo City Dubai is compliant with UAE Federal Decree-Law No. 45 on Personal Data Protection; has implemented a Data Privacy and Cookie Policy; established a Data Subject Rights Policy; conducted data privacy training; and appointed a Data Protection Representative and an EU representative.





RISK AND RESILIENCE

RISK MANAGEMENT

Building resilience into the fabric of the city

As Expo City Dubai continues to evolve, the ability to anticipate, manage and respond to risk is fundamental to everything we do. Our approach to risk management is not a back-office function; it is embedded into strategy, decision-making and day-to-day operations at every level of the organisation.

Oversight of sustainability-related risks and opportunities is provided through senior management governance, with strategic oversight exercised by the CEO. Oversight responsibilities are distributed across strategic, tactical and operational levels, with Risk Owners, Risk Champions and Risk Response Owners—each accountable for managing risks within their respective areas – supported by structured escalation, bi-annual reporting and ad-hoc reviews triggered by material risk events or emerging concerns.

The City Resilience Team is responsible for establishing and coordinating the Risk Management Programme across the organisation, covering the identification, assessment, monitoring and reporting of risks. The team also supports risk mitigation through preventive controls, treatment measures, and coordination of insurance coverage to manage residual financial exposure.

Progress in 2025

Expo City Dubai's risk and resilience foundations were strengthened further in 2025. The Business Continuity Management Policy and Crisis Management Plan were formally issued, marking a significant step in formalising our resilience framework. Enterprise and functional risk registers were updated to reflect emerging sustainability, operational and city-level risks and opportunities, and resilience planning advanced across critical domains including climate, technology, infrastructure and third-party dependencies.

A table-top testing exercise was conducted to validate the effectiveness of Business Continuity Plans across key revenue segments, with further testing planned across additional areas in 2026.

Expo City Dubai also completed the National Emergency Crisis and Disaster Management Authority (NCEMA) survey, covering governance, policy, implementation and continuous improvement aspects of our Business Continuity Management System.

Cross-functional collaboration and defined resilience roles have driven further organisational awareness and alignment, ensuring that risk and resilience thinking is shared across teams rather than siloed within a single function.



CLIMATE RISKS

An external climate risk assessment confirmed that Expo City Dubai has established a strong foundation for managing climate risks, while developing a roadmap for continuous enhancement of its resilience agenda. Key focus areas are listed below.



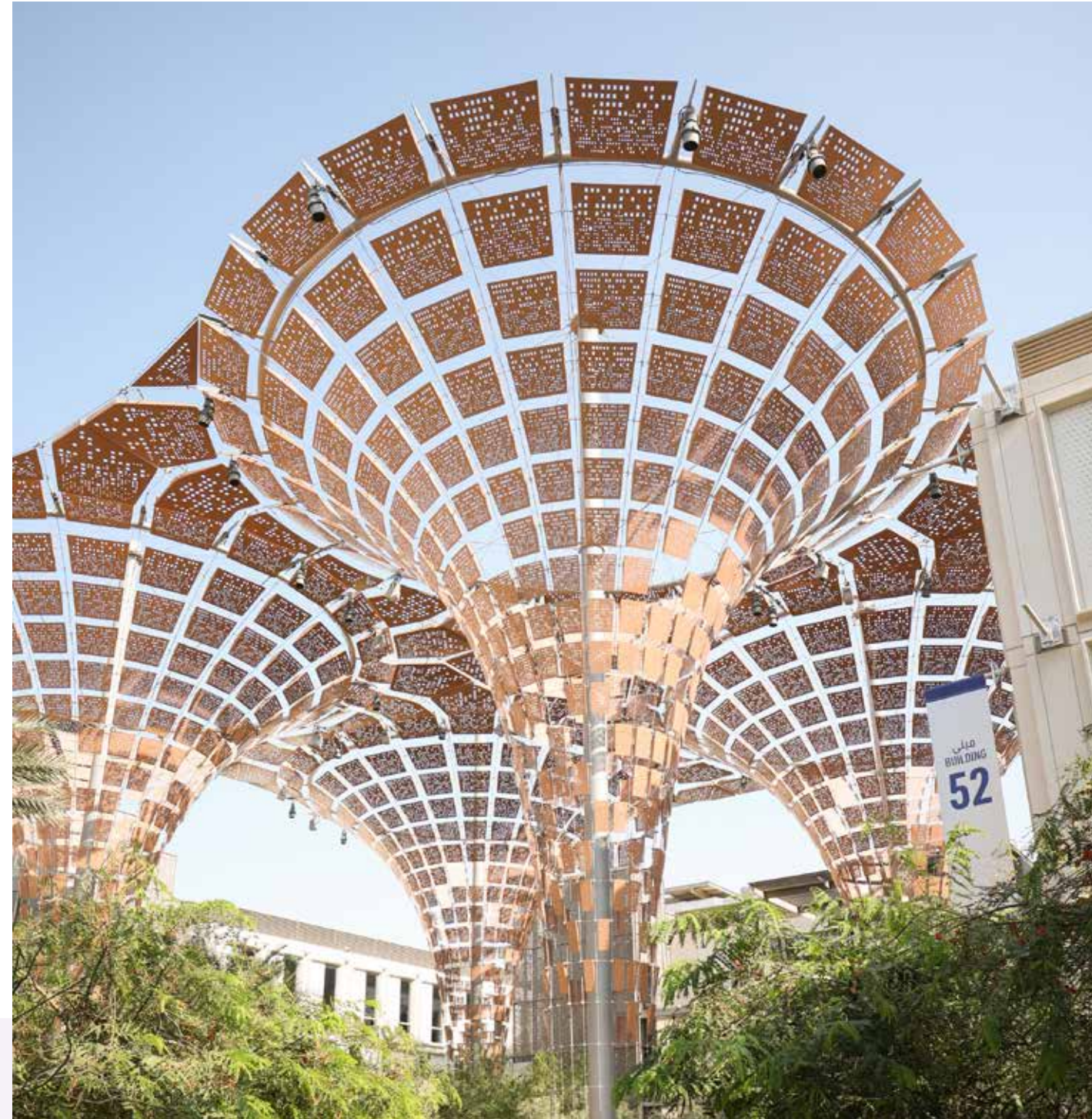
Risk management

Embedding climate-related risks into enterprise-wide processes. This includes aligning climate considerations with operational, financial and strategic risk registers to systematically inform routine decision-making and support long-term resilience planning.



Metrics and targets

Building on its existing sustainability and carbon indicators, Expo City Dubai will focus on deepening its quantitative assessment of climate-related impacts. This includes the use of more granular, asset-level metrics and expanded climate scenario analysis. Strengthening the link between climate risks, performance indicators and potential financial implications will further enhance decision making and support alignment with evolving expectations from the International Sustainability Standards Board (IFRS S2) and the Task Force on Climate-related Financial Disclosures (TCFD)*.



Together, these planned enhancements demonstrate Expo City Dubai's commitment to continuous improvement, robust governance and high-quality climate disclosures, while reinforcing its long-term resilience and leadership in sustainable urban development.



Risk areas of maturity and high maturity

Physical:

- Increased frequency and intensity of extreme precipitation and flooding
- Increased likelihood, intensity and duration of heavy storms
- Increased number of days with extreme heat temperatures, droughts and heat waves
- Sudden spread of infectious diseases
- Increase in the mean temperature
- Sea level rise, coastal flooding and erosion
- Water scarcity caused by prolonged drought conditions due to changing climate patterns
- Increased air and water pollution

Transitional:

- Introduction of sustainability and climate risk reporting
- Emergence of a competitor adopting sustainable practices
- Perceived greenwashing
- Failure to fulfil publicly disclosed climate goals
- Increased energy demands
- Increased adoption of renewable energy

*While TCFD has been absorbed into the International Sustainability Standards Board (ISSB), its principles remain a respected foundation for climate-related governance, risk management and financial planning. Expo City used this robust framework to evaluate our existing buildings and operations, laying the groundwork for more informed, climate-resilient decision-making.



INTERNAL AUDIT

The Internal Audit Department is responsible for providing independent and objective assurance across Expo City Dubai. The Department provides audit reviews across key verticals such as Real Estate & Development, Sales, Commercial, Events & Entertainment, Education & Culture and shared services. Through these reviews, the Department assesses the adequacy and effectiveness of internal controls and governance processes, supports the achievement of the Authority's objectives and assists with mitigating key risks. In addition, the Department seeks to add value by identifying opportunities to strengthen controls, improve processes and enhance governance across Expo City Dubai. Reporting to the CEO, the Department performs its activities in accordance with the Code of Ethics and the Global Internal Audit Standards™ issued by The Institute of Internal Auditors.





RESPONSIBLE PROCUREMENT

As Expo City Dubai continues its efforts to enhance sustainable procurement practices and supply chain processes, localisation remains a key strategic priority. We closed 2025 with 99 per cent of our total procurement spend going directly to local suppliers, reducing our carbon footprint and strengthening our local supply chain against global disruption.

SUPPLIER ENVIRONMENTAL AND SOCIAL ASSESSMENT

In 2025, environmental and social sustainability requirements continued to be embedded in our procurement processes, supported by internal sustainability guidelines and third-party assessments.

In the annual materiality assessment, supplier environmental and social assessment was identified as a material topic, reinforcing its relevance to Expo City's risk management and governance approach. In 2025, the quality of assessments improved with stronger disclosure, clearer risk visibility and targeted supplier feedback. These actions supported increased transparency, informed decision-making and continuous improvement in supplier sustainability performance.



Expo City also further embedded ESG rating platform EcoVadis within its procurement and supplier assurance frameworks, supporting supplier risk screening, sustainability performance monitoring and continuous improvement across key contracts. During the year, we expanded the use of carbon-focused assessments and targeted supplier engagement. EcoVadis scorecards were used to assess contractor performance and provide structured feedback, enhancing the visibility of ESG risks within the supply chain. The partnership also extended to stakeholder briefings, internal alignment sessions, and joint discussions with peer organisations to strengthen market adoption and align with best practice in sustainable procurement.

LABOUR STANDARDS

In addition to screening suppliers, Expo City Dubai also conducts worker welfare audits on its contractors, encompassing interviews with workers and managers, policy and procedure reviews, and site inspections of transportation vehicles and accommodation. The audits check the following areas:

-  **Fair wages**
-  **Safe working conditions**
-  **Job security**
-  **Access to healthcare**
-  **Social benefits**
-  **Professional development**
-  **Supportive work environment**

A photograph of three business professionals (two men and one woman) sitting on a modern outdoor sofa in a lush, green environment. They are engaged in a discussion, with a laptop open on a wooden coffee table in front of them. The scene is framed by a blue geometric overlay on the left side. The background features a metal railing and dense foliage.

06

ECONOMIC

INNOVATION, PARTNERSHIPS
AND ECONOMIC IMPACT



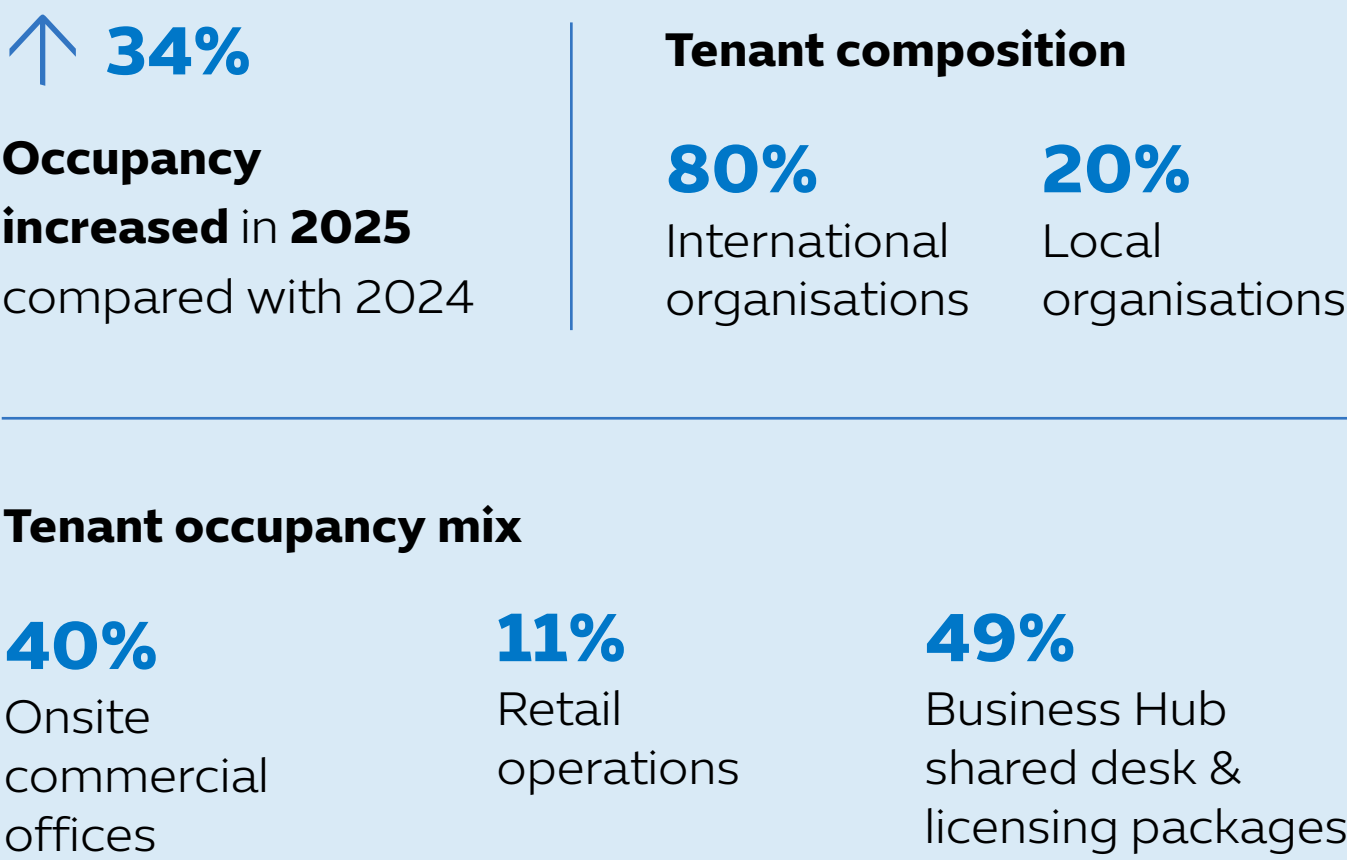
Expo City Dubai continues to nurture innovative businesses and pioneers committed to driving meaningful progress toward a more sustainable and equitable future – as a community, a go-to destination for globally significant events and a convener. More broadly, innovation and collaboration are the cornerstones of its activities, and are incorporated into all programmes and initiatives to maximise impact.



COMMERCIAL TENANTS

OUR BUSINESS COMMUNITY

Expo City Dubai is attracting a wide range of tenants – recording an increase of 34 per cent between 2024 and 2025, reinforcing its appeal as a destination for business and innovation, and demonstrating its role as a key driver of the Dubai Economic Agenda (D33). Expo City is now home to global industry leaders such as Nestlé, Siemens Energy, Siemens Industrial, ENGIE, FUJIFILM, KROHNE and Emirates Group’s EbdAA innovation hub – and will soon be joined by global logistics company DP World, which will relocate its headquarters to the city – as well as several startups and SMEs.



AN AWARD-WINNING FREE ZONE



Expo City Dubai was awarded the global ‘Rising Star’ free zone award for 2025 by Foreign Direct Investment (FDI) Intelligence, publication, cementing the city’s position as a thriving business hub and reflecting its world-class connectivity, innovation-driven ecosystem and commitment to sustainability.

The accolade highlights the city as a dynamic community that supports businesses of all sizes, enabling entrepreneurship and investment through its strategic location, future-ready infrastructure, smart city technologies and supportive regulatory framework.



COMMUNITY SPOTLIGHT
- ROVE EXPO CITY HOTEL

Rove Expo City Hotel has implemented its comprehensive Sustainability Management Policy, aimed at reducing its environmental impact and supporting social responsibility across areas including energy efficiency, water conservation, waste reduction, sustainable purchasing and community engagement.

The hotel’s efforts have been validated with the successful renewal of the internationally-recognised Green Key certification and the Dubai Sustainable Tourism Stamp (Silver Tier) by the Dubai Department of Economy and Tourism (DET).



Through clear targets, staff awareness and training and regular monitoring and reporting, Rove Expo City Hotel will continue to advance its sustainability ambitions to drive responsible operations and enhance long-term environmental and social value.

Initiatives include:

Water and energy

 **95%**

water balancing achieved across plant rooms, guest rooms and public area cooling units

 **20,000 litres**

reduced water per month in laundry by tracking towel reuse

 **2%**

reduced overall energy and water consumption

Circular economy

 **100%**

staff uniforms made from recycled materials

 **100%**

donation of discarded linen through partnership with Beit Al Khair, supporting community welfare while reducing landfill waste

 **40%**

fruits and vegetables procured locally

Community and inclusivity

 **100%**

staff certification in the Dubai Way sustainability programme

 **30%**

participation of staff in volunteering activities, including initiatives such as the Art Workshop with Al Mawaheb students of volunteering

Employee and guest wellbeing

 **100%**

staff participation in the Dubai Fitness Challenge

 **100%**

non-smoking rooms to support indoor air quality



Regular mental health awareness sessions and engagement activities for employees



GREEN INNOVATION DISTRICT



The Ministry of Economy and Tourism and Expo City Dubai launched the UAE's first Green Innovation District in October 2025 – a landmark initiative that seamlessly integrates economic growth with environmental sustainability and social responsibility.

The District is a collaboration platform where environment-conscious businesses set up, innovate and grow, combining policy, research, education and community to deliver real-world impact. Aided by subject-matter experts and a curated network of partners providing capacity building and access to funding opportunities, it supports the development and deployment of circular economy and green, clean tech solutions that address climate challenges.

The District combines Expo City's collaborative ecosystem and ready-built sustainable infrastructure and systems – including LEED Platinum- and Gold-certified buildings plus Terra's climate action and environmental and innovation initiatives – with specialised light manufacturing, R&D facilities and access to testbed facilities to form an interconnected community where economic opportunity and ecological responsibility flourish side by side.

In doing so, the District serves as a powerful platform and catalyst for sustainable industrial growth, attracting global businesses to the UAE and accelerating the UAE's green and circular economy and clean energy transition – actively contributing to the nation's 'We the UAE 2031' objectives by driving progress on economic diversification and climate action goals.

The Green Innovation District is set up in collaboration with four strategic partners:



A pioneer in circular economy funding and one of the largest banking groups in Europe, Intesa Sanpaolo will guide on green financing solutions to companies looking at setting up in Dubai



The UAE's National Corporate Social Responsibility Fund will help direct projects and enterprises to set up at the District through initiatives such as the 'Sustainable Impact Challenge' and 'Future 100', helping create a national platform that brings together sustainable innovation, responsible investment and positive social impact



Nestlé will contribute to the District's mission of fostering sustainable industrial growth, advancing circular economy solutions and driving the UAE's green transition, building on the global F&B giant's legacy in research, development and innovation



The UAE-based manufacturer that transforms locally discarded date palm leaves into high-quality biodegradable products is transitioning to a new facility at Expo City Dubai, driving circular innovation rooted in the UAE



PILOTING INNOVATIVE AND EFFICIENCY SOLUTIONS

Expo City operates as an urban lab – a real, city environment with testbed facilities that include datapoints from sensors, IoT and cameras to trial and scale innovative ideas aligned with sustainable urban development and operations in ways that can also be replicated in other urban centres.

A structured framework for innovation was formalised in 2025, with a defined lifecycle that encompasses identifying the challenge, designing and validating a solution, and assessing its scalability beyond the pilot phase. Eight structured pilots were completed in 2025 across clean air, energy optimisation, urban cooling, autonomous logistics and digital construction monitoring, and – following a successful pilot in 2024 – all electricity distribution boards in the city were painted using the MIRACOOOL reflective coating.

Combined with the future introduction of specialised R&D facilities as part of the Green Innovation District, Expo City is forming an interconnected community where innovative ideas can be thoroughly tested and refined before reaching the wider market.

2025 PILOT HIGHLIGHTS

1. Adaptive lighting in car parks



Objective

Evaluate the potential of an adaptive lighting system to deliver measurable energy savings, operational efficiencies and enhanced lighting performance in Expo City's underground car parks.



Process

Over two comparable four-week periods, we conducted a baseline and adaptive lighting analysis to determine any changes in the car park's energy efficiency. This was a collaborative effort with our partner, P3Global, which involved:

- Using distributed sensors to detect vehicles and pedestrians at a granular level
- Employing adaptive dimming algorithms to modulate brightness dynamically
- Enabling communication between fixtures for predictive illumination along paths of movement



Why it matters

This pilot demonstrates that driving energy optimisation and efficient systems in the built environment is one of the most impactful ways to meet sustainability goals.



Result

↓ **63%**

reduction in energy consumption – equivalent to **savings of 779,000 kWh** annually

AED 343,000

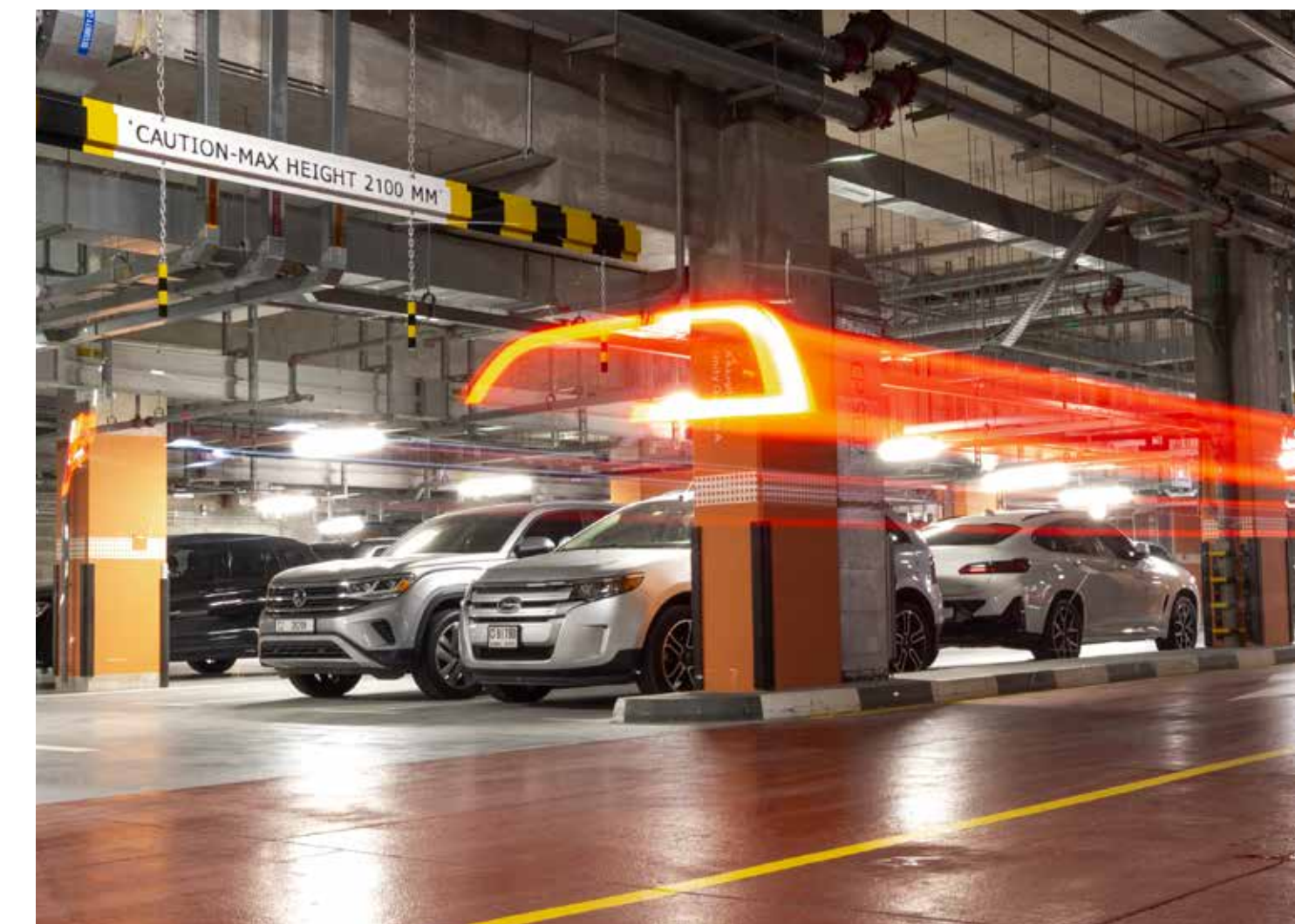
projected annual cost savings

⚡ **≈50%**

reduction in lighting energy demand



anticipated ROI within 1 year





2. Drone monitoring for construction sites



Objective

Explore a smarter, more automated approach to overseeing construction at Expo City Dubai – one capable of replacing manual surveying and visual inspection with real-time aerial data, reducing human error, risks and data delays, and enhancing progress tracking, volume measurement and compliance across construction sites.



Process

Angelswing and Falcon Eye Drones conducted a five-day proof of concept using autonomous drones at designated construction zones within Expo City to monitor changes, asset and hazard detection, focusing on the Expo Valley site. A digital twin of the environment was also created to view progression over time.



Result

<5 cm

resolution
accuracy

↓ 75%

reduction in
manpower
requirements

10x faster

reporting
turnaround



Why it matters

Optimising efficiency in monitoring construction progress has vast potential to enhance the safety of workers on the ground through asset and anomaly detection, reduce human error, and increase accuracy in reporting. It also helps protect the construction schedule and ensures the project keeps moving towards commercial goals.



3. Autonomous robots for F&B delivery



Objective

Use food delivery as an accessible and manageable entry point to test autonomous services – an integral component of smart cities worldwide.



Process

The four-month pilot operated within selected routes across the city, with robots delivering food orders from participating outlets. Conducted in partnership with Yango and KiwiBot, the pilot's success was measured against KPIs including delivery efficiency, order completion rates, customer engagement and time saved.



Result

0

collisions
or safety
incidents

21.5 minutes

average time per delivery, **35% reduction**
compared to the average human courier
baseline (33 minutes)

98%

average
success rate
across 411
deliveries

99%

operational
uptime due
to robot
availability

> 90%

reduction
in **CO₂**
emissions
compared to
conventional
delivery

Up to AED 4

cost savings
per order



Why it matters

As a pedestrian-focused city, it's vital for Expo City to identify more sustainable and efficient transport solutions for goods around the city.



CREATING ECONOMIC VALUE BEYOND OUR BORDERS

Expo City Dubai's role as a global convener generates economic value that extends far beyond its physical boundaries – catalysing investment, enabling partnerships and equipping city leaders worldwide with the knowledge and connections needed to drive urban transformation.

Infrastructure and knowledge investment

At the Cities in Action Forum, Expo City Dubai launched the Urban Framework – a tool enabling cities worldwide to benchmark themselves against 30-plus international standards as well as Expo City's own values-led urban metrics across critical areas including social value creation, SME-integration, innovation and international cooperation. By making this framework available to cities globally, it reaffirms that we are investing in, enabling urban centres around the world to conduct their own 'health check', the results of which can lead to tangible action for improvement and inform strategic planning and investment decisions.

Complementing this, the Urban Readiness Survey – conducted in partnership with YouGov for the global cities summit held in October 2025 – captured insights from more than 1,000 city leaders across 14 countries and six continents. The research findings served as the basis of knowledge exchange at the summit, which brought city leaders together to develop new models and collaborate on solutions that will address the myriad of challenges confronting cities, with engagement further supported by 12 field trips and 11 workshops delivered to mayors, city leaders and senior executives.

Significant indirect economic impacts

The global cities summit, held under the patronage of His Highness Sheikh Hamdan bin Mohammed bin Rashid Al Maktoum, Crown Prince of Dubai, Deputy Prime Minister and Minister of Defence of the UAE, and Chairman of The Executive Council of Dubai, generated substantial indirect economic value on a global scale.

Entities from across the globe presented a portfolio of investment-ready urban infrastructure opportunities worth more than USD 9 billion and representing a project pipeline with a total value exceeding USD 65 billion. Nine MoUs were signed and 102 business-to-business and business-to-government meetings were facilitated, creating tangible pathways for economic partnerships and investment.

Among the key agreements, the 2025 Mayors' Accord: The Dubai Declaration on the Future of Urban Governance was signed by 124 mayors representing six continents, embedding shared commitments on digital transformation, governance, quality of life and environmental sustainability into the policy frameworks of cities worldwide.



EXPO CITY DUBAI FOUNDATION



Following its launch in 2024, the Expo City Dubai Foundation continued in its mission of bridging the gap between people, ideas and resources in pursuit of a sustainable and inspiring future. Its programmes actively support with funding, training, collaborations, investment and business opportunities to provide an enabling environment for problem-solvers from the region and the wider Global South to grow and scale their impact, building on the success of Expo Live – the global innovation and partnership programme initiated under Expo 2020.

GLOBAL INNOVATORS PROGRAMME

Between 2024 and 2025, Cohorts 6 and 7 of the Global Innovators Programme – part of the Expo Live legacy – supported a portfolio of 46 innovators working across sectors including climate resilience, sustainable agriculture, waste management, education, healthcare, gender equality and inclusion.

Cohort 6 and 7 impact

120,603

individuals reached across multiple countries

1,394+

tonnes of industrial and agricultural waste upcycled

446

metric tonnes of **CO₂** emissions avoided

71

tonnes of **plastic pollution prevented**

296

metric tonnes of CO₂ captured

8,500

underserved students equipped with learning resources

24,000

children supported with access to affordable, healthy food

4,550

smallholder farmers supported through improved technology, resulting in increased yield and income

14

social enterprises strengthened to advance business development goals, build sustainable revenue pathways and achieve commercial viability

600+

young people **(42% female)** across Lebanon and Palestine equipped with critical digital and AI-focused skills, successfully connecting more than **275** to direct work opportunities

As of end-2025, the Programme received more than 14,000 applications and supported 191 innovators from 92 countries. Applications for Cohort 8 – targeting solutions addressing extreme heat in the Global South – opened in late 2025, with grant selection scheduled for early 2026.

Changemakers Academy

أكاديمية صنّاع التغيير

برنامج من مؤسسة مدينة إكسبو دبي
A PROGRAMME BY EXPO CITY DUBAI FOUNDATION

In 2025, the Expo City Dubai Foundation launched the Changemakers Academy – a unique innovation and entrepreneurship programme supporting final-year students and recent graduates in the UAE to develop and launch social enterprises.

The Academy received 148 applications from across the UAE in its first edition. A shortlist of 16 teams presented their ideas to an expert panel of judges at a live pitching event, before 10 were selected in consultation with Dubai’s Community Development Authority to receive a grant of up to AED 50,000, alongside mentorship and support, a business licence and workspace at Expo City. Among the successful projects chosen were an AI-powered tool for monitoring mangroves, a smart, recyclable exhaust filter that reduces emissions in older vehicles, and a wearable device to assist blind people with spatial awareness.



R&D PARTNERSHIPS

Expo City Dubai works closely with academic institutions and programmes to advance research, share knowledge with students and foster innovation in areas such as sustainability, circular economy and urban development. By integrating these partnerships into sustainability efforts, Expo City helps turn research into practical solutions and enhances capacity-building for future experts – all while reinforcing Dubai's appeal as a destination for extraordinary talent.



Expo City and Hult Business School Dubai embarked on an exciting collaboration that saw MBA students tackle tangible sustainability issues relevant to the management of regional urban centres.

Focused on the critical intersection of AI and ESG decision-making, the partnership saw students conduct research to identify and develop solutions to these live challenges. Expo City is now incorporating the solutions into its future plans and strategies, with the executives likewise applying learnings to their own organisations and environments.



Expo City's academic and innovation partnership with Heriot-Watt University Dubai saw representatives from the city participate in Heriot-Watt's symposia, working groups and knowledge exchange sessions, supporting research on circular economy solutions, sustainable packaging systems and post-consumption waste management for urban environments.

The collaboration enhanced decision-making capabilities, supported innovation in circular practices and demonstrated Expo City's commitment to education, research and cross-sector partnerships.



An independent strategic advisory and implementation company based in Dubai, Falcon and Associates' flagship Dubai Business Associates (DBA) is a strategic and highly competitive programme run under the patronage of His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai. The programme offers top-performing recent graduates and young professionals fully funded, enriching opportunities in Dubai's flagship companies across a nine-month period, helping to develop future global leaders from around the world and fostering long-term connections with Dubai.

Expo City collaborated with DBA on knowledge exchange and professional development initiatives focused on sustainability and responsible business practices, tasking associates with the role of consultants who completed research and developed solutions to sustainability challenges within the city. The associates' project findings will guide key programmes and initiatives at a city-wide scale, reinforcing Expo City's role in driving meaningful capacity-building and stakeholder engagement.

A photograph of two men walking through a park. The man on the left is wearing a beige sweater, grey trousers, sunglasses, and has headphones around his neck. The man on the right is wearing a white thobe and ghutra, holding a tablet. They are both smiling. In the background, there are trees, a modern building with a glass facade, and other people walking. A large, stylized teal graphic element is overlaid on the left side of the image.

07

APPENDIX



PERFORMANCE DATA

ENVIRONMENT

Reporting criteria	Unit	2023 (01 Jan -31 Dec)	2024 (01 Jan -31 Dec)	2025 (01 Jan -31 Dec)
Energy				
Direct energy consumption (GRI 302)	GJ	659,870	765,786	574,730.3
Gasoline	L	923,581	95,480	77,477.6
Diesel	L	99,169	113,179	51,711.9
Gas propane	L	6,452	15,181.75	10,571.8
Electricity consumption from the grid	kWh	120,710,977	95,393,508	76,054,320.4 ²
Electricity consumption from solar energy produced	kWh	6,873,397	7,519,361	7,319,484
GHG emissions (Location based) ¹				
GHG Scope 1 emissions	tCO ₂ e	5,602	2,421	1,538.2
GHG Scope 2 emissions	tCO ₂ e	48,031	38,589	29,151.6
Total Scope 1 & 2 emissions	tCO ₂ e	53,633	41010	30,689.8
GHG Scope 3 emissions	tCO ₂ e	NA	114,885	306,159

¹Scope 3 emissions were not calculated for 2023 and only started calculating them from 2024. 2025 data includes all categories of scope 3 under GHG Protocol except categories 10, 11 and 14.

²This value represents the electricity consumption that was directly purchased by Expo City Dubai (Scope 2) only and does not include electricity purchased directly by tenants occupying Expo City-owned offices equivalent to 6,499,524 kWh (Scope 3) which is captured in the Scope 3 emissions below.



GHG emissions (market based) ³				
GHG Scope 1 emissions	tCO _{2e}	5,602	2,421	1,538.2
GHG Scope 2 emissions	tCO _{2e}	39,852	6,978	29,151.6
Total Scope 1 & 2 emissions	tCO _{2e}	45,454	9,399	30,689.8
GHG Scope 3 emissions	tCO _{2e}	NA	114,566	301,245
Waste management				
Total waste generated	Tonnes	3,907	2,014	1,653
Municipal waste:	Tonnes	1345	992	901
Recyclables (waste stream)	%	24%	27%	22%
Compostable (waste stream)	%	30%	38%	43%
General waste (waste stream)	%	46%	36%	35%
Operational waste:	Tonnes	2562	1022	751
Landscaping waste	%	80%	73%	71%
Hazardous & medical waste	%	<1%	<1%	<1%
Construction waste (asset enhancement & city operations)	%	8%	20%	21%
Bulky waste	%	11%	7%	8%

³In 2025, i-RECs were not available; therefore, location-based and market-based emissions are reported as identical for Scope 2.



Total municipal & operational waste diverted from landfill	Tonnes	2,052	1,874	1,267
Other initiatives in waste management				
Food waste composted by The Waste Lab	Tonnes	NA	20	75
Food Rescue Programme with RBT Collective	Meals	21,074	5,768	15,051
Bottles and cans collected and recycled via RVMs with Sparklo	Number	3,253	73,640	138,494
Weight of clothes collected and recycled by KISWA	Kg	191	204	379
Water consumption				
Total water consumption from third party (DEWA)	IG	144,206,925	109,242,760	98,259,688.26
TSE water consumed for irrigation	m³	n/a	1,430,724	1,357,053
Brackish water consumed	m³	n/a	698	858
Environmental compliance				
Number of environmental incidents reported during the reporting period	Number	0	0	30
Total monetary value of significant fines related to environment	Number	0	0	0
Total number of non-monetary sanctions related to environment	Number	0	0	0
Cases brought through dispute resolution mechanisms	Number	0	0	0



Biodiversity							
Restored or rehabilitated areas							
KPI / Description				Unit	2025 value		
Area under restoration or rehabilitation				Hectares	1		
Area restored or rehabilitated				Hectares	N/A No areas fully restored during the 2025 reporting period		
Locations with most significant impacts on biodiversity							
Location	Size (Hectares)	Near ecological sensitive area	Distance to sensitive area (km)	Significance of sensitive area	Activities at location	Products / services with significant impact	Notes
Terra	1	No	10	Areas of biodiversity importance	Education, conservation, research	Visitation	Geospatial and HortIS plant software; citizen science; iNaturalist
Ecosystem-level detail: Terra							
Ecosystem detail				Unit	2025 value / status		
Ecosystem type in base year				—	Not specified		
Ecosystem size in base year				Hectares	1		
Ecosystem condition in base year				—	Not specified		



Ecosystem-level detail: Terra		
Ecosystem detail	Unit	2025 value / status
Size of natural ecosystem converted	Hectares	1
Ecosystem condition in current reporting period (2025)	—	Not specified
Wild species harvested	—	None
Water withdrawal and water consumption	Megalitres	None
Quantity and type of pollutant generated	—	None
Introduction of invasive species	—	No
Operational sites in or adjacent to protected areas and areas of high biodiversity value		
Description	Unit	2025 value
Number of operational sites owned, managed and/or leased in or adjacent to protected areas and areas of high biodiversity value	Number	0



SOCIAL

KPI	Unit	2023 (01 Jan -31 Dec)	2024 (01 Jan -31 Dec)	2025 (01 Jan -31 Dec)
HUMAN CAPITAL				
Overall				
Total number of employees	Number	733	684	581
Male	Percentage	52	54	58
Female	Percentage	48	46	42
Total number of permanent employees	Number	700	671	576
Male	Percentage	52	54	58
Female	Percentage	48	46	42
Total number of temporary employees	Number	33	13	5
Male	Percentage	55	54	80
Female	Percentage	45	46	20
Non-guaranteed hours employees	Number	0	0	0
Male	Percentage	0	0	0
Female	Percentage	0	0	0



Full-time employees	Number	727	680	579
Male	Percentage	52	54	58
Female	Percentage	48	46	42
Part-time employees	Number	6	4	2
Male	Percentage	33	50	50
Female	Percentage	67	50	50
Report the total number of workers who are not employees and whose work is controlled by the organisation (outsourced employees)	Number	15	46	18
Describe significant fluctuations in the number of workers who are not employees during the reporting period	Narrative	Hired for COP28 Event	An evolution towards seasonal work, and technology implementation projects	Internal restructuring projects
New hires				
Total number of new employee hires	Number	664	131	76
Breakdown by age group				
Under 30 years old	Percentage	16	9	20
30-50 years old	Percentage	78	84	72
Over 50 years old	Percentage	6	7	8



Breakdown by gender				
Male	Percentage	55	64	57
Female	Percentage	45	36	43
Turnover				
Total number of employees leaving employment	Number	128	180	180
Breakdown by gender				
Male	Number	71	96	77
Female	Number	57	84	103
Breakdown by age group				
Under 30 years old	Number	29	29	23
30-50 years old	Number	89	139	147
Over 50 years old	Number	10	12	10
Turnover rate	Percentage	17	26	31

Parental leave				
Employees entitled to parental leave				
Male	Number	276	337	276
Female	Number	163	187	140
Total number of employees that took parental leave				
Male	Number	3	22	24
Female	Number	11	16	16
Number of employees that returned to work in the reporting period after parental leave ended				
Male	Number	3	22	24
Female	Number	11	16	16
Number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work				
Male	Number	3	19	23
Female	Number	10	14	16

Training				
Average hours of training that the organisation's employees have undertaken during the reporting period	Number of hours	N/A	7.14	9.18
Breakdown by gender				
Male	Hours	N/A	6.61	9.40
Female	Hours	N/A	7.77	8.87
Breakdown by employee category				
Leadership	Hours	N/A	0.51	2.24
Senior management	Hours	N/A	3.33	5.51
Middle management	Hours	N/A	8.07	10.35
Staff	Hours	N/A	8.97	11.20
Anti-corruption training per employee category				
Leadership	Hours			0.00
Senior management	Hours			0.00
Middle management	Hours			0.75
Staff	Hours			0.00
Environmental and social sustainability trainings per type of training				
Environmental sustainability	Hours			1.12
Health and Safety	Hours			0.71
Human rights, worker welfare, ethics	Hours			0.30
Accessibility	Hours			0.54



Total number of environmental and social sustainability unique trainings provided	Number			115
Percentage of employees receiving Business Ethics and Compliance Training	Percentage			10.96%
Percentage of employees who received a regular performance and career development review during the reporting period	Percentage	2023 PM process was formalised in Oct 2023. Performance was reviewed in December 2023.	82	92
Breakdown by gender				
Male	Number	N/A	280	332
Female	Number	N/A	262	244
Breakdown by employee category				
Leadership				25
Senior management	Number	N/A	94	125
Middle management	Number	N/A	272	274
Staff	Number	N/A	176	152



DIVERSITY				
Overall organisational diversity				
Breakdown by gender				
Male	Percentage	Not provided	54	58
Female	Percentage	Not provided	46	42
Breakdown by age group				
Under 30 years old	Percentage	Not provided	9	6
30-50 years old	Percentage	Not provided	84	84
Over 50 years old	Percentage	Not provided	7	10
Breakdown by nationality				
Emirati	Percentage	Not provided	11	11
Non-Emirati	Percentage	Not provided	89	89
MENA region	Percentage	Not provided	31	31
Africa	Percentage	Not provided	2	2
Asia	Percentage	Not provided	43	47
North America & Europe	Percentage	Not provided	20	16
South America & Australia	Percentage	Not provided	4	4



Diversity of employees				
Age group				
Under 30 years old				
Senior management	Percentage	0	2	2
Middle management	Percentage	30	28	24
Staff	Percentage	70	70	74
30-50 years old				
Senior management	Percentage	17	20	21
Middle management	Percentage	56	53	54
Staff	Percentage	27	27	25
Over 50 years old				
Senior management	Percentage	47	53	52
Middle management	Percentage	42	28	30
Staff	Percentage	11	19	18
Gender				
Female				
Senior management	Percentage	12	15	18
Middle management	Percentage	51	49	52
Staff	Percentage	37	36	30
Male				
Senior management	Percentage	21	25	26
Middle management	Percentage	52	50	48
Staff	Percentage	27	25	26
Nationalisation				
Total number of Emiratis in the workforce	Number	97	72	66
Male	Number	42	33	30
Female	Number	55	39	36
Emiratisation rate	Percentage	13	11	11

KPI	Unit	2023 (01 Jan -31 Dec)	2024 (01 Jan -31 Dec)	2025 (01 Jan -31 Dec)
HEALTH & SAFETY				
Injuries				
Work-related injuries for all employees				
Fatalities	Number	0	0	0
High consequence work related injuries	Number	N/A	1	0
Recordable work-related injuries	Number	1	10	2
Main types of work-related injury	Text			Slips / Falls & Heat Stress
Total hours worked	Million hours	N/A	2.076	1.918
Total Recordable Incident Rate (TRIR - 1 million hours)	Rate	N/A	5.30	1.04
*Note: 2025 employees injuries recorded is from Jan - Sep 2025 from Intelex / Sep-Dec 2025 from ArcGIS				
Work-related injuries for all contractors				
Fatalities	Number	0	0	0
High-consequence work related injuries	Number	N/A	4	0
Recordable work-related injuries	Number	136	97	16
RED	Number		34	8



HSE Operations	Number		63	8
Main types of work-related injury	Text			Cuts / lacerations, Slips / Falls, Sprains / Strains & Heat Stress
Total hours worked	Million hours	5.21	7.674	18.945
RED	Hours		4,707,978.000	15,802,671
HSE Operations	Hours		2,966,042.000	3,141,843
Total Recordable Incident Rate (TRIR - 1 million hours)	Rate	26.1	12.640	0.844
Accident Frequency rate (AFR) RED	100,000 hours		0.72	0.050
Accident Frequency rate (AFR) Service providers & contractors under HSE Operations	100,000 hours		2.12	0.25

Note: The significant decrease in recordable work-related injuries and illnesses between 2024 and 2025 reflects the positive outcomes of Expo City Dubai’s strengthened HSE management approach and enhanced data governance. In 2025, the implementation of improved reporting systems and analytical capabilities, most notably the city-wide ArcGIS Accident & Incident Reporting platform, has enabled more rigorous scrutiny and accurate classification of incidents. This enhanced analysis ensures that only genuine work-related injuries and illnesses are recorded against operational metrics, applying consistent definitions and governance standards across all divisions.

Ill health

Work-related ill health for all employees

Fatalities	Number	0	0	0
Recordable work-related ill health cases	Number	0	15	0

Work-related ill health for all contractors

Fatalities	Number	0	0	0
Recordable work-related ill health cases	Number	0	23	1

Customers				
Percentage of facilities inspected for safety	Percentage			100% Expo City Dubai-managed facilities
Percentage of facilities that failed inspection	Percentage			0
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by:	Number			63
i. Incidents of non-compliance with regulations resulting in a fine or penalty	Number			N/A
ii. Incidents of non-compliance with regulations resulting in a warning	Number			63
iii. Incidents of non-compliance with voluntary codes	Number			0
iv. If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient	Text			N/A
Note: This data set was not available during 2024 as the previous reporting system did not collect non-compliance data. The 63 incidents of non-compliance recorded in 2025 represent the first reporting cycle under the new governance and compliance framework. The increase from zero reported incidents in 2024 reflects enhanced data capture and reporting maturity through the implementation of the city-wide ArcGIS platform, rather than a deterioration in compliance performance.				
Health and Safety Management System				
Total number of employees and workers who are not employees but whose work and/or workplace is controlled by the organisation				5,881
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				100%
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				100%
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 audited or certified by an external party				0%
Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded				Off-site employees are excluded

GOVERNANCE

KPI	Unit	2023 (01 Jan -31 Dec)	2024 (01 Jan -31 Dec)	2025 (01 Jan -31 Dec)
DIVERSITY IN ORGANISATION GOVERNANCE BODIES				
Executive Committee				
Male	Percentage	67	65	73
Female	Percentage	33	35	27
Organisation leadership (grade 5 & above)				
Breakdown by age group				
Under 30 years old	Percentage	0	0	0
30-50 years old	Percentage	70	70	73
Over 50 years old	Percentage	30	30	27
Breakdown by gender				
Male	Percentage	22	78	81
Female	Percentage	78	22	19
Breakdown by nationality				
Emirati	Percentage	30	26	30
Non-Emirati	Percentage	70	74	70
MENA region	Percentage	Not provided	23	33
Africa	Percentage	Not provided	0	0
Asia	Percentage	Not provided	6	6
North America & Europe	Percentage	Not provided	59	50
South America & Australia	Percentage	Not provided	12	11



Procurement practices				
Percentage of spending on local suppliers	Percentage	87	98	99
Total procurement spending	Billion (AED)	1.36	3.14	2.24
Spending on domestic suppliers	Billion (AED)	1.18	3.06	2.22
Number of suppliers screened and assessed for environmental and social impact	Number	N/A	53	75
Number of suppliers identified as having significant actual and potential negative environment impacts	Number	0		0
Percentage of suppliers identified as having significant actual and potential negative environment impacts with which improvements were agreed upon as a result of assessment	Percentage	0	34%	0%
Percentage of suppliers identified as having significant actual and potential negative environment impacts with which relationships were terminated as a result of assessment, and why	Percentage	0	0	0
New suppliers receiving warning due to the environmental screening	Number		0	0
Supplier Code of Conduct				
Vendors or suppliers required to follow a Code of Conduct	Yes/no			Yes
Percentage of suppliers that have formally certified their compliance with the Code of Conduct	Percentage			0 (We do not obtain a sign off on the code of conduct)
Compliance				
Number of whistle-blower Incidents	Number	1	1	0
Number of ethical violations reported	Number	1	0	0
Remedial actions taken on ethical issues	Number	1	0	0



Total number and the nature of critical concerns that were communicated to the highest governance body	Number	0	0	0
Total number of significant instances of non-compliance with laws and regulations	Number	0	0	4
Instances for which fines were incurred	Number	2	0	4 instances & fine amounting to 22,054
Non-discrimination				
Total number of incidents of discrimination during the reporting period	Number		0	0
Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organisation ii. Remediation plans being implemented iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes iv. Incident no longer subject to action	Narrative		NA	NA
Anti-corruption				
Percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to, broken down by employee category and region	Percentage			100%
Leadership	Percentage			100%
Senior management	Percentage			100%
Middle management	Percentage			100%
Staff	Percentage			100%



Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Number			0
Total number and nature of confirmed incidents of corruption	Number	NA	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	Number	NA	0	0
Customer Privacy				
Total number of substantiated complaints received concerning breaches of customer privacy	Number			0
Complaints received from outside parties and substantiated by the organisation	Number			0
Complaints from regulatory bodies	Number			0
Total number of identified leaks, thefts, or losses of customer data.	Number			0

ECONOMIC

KPI	Unit	2024 (01 Jan -31 Dec)	2025 (01 Jan -31 Dec)
ECONOMIC PERFORMANCE			
Leasing in numbers: local vs international breakdown of company origins	Percentage	72% international, 28% local	80% international, 20% local
Leasing in numbers: tenants per lessor type	Percentage	56% commercial offices, 15% retail, 29% Business Hub	40% commercial offices, 11% retail, 49% Business Hub

ADDITIONAL DATA

SEEDS OF CHANGE

	Rimba Raya (Indonesia)	Tambopata-Bahuaja (Peru)
Project type	REDD+ (Avoided Planned Peatland Conversion)	REDD+ (Avoided Unplanned Deforestation)
Registry ID	VCS 674	VCS 1067
Registry status	Transitioning to VM0048	Transitioning to VM0048 (New REDD+ Method)
CCB Standard	Triple Gold (Climate, Community, Biodiversity)	Gold Level (Climate & Biodiversity)
SDG Standard	SD VISTa (First in the world)	CCB Verified
BeZero rating	AA (High likelihood / Benchmark)	BB (Moderate-to-high likelihood)



WASTE DATA

In 2025, Expo City Dubai generated 14,197 tonnes of waste in total. All waste was managed off-site by licensed third-party service providers. The table below presents waste generated by composition, alongside diversion and disposal outcomes, in accordance with GRI 306-3-a. Waste is reported in metric tonnes (1 metric tonne = 1,000 kg), excluding effluent.

	Waste generated	Waste diverted from disposal	Waste directed to disposal
Waste composition in tonnes (t)			
Waste from demolition of the legacy assets	12,508	10,579	1,929
Concrete	8,966	8,966	0
General waste	0	0	0
Recyclables (paper, cardboard, plastics)	0	0	0
Steel (including mixed metal scrap)	1,590	1,590	0
C&D mixed	1,929	0	1,929
Gypsum	0	0	0
Landscaping waste	23	23	0
Hazardous	0	0	0
Assets, FF&E and MEP equipment	0	0	0
Wood (including plywood)	0	0	0



Municipal waste	901	274	628
Recyclables (waste stream)	197	168	29
Source-segregated recyclables	1	1	0
Compostable (waste stream)	314	16	298
Food waste (from F&B, catering and pantries)	75	72	3
General waste (waste stream)	314	16	298
Operational waste	751	399	352
Landscaping waste	530	387	143
Hazardous	2	0	2
Construction waste (asset enhancement & city operations)	156	0	156
Bulky waste	64	12	51
Asset EOL	37	37	0
Assets, FF&E and MEP equipment	2	2	0
Hazardous	9	9	0
Cardboard and paper	26	26	0
TOTAL WASTE GENERATED	1,4197	11,288	2,908



Waste **diverted from disposal** by recovery operations, in metric tonnes (t)

	TOTAL	ONSITE (GRI 306-4-d-i)	OFFSITE (GRI 306-4-d-ii)
Hazardous Waste (GRI 306-4-b)	9	0	9
Preparation for reuse (GRI 306-4-b-i)	0	0	0
Recycling (GRI 306-4-b-ii)	9	0	9
Other recovery operations (GRI 306-4-b-iii)	0	0	0
Non-hazardous waste (GRI 306-5-c)	11,279	0	11,279
Preparation for reuse (GRI 306-4-c-i)	23	0	23
Recycling (GRI 306-4-c-ii)	11,243	0	11,243
Other recovery operations (GRI 306-4-c-iii)	13	0	13
TOTAL WASTE DIVERTED FROM DISPOSAL	11,288	0	11,288

Waste directed to **disposal by disposal** operations, in metric tonnes (t)

	TOTAL	ONSITE (GRI 306-5-d-i)	OFFSITE (GRI 306-5-d-ii)
Hazardous waste (GRI 306-5-b)	2	0	2
Incineration with energy recovery (GRI 306-5-b-i)	2	0	2
Incineration without energy recovery (GRI 306-5-b-ii)	0	0	0
Landfilling (GRI 306-5-b-iii)	0	0	0
Other disposal operations (GRI 306-5-b-iv)	0	0	0
Non-hazardous waste (GRI 306-5-c)	2,907	0	2,907
Incineration with energy recovery (GRI 306-5-c-i)	592	0	592
Incineration without energy recovery (GRI 306-5-c-ii)	0	0	0
Landfilling (GRI 306-5-c-iii)	2,314	0	2,314
Other disposal operations (GRI 306-5-c-iv)	0	0	0
TOTAL WASTE	2,908	0	2,908

WORKER WELFARE (AND HUMAN RIGHTS)

KPI	Unit	2023 (01 Jan -31 Dec)	2024 (01 Jan -31 Dec)	2025 (01 Jan -31 Dec)
TOPIC: WORKER WELFARE				
Workers engaged in manual labour		4,000	4,000	5,300
Worker Welfare Programme				
Audits	Number	149	120	58
Worker interviews	Number	453	424	351
Auditor training sessions	Number	23	24	2
Auditors trained	Number	82	72	16
Total issues closed	Number			785
Accommodation visits	Number	111	77	40



WORKER INTERVIEW TEMPLATE



Summary of Structured / Unstructured Interview	Interviewer:	Interviewer:	Interviewer:	Interviewer:	Interviewer:	Interviewer:	Interviewer:	Interviewer:	Interviewer:	Escalated to the Auditor for sampling	Audit Outcome	Remarks
Date of Interview:												
Description	Interview Findings	Interview Findings	Interview Findings	Interview Findings	Interview Findings	Interview Findings	Interview Findings	Interview Findings	Interview Findings			
Main Contractor												
Subcontractor Name												
Employee Name, Id no and mobile number (if possible)												
Recruitment												
Employment Practice												
Wages												
Working Hours												
Accommodation												
Kitchen												
Transport												





WORKER INTERVIEW QUESTIONNAIRE				
Contractor Name:		<XXXX>		
Subcontractor Name:		<XXXX>		
Interview Date:		<Date>		
Name of the interviewer		<Initials>		
At the start of the interview, the interviewer will explain to the interviewee the purpose of the interview; and the commitment of (Main Employer) to the welfare of workers engaged on projects across Expo City Dubai.				
SI No.	QUESTIONS	FINDINGS		
A DEMOGRAPHIC DETAILS				
1	Names of interviewees			
2	Job Title			
3	Nationality			
4	DOB			
5	Employer			
6	Expo Site joining date			
7	Employer Number			
8	Check validity of the EID			
9	Who pays for your EID			
B RECRUITMENT AND EMPLOYMENT				
10	How long have you been in the UAE?			
11	Where did you live/work before?			
12	How did you find out about this job?			
13	Who did you meet with?			
14	What job details were provided?			
15	Did you pay any money during your recruitment in your company?			
16	Who did you pay and how much? Give breakdown please.			
17	Do you have any proof of payment? (Receipt/bank record)			
18	Did you have to pay for your flight or any other costs? If so did your employer pay you back?			
19	Do you have to pay for the renewal of your employment visa?			
20	Are you still repaying the debt incurred due to recruitment fees?			
21	If yes, how much is remaining?			
22	Is Expo your first project?			
23	Are you doing the same job you were promised? If no what were you promised.			
24	Are you receiving the same salary you were promised? If no what were you promised.			
25	Where is your passport and other personal document kept?			
26	If you don't have your passport with you would like to keep this with you or in your room?			
27	If your documents are with your company did you request them to keep them or did they offer?			
28	Explain the process to get access to your passport.			
29	How long would it take to get access to your passport and other documents			
30	Are you asked to perform work that you do not want to do or are trained to do?			
C WORKER REMUNERATION				
31	Did you sign your contract at home or in the UAE?			
31	Did you read and understand your contract? If not why?			
31	What languages was the contract written in?			
31	If this is not your native language as it verbally explained to you in a language you understand			
31	Do you have a copy of your contract?			
31	Are you getting paid what you were promised or what was in your contract?			
31	Do you get paid monthly? If so is this on time every month?			
31	How do you receive your salary payment?			
31	Do you receive a payslip?			
31	How much is your salary; daily/monthly? Provide breakdown please.			
31	Are there any deductions to your pay? If yes are these expected or explained?			
D WORKING CONDITIONS				
32	What hours have you been working on this project ?			
32	Do you get asked to work extra? (overtime) If so how many hours do you usually work?			
32	Do you get paid for extra overtime?			
32	On average how many hours a week do you work?			
32	How you every worked on a Friday? If yes, how often in a month?			
32	How long are the breaks during the work day? And what time are they?			
32	Is food and water provided to you on site or do you bring your own?			
E LIVING CONDITIONS				
33	Where do you live? And is this an employer provided group accommodation/ shared apartment?			
34	If yes, please tell us about the facility and the location?			
35	When did you move into this facility?			
36	How many people do you share a room with and what are there nationalities?			
37	Explain the pest controls arrangements in your room.			
38	Have you observed a strike or protest in your accommodation since you have been there?			
39	What are the arrangements for laundry and recreation facilities?			
40	What is the arrangement for food?			
41	If this is provided, how is the quality? Is the quantity sufficient?			
42	If you are allowed to cook your own food please describe the area you cook your food.			
F TRANSPORT				
43	Is transport provided by your company? If so do you have to pay for this transport?			
44	Does the transport have seat belts? If so, do you wear one?			
45	Is the transport air-conditioned?			
46	How long does your journey take to the site?			
G EMPLOYMENT BENEFITS				
47	When was the last time you travelled on vacation to your home country?			
48	How often are you allowed to take annual leave?			
49	Do you get a leave salary?			
50	What is your annual leave allowance?			
51	Do you have medical insurance provided by your company?			
52	Do you have to pay anything to see a doctor? If yes, is the money reimbursed?			
53	Have you ever been off sick from work? If so were you paid for these days?			
54	Any other observations e.g. COVID-19 related or others			

Please use:





WORKER INTERVIEW QUESTIONNAIRE		
Contractor Name:		<XXXX>
Subcontractor Name:		<XXXX>
Interview Date:		<Date>
Name of the interviewer		<Initials>
At the start of the interview, the interviewer will explain to the interviewee the purpose of the interview; and the commitment of (Main Employer) to the welfare of workers engaged on projects across Expo City Dubai.		
SI No.	QUESTIONS	FINDINGS
A DEMOGRAPHIC DETAILS		
1	Names of interviewees	
2	Job Title	
3	Nationality	
4	DOB	
5	Employer	
6	Expo Site joining date	
7	Employer Number	
8	Check validity of the EID	
9	Who pays for your EID	
B RECRUITMENT AND EMPLOYMENT		
10	How long have you been in the UAE?	
11	Where did you live/work before?	
12	How did you find out about this job?	
13	Who did you meet with?	
14	What job details were provided?	
15	Did you pay any money during your recruitment in your company?	
16	Who did you pay and how much? Give breakdown please.	
17	Do you have any proof of payment? (Receipt/bank record)	
18	Did you have to pay for your flight or any other costs? If so did your employer pay you back?	
19	Do you have to pay for the renewal of your employment visa?	
20	Are you still repaying the debt incurred due to recruitment fees?	
21	If yes, how much is remaining?	
22	Is Expo your first project?	
23	Are you doing the same job you were promised? If no what were you promised.	
24	Are you receiving the same salary you were promised? If no what were you promised.	
25	Where is your passport and other personal document kept?	
26	If you don't have your passport with you would like to keep this with you or in your room?	
27	If your documents are with your company did you request them to keep them or did they offer?	
28	Explain the process to get access to your passport.	
29	How long would it take to get access to your passport and other documents	
30	Are you asked to perform work that you do not want to do or are trained to do?	
C WORKER REMUNERATION		
31	Did you sign your contract at home or in the UAE?	
31	Did you read and understand your contract? If not why?	
31	What languages was the contract written in?	
31	If this is not your native language as it verbally explained to you in a language you understand	
31	Do you have a copy of your contract?	
31	Are you getting paid what you were promised or what was in your contract?	
31	Do you get paid monthly? If so is this on time every month?	
31	How do you receive your salary payment?	
31	Do you receive a payslip?	
31	How much is your salary; daily/monthly? Provide breakdown please.	
31	Are there any deductions to your pay? If yes are these expected or explained?	
D WORKING CONDITIONS		
32	What hours have you been working on this project ?	
32	Do you get asked to work extra? (overtime) If so how many hours do you usually work?	
32	Do you get paid for extra overtime?	
32	On average how many hours a week do you work?	
32	How you every worked on a Friday? If yes, how often in a month?	
32	How long are the breaks during the work day? And what time are they?	
32	Is food and water provided to you on site or do you bring your own?	
E LIVING CONDITIONS		
33	Where do you live? And is this an employer provided group accommodation/ shared apartment?	
34	If yes, please tell us about the facility and the location?	
35	When did you move into this facility?	
36	How many people do you share a room with and what are there nationalities?	
37	Explain the pest controls arrangements in your room.	
38	Have you observed a strike or protest in your accommodation since you have been there?	
39	What are the arrangements for laundry and recreation facilities?	
40	What is the arrangement for food?	
41	If this is provided, how is the quality? Is the quantity sufficient?	
42	If you are allowed to cook your own food please describe the area you cook your food.	
F TRANSPORT		
43	Is transport provided by your company? If so do you have to pay for this transport?	
44	Does the transport have seat belts? If so, do you wear one?	
45	Is the transport air-conditioned?	
46	How long does your journey take to the site?	
G EMPLOYMENT BENEFITS		
47	When was the last time you travelled on vacation to your home country?	
48	How often are you allowed to take annual leave?	
49	Do you get a leave salary?	
50	What is your annual leave allowance?	
51	Do you have medical insurance provided by your company?	
52	Do you have to pay anything to see a doctor? If yes, is the money reimbursed?	
53	Have you ever been off sick from work? If so were you paid for these days?	
54	Any other observations e.g. COVID-19 related or others	
H GENERAL		
55	Do you feel comfortable using the app? If yes or no, why? Do you have questions or concerns about using it?	
56	Does the Worker Connect app show the type of issues you or other workers are experiencing? If not, what types of problems are you facing?	
57	A lot of workers are reporting issues. Have you seen changes at your accommodations or on the work site since you were told about the app?	
58	What parts of the app are most useful to you?	
59	Would you tell other workers to use the app? Why or why not?	
60	What do you wish the app could do for you?	

Please use:





SECURITY PRACTICES

Security personnel are an integral component of Expo City’s operations. In order to ensure their continuous exemplary performance, an annual training calendar is developed and delivered on a monthly basis as per the below table. Essential to these trainings are human rights related topics such as use of force, inhuman or degrading treatment and discrimination.

EXPO CITY SECURITY TRAINING RECORDS - 2025		
MONTH	TRAINING TOPICS	NUMBER OF PARTICIPANTS
January	Roles and responsibilities of security guard	219
February	Report writing & patrolling	285
March	Identifying unsafe storage training	289
April	Fire Alarm Control Panel (FACP)	272
May	Environmental sustainability & incident reporting	272
June	Security response to medical emergency	252
July	Lift entrapment training	262
August	Event security management	240
September	Security response procedure - lost, missing & found person	248
October	Security response procedure - suspicious activity & item	216
November	Filming & photography guidelines	262
December	Pride in the role - Security Guard responsibilities and impact	234



VISITORS

Behavioural perception research		
Respondents (N): 13681 Source: CII Behavioural Perception Research Survey - 2025		
Visitor type	UAE residents	70%
	International	30%
Main reason for visiting Expo City Dubai	To visit an attraction	47%
	To visit an event	8%
	To visit a restaurant / cafe	23%
	To have a walk around	17%
	For work / business purposes	5%
Overall transportation mode distribution	By metro	49.6%
	By private car	37.1%
Metrics	Satisfaction	4.41
	Happiness	4.48
	CES (Customer Effort Score)	4.31



Expo City Dubai key attributes		
Respondents (N): 13681 Source: CII Behavioural Perception Research Survey - 2025		
Attribute	Importance rating	Satisfaction rating
Have a good time	4.48	4.46
Easy to get there	4.4	4.41
Strong sustainable elements (e.g. nature, greenery)	4.38	4.42
Experience something unique	4.37	4.42
To be educational / enriching	4.29	4.33
Outdoor activities	4.26	4.3
Environmental and sustainability practices	4.24	4.41
Activities for all age groups	4.2	4.29
Exercise	4.12	4.28
Indoor activities	4.08	4.19

Sustainability perception	
Respondents (N): 13681 Source: CII Behavioural Perception Research Survey - 2025	
Attribute	Satisfaction rating
Cleanliness	4.63
Walking/cycling track	4.6
Air quality	4.59
Green spaces accessibility	4.57
Ease of access	4.57
Internet connectivity	4.51
Noise levels	4.47
Expo City Dubai as a sustainable city*	4.42
*87.4% agree that Expo City Dubai is a sustainable destination.	
All ratings on a scale of 1–5	

SDG MAPPING

Sustainable Development Goals	Sustainable development targets	Indicator progress	Expo City Dubai support of the SDG indicators	Achievements since July 2022
SDG 1: End poverty in all its forms everywhere	Target 1.2: Reduce poverty in all its dimensions by at least half	1.2.1: Population below the national poverty line	By providing consistent, high-quality meals to low-income and vulnerable families, the Food Rescue Programme acts as an economic safety net, reducing the financial burden on populations experiencing poverty	Provided 44,860 meals within three years in partnership with Ne'ma, UAE Food Bank and RBT Collective
	Target 1.4: Ensure equal rights to economic resources, basic services and ownership	1.4.1: Access to basic services	By providing access to essential nutrition, utilising logistics technology to ensure equitable and dignified distribution to marginalised communities	Provided 59,703 meals within three years
SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture	Target 2.a: Invest in rural infrastructure, agricultural research and technology	2.a.1: Agriculture orientation index for government expenditures	The Urban Farm at COP28 showcased AgriTech innovations, including atmospheric water generation and mushroom cultivation using recycled coffee grounds and biochar, drawing interest in agricultural research tailored to desert conditions	50,000+ visitors during over 8 months
	Target 2.1: Universal access to safe and nutritious food	2.1.1: Prevalence of undernourishment	Safe, nutritious food reaches vulnerable people, combating food insecurity and providing thousands of meals	Provided 44,860 meals within three years in partnership with Ne'ma, UAE Food Bank and RBT Collective
	Target 2.3: Double the agricultural productivity and incomes of small-scale food producers	2.3.1: Volume of production per labour unit (by farming enterprise size)	By teaming up with Emirates Bio Farm and creating a platform for small producers, Expo City Dubai helps share knowledge with the public and local farmers. This effort also focuses on technology for urban farming	50,000+ visitors through Urban Farm and Harvest Festivals in collaboration with local farmers



Sustainable Development Goals	Sustainable development targets	Indicator progress	Expo City Dubai support of the SDG indicators	Achievements since July 2022
SDG 3: Ensure healthy lives and promote well-being for all at all ages	Target 3.a: Implement the WHO Framework Convention on Tobacco Control	3.a.1: Age-standardised prevalence of current tobacco use	Smoke-free areas in most community areas	Expo City Dubai enforces smoke-free zones across vast public areas and parks, supporting national tobacco control priorities and ensuring clean air for all residents
	Target 3.4: Reduce mortality from non-communicable diseases and promote mental health	3.4.1: Mortality rate from cardiovascular disease, cancer, diabetes, or chronic respiratory disease	WELL Gold Community Standard, LEED Cities & Communities Platinum pre-certification and 15-minute city planning principles	Expo City Dubai is the first MENA community to achieve WELL pre-certification. Its walkable design reduces the risk of lifestyle diseases (obesity/diabetes) by making physical activity the default mode of transport
			Biophilic landscape design & quiet areas	High-quality “Blue & Green” infrastructure (water/parks) and sensory-friendly zones proactively reduce urban stress and social isolation
	Target 3.8: Achieve universal health coverage	3.8.1: Coverage of essential health services	Increased dialogue and innovation in women’s health. Community engagement and innovation initiatives addressing women’s health	Establishment of the FemTech Hub as a platform supporting innovation and dialogue in women’s health
	Target 3.9: Reduce illnesses and deaths from hazardous chemicals and pollution	3.9.1: Mortality rate from air pollution	All Buildings are LEED BD+C Platinum/Gold, and all commercial buildings are certified under the WELL Health-Safety Rating standard	All buildings have achieved the WELL Health-Safety Rating. Annual monitoring of indoor air quality and water quality assesses exposure to hazardous chemicals and pollutants



Sustainable Development Goals	Sustainable development targets	Indicator progress	Expo City Dubai support of the SDG indicators	Achievements since July 2022
SDG 3: Ensure healthy lives and promote well-being for all at all ages	Target 3.9: Reduce illnesses and deaths from hazardous chemicals and pollution	3.9.2: Mortality rate from unsafe water, sanitation, and lack of hygiene	Monitoring of worker accommodation standards, welfare facilities, and workplace wellbeing conditions. Improved access to welfare facilities and safer living and working conditions for workers across Expo City Dubai	Proactively enhanced worker health and well-being through comprehensive welfare assessments, supportive accommodation reviews, and effective problem-solving
SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Target 4.4: increase the number of youth and adults with relevant technical and vocational skills	4.4.1: Proportion of youth and adults with information and communications technology (ICT) skills	A graduate programme that builds future-ready skills in sustainable urban development among UAE Nationals	Launch of a dedicated graduate programme focused on sustainability and urban development for UAE Nationals
	Target 4.7: Ensure all learners acquire the knowledge and skills needed to promote sustainable development, global citizenship, human rights, and gender equality	4.7.1: Extent to which global citizenship education and education for sustainable development are mainstreamed	Thousands of students engaged in sustainability learning experiences	Delivered sustainability workshops and tours aligned with school curricula
			Increased awareness of biodiversity conservation and sustainable behaviour	Public engagement campaign promoting environmental stewardship
SDG 5: Achieve gender equality and empower all women and girls	Target 5.5: Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life	5.5.2: Proportion of women in managerial positions	Women’s participation in economic life. Support for women returning to work	Delivery of workforce reintegration programmes. Return to Work Initiative by the Women’s Pavilion
			Women’s leadership participation. Public programmes celebrating women leaders	Emirati Women’s Day and International Women’s Day events
	Target 5.6: Ensure universal access to sexual and reproductive health and reproductive rights	5.6.1: Proportion of women making informed decisions on reproductive health	Focus on women’s health and wellbeing. Innovation ecosystem addressing women’s health challenges	Launch of the FemTech Hackathon and community health dialogues



Sustainable Development Goals	Sustainable development targets	Indicator progress	Expo City Dubai support of the SDG indicators	Achievements since July 2022
SDG 6: Ensure availability and sustainable management of water and sanitation for all	Target 6.1: Safe and affordable drinking water	6.1.1: Proportion of population using safely managed drinking water services	Universal & equitable access to safe water	Provided universal access to high-quality potable water across all residential, commercial, and public spaces, exceeding local DEWA standards for safety
	Target 6.2: End open defecation and provide access to sanitation and hygiene	6.2.1: Proportion of population using safely managed sanitation services	Access to adequate sanitation & hygiene	All buildings to be LEED BD+C Gold Certified Buildings and Al Safat Gold as minimum requirements. All permanent buildings feature world-class sanitation. 100% of public washrooms utilise touchless, automatic sensor technology to improve hygiene and reduce waste
	Target 6.3: Improve water quality, wastewater treatment, and safe reuse	6.3.1: Proportion of domestic and industrial wastewater safely treated & 6.3.2: Proportion of bodies of water with good ambient water quality	Reduce pollution; halve untreated wastewater	100% of sewage is collected and treated by the city infrastructure 95% of non-potable exterior water use is met by Treated Sewage Effluent (TSE)
	Target 6.4: Increase water-use efficiency and ensure freshwater supplies	6.4.1: Change in water-use efficiency over time	Visitors introduced to water-efficient technologies and nature-based water systems	Demonstration of sustainable water management within the Terra landscape
		6.4.1: Change in water-use efficiency over time & 6.4.2: Level of water stress (freshwater withdrawal as a proportion of available resources)	Increase efficiency; address water scarcity	50%+ water demand reduction by design. Achieved a total reduction in building water demand compared to the LEED BD+C baseline
	Target 6.5: Implement integrated water resources management	6.5.1: Degree of integrated water resources management implementation	Long-term implementation of Integrated Water Resources Management (IWRM) at all levels	Targeting real-time monitoring of 90% of the external network with automated leak detection. Digital management that manages the water balance of city-wide inflow/outflow



Sustainable Development Goals	Sustainable development targets	Indicator progress	Expo City Dubai support of the SDG indicators	Achievements since July 2022
SDG 6: Ensure availability and sustainable management of water and sanitation for all	Target 6.6: Protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers, and lakes	6.6.1: Change in extent of water ecosystems	Protect & restore water-related ecosystems	Implemented nature-based stormwater management and 95% native/adaptive landscaping, which prevents runoff pollution and preserves local groundwater aquifers
SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all	Target 7.a: Enhance international cooperation for clean energy	7.a.1: International financial flows to developing countries in support of clean energy	Clean-tech Innovation	We hosted COP28, where discussions on international financial support for clean tech and energy for low-income countries were discussed Additionally, through Expo City Dubai Foundation’s Global Innovators Programme, some funds went to such projects
	Target 7.2: Increase substantially the share of renewable energy in the global energy mix	7.2.1: Renewable energy share in the total final energy consumption	Increased awareness of renewable energy	Terra’s solar canopy demonstrates large-scale renewable energy integration. Visitors are exposed to solar energy solutions integrated into the pavilion design 5.5 MW total on-site solar capacity across multiple buildings, producing 7.5 GWh annually. City’s power towards net-zero carbon was supported in 2023 and 2024 by I-RECs from DEWA’s green energy allocation at the Mohammed Bin Rashid Al Maktoum solar park
	Target 7.3: Double the global rate of improvement in energy efficiency	7.3.1: Energy intensity measured in terms of primary energy and GDP	Building demand reduction	Achieved a 30%+ reduction in building energy demand compared to the international benchmarks of LEED BD+C (Leadership in Energy and Environmental Design - Building Design and Construction). All buildings are certified to at least LEED Gold



Sustainable Development Goals	Sustainable development targets	Indicator progress	Expo City Dubai support of the SDG indicators	Achievements since July 2022
SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Target 8.2: Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation	8.2.1: Annual growth rate of real GDP per employed person	Framework encourages SME integration within urban systems, supporting inclusive economic participation and entrepreneurship	Urban framework incorporates economic inclusion metrics to guide cities toward stronger SME participation and local economic resilience
	Target 8.3: Promote policies to support job creation, entrepreneurship, and the growth of micro-, small-, and medium-sized enterprises	8.3.1: Proportion of informal employment in non-agriculture employment	Expo Dubai Group strengthened UAE-India collaboration on urban development and economic cooperation	New business and urban development stakeholder ecosystem created
			Expo City Dubai has a strong Worker Welfare Programme that ensures all workers are hired on fair terms with contracts	No informal work is allowed under the worker welfare policy at Expo City Dubai
			Framework encourages SME integration within urban systems, supporting inclusive economic participation and entrepreneurship	Urban framework incorporates economic inclusion metrics to guide cities toward stronger SME participation and local economic resilience
	Target 8.5: Achieve full and productive employment and decent work for all, ensuring equal pay for work of equal value	8.5.2: Unemployment rate	Professional development and mentorship	Return to Work pilot programme strengthened pathways for women's workforce reintegration
	Target 8.6: Substantially reduce the proportion of youth not in employment, education or training	8.6.1: Proportion of youth not in education, employment, or training (NEET)	In progress, strengthens youth employability and talent pipelines in green and urban sectors	Creates structured pathways from education into future-oriented professional fields

Sustainable Development Goals	Sustainable development targets	Indicator progress	Expo City Dubai support of the SDG indicators	Achievements since July 2022
SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Target 8.8: Protect labour rights and promote safe and secure working environments for all workers	Indicator 8.8.1: Fatal and non-fatal occupational injuries per 100,000 workers, by sex and migrant status Indicator 8.8.2: Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status	Oversight and welfare protections are provided for approximately 3,000 workers annually	Established and maintained a Worker Welfare governance programme, including contractor monitoring, worker engagement channels, grievance mechanisms, and welfare facility oversight. Implementation of worker welfare monitoring and engagement mechanisms across contractors operating at Expo City Dubai
	Target 9.b.1: Proportion of medium and high-tech industry value added	9.b.1: Proportion of medium and high-tech industry value added	Integration of cross-sector and SME participation. Shared with key international partners and the UAE Ministry for Innovation Integration	Inclusion of innovation and SME integration indicators in urban benchmarking to support resilient economic ecosystems and smart city innovation strategies
	Target 9.1: Develop resilient & sustainable infrastructure	9.1.2: Passenger and freight volumes	Passenger and freight volumes, by mode of transport. Connectivity with the Metro. Within 70 minutes of all the UAE international airports. 30 minutes from the two main UAE port-related free zones	Achieved BREEAM Infrastructure Strategy "Excellent" rating, ensuring high-capacity, low-carbon mobility. As part of a city designed with 15-minute planning principles. Located strategically between international airports and the main ports of the UAE
	Target 9.3: Increase access for small-scale enterprises	9.3.1: Proportion of small-scale industries in total industry value added	Proportion of small-scale industries in total industry value added	Launched the Green Innovation District (GID)



Sustainable Development Goals	Sustainable development targets	Indicator progress	Expo City Dubai support of the SDG indicators	Achievements since July 2022
SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Target 9.4: Upgrade infrastructure for sustainability	9.4.1: CO2 emission per unit of value added	CO2 emission per unit of value added	All buildings are at least LEED Gold-certified, designed to reduce operational carbon by 45% by 2030, supporting the Net Zero 2050 goal of Expo City Dubai decarbonisation roadmap. Software development for the embodied carbon of real estate construction and for the Scope 3 emissions from the city's supply chain
	Target 9.4: Upgrade infrastructure for sustainability		Positions the UAE as a hub for sustainable innovation and green enterprise	Ministry of Economy and Tourism, Expo City Dubai launch UAE's first Green Innovation District
	Target 9.5: Enhance scientific research and upgrade the technological capabilities of industrial sectors	Target: 9.5.1 Research and development expenditure as a proportion of GDP	Integration of innovation ecosystem and SME participation shared with key international partners	Inclusion of innovation and SME integration indicators in urban benchmarking to support resilient economic ecosystems and smart city innovation strategies
			Innovation collaboration	Changemakers Academy empowers youth with skills, innovation, leadership, and sustainable impact
			Research and development (R&D) expenditure as a proportion of GDP	Established the Green Innovation District (GID) with plans for a Green Licence to foster clean-tech innovation
			In progress, builds local capability to support innovation in sustainable urban systems	Supports the UAE's innovation ecosystem by preparing national talent for future city development



Sustainable Development Goals	Sustainable development targets	Indicator progress	Expo City Dubai support of the SDG indicators	Achievements since July 2022
SDG 10: Reduce inequality within and among countries	Target 10.2: Empower and promote the universal social, economic, and political inclusion of all people	Indicator 10.2.1: Proportion of people living below 50 per cent of median income, by sex, age and persons with disabilities	Inclusive economic participation	Support for women re-entering the workforce. Mentorship and career reintegration pathways. Expo City Dubai Foundation also supports communities through education, inclusion, wellbeing, empowerment, and opportunity
	Target 10.3: Ensure equal opportunity and reduce inequalities of outcome	10.3.1: Proportion of population reporting having personally felt discriminated against	Workers are provided with accessible channels to raise grievances and seek resolution	Strengthened worker voice through interviews, grievance channels, and contractor engagement to address welfare issues. Worker grievance mechanisms and engagement platforms enable workers to raise concerns
SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable	Target 11.a: Support positive economic, social, and environmental links between urban, peri-urban, and rural areas through strong development planning	11.a.1: Number of countries that have national urban policies	Increased city-to-city dialogue and collaboration on sustainable urban development. Capacity Building partnership and initiative	Creation of international partnerships for urban development collaboration. Strengthened cooperation between African city leaders and global urban networks
			Strengthened UAE-India collaboration on urban development and economic cooperation	New business and urban development stakeholder ecosystem created
			Strengthened cooperation between regional city leaders	Regional dialogue among Arab cities on sustainable urban development and climate action. A platform for policy exchange on urban sustainability has been established by Expo City Dubai for GCC and Arab Mayors
			Deep integration with the Dubai 2040 Urban Master Plan and the D33 Economic Agenda	Direct contribution to the UAE's Net Zero 2050 strategic initiative through the Green Innovation District, Urban Lab pilots



Sustainable Development Goals	Sustainable development targets	Indicator progress	Expo City Dubai support of the SDG indicators	Achievements since July 2022
SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable	Target 11.2: Affordable and sustainable transport systems	11.2.1: Proportion of population that has convenient access to public transport	Transitioning to a 15-minute city where all needs are reachable by foot, bike, or e-mobility	Residents live within a limited distance of a high-frequency micro-mobility or metro link
	Target 11.3: Enhance inclusive and sustainable urbanization and participatory human settlement planning	11.3.2: Proportion of cities with a direct participation structure of civil society in urban planning	Development of an assessment methodology and platform enabling cities to assess performance against international urban standards, supporting integrated urban planning and strategic development. Expo Dubai Group developed pilots for two partner cities in Africa	Launch of the Expo City Dubai Urban Framework, enabling cities to conduct a structured “urban health check” and identify areas for improvement in sustainability, resilience, and liveability
			Adaptive reuse of existing infrastructure to accommodate 35,000 residents without the use of greenfield sites	80% of the built infrastructure from Expo 2020 has been retained and repurposed
			Public engagement on social impact topics	Expo City Dubai -led community events
			In progress, develops human capital needed to design, manage, and improve sustainable urban environments	Links urban learning directly with the practice of sustainable city development
	Target 11.4: Strengthen efforts to protect and safeguard the world’s cultural and natural heritage	11.4.1: Total expenditure per capita spent on the preservation of cultural and natural heritage	Community participation in biodiversity documentation	Engagement of residents and students in citizen science. Urban biodiversity monitoring
			Increased visibility of Emirati artists and cultural heritage	Cultural platform supporting the local creative economy. Cultural programmes showcasing Emirati creative industries



Sustainable Development Goals	Sustainable development targets	Indicator progress	Expo City Dubai support of the SDG indicators	Achievements since July 2022
SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable	Target 11.6: Reduce the adverse per capita environmental impact of cities, focusing on air quality and waste management	11.6.1: Proportion of municipal solid waste collected and managed	Expo City Dubai has a strong waste management programme that manages 100% of waste generated	100% of Municipal Solid Waste is collected and managed
		Indicator 11.6.2: Annual mean levels of fine particulate matter (e.g. PM2.5 and PM10) in cities (population weighted)	Implementation of decarbonisation roadmap targeting net-zero operations Positions UAE as a hub for sustainable innovation and green enterprise	30%+ lower energy demand compared to LEED V4.1 BD+C international benchmarks; 45% carbon reduction by 2030 Ministry of Economy and Tourism, Expo City Dubai launch UAE’s first Green Innovation District
	Target 11.7: Provide universal access to safe, inclusive, and accessible green and public spaces	11.7.1: Average share of the built-up area of cities that is open space for public use	Collaboration across organisations	Established a national platform for urban biodiversity dialogue.
			Provision of high-quality, climate-resilient public realms accessible to all demographics	Circa 250,000 sqm of plazas and parks of approximately 1.5 sq km of currently developed land; targeting a 70% of all pedestrian walkways are permanently shaded.
SDG 12: Ensure sustainable consumption and production patterns	Target 12.2: Sustainable management and efficient use of natural resources	12.2.1: Material footprint	40% reduction in embodied carbon in construction materials targeted by 2030	Reuse of 1 million+ tonnes of excavation material; 80% of built infrastructure retained from Expo 2020.
		12.2.2: Domestic material consumption	Positions the UAE as a hub for sustainable innovation and green enterprise	Ministry of Economy and Tourism, Expo City Dubai launch UAE’s first Green Innovation District.



Sustainable Development Goals	Sustainable development targets	Indicator progress	Expo City Dubai support of the SDG indicators	Achievements since July 2022
SDG 12: Ensure sustainable consumption and production patterns	Target 12.3: Halve global per capita food waste and reduce food losses	12.3.1: Global food loss and waste indices	10,000+ kg of food rescued and 44,117 meals served since March 2023	Partnership with Ne'ma and initiatives like Terrazo for circular nutrient recovery
	Target 12.5: Substantially reduce waste generation through prevention, reduction, recycling, and reuse	12.5.1: National recycling rate	Significant % visitor satisfaction with recycling; replacement of road asphalt with recycled rubber (World Expo 2020)	All buildings must be LEED Gold, and the need for single-use plastic bottles is eliminated via Sabeel fountains and other initiatives
	Target 12.6: Encourage companies to adopt sustainable practices and sustainability reporting	12.6.1: Number of companies publishing sustainability reports	Expo City Dubai Annual Sustainability Report	Global Reporting Initiative (GRI) Standards compliant with limited assurance by a third party
			Compliance with RISE Guidelines across assessed F&B and retail outlets	Standardised GRI-aligned annual sustainability reporting, verified by external auditors
	Target 12.7: Promote sustainable public procurement practices	12.7.1: Number of countries implementing sustainable public procurement policies	Sustainability is assessed as a core pillar in bid reviews	Prioritisation of SMEs and locally produced goods in the supply chain. Publicly available Sustainable Procurement Policy
	Target 12.8: Ensure people have relevant information and awareness for sustainable development and lifestyles	12.8.1: Extent to which global citizenship education and education for sustainable development are mainstreamed	Expo City Dubai visitors pledged to adopt a sustainable lifestyle	Terra serves as a permanent global education hub. Expo City works with academia on circular economy initiatives



Sustainable Development Goals	Sustainable development targets	Indicator progress	Expo City Dubai support of the SDG indicators	Achievements since July 2022
SDG 13: Take urgent action to combat climate change and its impacts	Target 13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	13.1.2: Implementation of local disaster risk reduction strategies	Urban heat mitigation	Pre-certified Platinum under LEED City & Community; uses passive design shading, light-coloured materials and the 15-minute city model to mitigate the Urban Heat Island effect
			Long-term assessment of climate risks to the city	In 2024, Expo City Dubai undertook a Task Force on Climate-Related Financial Disclosures (TCFD) assessment by a third party
	Target 13.2: Integrate climate change measures into national policies, strategies, and planning	13.2.1: Number of countries with NDCs/long-term strategies	Impact is via partnership pathway. Designed to support the integration of environmental stewardship and climate-conscious planning into city strategies and investment decisions through ongoing national and international engagements	Framework built on Expo City Dubai’s experience balancing human-centred development with environmental sustainability
			Carbon Reduction Pathway	Established a formal target of 45% operational emission reduction by 2030 and 80% by 2040, reaching Net Zero by 2050. Embodied carbon reduction targets are set at 40% by 2030
			Positions UAE as a hub for sustainable innovation and green enterprise	Ministry of Economy and Tourism, Expo City Dubai launch UAE’s first Green Innovation District to support circular economy and companies that provide climate action and decarbonisation



Sustainable Development Goals	Sustainable development targets	Indicator progress	Expo City Dubai support of the SDG indicators	Achievements since July 2022
SDG 13: Take urgent action to combat climate change and its impacts	Target 13.3 – improve education and awareness on climate change mitigation, adaptation, and impact reduction	13.3.1: Extent to which global citizenship education and education for sustainable development are mainstreamed	In progress, enhances climate and sustainability literacy in the urban development context	Embeds sustainability and climate-oriented thinking in next-generation city leadership
			Urban heat mitigation	Pre-certified Platinum under LEED City & Community; uses passive design shading, light-coloured materials and the 15-minute city model to mitigate the Urban Heat Island effect
			Visitors engaged in climate-focused exhibits and sustainability storytelling	Climate education through immersive exhibits and guided tours
			Students introduced to climate solutions and mitigation strategies	Integration of climate education into experiential learning programmes
			Public climate awareness	The Expo School Programme and Terra serve as educational hubs for climate action, a building with a photovoltaic roof/canopy and solar trees that produce electricity
			Increased awareness on biodiversity conservation and sustainable behaviour	Public engagement campaigns and initiatives promoting environmental stewardship
			Training and awareness initiatives for staff and Expo City Dubai community of tenants, contractors, suppliers	Online and in-person trainings and engagements



Sustainable Development Goals	Sustainable development targets	Indicator progress	Expo City Dubai support of the SDG indicators	Achievements since July 2022
SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	Target 15.5: Halt the loss of biodiversity, reduce habitat degradation, and protect threatened species	15.5.1: Red List Index (survival probability of species)	Visitors learn about native plant species and desert ecosystems	Establishment of Terra Botanic Garden showcasing native and desert-adapted species
			Partnerships formed to support biodiversity initiatives	Development of collaborative urban biodiversity initiatives. Expo City Dubai and IUCN partnership advances biodiversity conservation, nature-based solutions, and environmental stewardship
			Increased awareness on biodiversity conservation and sustainable behaviour	Public engagement campaign promoting environmental stewardship
	Target 15.9: Integrate ecosystem and biodiversity values into national and local planning, development, and poverty reduction strategies	15.9.1: Progress towards national targets established in accordance with Aichi Biodiversity Target 2	Species observations recorded in global biodiversity databases	Contribution to biodiversity knowledge and conservation awareness
SDG 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	Target 17.16: Enhance the Global Partnership for Sustainable Development through multi-stakeholder partnerships	17.16.1: Progress in multi-stakeholder monitoring	Strengthened cooperation between African city leaders and global urban networks. Increased city-to-city dialogue and collaboration on sustainable urban development. Capacity Building partnership and initiative	Creation of international partnerships for urban development collaboration
			Strengthened cooperation between regional city leaders. Regional dialogue on sustainable urban development among Arab cities on sustainable urban development and climate action	Platform for policy exchange on urban sustainability established for GCC and Arab Mayors through Expo City Dubai
			Strengthened cross-sector collaboration. Multi-stakeholder coalition established	Engagement of organisations across government, academia and private sector



Sustainable Development Goals	Sustainable development targets	Indicator progress	Expo City Dubai support of the SDG indicators	Achievements since July 2022
SDG 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	Target 17.16: Enhance the Global Partnership for Sustainable Development through multi-stakeholder partnerships	17.16.1: Progress in multi-stakeholder monitoring	Existing partners engaged in capacity building in their respective regions. Capacity built and framework knowledge built via knowledge sessions and workshops	Launch of the framework during an international urban forum, supporting knowledge exchange and city-to-city cooperation
	Target 17.17: Encourage effective public, public-private, and civil society partnerships	17.7.1: Funding for environmentally sound technologies	Strengthened UAE-India collaboration on urban development and economic cooperation. Qualitative progress	New business and urban development stakeholder ecosystem created
			Cross-sector collaboration. Partnerships across sectors	Multi-stakeholder convenings
			Collaboration across sectors. Partnerships with universities and NGOs	Citizen science collaboration platform
			Positions UAE as a hub for sustainable innovation and green enterprise	Ministry of Economy and Tourism, Expo City Dubai launch UAE's first Green Innovation District
			Existing partners engaged in capacity building in their respective regions. Capacity built and framework knowledge built via knowledge sessions and workshops	Launch of the framework during an international urban forum, supporting knowledge exchange and city-to-city cooperation. Expo City Dubai and IUCN partnership advances biodiversity conservation, nature-based solutions, and environmental stewardship. Expo City Dubai and Jane Goodall collaboration empowers youth, champions conservation, and drives positive environmental action
			Through Expo City Dubai Foundation (formerly Expo Live), startups globally are supported through grants as part of the Global Innovators Programme and the Changemakers Academy	International and local startups, including those by students, were supported



DATA VERIFICATION AND ASSURANCE

BASIS OF REPORTING

OVERVIEW

This document sets out the basis of reporting and methodologies of calculation underpinning the sustainability performance data disclosed in the Expo City Dubai Sustainability Report 2025. It is intended to provide transparency on how data has been collected, measured, and calculated, and to support the independent limited assurance engagement conducted by DNVAS – Dubai Branch.

ORGANISATIONAL BOUNDARY AND SCOPE

Expo City Dubai applies an operational control approach to define its organisational boundary in accordance with the GHG Protocol Corporate Standard. All operations over which Expo City Dubai exercises direct operational control are included within the reporting boundary unless otherwise specified.

Included within the reporting boundary

- All city operations directly owned and managed by ECDA, including operational buildings, public realm, infrastructure, and shared facilities
- Rove Expo City Hotel & Expo Cheval Maison — Expo City Dubai-owned, operated under a hotel management arrangement
- Connect Conference Centre (C3) — Expo City Dubai-owned and managed
- House of Arts (former Moroccan Pavilion) — Expo City Dubai-owned and managed (new to boundary in 2025)
- Vehicles and mobile equipment operated by or on behalf of Expo City Dubai within the city boundary
- Propane gas consumed by F&B operations supplied through Expo City Dubai-managed accounts
- Tenant electricity consumption where the tenant does not have their own DEWA account — billed through Expo City Dubai accounts and therefore included in Expo City Dubai's energy and emissions figures
- Tenants with their own direct DEWA accounts — electricity billed directly to tenants is included as part of the Expo City Dubai Scope 3 emissions
- Contractor appointed by Expo City Dubai and tenant-managed fitout construction activities under separate contractor arrangements

Excluded from the reporting boundary

- Third-party event operator energy consumption and waste under their own management arrangements
- Off-site employees — excluded from the health and safety management system coverage disclosure

REPORTING PERIOD AND BASE YEAR

The 2025 Sustainability Report covers the period 1 January 2025 to 31 December 2025 (calendar year 2025). Prior years comparative data is provided for 2023 and 2024 where available.

SCOPE 1 GHG EMISSIONS

Direct GHG emissions from all Expo City Dubai operations within the operational control boundary for the period 1 January – 31 December 2025. Emissions are reported in metric tonnes of CO₂ equivalent (tCO₂e). Gases included: CO₂, CH₄, N₂O. Biogenic CO₂ not reported. Consolidation approach: Operational Control. Standard: GHG Protocol. Emission factor source: UK Government GHG Conversion Factors (DBEIS 2025) and US EPA. Base year: 2024.

1. Refrigerant emissions (fugitive)

Refrigerant emissions fall under Scope 1 fugitive emissions. Data is collected from the Facilities Management HVAC team’s refrigerant inventory log, where cylinders are weighed before and after use to track consumption.

Refrigerants used in 2025:
R-134A: 769.5 kg | Emission factor: 1,300 kgCO₂e/kg R-410A: 26.7 kg | Emission factor: 1,924 kgCO₂e/kg R-141B and R-407C: 0 kg consumed in 2025

All emission factors sourced from UK Government GHG Conversion Factors (DBEIS 2025). Note: due to organisational transitions and variations in maintenance contracts, some inventory records may not be fully documented for all periods; email correspondence and work orders are maintained as supporting evidence.

2. Fire suppression agents (fugitive)

Fixed fire suppression system releases are logged by the Facilities Management FLS team through Technical Incident Reports (TIR). The inventory is maintained by the subcontractor SIBCA.

The two agents used are:
FM200 (HFC-227ea): 45.1 kg discharged | Emission factor: 3,350 kgCO₂e/kg (DBEIS 2025)
NOVEC-1230: 610.127 kg discharged | Emission factor: 1 kgCO₂e/kg (Novec 1230 Manual, page 2)

Note: The FM200 emission factor is sourced from DBEIS 2025 (updated October 2024) rather than the original manufacturer manual (2011), as the DBEIS 2025 reflects more recent data. NOVEC-1230 uses the manufacturer manual as it is not available in DBEIS 2025.

3. Portable CO₂ fire extinguishers (fugitive)

Fixed fire suppression system releases are logged by the Facilities Management FLS team through Technical Incident Reports (TIR). The inventory is maintained by the subcontractor SIBCA.

The two agents used are:
FM200 (HFC-227ea): 45.1 kg discharged | Emission factor: 3,350 kgCO₂e/kg (DBEIS 2025)
NOVEC-1230: 610.127 kg discharged | Emission factor: 1 kgCO₂e/kg (Novec 1230 Manual, page 2)

Note: The FM200 emission factor is sourced from DBEIS 2025 (updated October 2024) rather than the original manufacturer manual (2011), as the DBEIS 2025 reflects more recent data. NOVEC-1230 uses the manufacturer manual as it is not available in DBEIS 2025.

4. Fuel combustion (mobile and stationary)

Fuel is supplied by ENOC through two channels: VIP Tags (vehicles operating inside and outside city boundaries) and on-site tanker delivery (generators, heavy equipment, FM soft services). Consumption is based on total fuel purchased as recorded in monthly ENOC invoices. Specific end-use consumption data per machine is not available due to operational limitations.

- Diesel (Gasoil) emission factor: 2.66155 kgCO₂e/litre (DBEIS 2025)
- Petrol ULG 95 emission factor: 2.33984 kgCO₂e/litre (DBEIS 2025)

5. Propane gas combustion

Propane gas is supplied by Lootah and used by Expo City Dubai-managed F&B operations. Gas consumption is recorded in cubic metres (m³) based on supplier data. Following confirmation from the supplier in 2024 that the gas is propane (not LNG as previously assumed), the correct conversion factor is applied: 1 m³ gas = 4 litres liquid (conversion factor provided by Lootah; 1 litre = 0.25 m³). Gas consumption from F&Bs operated by tenants is excluded from Scope 1 emissions and is reported separately under Scope 3, whereas gas consumption from F&Bs operated by Expo City is included in Scope 1.

SCOPE 2 GHG EMISSIONS — PURCHASED ELECTRICITY

Indirect emissions from electricity purchased from DEWA for 1 January – 31 December 2025. Data is obtained from monthly DEWA invoices and supported with Expo City’s energy monitoring system. Reported in tCO₂e using both location-based and market-based approaches. Emission factor source: DEWA’s 2025 grid emission factor of 0.3833 kgCO₂e/kWh. Consolidation: Operational Control. Standard: GHG Protocol. Base year: 2024 (38,589 tCO₂e).

Location-based approach

DEWA grid emission factor applied: 0.3833 kgCO₂e/kWh (sourced from DEWA Sustainability Report 2025).

Expo City Dubai maintains an energy monitoring network of approximately 309 DEWA metering accounts with all Recovery-1 and Recovery-2 accounts administratively merged into one of the main accounts as from February 2025 onwards.

Electricity consumption from tenants with their own DEWA connections is excluded from Expo City Dubai’s Scope 2 inventory and is included in Scope 3. Examples include Rove Expo City Hotel, Gratiya, Siemens Industrial, Siemens Energy, and Connect Conference Center (January–June 2025, July–December 2025 was operated by Expo City and included in Scope 2).

Market-based approach

In 2025, Expo City Dubai did not procure International Renewable Energy Certificates (i-RECs) or any other energy attribute certificates. The market-based Scope 2 emissions are therefore equal to the location-based figure, as no contractual instruments are available to differentiate ECD’s electricity from the grid average.

SCOPE 3 GHG EMISSIONS

Calculated in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard. Scope 3 emissions were first reported in 2024. The 2025 inventory includes all applicable Scope 3 categories except Categories 10 (Processing of Sold Products), 11 (Use of Sold Products) and 14 (Franchises), which are not applicable to Expo City Dubai’s business model.

Category 2: capital goods-embodied carbon

In accordance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Category 2: Capital Goods), the assessment calculates and includes the total cradle-to-gate, upfront, embodied carbon emissions associated with the construction of new Expo City Dubai real estate assets, as per modules A1–A5 in the Royal Institution of Chartered Surveyors (RICS) Whole Life Carbon Assessment principles.

Emissions are recognised in full in the year of practical completion, without discounting or amortisation, in line with GHG Protocol guidance for capital goods. However, as we also follow GPC principles, we report the emissions associated with construction in our GRI annual sustainability reports – prior to projects’ practical completion – as a more accurate representation of when emissions are actually released throughout construction and the city’s evolution.

- Emissions breakdown by source across all four projects:
- Materials (concrete, steel, other): dominant source at 86.6% of total embodied emissions
 - Fuel (on-site construction diesel): 5.9% of total
 - Electricity (construction site power): 5.1% of total
 - Waste generated during construction: 2.4% of total
 - Wastewater and water use: remaining <1%

Emission factors: sourced from Environmental Product Declarations (EPDs) provided by material suppliers for key materials (concrete and steel). UK Government GHG Conversion Factors (DBEIS 2025) applied for fuel, waste, and other construction activities. Industry databases including the Inventory of Carbon and Energy (ICE) and the ARUP embodied carbon benchmarking programme applied where EPDs are unavailable.



Category 3: fuel and energy-related activities
Transmission and distribution losses

Covers upstream transmission and distribution (T&D) losses from electricity purchased from DEWA. Per DEWA published data, T&D losses for electricity lines are estimated at 2.2% for 2025.

Category 5: waste generated in operations

Covers emissions from the offsite treatment and disposal of waste generated by Expo City Dubai’s operations. Emission factors sourced from UK Government GHG Conversion Factors (DBEIS 2025). Events-related waste emissions are subtracted from this calculation to avoid double-counting with the Events category.

Waste streams and treatment methods:

- Municipal solid waste (MSW) – collected through our three-stream segregation system (recyclables, compostable, and general waste), including food waste collected separately from F&B operators, office pantries and catering services
- Operational waste – landscaping, hazardous, construction and bulky waste arising from city maintenance and asset-enhancement activities
- Demolition waste from site clearance of Expo 2020 legacy assets — a new category introduced in 2025 covering materials generated during scheduled site-clearance projects
- Assets end-of-life (EOL) – assets, furniture, fixtures, and MEP equipment decommissioned during the year

Category 6: business travel

Covers flight emissions from employee business trips, calculated using data provided by Expo City Dubai’s partner travel agency. Trips are categorised by flight class and route type. Each trip is assumed to involve one individual. Distance between origin and destination is calculated directly, excluding connecting flights to avoid overstatement. Hotel accommodation is included.

- International (non-UK) Economy: 282,691.1 km | Emission factor: 0.10916 kgCO₂e/passenger.km
- International (non-UK) Business: 783,505.4 km | Emission factor: 0.31656 kgCO₂e/passenger.km
- International (non-UK) First Class: 56,524.9 km | Emission factor: 0.43663 kgCO₂e/passenger.km
- International (non-UK) Premium Economy: 27,917.6 km | Emission factor: 0.17465 kgCO₂e/passenger.km
- Long-haul (UK) Economy: 27,967.9 km | Emission factor: 0.11704 kgCO₂e/passenger.km
- Long-haul (UK) Business: 11,154.7 km | Emission factor: 0.33940 kgCO₂e/passenger.km

Category 7: employee and visitor commuting (city-wide commuting, excluding events)

Covers emissions from city-wide commuting by visitors, employees and commercial tenants travelling to and from Expo City Dubai, excluding event attendee travel (which is captured in the Events category below). Total annual visitor, staff and commercial tenant count: 2,209,743, comprising 1,723,599 from Dubai and 486,143 from other emirates.

Dubai-based commuting methodology:

- Private car (60% share): 60 km round trip | Emission factor: 0.16984 kgCO₂e/km (DBEIS 2025)
- Metro (30% share): 60 km round trip | Emission factor: 0.0286 kgCO₂e/km (DBEIS 2025)
- Taxi (8% share): 60 km round-trip | Emission factor: 0.08 kgCO₂e/km (DBEIS 2025)

Other emirates commuting methodology: Visitor share by emirate applied against two-way distance to Expo City Dubai from Abu Dhabi (50% share, 280 km), Sharjah (31.8%, 80 km), Ajman (9.1%, 100 km), Fujairah (4.5%, 240 km), RAK (4.5%, 200 km). Private car assumed as primary mode for other emirates visitors.



Category 7: external events attendee emissions

Emissions from external event attendees travelling to and from Expo City-managed events. Data on total event headcount is provided by the relevant teams. The average emission factor applied is 19.87 kgCO₂e per person, based on data from Trace - a specialised events carbon tracking software used by Expo City's Sustainability team.

Mains electricity emissions already captured in the Scope 2 electricity location-based category are subtracted to avoid double-counting.

Category 3 (supplementary): transboundary school visits

Emissions from school buses travelling to Expo City Dubai (specifically Terra and Alif Pavilions) from schools across Dubai and other emirates. Total number of students is multiplied by estimated round-trip travel distance per emirate of origin (using a standard central location where exact school addresses are unavailable). Passenger-kilometres multiplied by the school bus emission factor.

Category 4 (supplementary): transboundary delivery vehicles

Emissions from delivery vehicles entering Expo City Dubai from across the UAE. Data is extracted from the Delivery Management System (DMS) used by Expo City's security team. All vehicle movements are confirmed as within UAE. Where origin details are unavailable, average one-way distances are estimated by vehicle type (e.g. cargo vans 20 km, 3-tonne trucks 50 km, 18-tonne trucks 120 km, articulated lorries 150 km). Vehicle-specific emission factors applied per DBEIS 2025.

Category 8 (supplementary): water distribution

Scope 3 emissions from potable water consumption, based on total DEWA water consumption from monthly invoices. The water emission factor of 22.98 tCO₂e/MIG is sourced from the DEWA Sustainability Report 2025. Emissions from pumping and distribution are not separately included to avoid estimation errors.

Category 13: downstream leased assets

New in 2025. Covers electricity and propane gas consumed by tenants who are leasing Expo City-owned space and whose consumption is separately metered and not included in Expo City's Scope 1 and Scope 2 boundary. Tenant electricity emissions were calculated using the DEWA 2025 grid emission factor, while tenant propane gas emissions were calculated using the 2025 DBEIS emission factor. Together, these values represent energy-related emissions associated with tenant operations and are reported under Scope 3.



WATER CONSUMPTION

Total water consumed across Expo City Dubai operations, 1 January – 31 December 2025. Three water sources are reported:

- Potable water from DEWA (third-party municipal supply)
- Treated sewage effluent (TSE) for irrigation and non-potable applications
- Brackish water consumed

Potable water data is obtained from monthly DEWA invoices for all metered accounts within the operational boundary. TSE volumes obtained from utility provider records. Tenants with their own DEWA accounts are excluded.

WASTE GENERATED AND DIVERTED FROM DISPOSAL

All waste was managed off-site by licensed third-party service providers. Waste data is based on monthly waste collection and treatment reports from Expo City’s appointed waste management service provider.

OCCUPATIONAL HEALTH AND SAFETY
— WORK-RELATED INJURIES

Recordable work-related injury rates reported per million hours worked, calculated separately for Expo City Dubai employees and contractors/service providers whose work or workplace is controlled by Expo City. Standard: GRI Standards injury rate methodology. Data systems: ArcGIS (September - December 2025) and Intelix (used January–September 2025 for employees).

Total Recordable Incident Rate (TRIR) = (number of recordable injuries / total hours worked) x 1,000,000

AVERAGE HOURS OF TRAINING PER EMPLOYEE

Average training hours per employee during 1 January – 31 December 2025, reported by gender and employee category. Employee category definitions: leadership (Grade 5 and above), senior management (Grade 4), middle management (Grade 3), staff (below Grade 3). Training tracked via HR learning platform.

Average training hours = total training hours completed / total number of employees

PERCENTAGE OF SPENDING ON LOCAL SUPPLIERS

Local spending is the total value of purchase orders (POs) issued to UAE-registered suppliers during 1 January – 31 December 2025. Only PO-based spending is included. Suppliers classified as local or non-local based on system-defined parameters in Expo City’s procurement system, including Account Group Name and Foreign Vendor designations.

Exclusions: non-PO-based contracts, POs tagged Plant 1000 (Expo 2020 legacy), POs with Blocked or Blank status.

% local spend = (AED value of POs to UAE-registered suppliers / total AED value of all POs) × 100

SUPPLIER ENVIRONMENTAL AND SOCIAL ASSESSMENT

Expo City facilitates supplier participation on the EcoVadis sustainability assessment platform as well as conducts social assessments through an independent specialist consultancy as part of the Worker Welfare Programme.

Expo City’s role is limited to facilitating supplier registration. All evidence submissions and assessments occur directly between the supplier and EcoVadis and/or the specialist consultancy, independently of Expo City Dubai.



SEEDS OF CHANGE — CARBON OFFSET PROGRAMME

Seeds of Change is Expo City's voluntary carbon offset programme delivered in partnership with CarbonClick. Expo City Dubai matches all individual contributions, doubling total offset impact.

Contribution channels: Event digital ticketing | Employee commuting via Seeds of Change Travel Emission Survey | Physical booth at events and Rove Hotel.

Carbon credit projects: (1) Rimba Raya Biodiversity Reserve, Indonesia — REDD+ Avoided Planned Peatland Conversion | Registry: VCS 674 (transitioning to VM0048) | CCB Standard: Triple Gold | SDG Standard: SD VSta (first globally validated against all 17 SDGs) | BeZero Rating: AA. (2) Tambopata-Bahuaja Biodiversity Reserve, Peru — REDD+ Avoided Unplanned Deforestation | Registry: VCS 1067 (transitioning to VM0048) | CCB Standard: Gold Level | BeZero Rating: BB.

All carbon credits are third-party verified and retired upon purchase. Contributors receive personalised confirmation with a unique tracking link and code enabling independent verification.

WORKER WELFARE PROGRAMME METRICS

The Worker Welfare Programme ensures the fair treatment of all workers on site through independent audits. Audit types include Prequalification Audits, Risk Assessments, Offboarding Audits, Monitoring Assessments, and Compliance Audits. Monthly issue log follow-ups excluded from audit count. Confidential worker interviews are conducted monthly by an independent specialist consultancy, covering recruitment practices, wage processes, working hours, accommodation conditions, healthcare access, and wellbeing.

VISITOR DATA AND CUSTOMER HEALTH AND SAFETY

2025 Behavioural Perception Research Survey had 13,681 respondents. Results are published in the Social chapter of the report.

Customer health and safety is monitored according to the GRI disclosure, and the results are published in the social section of the performance data within the appendix.

ENVIRONMENTAL COMPLIANCE AND GOVERNANCE DATA

Environmental compliance is monitored and the results are published in the environment section of the performance data within the appendix.

Corporate compliance and anti-corruption are monitored and the results are published in the governance section of the performance data within the appendix.

Governance: Remuneration policies (GRI 2-18, 2-19, 2-20, 2-21) are not publicly disclosed. As a government-owned entity, Expo City Dubai does not disclose remuneration information to protect the privacy and confidentiality of all involved parties. This omission is noted in the GRI content index. Collective bargaining agreements (GRI 2-30) are not applicable under UAE labour law. This omission is noted in the GRI content index.



THIRD PARTY DATA VERIFICATION

Selected sustainability information has been assured by DNV AS – Dubai Branch at a limited level of assurance per ISAE 3000 (Revised) and ISO 14064-3, against GRI Standards 2021, applying DNV VeriSustain™ v6.0. Materiality threshold: ±5%. Assured disclosures (Annexure A):

- 1. Disclosure 302-1 energy consumption within the organisation:
 - a. Total fuel consumption within the organisation from non-renewable sources, in joules or multiples, and including fuel types used
 - b. Total fuel consumption within the organisation from renewable sources, in joules or multiples, and including fuel types used
 - c. In joules, watt-hours or multiples, the total: i. electricity consumption
 - d. In joules, watt-hours or multiples, the total: i. electricity sold
 - e. Total energy consumption within the organisation, in joules or multiples
 - f. Standards, methodologies, assumptions, and/or calculation tools used
 - g. Source of the conversion factors used
- 2. Disclosure 305-1 Direct (Scope 1) GHG emissions:
 - a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent
 - b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all
 - c. Biogenic CO2 emissions in metric tonnes of CO₂ equivalent
 - d. Base year for the calculation, if applicable, including:
 - i. the rationale for choosing it
 - ii. emissions in the base year
 - iii. the context for any significant changes in emissions that triggered recalculations of base year emissions
 - e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. Standards, methodologies, assumptions, and/or calculation tools used
 - f. Consolidation approach for emissions; whether equity share, financial control, or operational control
 - g. Standards, methodologies, assumptions, and/or calculation tools used

- 3. Disclosure 305-2 energy indirect (Scope 2) GHG emissions:
 - a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tonnes of CO₂ equivalent
 - b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent
 - c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all
 - d. Base year for the calculation, if applicable, including:
 - i. the rationale for choosing it
 - ii. emissions in the base year
 - iii. the context for any significant changes in emissions that triggered recalculations of base year emissions
 - e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source
 - f. Consolidation approach for emissions; whether equity share, financial control, or operational control
 - g. Standards, methodologies, assumptions, and/or calculation tools used
- 4. Disclosure 306-4 waste diverted from disposal:
 - a. Total weight of waste diverted from disposal in metric tonnes, and a breakdown of this total by composition of the waste
 - c. Total weight of non-hazardous waste diverted from disposal in metric tonnes, and a breakdown of this total by the following recovery operations:
 - i. Preparation for reuse
 - ii. Recycling
 - iii. Other recovery operations
 - d. For each recovery operation listed in Disclosures 306-4-c, a breakdown of the total weight in metric tonnes of hazardous waste and of non-hazardous waste diverted from disposal:
 - ii. offsite

5. Disclosure 404-1 average hours of training per year per employee:

a. Average hours of training that the organisation’s employees have undertaken during the reporting period, by:

i. gender

ii. employee category
6. Disclosure 403-9 work-related injuries:

a. For all employees:

i. The number and rate of fatalities as a result of work-related injury

ii. The number and rate of high-consequence work-related injuries (excluding fatalities)

iii. The number and rate of recordable work-related injuries

iv. The main types of work-related injury

v. The number of hours worked

7. Disclosure 403-9 work-related injuries
- b. For all workers who are not employees but whose work and/or workplace is controlled by the organisation:

i. The number and rate of fatalities as a result of work-related injury

ii. The number and rate of high-consequence work-related injuries (excluding fatalities)

iii. The number and rate of recordable work-related injuries

iv. The main types of work-related injuries

v. The number of hours worked

Reporting Standards: GRI Sustainability Reporting Standards
Assurance protocol: ISAE 3000
Boundary: Expo City Dubai



INDEPENDENT ASSURANCE REPORT



WHEN TRUST MATTERS

Independent Assurance Statement

DNV AS – Dubai Branch (“DNV”, “us” or “we”) were engaged by Expo City Dubai FZCO (“Company” or “Expo City”) to conduct a limited assurance engagement over Selected Sustainability Information of the company, presented in Sustainability Report (the “Report”), covering the reporting year 01st January 2025 to 31st December 2025 (Calendar Year 2025).



Our Conclusion: Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Selected Sustainability Information (as listed in Annexure A of this statement) is not fairly stated and has not been prepared, in all material respects, in reference to the reporting criteria. This conclusion relates only to the Selected Sustainability Information and is to be read in the context of this Independent Limited Assurance Statement, particularly the inherent limitations explained overleaf.

Scope of Work, and Boundary

The agreed scope of work included a limited level of assurance on the “Selected Sustainability Information” covering the Company’s non-financial performance for the reporting year ended 2025. Our work is limited to the verification of key performance indicators (KPIs) (“Selected Sustainability Information”) disclosed in the Report. The selected sustainability information is presented in Annexure A to this assurance statement. These KPIs have been reported by the Company in accordance with the applicable reporting criteria, as outlined below, and are derived from disclosures prepared using the Global Reporting Initiative (GRI) Standards.

The reported topic boundaries of non-financial performance are based on company’s operations as brought out in the section for boundary in the report. The organisation and operational boundary for the assignment covers the performance of the company’s city operations that fall under the direct operational control of the company unless otherwise specified in the report.

The boundary for the assignment covers the performance of the company for the selected GRI disclosures as listed in Annexure A.

Reporting Criteria and Assurance Methodology

The disclosures have been prepared by the company:
✓ Global Reporting Initiative (GRI) standards 2021

DNV has carried out this customized “data only” assurance engagement based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. Additionally, DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements to evaluate disclosures related to Greenhouse gases.

Our Competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO/IEC 17029:2019- Conformity Assessment – General principles and requirements for validation and verification bodies and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. DNV has complied with the Code of Conduct during the assurance engagement and maintains independence where required by relevant ethical requirements as detailed in DNV VeriSustain™, version 6.0.

This engagement work was carried out by an independent team of sustainability assurance professionals. DNV maintains complete impartiality toward company’s internal stakeholders interviewed during the assurance process. DNV did not provide any services to company or its subsidiaries in the scope of assurance for the year 2025 that could compromise the independence or impartiality of our work.

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Basis of our conclusion

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of the company. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the company’s business and its key stakeholders. We carried out the following activities:

- Reviewed the overall reporting process as defined by the relevant assessment criteria and standards.
- Conducted interviews with the company’s management to gain an understanding of the key processes, systems, and controls in place for generating, aggregating, and reporting the Selected Information.
- Conducted additional interviews with senior managers responsible for managing the disclosed information. The assurance team independently selected interviewees, focusing on those overseeing monitoring, data collation, and reporting in line with the GRI framework.
- Assessed the suitability and appropriateness of the Criteria applied for compiling the Selected Information.
- Verified that the evidence, measurements, and their scope provided by the company were prepared in accordance with the defined Criteria.
- Reviewed the specified data collected at the corporate level, along with the related disclosures made in the Report.
- Performed selective testing of the Selected Information to verify that data had been appropriately measured, recorded, collated, and reported.
- Carried out verification to the company’s operations to review the processes and systems used for preparing site-level data, which is consolidated at the respective sites. A sample-based assessment of site-specific data disclosures was conducted. Sampling for this assessment was independently determined by the assurance team.

Inherent Limitations

DNV’s assurance engagements are based on the assumption that the data and information provided by the company to us as part of our review have been provided in good faith, are true, and is free from material misstatements. Because of the selected nature (sampling) and other inherent limitation of both procedures and systems of internal control, there remains the unavoidable risk that errors or irregularities, possibly significant, may not have been detected.

The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. Any reference to financial disclosures within the report is outside the scope of this assurance and relies solely on the company’s third-party audited financial statements. DNV does not express any opinion on, nor does it assume responsibility for, the accuracy or completeness of the financial information disclosed in those audited financial reports.
- Data outside the operations specified in the assurance boundary is excluded from the assurance process, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover company’s statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual property rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the company’s strategy, or other related linkages expressed in the report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the reported selected sustainability information in the report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.



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- The assurance engagement does not include a review of legal compliances. Compliance to legal requirements is not within the scope of this assurance. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Responsibility of the Company

The company has the sole responsibility for the preparation of the data for the selected sustainability information as reported in the Report and is responsible for all information disclosed in the report. The company is responsible for maintaining processes and procedures for collecting, analysing and reporting the information and ensuring the quality and consistency of the information presented in the report. The company is also responsible for ensuring the maintenance and integrity of its website and any referenced disclosures on their website.

DNV's Responsibility

Our responsibility for performing this work is in accordance with the scope of work agreed upon. The assurance engagement assumes that the data and information provided to us are complete, sufficient, and true. DNV's responsibility is limited to the procedures performed and the conclusions expressed within the scope of this assurance engagement. DNV does not accept or assume any responsibility for any decision made by any party based on this assurance statement. This statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the company.

Purpose and Restriction on Distribution and Use

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Dubai AS - Dubai Branch	
 Digitally signed by b6717a45-9b48-4f17-8d1 f4b64507c6180 Date: 2026.06.17 16:29:07 +04'00'	Sharma, Anjana Digitally signed by Sharma, Anjana Date: 2026.06.18 13:28:03 +05'30'
Vikas Bankar Lead Verifier	Anjana Sharma Technical Reviewer



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Annex A: List of Verified GRI disclosures in scope for Expo City

GRI KPIs	KPI Description	UoM	Verified values
GRI 302-1 Energy consumption within the organization	a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used	GJ	274,585
	b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used	GJ	-
	c. In joules, watt-hours or multiples, the total: i. electricity consumption	GJ	273,796
	d. In joules, watt-hours or multiples, the total: i. electricity sold	GJ	-
	e. Total energy consumption within the organization, in joules or multiples	GJ	548,380
	f. Standards, methodologies, assumptions, and/or calculation tools used.	-	The organization has adopted the GHG Protocol operational control approach to define its organizational boundary. Energy and Emissions sources were identified and quantified using primary measured activity data where available, with emission factors obtained from recognized secondary sources, including DBEIS 2025, EPA and the DEWA Sustainability Report 2025.
	g. Source of the conversion factors used.	-	Standard universally accepted unit conversion factors are used.
GRI 305-1 Direct (Scope 1) GHG emissions	a. Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent	tCO ₂ e	1,539
	b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	-	CO ₂ , CH ₄ , N ₂ O
	c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent.	-	Not Reported
	d. Base year for the calculation, if applicable, including:	-	2024
	i. the rationale for choosing it;	-	2024 represented the first full year of the city's operations.
	ii. emissions in the base year;	tCO ₂ e	2,421
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	-	Not Applicable
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	-	DBEIS 2025, and EPA
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control	-	Operational Control
GRI 305-2 Energy indirect (Scope 2) GHG emissions	g. Standards, methodologies, assumptions, and/or calculation tools used.	-	GHG Protocol
	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent.	tCO ₂ e	29,152
	b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent.	tCO ₂ e	29,152
	c. If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	-	CO ₂ , CH ₄ , N ₂ O
	d. Base year for the calculation, if applicable, including:	-	2024



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GRI KPIs	KPI Description	UoM	Verified values
	i. the rationale for choosing it;	-	2024 represented the first full year of the city's operations.
	ii. emissions in the base year;	tCO ₂ e	38,589
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	-	Not Applicable
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	-	DEWA Sustainability Report 2025
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control	-	Operational Control
	g. Standards, methodologies, assumptions, and/or calculation tools used.	-	GHG Protocol
GRI 306-4 Waste diverted from disposal	a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste	Tonnes	11,288.38 Breakdown by composition of waste; • MSW Waste - 273.69 • Operational Waste (landscaping and bulky waste) - 399.42 • Demolition waste from legacy assets (concrete, steel, landscaping) - 10,578.71 • Asset management waste - 36.56
	c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:		
	i. Preparation for reuse;	Tonnes	22.90
	ii. Recycling;	Tonnes	11,252.29
	iii. Other recovery operations.	Tonnes	13.19
	d. For each recovery operation listed in Disclosures 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: ii. offsite.	Tonnes	Hazardous - 9 Non-hazardous - 11,279.38
GRI 404-1 Average hours of training per year per employee	a. Average hours of training that the organization's employees have undertaken during the reporting period, by:		
	i. gender;	Hours	• Male: 9.40 • Female: 8.87
	ii. employee category	Hours	• Leadership: 2.24 • Senior management: 5.51 • Middle management: 10.35 • Staff: 11.20
GRI 403-9 Work-related injuries	a. For all employees:		
	i. The number and rate of fatalities as a result of work-related injury	Number	0
	ii. The number and rate of high-consequence work-related injuries (excluding fatalities);	Number	0
	iii. The number and rate of recordable work-related injuries;	Number, Rate / million hours	Number - 2 Rate - 1.04
	iv. The main types of work-related injury;	-	Slips / Falls & Heat Stress
	v. The number of hours worked.	Million Hours	1.918
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:		
	i. The number and rate of fatalities as a result of work-related injury;	Number	0

Date: 17/06/2026

Statement number: DNV-2026-ASR-863560



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GRI KPIs	KPI Description	UoM	Verified values
	ii. The number and rate of high-consequence work-related injuries (excluding fatalities);	Number	0
	iii. The number and rate of recordable work-related injuries;	Number, Rate / million hours	Number - 16 Rate - 0.844
	iv. The main types of work-related injury;	-	Cuts / lacerations, Slips / Falls, Sprains / Strains & Heat Stress
	v. The number of hours worked.	Million Hours	18.945

Date: 17/06/2026

Statement number: DNV-2026-ASR-863560



GRI CONTENT INDEX

Statement of use	Expo City Dubai has reported in accordance with the GRI Standards for the period of 01 January 2025 to 31 December 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

For the Content Index – Essentials Service, GRI Services reviewed that the GRI Content Index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

GRI Services reviewed the correct mapping of the GRI disclosures presented in the GRI Content Index to the Sustainable Development Goals (SDGs), based on the ‘Goals and targets database’ tool available from the GRI website.
The service was performed on the English version of the report



CONTENT INDEX ESSENTIALS
SERVICE



SDG
LINKAGE ADD-ON

2026

2026

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Page number)	OMISSION	SDG Linkage
General disclosures				
GRI 2: General disclosures 2021	2-1 Organisational details	6-8		
	2-2 Entities included in the organisation’s sustainability reporting	9-11		
	2-3 Reporting period, frequency and contact point	9-11		
	2-4 Restatements of information	9		
	2-5 External assurance	9, 167-171		
	2-6 Activities, value chain and other business relationships	7-8, 15-18		



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Page number)	OMISSION	SDG linkage
General disclosures				
GRI 2: General disclosures 2021	2-7 Employees	73-75, 118-121		SDG 8.5
				SDG 10.3
	2-8 Workers who are not employees	79-82, 119, 137		
	2-9 Governance structure and composition	97, 129		SDG 5.5
				SDG 16.7
	2-10 Nomination and selection of the highest governance body	6, 97		SDG 16.7
	2-11 Chair of the highest governance body	6, 97		
	2-12 Role of the highest governance body in overseeing the management of impacts	6, 20-25, 97-102, 144-159		SDG 16.7
	2-13 Delegation of responsibility for managing impacts	6, 20-25, 97-102, 144-159		
	2-14 Role of the highest governance body in sustainability reporting	6, 20-25, 97, 100, 102, 144-159		
	2-15 Conflicts of interest	97		SDG 16.6
	2-16 Communication of critical concerns	97-102, 131		
	2-17 Collective knowledge of the highest governance body	20-25, 122, 144-159		



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Page number)	OMISSION	SDG linkage
General disclosures				
GRI 2: General disclosures 2021	2-18 Evaluation of the performance of the highest governance body		Requirement (a, b, and c) - Confidentiality constraints - As a government-owned entity, Expo City Dubai does not publicly disclose this information to protect the privacy and confidentiality of all involved parties and individuals	
	2-19 Remuneration policies		Requirement (a, b, and c) - Confidentiality constraints - As a government-owned entity, Expo City Dubai does not publicly disclose this information to protect the privacy and confidentiality of all involved parties and individuals	
	2-20 Process to determine remuneration		Requirement (a, b, and c) - Confidentiality constraints - As a government-owned entity, Expo City Dubai does not publicly disclose this information to protect the privacy and confidentiality of all involved parties and individuals	
	2-21 Annual total compensation ratio		Requirement (a, b, and c) - Confidentiality constraints - As a government-owned entity, Expo City Dubai does not publicly disclose this information to protect the privacy and confidentiality of all involved parties and individuals	
	2-22 Statement on sustainable development strategy	4-5		
	2-23 Policy commitments	20-25, 74-75, 79-84, 97, 102, 128, 130, 131		SDG 16.3
	2-24 Embedding policy commitments	20-25, 74-84, 97-98, 102, 122-123, 128, 130, 131		
	2-25 Processes to remediate negative impacts	73-75, 79-84, 97-98, 130		



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Page number)	OMISSION	SDG linkage
General disclosures				
GRI 2: General disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	73-75, 79-84, 97-98		SDG 16.3
	2-27 Compliance with laws and regulations	130-132		
	2-28 Membership associations	15-17		
	2-29 Approach to stakeholder engagement	26		
	2-30 Collective bargaining agreements		Requirement: 2-30 - Not applicable - Collective bargaining agreements do not form part of the UAE labour framework, and no such agreements are in place at Expo City Dubai. Accordingly, this disclosure is not applicable.	
Material topics				
GRI 3: Material topics 2021	3-1 Process to determine material topics	27-31		
	3-2 List of material topics	32		
ENVIRONMENT				
Biodiversity				
GRI 3: Material topics 2021	3-3 Management of material topics	69-71		
GRI 101: Biodiversity 2024	101-2 Management of biodiversity impacts	69-71		SDG 11.4
				SDG 15.1
	101-5 Locations with biodiversity impacts	116-117		
	101-6 Direct drivers of biodiversity loss	116-117		
	101-7 Changes to the state of biodiversity	116-117		



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Page number)	OMISSION	SDG linkage
Climate Change				
GRI 3: Material Topics 2021	3-3 Management of material topics	34-45		
GRI 102: Climate Change 2025	102-4 GHG emissions reduction targets and progress	34-42		
	102-5 Scope 1 GHG emissions	40-42, 113-114		
	102-6 Scope 2 GHG emissions	40-42, 113-114		
	102-7 Scope 3 GHG emissions	40-42, 113-114		
	102-10 Carbon credits	43-45, 133		
Materials				
GRI 3: Material Topics 2021	3-3 Management of material topics	47-48		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	47-48		SDG 8.4
				SDG 12.2
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	49-54		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	49-50, 113		SDG 7.2
				SDG 7.3
				SDG 8.4
				SDG 12.2
				SDG 13.1



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Page number)	OMISSION	SDG linkage
GRI 302: Energy 2016	302-4 Reduction of energy consumption	49-50		SDG 7.3
				SDG 8.4
				SDG 12.2
				SDG 13.1
Water & Effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	55-58		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	55-58		SDG 12.4
				SDG 6.3
				SDG 6.4
				SDG 6.a
				SDG 6.b
	303-5 Water consumption	55, 115		SDG 6.4
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	34-45		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	40-42, 113-114		SDG 3.9
				SDG 12.4
				SDG 13.1
				SDG 15.2
	305-2 Energy indirect (Scope 2) GHG emissions	40-42, 113-114		SDG 3.9
				SDG 12.4
				SDG 13.1
				SDG 15.2
	305-3 Other indirect (Scope 3) GHG emissions	40-42, 113-114		
	305-5 Reduction of GHG emissions	43-45, 133		SDG 13.1
				SDG 15.2



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Page number)	OMISSION	SDG linkage
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	59-68		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	59-68		SDG 3.9
				SDG 11.6
				SDG 12.4
				SDG 12.5
	306-2 Management of significant waste-related impacts	59-68		SDG 3.9
				SDG 8.4
				SDG 11.6
				SDG 12.4
				SDG 12.5
	306-3 Waste generated	59, 61-63, 114-115		SDG 3.9
				SDG 11.6
				SDG 12.4
				SDG 12.5
				SDG 15.1
	306-4 Waste diverted from disposal	134-136		SDG 3.9
				SDG 11.6
				SDG 12.4
				SDG 12.5
	306-5 Waste directed to disposal	134-136		



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Page number)	OMISSION	SDG linkage
SOCIAL				
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	73-75		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	119-120		SDG 5.1
				SDG 8.5
				SDG 8.6
				SDG 10.3
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	73-78		SDG 3.2
				SDG 5.4
				SDG 8.5
	401-3 Parental leave	121		SDG 5.1
				SDG 5.4
				SDG 8.5
Labour and management relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	74-75		
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	74-75		
Occupational health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	79-82		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	79-82		SDG 8.8



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Page number)	OMISSION	SDG linkage
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	79-80		SDG 8.8
	403-3 Occupational health services	81-82		SDG 8.8
	403-4 Worker participation, consultation, and communication on occupational health and safety	79-82		SDG 8.8
				SDG 16.7
	403-5 Worker training on occupational health and safety	76, 79-80, 122		SDG 8.8
	403-6 Promotion of worker health	81-82		SDG 3.3
				SDG 3.5
				SDG 3.7
				SDG 3.8
	403-8 Workers covered by an occupational health and safety management system	128		
	403-9 Work-related injuries	126-127		SDG 3.6
				SDG 3.9
				SDG 8.8
				SDG 16.1
	403-10 Work-related ill health	127		
Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics	74-78		



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Page number)	OMISSION	SDG linkage
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	74, 122-123		
				SDG 5.1
				SDG 8.2
				SDG 8.5
	404-2 Programs for upgrading employee skills and transition assistance programs	74-78, 122-123		SDG 10.3
				SDG 8.2
	404-3 Percentage of employees receiving regular performance and career development reviews	123		SDG 8.5
				SDG 5.1
				SDG 8.5
				SDG 10.3
Diversity & equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	74-78, 83-84		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	124-125, 129		SDG 5.1
				SDG 5.5
				SDG 8.5
Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	74-78, 83-84		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	131		



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Page number)	OMISSION	SDG linkage
Child labour				
GRI 3: Material Topics 2021	3-3 Management of material topics	74-75, 81-82, 102		
GRI 408: Child labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	130, 137-139		
Forced or compulsory labour				
GRI 3: Material Topics 2021	3-3 Management of material topics	74-75, 81-82, 102		
GRI 409: Forced or compulsory labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	130, 137-139		
Security Practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	140		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	140		
Local communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	81-82, 90-95, 110		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	81-82, 90-95, 110		
Customer Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	88		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	128		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	128		



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Page number)	OMISSION	SDG linkage
GOVERNANCE				
Procurement Practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	102		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	130		SDG 8.3
Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	97-98, 74-75		
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	122, 131		
	205-3 Confirmed incidents of corruption and actions taken	132		
Anti-competitive behaviour				
GRI 3: Material Topics 2021	3-3 Management of material topics	97-98		
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	132		
Supplier Environmental Assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	102		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	130		
	308-2 Negative environmental impacts in the supply chain and actions taken	130		



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Page number)	OMISSION	SDG linkage
Supplier Social Assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	102, 137-139		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	130		
	414-2 Negative social impacts in the supply chain and actions taken	130		
Public policy				
GRI 3: Material Topics 2021	3-3 Management of material topics	97-98		
GRI 415: Public policy 2016	415-1 Political contributions		Omission — Confidentiality constraints: as a government-owned entity, Expo City Dubai does not publicly disclose this information to protect the privacy and confidentiality of all involved parties	
Marketing and labeling				
GRI 3: Material Topics 2021	3-3 Management of material topics		Requirement omitted: 3-3 Reason: Information unavailable/incomplete Explanation: Topic newly identified as material in 2025; management approach not yet established. Steps: to be defined/documentated in 2026. Expected timeframe: 2026 Annual Sustainability Report	
GRI 417: Marketing and labeling 2016	417-1 Requirements for product and service information and labeling		Requirement omitted: 417-1 Reason: Information unavailable/incomplete Explanation: Data not collected in the 2025 reporting period. Steps: data-collection procedures in 2026. Expected timeframe: 2026 report	
	417-2 Incidents of non-compliance concerning product and service information and labeling		Requirement omitted: 417-2 Reason: Information unavailable/incomplete Explanation: Data not collected in the 2025 reporting period. Steps and timeframe as above (2026 report)	
	417-3 Incidents of non-compliance concerning marketing communications		Requirement omitted: 417-3 Reason: Information unavailable/incomplete Explanation: Data not collected in the 2025 reporting period. Steps and timeframe as above (2026 report)	



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Page number)	OMISSION	SDG linkage
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GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	132		
ECONOMIC				
Indirect Economic Impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	93-94, 109-111		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	109-110		SDG 5.4
				SDG 9.1
				SDG 9.4
				SDG 11.2
	203-2 Significant indirect economic impacts	7-8, 89, 93-94, 104-109, 111		
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GRI 3: Material Topics 2021	3-3 Management of material topics	47-48		
Environmental Compliance				
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GRI 3: Material Topics 2021	3-3 Management of material topics	100		
Customer Satisfaction & Service Quality				
GRI 3: Material Topics 2021	3-3 Management of material topics	85-90, 141-143		

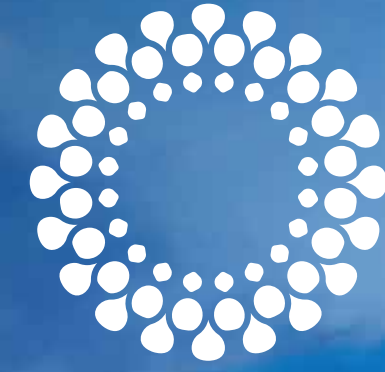
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GRI 3: Material Topics 2021	3-3 Management of material topics	99		
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GRI 3: Material Topics 2021	3-3 Management of material topics	97		
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GRI 3: Material Topics 2021	3-3 Management of material topics	51, 57-58, 106-108		
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ADDITIONAL INDICES

GLOBAL SUSTAINABLE TOURISM COUNCIL

Following the Green Destinations Standard V2 (2021)

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