

SUSTAINABILITY REPORT

2024



مدينة إكسبو دبي
EXPO CITY DUBAI





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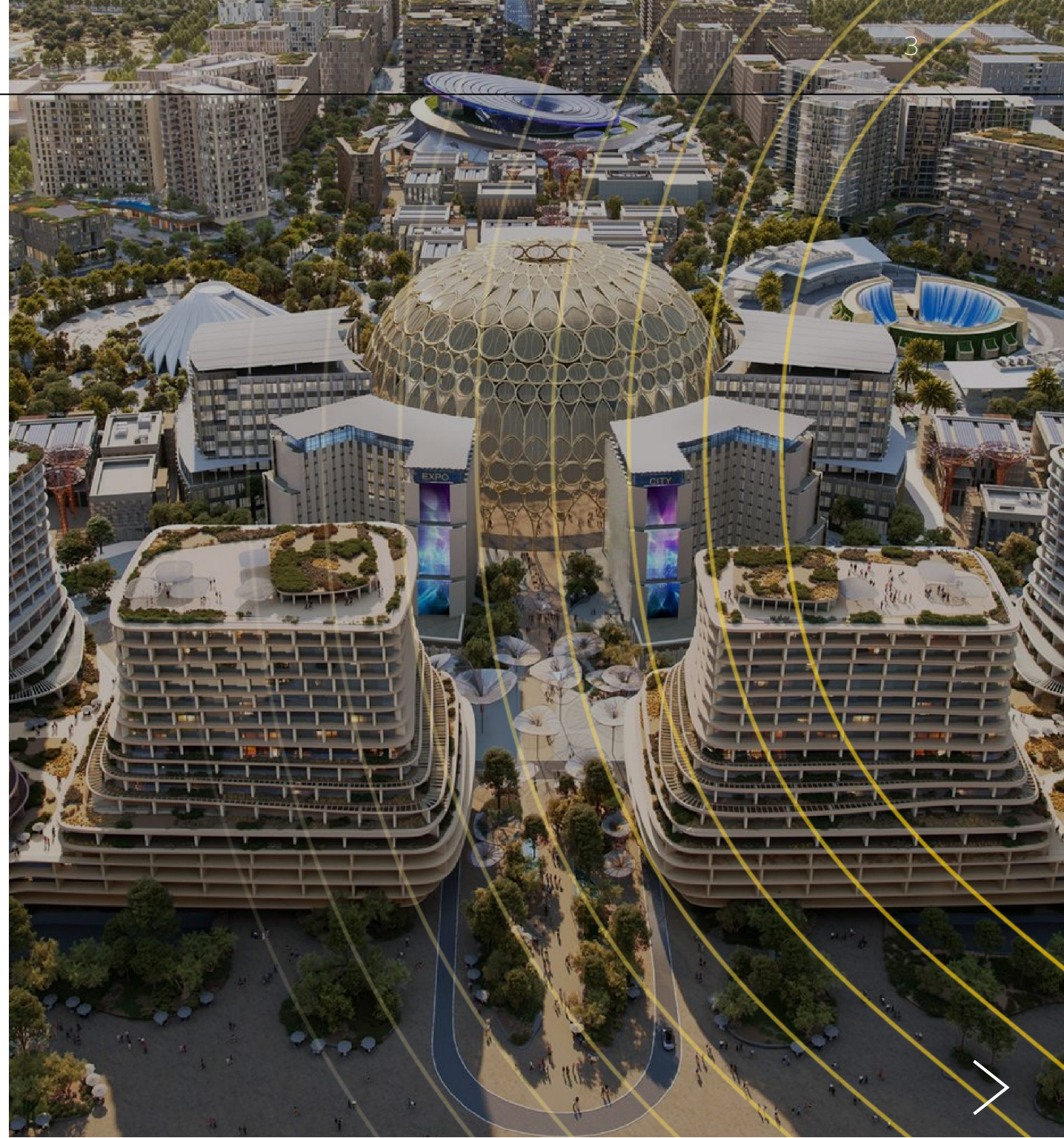
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01

Introduction





ABOUT THIS REPORT

This report captures Expo City Dubai's journey in 2024 – a year of establishing the groundwork of a city that continues to grow into the new centre of Dubai's future and a blueprint for sustainable urban living. It reflects on the achievements and milestones of the year, demonstrating our commitment to building a people-centric city that exists in harmony with nature – a symbol of promise, possibility and progress.

Reporting scope & boundary

This report is prepared in accordance with the GRI Sustainability Reporting Standards, which provide an international sustainability reporting framework for organisations to present their economic, environmental and social impacts.

The report charts Expo City Dubai's progress in sustainability performance within the United Arab Emirates (UAE) from 1 January 2024 until 31 December 2024.

Contacts

We value our stakeholders and their support of our sustainability goals. To improve the city's sustainability efforts, we welcome feedback, enquiries or suggestions regarding this final report through the following email: sustainability@expocitydubai.ae

Disclaimer

Expo City Dubai has made every effort to ensure the accuracy and reliability of the information in this report. The report contains statements that may be deemed as "forwardlooking statements" as they express the way in which Expo City Dubai currently intends to conduct its activities. Such statements are subject to inherent risks and uncertainties that could cause a difference in actual results.

Unless stated otherwise, the reporting boundary is an operational approach, considering Expo City Dubai Authority's (ECDA) owned and managed assets.

GRI services

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 presented and accessible to the stakeholders. GRI Services reviewed the correct mapping of the GRI disclosures presented in the GRI content index to 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.





A MESSAGE FROM OUR CEO

Her Excellency Reem Al Hashimy, UAE Minister of State for International Cooperation and CEO of Expo City Dubai Authority



We are proud to present our Sustainability Report for 2024 – a transformational year for Expo City Dubai as, moving beyond our transition from global event to established city, we cemented our foundations and charted the path for thoughtful and impactful growth.

The approval of our master plan by His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, was a pivotal moment, affirming Expo City as the centre of Dubai's future, a model for urban excellence, innovation and sustainability, and a key driver in achieving the ambitious goals of the Dubai Economic Agenda D33.

Guided by His Highness's vision, we progressed with plans to enhance sustainability in every respect. Our efforts were globally recognised, with Expo City Dubai being designated a Certified Autism Center™ and becoming the only urban centre in the Middle East and North Africa to achieve pre-certification in the WELL Community standard, illustrating our commitment to inclusivity, health and wellbeing.

By better understanding our carbon emissions and the impacts of existing mitigation measures, we reaffirmed that Expo City is on track to meet its decarbonisation targets, advancing on our net zero journey and reinforcing our contribution to national and global climate goals.

We complemented our mitigation successes with a carbon offsetting programme that empowered visitors to take ownership of their footprint – and Expo City matched every

contribution made, doubling the impact and reflecting our belief that pressing challenges are best tackled through collective action.

Raising the bar on sustainability in events, we introduced a bold new sustainability-first framework – crucial for a city hosting world-class experiences, born out of an exceptional World Expo and host of an impactful climate summit. We also launched a formalised framework to test innovation pilots, technology-based and otherwise, that will help optimise how human-centric cities function and serve as a testament to what is possible when imagination meets resolve.

Offering unparalleled connectivity, cutting-edge enterprise zones, cultural landmarks and inclusive residential communities, every element of this city has been conceived with precision and care. With more businesses choosing to establish operations in Expo City, 2024 has seen significant growth and diversification in our community, bound by a shared sense of responsibility towards people and planet. As our business community expanded, we progressed works on our residential projects and look forward to the day, very soon, when we also welcome those who will call Expo City home.

A blueprint for sustainable urban living and a hub in Dubai's future development, Expo City Dubai's journey is just beginning. We will remain agile and thoughtful as we seek to maximise our social, environmental and economic impact – a resource-efficient, resilient city driven by collaboration, fostering innovation, and shaping Dubai's continued prosperity for generations to come.





EXPO CITY DUBAI AT A GLANCE

The legacy lives on

The legacy city of Expo 2020 Dubai, Expo City was established on 7 July 2022 with His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, signing Law No. (14) of 2022 into effect, setting the foundation for a vibrant urban hub where ideas are nurtured, business flourishes and community thrives – all in harmony with the environment.



Strategically positioned at the heart of Dubai's growth corridor

Expo City is a key 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. It connects Dubai Exhibition Centre, Al Maktoum International Airport and Jebel Ali Port, reinforcing Dubai's role as a gateway to global commerce.



A dynamic business ecosystem to shape the future of industry

Expo City's world-class free zone comprises startups, established corporations and institutions from the industries driving the delivery of D33, encouraging cross-sector collaboration and providing a springboard for businesses of all sizes to scale and grow.



An incubator for innovation with purpose

The city serves as a testbed for solutions and a platform for groundbreaking ideas that benefit both people and planet, with the Expo City Dubai Foundation supporting social entrepreneurs and changemakers and the Urban Lab piloting smart city solutions in sustainability, mobility and technology.



A hub for educational, cultural and entertainment experiences

Expo City's programmes and initiatives nurture the UAE's creative talent and cultural heritage, inspire learning and agency and foster wellness and community engagement. This includes STEAM-aligned learning opportunities across – and beyond – its iconic attractions, as well as events ranging from local community favourites to globally significant conferences and live shows.



Setting a new benchmark for residential neighbourhoods

Exemplifying best practice in innovative, human-centric and environment-friendly design, Expo City focuses on creating happier, healthier and more prosperous communities.

The first residences will be delivered in 2026, while the city is already home to a number of hospitality and dining options.



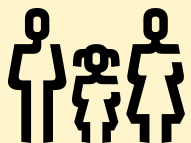
Designed as a blueprint for sustainable urban living

Expo City's roadmap to achieving net zero by 2050 and its broader decarbonisation targets raise the bar on responsible urban development. Prioritising accessibility and inclusivity, the city continues to evolve in line with its master plan, eventually spanning 3.5sqkm and welcoming around 35,000 residents and 40,000 professionals through a gradual phased development process.





2024 HIGHLIGHTS



571,000+

visitors to our attractions, programmes and events



Expo City Dubai named a Certified Autism Center™

by the International Board of Credentialing and Continuing Education Standards (IBCCES)

Environmental performance

93%

waste diversion from landfill ¹

9%

increase in solar energy production

319,272kg of CO₂ offset

through Seeds of Change²



100%

of operational and leasable buildings achieved **WELL Health-Safety Rating** certification



Expo City Dubai master plan achieved **WELL Community pre-certification** – a first in the MENA region

AED 3.06 billion

spent on local suppliers

Social performance

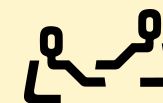


35%

of Executive Committee are women

4,886 hours

of **capacity-building training** delivered



16

projects join the **Global Innovators Programme**

74

signed tenants

3

pilot technologies with Urban Lab



Expo City Dubai Pavilion at COP28 recognised as UAE Outreach Project of the Year – Urban Development ³



Expo City Farm recognised as UAE Outreach Project of the Year – Climate Change ³



Silver Award for 'Food Waste Initiative of the Year 2024' ⁴

¹ Excludes waste from third party events, tenants' offices and construction and demolition projects with independent waste management contractors. ² Credited to Expo City Dubai's Scope 3 emissions ³ GovMedia Conference and Awards 2024 – Excellence in Asia Pacific Governance ⁴ Middle East Waste and Recycling (MEWAR) Awards.



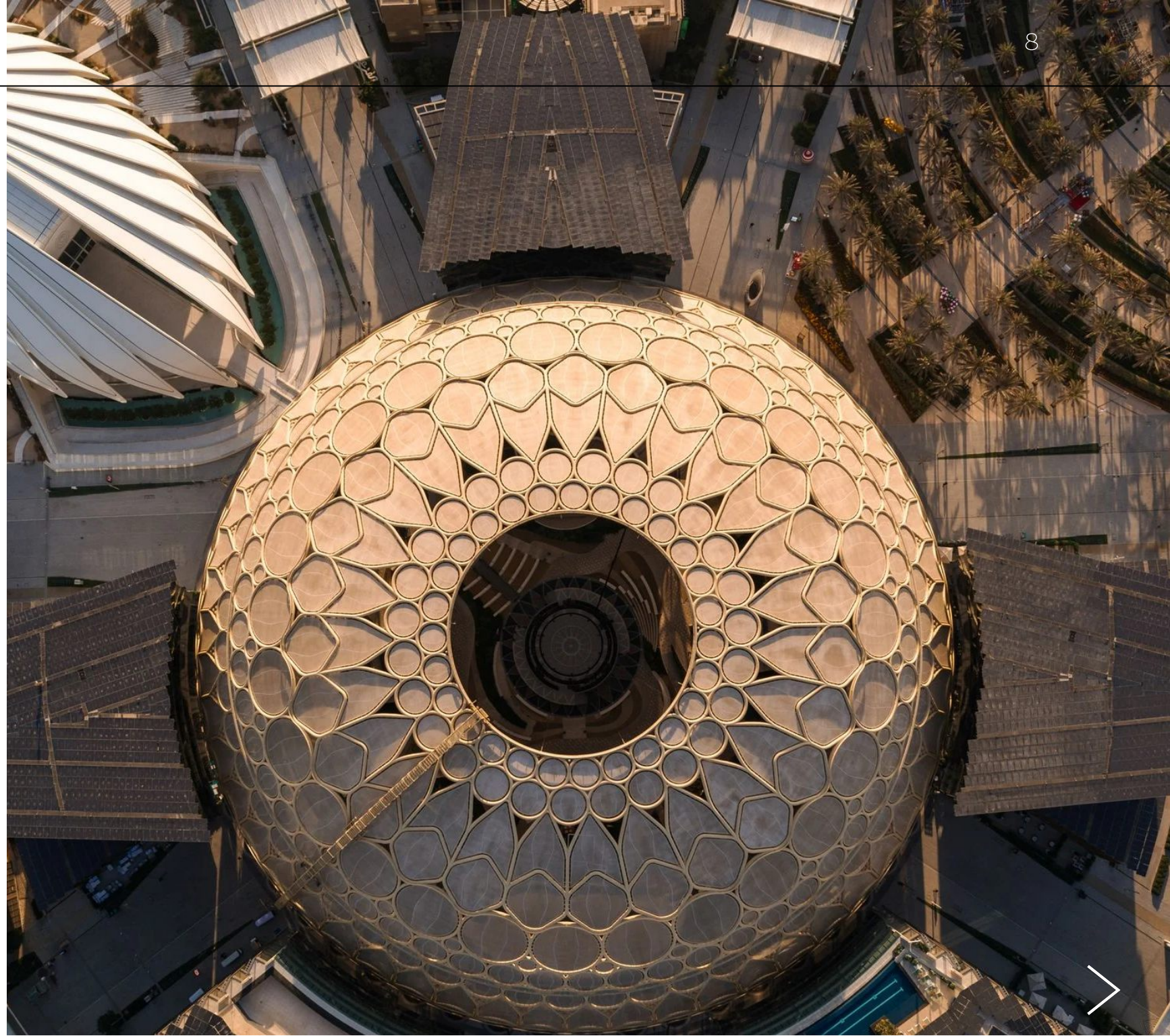


DRIVEN BY STAKEHOLDER INSIGHTS

At Expo City Dubai, stakeholder insights inform how we shape our strategy, designs and experiences and measure our success. Through structured, data-driven and often co-creative processes, we ensure our decisions reflect the evolving needs and aspirations of those we serve and their distinct priorities and contexts.

Insights are gained through quantitative and qualitative methods and at varying frequencies depending on the nature of the relationship and the intended outcomes. This enables us to understand satisfaction, perception and behavioural patterns and adapt our approach accordingly.

Stakeholders are identified based on their influence on and interest in our operations, sustainability goals and long-term vision. We prioritise engagement with groups most likely affected by our decisions or who offer critical insight into our performance.





Our engagement approach

Purposeful, dynamic & relationship-based



INTERNAL TEAMS

Regular cross-functional reviews, workshops, ad-hoc feedback collection, internal newsletters



VISITORS AND EVENT ATTENDEES

On-site and online surveys, feedback at touchpoints, event-based assessments



CUSTOMERS AND TENANTS

Satisfaction surveys, focus groups, quarterly reviews, feedback sessions



POTENTIAL BUYERS AND RESIDENTS

Behavioural studies, perception analyses



SUPPLIERS, CONTRACTORS AND WORKERS

Supplier onboarding HSE forums, 360 feedback surveys, audits, worker welfare hotline



GOVERNMENT ENTITIES AND REGULATORS

Strategic briefings, programme participation, working groups



KEY OPINION LEADERS

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



GENERAL PUBLIC

Brand Health Tracker surveys, sustainability perception surveys, newsletter subscribers



YOUTH

Expo School programme, youth camps



PEOPLE OF DETERMINATION⁵

Surveys, knowledge sharing sessions

⁵ In the UAE, the term "people of determination" refers to people with disabilities. In this document, we will use the terms "disabled people", "people with disabilities", and "people of determination" interchangeably to reflect the diverse terminology that may be encountered and to ensure inclusivity and cultural sensitivity.

This page aligns with GRI Disclosures 2-29





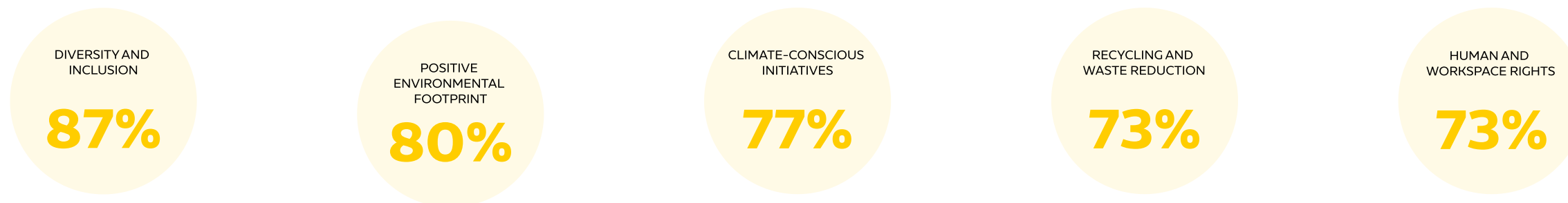
What the public thinks

Perceptions of sustainability at Expo City Dubai

In late 2024, our annual Brand Health Tracker survey introduced a more meaningful approach to measuring perceptions of sustainability, engaging with 1,221 individuals residing in the UAE and aged 18 and above.

Rather than asking whether Expo City Dubai is broadly seen as sustainable, respondents were invited to share what they associate us with across specific thematic areas. The results reflect strong public confidence in our values and actions.

Top associations included:



Insights and trends are systematically tracked, analysed, benchmarked against industry trends and channelled into strategic planning through Expo City Dubai's Executive Committee (ExCom), as well as into day-to-day operations across the city to ensure we remain at the forefront of sustainable urban development. They inform everything from project design and sustainability roadmaps to marketing strategies and technology investments.

As our community grows, so too will our engagement practices. We are expanding the use of advanced analytics and predictive modelling to anticipate stakeholder needs and exploring new formats for co-creation, inviting stakeholders to help design the solutions they want to see.

What stakeholders are asking for

Three consistent priorities have emerged through our engagement processes:



A strong commitment to environmental responsibility



A growing demand for greater transparency and measurable outcomes



Seamlessly embedding sustainability into everyday urban living

We follow ethical data collection and privacy standards in all stakeholder outreach including compliance with data protection laws, anonymised data where needed and special measures to ensure voluntary participation and confidentiality when engaging with workers, youth and people of determination. These safeguards help build trust in Expo City among our audiences and ensure our decisions are based on reliable insights.



MATERIALITY

Re-examining topic relevance and significance

We revisited our material topics for 2024 with an assessment process that marked a strategic progression from the approach adopted in the 2023 reporting cycle. While last year's exercise was restricted in both methodology and analysis, particularly pertaining to limited outreach among external audiences, this year's effort reflects a more robust and inclusive evaluation of sustainability priorities across Expo City's unique ecosystem.

The assessment drew on input from more than 220 internal and external stakeholders with respondents comprising employees, tenants, suppliers and members of the public, including Expo City's newsletter subscribers.

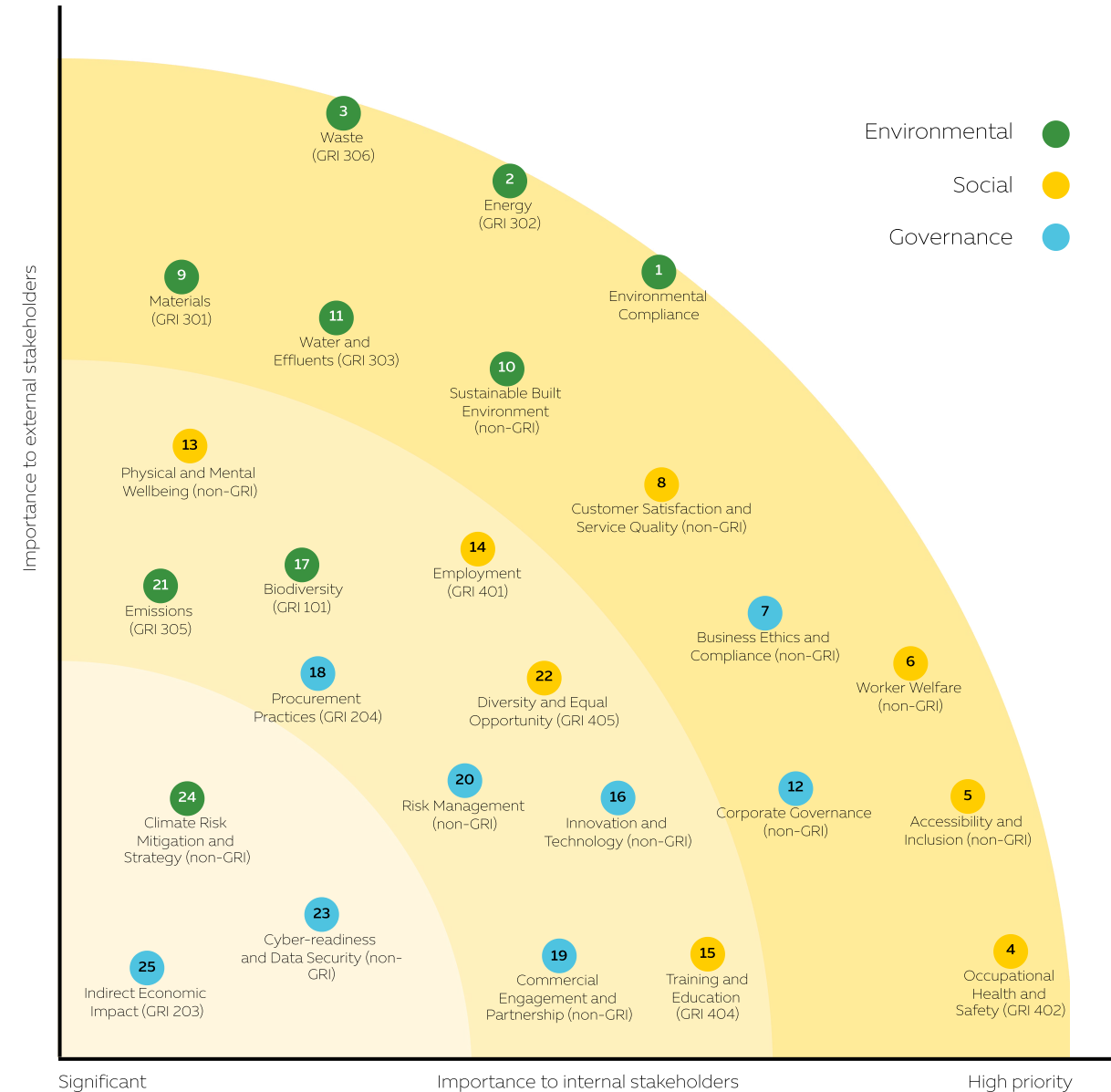
The process gauged their perspectives on the relevance and significance of 25 sustainability topics for Expo City Dubai: 13 aligned directly with the GRI Standards, and 12 specific to Expo City's operational model and regional context. The balanced set included environmental (nine), social (eight) and governance (eight) topics.

Stakeholder ratings of these topics were high – averaging between 3.9 and 4.7 on a five-point importance scale – indicating

strong consensus in perspectives and growing expectations for Expo City's priority sustainability focus areas.

Environmental topics such as Environmental Compliance, Energy (GRI 302) and Waste (GRI 306) emerged among the most important, reaffirming the emphasis placed on sustainable operations. Social themes also scored highly, with Occupational Health and Safety (GRI 402) and Accessibility and Inclusion (Expo City-specific topic) leading in importance, aligning with our strong focus on safety, wellbeing and inclusive design. Non-GRI topics such as Business Ethics and Compliance, Corporate Governance and Innovation and Technology were rated highest among governance-related issues, highlighting stakeholder interest in Expo City's ethical management culture and forward-thinking approach.

By anchoring our materiality approach in the GRI Standards while also recognising the distinctiveness of our city model, we are enabling greater accuracy and strengthening Expo City's reporting thoroughness and relevance.





02

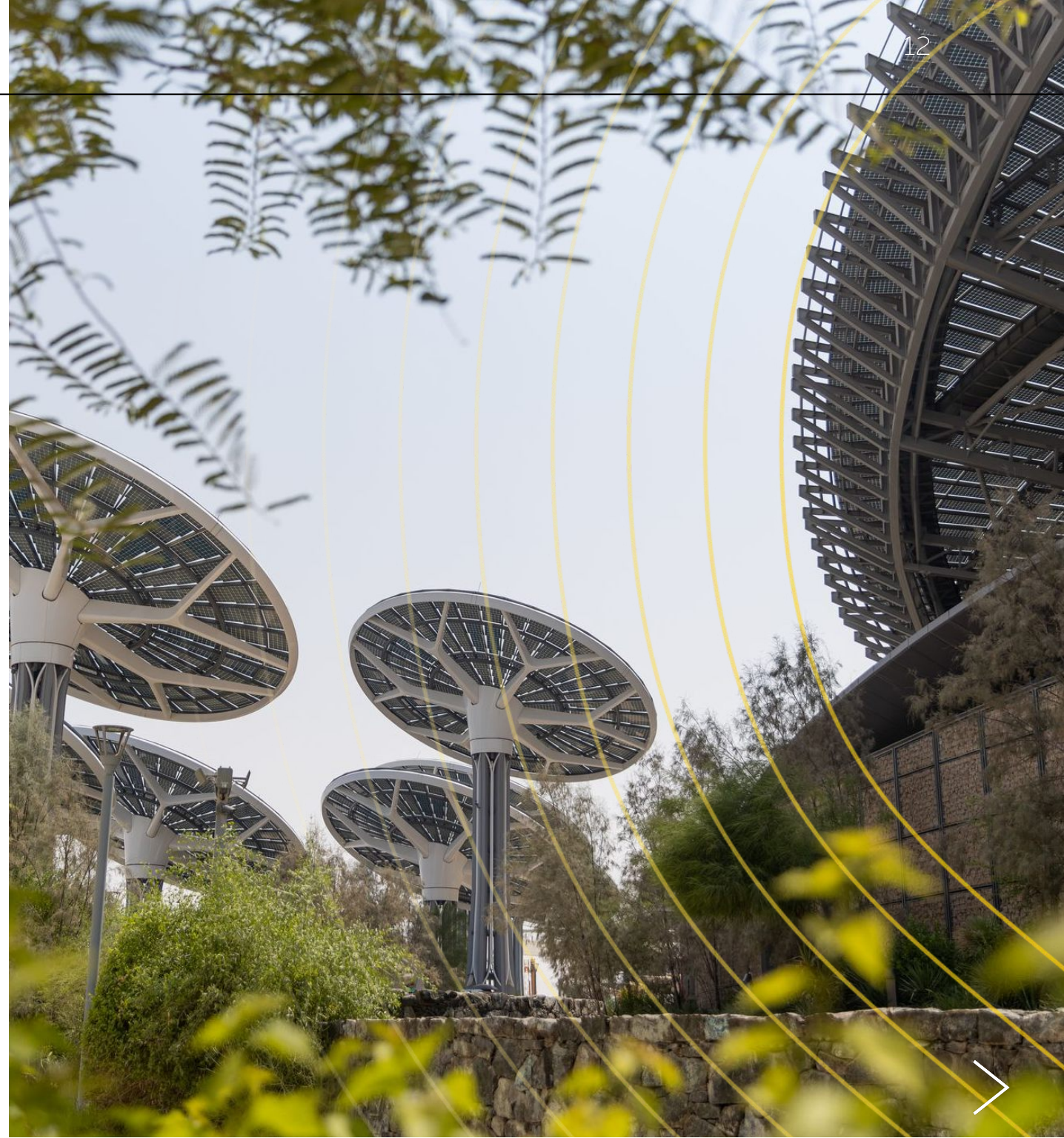
Our road to decarbonise

Expo City Dubai's decarbonisation roadmap, launched in 2023, continues to guide our long-term journey towards net zero by 2050. The roadmap is rooted in the globally recognised principles of reducing, removing and offsetting emissions, and aligns with the UAE Net Zero by 2050 strategic initiative.

Our implementation journey has advanced in 2024, with progress driven by better data, broader engagement and more substantial alignment with global climate frameworks.

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OUR IMPACT IN ENERGY & EMISSIONS

Energy consumption & efficiency

Expo City Dubai continues to build a strong foundation for low-carbon urban living by enhancing energy efficiency and embedding clean energy solutions across its infrastructure. At the heart of our decarbonisation roadmap is a commitment to reduce consumption, optimise operational performance and increase the use of renewables, fully aligned with the Dubai Clean Energy Strategy 2050.

In 2024, a comprehensive energy optimisation study was conducted across our city to identify and implement savings opportunities with a focus on chillers, lighting systems, air handling units and operational schedules. Chilled water systems were reprogrammed to reduce supply during non-operational hours, particularly in cooler months when cooling demand is lower. Adjusting operating hours of chillers, cooling towers, condenser pumps and associated water treatment systems resulted in significant reductions in utility use and energy costs.

Lighting strategies were also refined, particularly in parking areas and concourses, to reduce operating hours while maintaining road safety and security. Lighting levels were also brought to a minimum during non-event periods, keeping enough visibility for patrol and safety personnel. These adjustments were flexible and scaled up as needed during events or peak periods.

In 2024, electricity consumed from the grid was reduced by **21%** compared to 2023⁶

Focusing on hibernated or occasionally used spaces, operational and maintenance schedules were optimised with systems deactivated during off-peak periods to eliminate unnecessary energy use.

Innovative technologies were piloted in key buildings including Expo City Dubai's head office, Al Wasl 3, where electronic filters were integrated into HVAC air handling units. These advanced filters improve indoor air quality by capturing fine dust particles while enhancing energy efficiency by reducing strain on motors and fans.

At Expo City Dubai we leverage passive solar design to reduce energy demand and boost efficiency, complemented by an on-site solar PV capacity of 5.5 MWp capable of generating approximately 9 GWh of clean energy annually. In 2024, we produced 7.5 GWh of solar power, a **9 per cent increase** from the previous year, supported by enhanced inspection, maintenance and more frequent cleaning of PV panels to maximise performance. An example of sustainable best practice in action, Terra successfully generated 63 per cent of its total yearly energy requirements from the solar PV panels installed on the roof canopy and the e-trees.

⁶ Refer to basis of reporting and third-party assurance statement

This page aligns with GRI Disclosures 3-3, 2-22, 302-1, 302-4





Measuring our emissions

Scope 1 & 2 emissions

In 2024, the reporting boundary applies to all activities and facilities under the operational control of Expo City Dubai. The GHG inventory accounts for direct emissions (Scope 1) and indirect emissions from purchased electricity (Scope 2) and our reporting methodology follows the Greenhouse Gas Protocol.

Scope 1 emissions include: fugitive emissions from fire suppression systems; fugitive emissions from refrigerant leaks from HVAC systems; and direct fuel use for stationary and mobile sources and gas consumption. These emissions are minimal, accounting for 6 per cent of the total GHG footprint.

Scope 2 emissions include indirect emissions from purchased electricity supplied by Dubai Electricity and Water Authority (DEWA). Scope 2 emissions are calculated using both location- and market-based approaches.

SCOPE 1 EMISSIONS	2,421 tCO ₂ e
SCOPE 2 EMISSIONS	38,589 tCO ₂ e
TOTAL EMISSIONS (LOCATION-BASED) ⁷ = 41,010 tCO ₂ e	

⁷ Refer to basis of reporting and third party assurance statement.

Mitigation efforts

While Scope 2 emissions, from purchased electricity, represent the bulk of our carbon footprint, these were significantly mitigated through our strategic agreement with DEWA, securing International Renewable Energy Certificates I-RECs sourced from the Mohammed bin Rashid Al Maktoum Solar Park.

For 2024, the total calculated Scope 2 emissions was reduced by 82 per cent to 6,978 tCO₂e, taking Expo City's balance of around 80 per cent from I-RECs secured in 2023 (as part of a larger, 100,000 MWh clean supply) and applying it to avoid emissions in 2024.

TOTAL EMISSIONS (MARKET-BASED) = 9,399 tCO₂e





CASE STUDY

Tracking Scope 3 emissions in our supply chain

Recognising the magnitude of Scope 3 emissions in an organisation's carbon footprint, Expo City Dubai set out to build a clearer picture of its indirect emissions to identify areas for improvements and apply targeted mitigation strategies.

Our initial focus centred on Category 1: Purchased Goods and Services by adopting the spend-based method, as defined by the GHG Protocol. As Expo City's operations and service lines continued to expand, understanding emissions across our diverse supply chain became a strategic priority.

Approach

A custom tool was developed to translate Expo City's procurement data and financial expenditure from internal systems into emissions insights. Across Expo City's diverse supply chain, the analysis targeted five key groups and 35 sub-groups of purchased goods and services, excluding construction and event-related procurement for future phases.

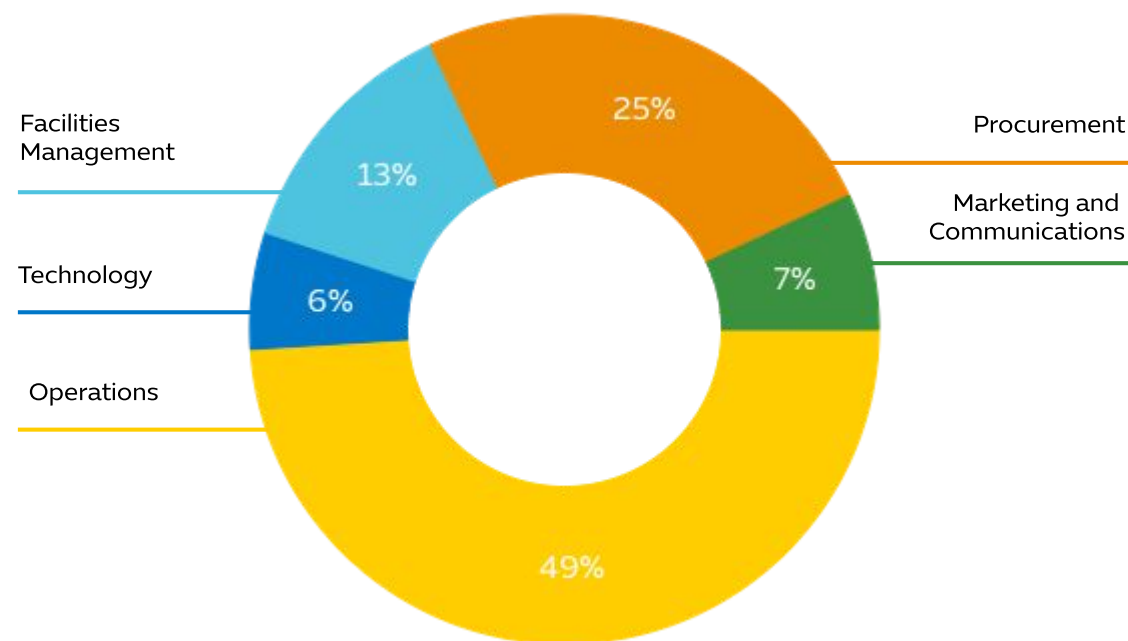
We used reputable databases such as the US Environmental Protection Agency (EPA) and the International Aerospace Environmental Group (IAEG) to assign emissions intensities for the products and services, and applied a normalisation method for items primarily sourced within the UAE, incorporating Dubai-specific grid carbon intensity data to enhance accuracy in the local context.

The result is an interactive dashboard that provides real-time visibility into the environmental impact of our purchasing decisions. It offers a dual perspective, highlighting both economic and emissions insights, even in the absence of supplier-specific data.

Next steps

With a strong baseline in place, we will integrate emissions considerations into procurement decisions, identify high-impact suppliers for engagement and begin embedding climate criteria into tenders and contracts. The tool will support deeper supplier-level data collection and inform future emissions reduction targets in partnership with vendors.

Analysis of emissions using spend-based method





CITY-WIDE EMISSIONS SNAPSHOT

While our current reporting boundary focuses on areas within Expo City Dubai's direct operational control, our decarbonisation roadmap adopts a broader, city-wide lens. In line with the Global Protocol for Community-Scale Greenhouse Gas Inventories (GPC), we have set targets to reduce operational emissions by 45 per cent and embodied emissions in the built environment by 40 per cent by 2030, compared to a business-as-usual (BAU) scenario.

Operational & embodied emissions

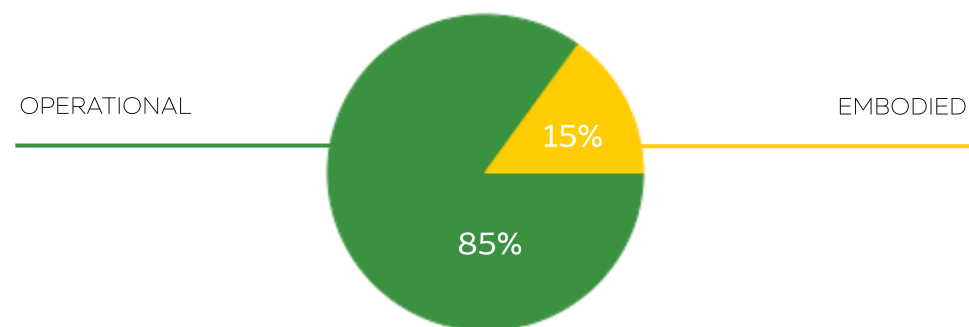
In 2024, Expo City began quantifying **operational emissions at a city-wide level**. Although not yet exhaustive, this initial footprint includes electricity consumption, on-site fuel use, waste, event-related emissions, water consumption, and out-of-boundary transportation (e.g. school visits, logistics and visitor movement).

Meanwhile, **emissions from embodied carbon in the built environment** are relatively limited in the early stages of a real estate project, and we recognise that there will be significant increases in these emissions as construction advances. In the meantime, emissions from steel and concrete, used for foundations, were factored into our 2024 assessment, as well as emissions from fuel used in construction machinery, on-site generators and site preparation tasks such as excavation and soil works.

Using a weighted average methodology and the available data on 2024 operational and embodied carbon emissions, and breaking down our 2030 targets into annual targets, the combined reduction target for the year was found to be 7 per cent. Combined with the use of I-RECs in 2024, we remain on track to meet our targets.

As new developments take shape and reporting improves through supply chain collaboration and digital site-level monitoring, we will continue refining our BAU baseline and update our roadmap to reflect the latest data, ensuring our targets remain credible and reinforcing Expo City's role as a blueprint for sustainable urban living.

2024 city-wide emissions





Integrating climate risk into strategic planning: a decarbonisation enabler

In 2024, we took a significant step in advancing our climate resilience by conducting a desktop assessment of climate risk for our existing assets in alignment with the Task Force on Climate-related Financial Disclosures (TCFD). 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. We used this robust framework to evaluate our existing buildings and operations, laying the groundwork for more informed, climate-resilient decision-making.

The study focused on 95 existing assets that were retained following Expo 2020 and aimed to evaluate both physical and transition risks associated with climate change, understand their potential financial implications, as well as identify opportunities to enhance resilience.

Using a structured four-step methodology we identified 17 climate-related risks and eight opportunities.

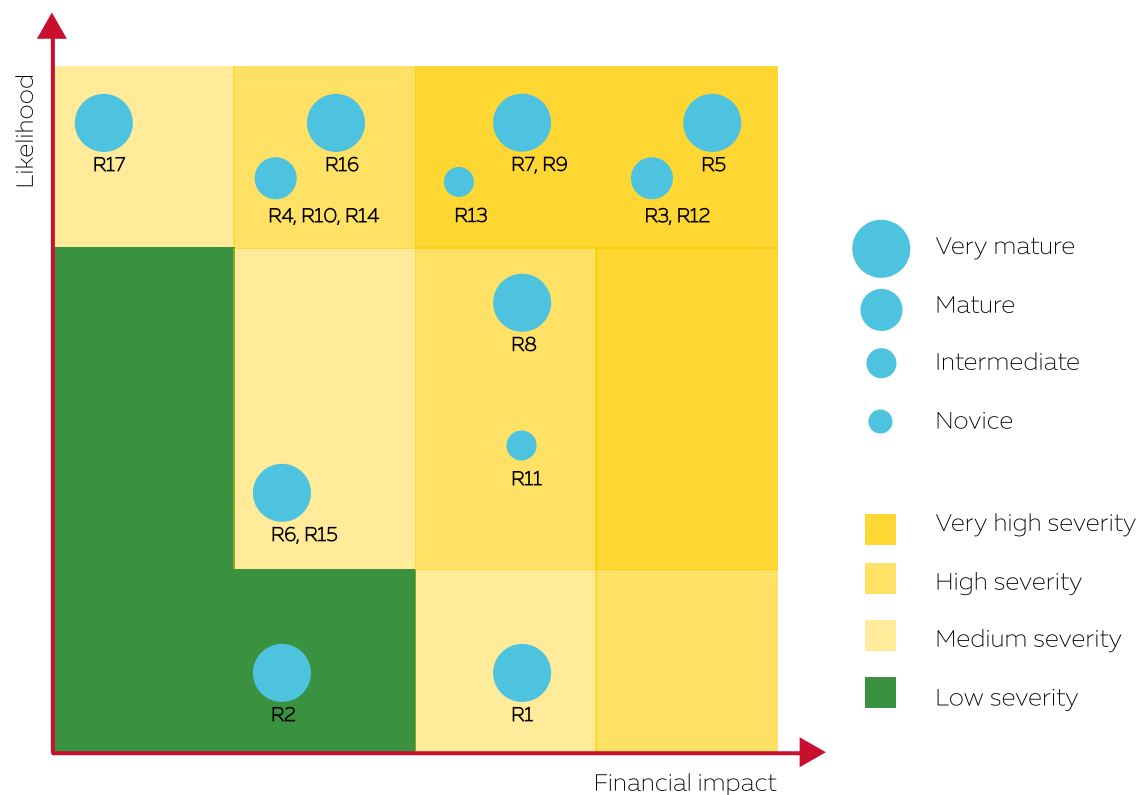




Climate risk materiality matrix

Findings revealed our strong capacity to address high-severity climate risks through existing measures, with opportunities to improve mitigation for medium- and low-severity risks in future planning cycles.

Despite some limitations, such as the exclusion of future development areas and reliance on publicly available data for modelling, this initial qualitative assessment marks a strategic first step in embedding climate risk considerations into the city's planning, finance and operations.



Eight physical risks

- R1 - Increased frequency and intensity of extreme precipitation and flooding
- R2 - Increased likelihood, intensity and duration of heavy storms
- R3 - Increased amount of days with extreme heat temperatures, droughts and heat waves
- R4 - Sudden spread of highly infectious diseases
- R5 - Increase in temperature
- R6 - Sea level rising, coastal flooding and erosion
- R7 - Water scarcity caused by prolonged drought conditions due to changing climate patterns
- R8 - Increase in air and water pollution

Nine transition risks

- R9 - Enforcement of carbon-pricing mechanisms and sector emission targets to reduce GHG emissions
- R10 - Introduction of sustainability and climate risk reporting
- R11 - Changing customer behavior
- R12 - Emergence of competitors adopting sustainable practices
- R13 - Climate-related skills and talent shortages
- R14 - Perceived greenwashing
- R15 - Failure to fulfill publicly disclosed climate goals
- R16 - Increased energy demand
- R17 - Increasing adoption of renewable energy



Eight climate-related opportunities identified

PRODUCTS AND SERVICES

Changing customer behaviour

MARKETS

Emergence of competitors adopting sustainable practices

RESOURCE EFFICIENCY

Use of recycling

Reduced water usage and consumption

RESILIENCE

Climate-resilient workforce

ENERGY SOURCE

Use of lower emission sources of energy

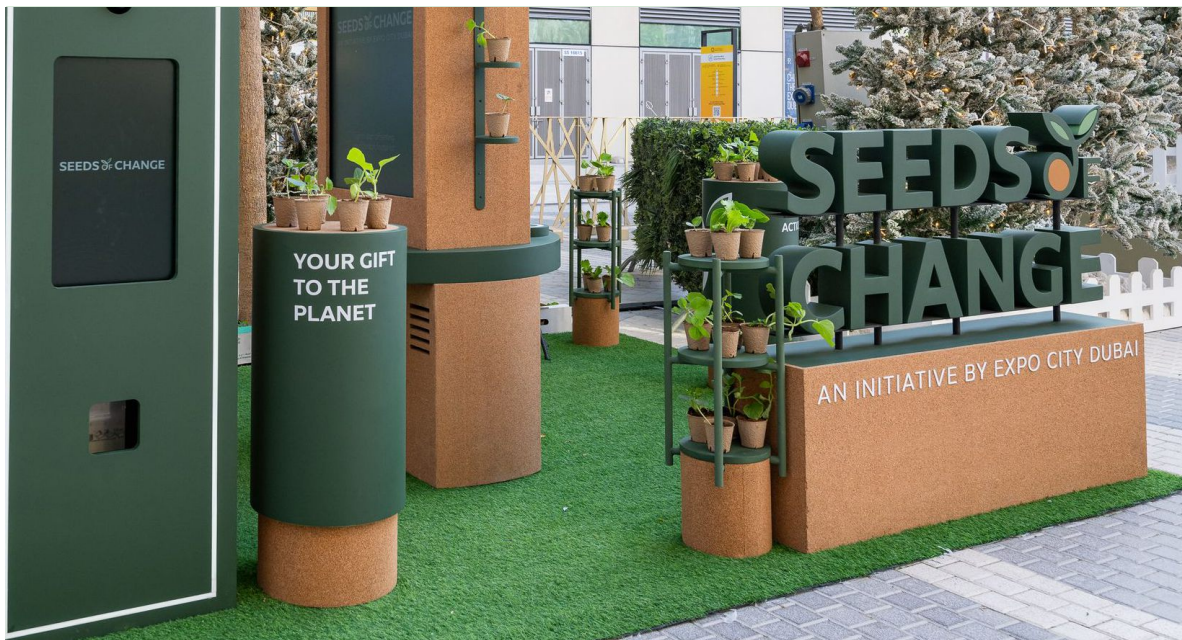
Advanced sustainable design and building efficiency

Use of more efficient modes of transport

The assessment also included identifying opportunities to enhance resilience. Recent shifts in customer preferences on more sustainable practices, services and products and the rising competitiveness in sustainable markets can serve as a powerful opportunity for Expo City Dubai to differentiate itself by becoming a leader in environmental innovation and sustainable urban development as well as forming partnerships with like-minded entities.

Moving forward, we will build on this foundation by expanding climate risk identification and formally integrating findings into our Enterprise Risk Management (ERM) system. We are committed to deepening organisational climate literacy through targeted capacity-building and will embed scenario analysis to inform long-term investment strategies and operational decisions.





TURNING VISITOR EMISSIONS INTO COLLECTIVE ACTION

SEEDS OF CHANGE
AN INITIATIVE BY EXPO CITY DUBAI

While we continue to manage our operational emissions, addressing visitor-related impacts such as travel and food consumption remains a more complex challenge. Seeds of Change – a carbon offsetting initiative that empowers guests to take ownership of their environmental footprint – was launched to bridge this gap.

First piloted during Winter City 2024, the initiative was brought to life through a seamless ticketing add-on and an interactive on-site activation. Visitors were given the option to contribute to nature-based offset projects, and Expo City Dubai matched every contribution made, reinforcing our commitment to shared responsibility and collective action. The projects in this initiative are certified by Verra, which manages the Verified Carbon Standard (VCS) the largest carbon credit standard by market share.

The activation also offered an engaging carbon calculator that allowed visitors to explore their personal footprint while sharing valuable data on how they travelled to Expo City Dubai, transforming climate action from an abstract concept into a tangible opportunity and supporting the measurement of Expo City's Scope 3 emissions.

In just over two weeks, 750 visitors contributed to Seeds of Change and total impact doubled through Expo City's matching programme, a total of 319,272 kg of CO₂ offset.

All offsets – purchased by visitors and matched by the city are verified and tracked through our partnership with CarbonClick, a Certified B Corporation. Contributors receive full transparency via digital receipts, offset certificates and access to an online tracking portal.





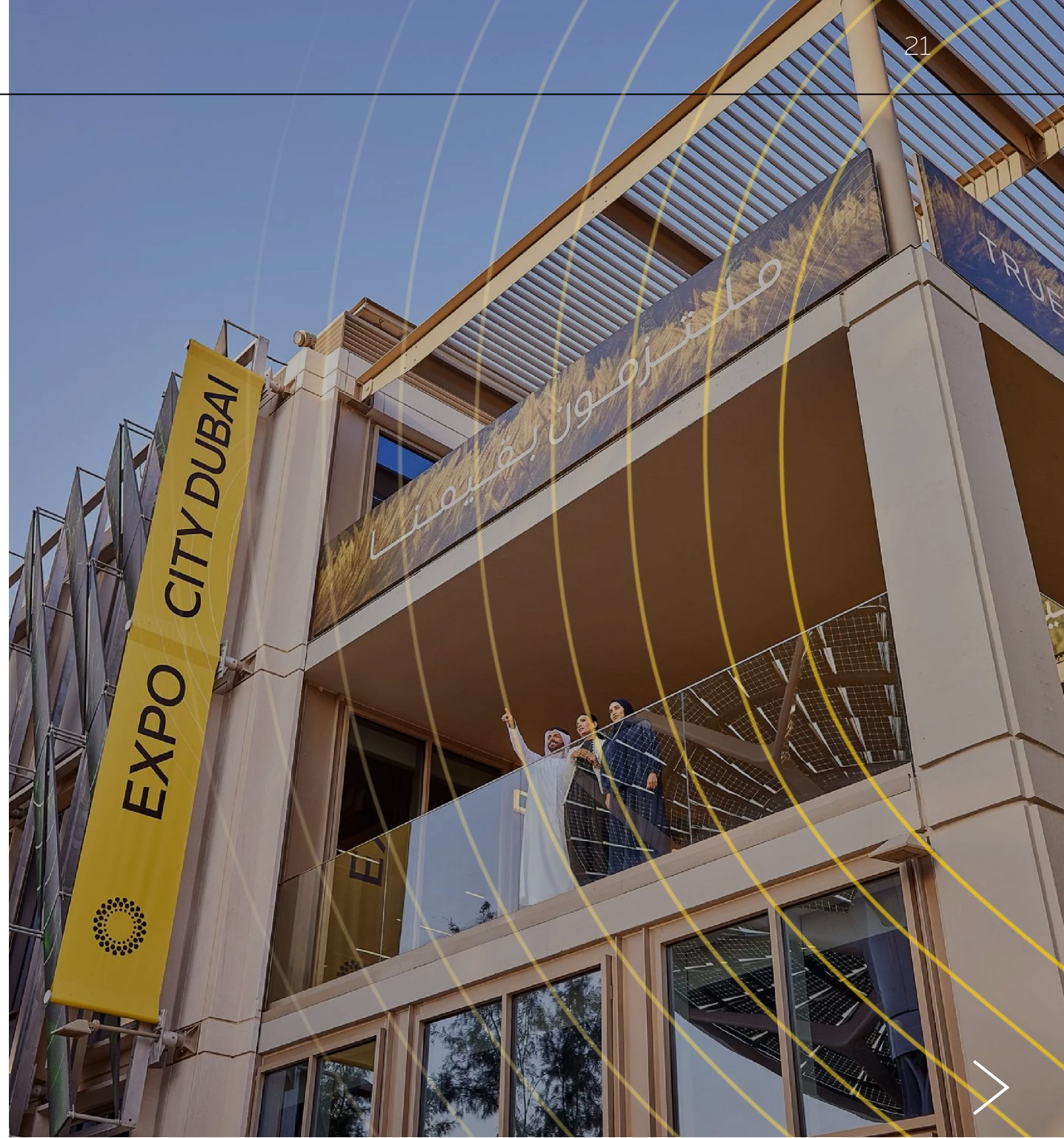
03

Sustainable operations

Our sustainable operations comply with our policies, standards and guidelines to maintain a sustainable built environment, uphold robust waste management practices, drive water conservation efforts and explore innovative projects and collaborations that bring tangible environmental and social impact.

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SUSTAINABLE URBAN DEVELOPMENT

Built environment

Managing legacy & growth

Expo City Dubai encompasses legacy assets as well as active and future developments, and a dynamic asset management strategy ensures that the city remains efficient, resilient and future-ready.

As the UAE continues to prioritise alignment and compliance with evolving sustainability standards and regulations for real estate assets and infrastructure, Expo City remains committed to ensuring our built environment leads by example and demonstrates best practice. Our approach includes preserving and optimising existing and new assets through strategic planning, governance and partnerships while creating space for new experiences to enable sustainable urban development.

In 2024, recycled content accounted for 3.5 per cent of total construction material procured by cost across five active development projects. This relatively modest percentage reflects the specific nature and scope of works underway during the reporting period, with limited opportunities to integrate high volumes of recycled inputs during initial stages. As construction activities progress into more material-intensive phases, this proportion is expected to increase.

Additionally, 19.7 per cent of materials procured were sourced from regional suppliers supporting the local economy and contributing to a reduced carbon footprint associated with material transportation.

Memberships:



World Green Building Council



Emirates Green Business Council (corporate)



US Green Building Council (gold)



International WELL Building Institute (cornerstone)



Global Cultural Districts Network

Expo City Dubai's owned and operated buildings demonstrate strong sustainable design and construction principles, with four certified LEED BD+C Platinum and 91 certified LEED BD+C Gold. These existing assets will be complemented by additional buildings currently under construction that are targeting LEED Gold and Platinum certifications.

WELL Health-Safety Rating awarded for **41 buildings** through **23 certifications**, representing 100% of buildings available for commercial leasing and Expo City-operated buildings



PIONEERING LOW CARBON URBANISM WITH THE ROYAL INSTITUTION OF CHARTERED SURVEYORS (RICS)

Expo City Dubai became the first developer in the UAE to incorporate RICS' Whole Life Carbon Assessment (WLCA) – an award-winning international carbon framework – a significant milestone in the city's commitment to sustainable urban development.

With RICS, we hosted two key training sessions in 2024:

- The 'Whole Life Carbon Assessment for the Built Environment' training session was the first of its kind in the UAE, equipping 30 industry professionals, including developers, contractors and consultants, with the knowledge to embed lifecycle carbon thinking into building design and development. The training was supported by the Emirates Green Building Council (EGBC).
- 'Journey to Net Zero' provided critical insights into strategies and frameworks for achieving carbon neutrality across the built environment. The session attracted more than 100 attendees, highlighting the industry focus on this critical area.

This page aligns with GRI Disclosure 203-1



MoU signing with the Royal Institution of Chartered Surveyors (RICS)



Asset lifecycle management

Our asset management strategy is built on an integrated approach that brings together a comprehensive **asset data library**, robust **asset controls**, and a focus on **asset enhancement and capital development**. Together, these elements ensure assets are thoughtfully managed, well-maintained, and continuously improved while supporting our long-term goals for operational excellence and future-ready infrastructure.

The strategy aligns with ESG principles to promote cost-effectiveness, efficiency and reduced environmental impact in every stage, enabling us to transition from reactive maintenance to proactive planning.

We are also advancing the development of an asset information governance platform incorporating AI and smart tagging for real-time asset insights and traceability. As new tenants joined the city, all fitouts were required to align with Expo City's Sustainable Materials Guidelines. This included the use of wood that is certified by the Forest Stewardship Council, low VOC (Volatile Organic Compounds) paint, and encouraging contractors to source materials supported by Environmental Product Declarations (EPDs) – third-party verified reports that disclose a product's environmental impact across its full life cycle.

Decommissioning & disposal

One of the most crucial yet often underestimated stages in asset lifecycle is decommissioning and demolition, offering an opportunity to recover value, reduce waste and reinforce sustainability commitments. At Expo City Dubai, this stage is approached with strategic intent and guided by a systematic, data-driven process.

Following the deactivation of several structures and pavilions and the enhancement of thematic district entrances, asset retirement activities in 2024 included targeted demolition, site clearance works and collaboration with recycling partners. The result was a material recycling rate of 85 per cent and more than 3,000 tonnes of assets recovered for reuse or resale.



85%
material
recycling rate

3,000+ tonnes
of assets recovered
for reuse or resale



GYPSUM RECYCLING



A measure in driving construction circularity, Expo City transformed what was once considered a non-recyclable material – gypsum – into a closed-loop success story during the decommissioning of the Leadership Pavilion.

In collaboration with ARCO Turnkey Solutions LLC and supply partner Saint-Gobain Gyproc Middle East, the gypsum was collected, carefully bagged and returned to Gyproc's facility where it was reintroduced into the manufacturing cycle to produce new gypsum boards. The effort successfully diverted 5,578kg of gypsum plasterboard waste from landfill, demonstrating practical circularity in action.

The initiative was enabled through on-site contractor training on gypsum segregation, helping embed better waste practices across future projects and setting a new precedent for material recovery across the built environment.



Thought leadership & events

WORLD GREEN BUILDING WEEK

Expo City Dubai hosted key industry events for World Green Building Week in collaboration with EmiratesGBC, including the Embodied Carbon Working Group and the Developers' Leaders Forum CSO Roundtable, which included representatives from the Ministry of Energy and Infrastructure and the Ministry of Climate Change and Environment. The events provided insights on the role of the built environment in delivering on the UAE Consensus, unveiled at COP28 UAE.



This page aligns with GRI Disclosure 203-1

SUSTAINABLE CITIES IN ACTION FORUM

Held at Expo City Dubai as the first flagship event post-COP28, the Sustainable Cities in Action Forum 2024 gathered ministers, mayors, youth leaders and experts from across the Middle East, Africa and South Asia region to exchange bold ideas for sustainable urban development.

The two-day forum featured high-impact workshops, an interactive exhibition, and the launch of the UAE Sustainability Built Environment Blueprint Report, developed by a working group comprising representatives from the leading organisations, the Climate Champions Team, and led by the Emirates Green Building Council in collaboration with the COP28 High-Level Champion's Office.





ABOUT THE MASTER PLAN

Sustainable urban development from concept to construction

On 3 October 2024, a new master plan for Expo City Dubai was launched, setting new benchmarks in global urban excellence, balancing human needs with environmental stewardship and societal advancement.

The master plan development is in line with specific targets across areas including:

- Protecting and increasing biodiversity
- Reducing energy consumption and increasing the use of clean energy
- Reducing water consumption and increasing the use of alternative water sources
- Increasing the use of sustainable, lower carbon public transport options and creating spaces that encourage walking, cycling and micromobility
- Facilitating economic opportunity and creating a quality work environment

Our holistic approach is aligned with global sustainability goals and local ambitions, enhancing biodiversity, promoting low-carbon mobility, and improving energy and water efficiency. Health and wellbeing remain at the forefront, with the master plan targeting leading certifications such as LEED Cities and Communities Gold as a minimum, BREEAM Infrastructure Excellent, and WELL Community Gold. We are working to ensure that every stage of our development process – from early design to construction and handover – reflects these values and contributes to a low-carbon, resource-efficient and resilient city.

Achievement:

WELL Community pre-certification for the new master plan, the first pre-certification in the MENA region.

Residential communities:

Expo City Dubai's new master plan is designed to accommodate 35,000 residents and 40,000 professionals, combining smart infrastructure, inclusive urban design and vibrant green spaces to support a thriving, future-ready community.



Expo Valley, one of five districts in the Expo City master plan, features smart villas and townhouses dispersed throughout a unique 'folded earth' topography that will create a microclimate with lower temperatures and reduced environmental noise and dust.



Mangrove Residences, part of Expo Downtown, and Sky Residences, located in Expo Fields, comprise three apartment complexes a short distance from the city's cycling and running tracks, children's playgrounds and parks and gardens.



Additional residential projects include Expo Hills – a low-density residential community whose villas, townhouses and apartments offer a quieter way of urban living.



Environmental compliance

Our design process is structured in defined phases, with each stage aligned to key environmental targets. Consultants submit a Sustainability Management Plan (SMP) outlining their pathway to achieving sustainability objectives, including green building certifications, carbon management and reduction targets, energy modelling and simulations reports, water use calculations and life cycle carbon assessments. All major projects are subject to third-party review and certification to ensure transparency, accountability and alignment with international standards.

During the construction phase, project-specific sustainability plans include:

- **Sustainable procurement plans:** Ensuring materials comply with Expo City's Sustainable Materials Guidelines and relevant certification or regulatory requirements
- **Indoor air quality plans:** Safeguarding worker health as well as preventing contamination that may affect HVAC systems performance
- **Construction Environmental Management plan (CEMP):** Tracking waste diversion, water consumption, sewage generation and fuel usage through monthly reports developed and monitored with our environmental consultant, ELARD

Environmental observations are raised and tracked during weekly HSE meetings, and Environmental Performance Reports are submitted to Dubai Municipality's Environment and Climate Change Sector (DM-ECS), reinforcing our commitment to transparency and compliance. In 2024, weekly site inspections across all active projects resulted in 1,455 environmental observations, most of which were minor to medium risk.

Zero significant environmental incidents

throughout the reporting year, underscoring the effectiveness of risk mitigation and site supervision strategies.



CASE STUDY

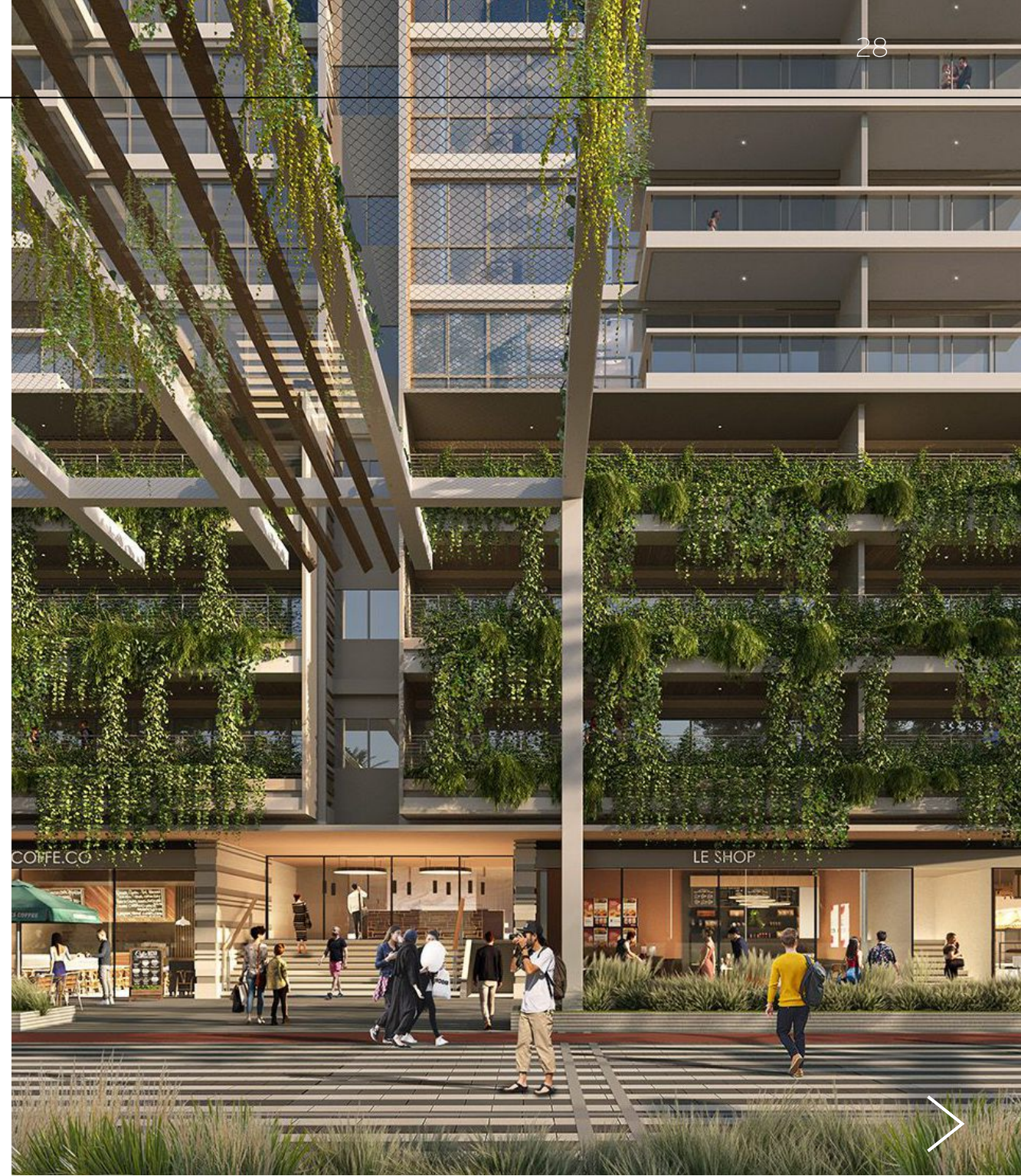
Embodied carbon benchmarking for the master plan expansion

Expo City Dubai has collaborated with ARUP to conduct comprehensive studies to establish baseline data for embodied carbon in both residential and commercial office buildings in Dubai.

This research involved the evaluation of construction materials for existing real estate projects and the creation of a database for Environmental Product Declarations (EPDs) of these materials. The database, along with detailed information about the construction of similar representative buildings in Dubai, serves as a foundation for determining the baseline embodied carbon footprint associated with the primary real estate asset types of Expo City Dubai. The employed methodology incorporated a taxonomy for material selection, which utilises local and international carbon factor sources.

Additionally, it assessed potential risks and identified opportunities for carbon mitigation. These studies adhere to the RICS WCLA principles to evaluate the upfront embodied carbon impact upon practical completion (modules A1-A5) for the specified building types.

Our objective was to develop a comprehensive understanding of the impacts related to embodied carbon, which will inform future decarbonisation roadmap updates. Throughout this process, we have pinpointed opportunities, addressed risks, and understood future mitigation strategies.





CIRCULARITY

Our waste management strategy embraces a holistic, circular economy approach that focuses on slowing and narrowing material loops, maintaining the value of resources for as long as possible, and promoting the separation of biological and technical material cycles.

Guided by the principles of 'reduce, reuse and recycle', our framework manages two primary streams:

- **Municipal solid waste** through a three-bin segregation system (general, compostable and recyclable waste)
- **Operational waste**, which includes landscaping, hazardous, medical, construction and bulky waste generated from city activities

Recognising that sustainable waste management requires collective action, we partner with innovative SMEs driving waste diversion solutions across the UAE, providing them a platform to pilot and scale their operations within Expo City Dubai. Initiatives such as food rescue programmes, on-site composting, reusable packaging pilots and demolition material recovery exemplify our commitment to regenerative practices across biological and technological cycles.

In parallel, we continue to drive education and awareness campaigns among staff and service providers, equipping our teams with the knowledge and skills needed to embed waste reduction practices into daily operations.

By expanding waste data coverage, refining segregation at source and strengthening partnerships, Expo City is positioning itself as a model for circular, resilient future cities.

Total waste generated

= 2,014 tonnes

**49.2%
municipal
waste**

**50.8%
operational
waste**

93% of municipal and operational waste diverted from landfill⁸

⁸ Refer to basis of reporting and third party assurance statement

This page aligns with GRI Disclosures 3-3, 306-1, 306-2, 306-3, 306-4

التفكير بعقلية إعادة التدوير THINK LIKE A RECYCLER

Every day, more of us take steps towards a sustainable future of living in balance with our wonderful world. While laws and regulations to enforce recycling mandates provide important frameworks, real change begins at home. We can all reconsider how we consume and how we throw waste, to protect our wonderful world. Thinking like a recycler is our duty to ourselves and to one another.

Solutions do not always require complex means. We can fulfil our duty to one another by joining forces, as small actions can spark positive global movements that will help communities protect and preserve their environment and the wonderful world around us. Individual actions and collective efforts from each of us can make a difference.

يتخذ المزيد منا، يوماً بعد يوم، خطوات باتجاه مستقبل مستدام يمكن العيش فيه بتوازن مع عالمنا الرائع. وبالرغم من أن القوانين واللوائح الموضوعة لفرض إعادة التدوير توفر أطر عمل مهمة، يبدأ التغيير الحقيقي في المنزل، فيمكننا جميعاً إعادة النظر في الطريقة التي نستهلك بها والطريقة التي نتخلص بها من النفايات لنعلمنا العالم الرائع. التفكير بعقلية إعادة التدوير واجبنا تجاه أنفسنا وتجاه الآخر.

لا تتطلب الحلول وسائل معقدة دائماً، فيمكننا الإبقاء بواجبنا تجاه بعض غير توحيد جهودنا. إذ يمكن لإجراءات بسيطة إحداث تحركات عالمية من شأنها مساعدة المجتمعات في حماية رفاهها والعالم الرائع المحيط بنا، وصونهما. ويمكن لكل منا إحداث فرق عبر اتخاذ إجراءات فردية وتحمل مسؤولية جماعية.

ولنحافظ للزوار، خلف واجهات هافانا وأيوها، استكشاف مواهب أحد المجتمعات الأكثر ثقافة وتعلماً وإبتكاراً وإبداعاً على مستوى العالم. المزيد من المعلومات بالتواصل مع فريقك بالبلد، بالتالي

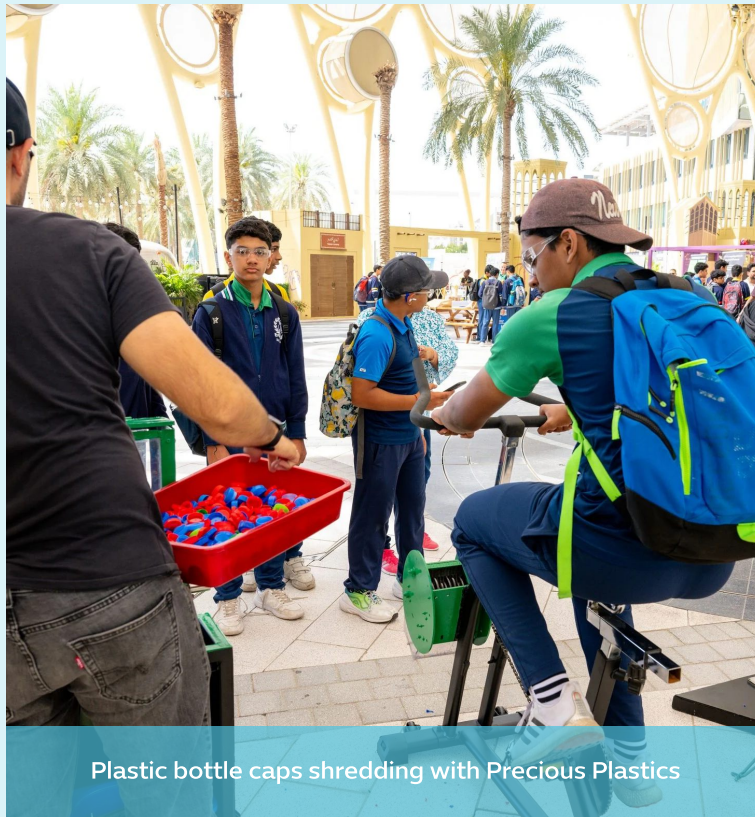
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CELEBRATING GLOBAL RECYCLING DAY

In celebration of Global Recycling Day, Expo City Dubai brought innovators, educators and the community together in a vibrant event showcasing circular economy solutions that included interactive activities and sustainability storytelling. The event welcomed 10 key partners spotlighting creative approaches to recycling, waste reduction and sustainable consumption. From turning food waste into compost to repurposing textiles and plastics and engaging in waste segregation workshops, the exhibits demonstrated the power of partnerships in advancing resource efficiency.

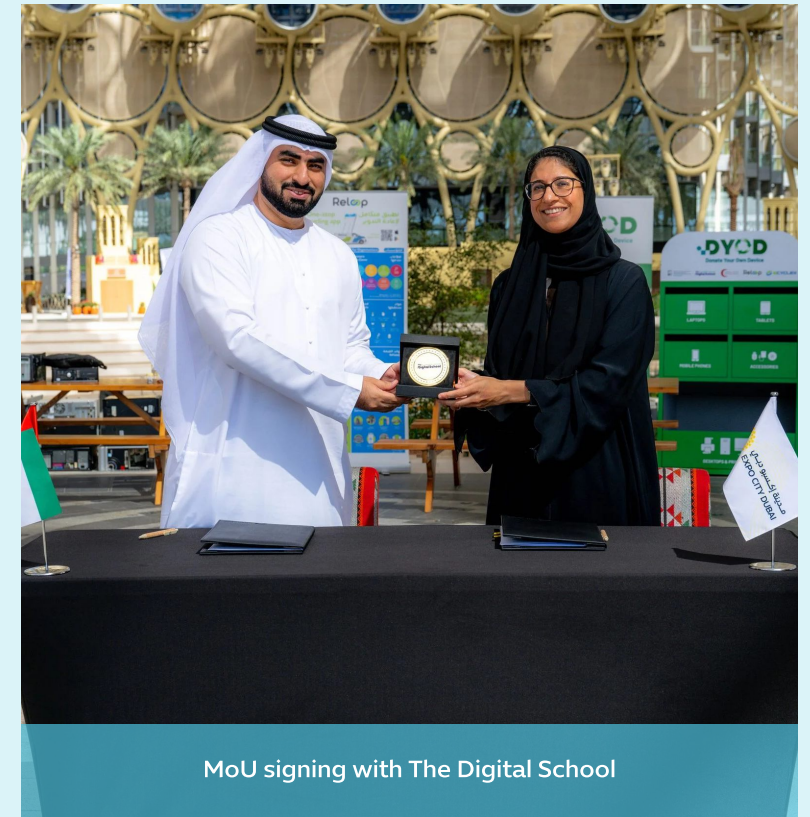
The event also saw the signing of an MoU between Expo City Dubai and The Digital School to support the Donate Your Own Device (DYOD) campaign, an initiative aimed at bridging the digital divide and reducing e-waste with Ecyclex. Following the partnership, dedicated drop-off points were established within the city, encouraging our community to donate pre-owned electronic devices, which are then refurbished and distributed to underserved students around the world, supporting both access to education and sustainability.



Plastic bottle caps shredding with Precious Plastics



Waste sorting activity



MoU signing with The Digital School



Food waste management

Expo City is proud to support efforts to address food waste, including the UAE's National Food Loss and Waste Initiative (ne'ma), which has committed to halving food waste by 2030 in alignment with the Sustainable Development Goals.

With a wide variety of dining outlets across the city, Expo City actively engages its F&B partners in waste reduction and recovery initiatives, ensuring sustainability is integrated across the food value chain.

Our programmes

Food Rescue Programme with UAE Food Bank and ne'ma

The Expo City Dubai Food Rescue Programme (FRP) continues to recover surplus edible food from more than 70 per cent of on-site participating F&B outlets and, in compliance with Dubai Municipality's food code, redistributes it to those in need. In partnership with the UAE Food Bank and powered by Replate's digital platform, the programme automates collection, monitors donations and tracks the environmental impact of every rescued meal.

5,768 meals
distributed in 2024



Surplus food rescued with Replate

#sharing #reuse

Achievement:



Expo City Dubai's commitment to circular economy principles was recognised at the Middle East Waste and Recycling Awards, where we received the **Silver Award for 'Food Waste Initiative of the Year 2024'**.

Food waste composting with The Waste Lab

Expo City's new composting programme aims to significantly reduce the amount of food waste in landfills by transforming it into nutrient-rich compost in partnership with The Waste Lab, a local impact-driven startup.

In 2024, we trained 100-plus housekeeping staff on waste management principles and incorporated informative material in all worker welfare spaces.

19.6 tonnes
of food waste composted in 2024



#regenerate



Other initiatives across the city

Seven Reverse Vending Machines (RVMs) by Sparklo

The RVMs incentivise the recycling of single-use packaging, such as plastic PET bottles and aluminium cans, through discounts and loyalty points while offering data collection and analysis benefits.

73,640

bottles and cans
collected and recycled



#recycle

KISWA box

A collaboration with UAE-based Kiswa helps collect and transform used clothing and textiles into raw materials that can be repurposed across various industries.

204kg

of clothes collected
and recycled



#reuse #recycle





Landscape waste management and composting

Expo City Dubai's 24.5-hectare landscaping area generates significant green waste from seasonal clipping and trimming. In 2024, we revised the Planned Preventive Maintenance Schedule which dictates the frequency of trimming and clipping to allow natural plant growth and provide maintenance only when necessary. This measure helped to reduce the quantity of landscaping waste from over 2,050 tonnes in 2023 to 746 tonnes in 2024, while also supporting biodiversity by causing less disturbance to habitats for birds and pollinators.

Additionally, all landscaping waste was sent to Tadweer's composting facility, where it was transformed into valuable compost that was later used as fertiliser by our landscaping service provider, closing the loop of the biological cycle.



#reuse #recycle

Battery recovery

Expo City has successfully regenerated 30 defective Hexagon batteries, diverting approximately 1.2 tonnes of hazardous battery waste from landfill – a result of the efforts of our Mobility and Support Services teams. In addition to extending the lifecycle of essential assets, this approach also delivered cost savings of 72.5 per cent compared to purchasing new batteries. Now powering electric buggies across the city, the regenerated batteries contributed to more sustainable operations on the ground. Meanwhile, 359 batteries that could not be recovered were responsibly recycled, diverting an additional 9.5 tonnes of waste from landfill.



#reduce #reuse #recycle





CASE STUDY

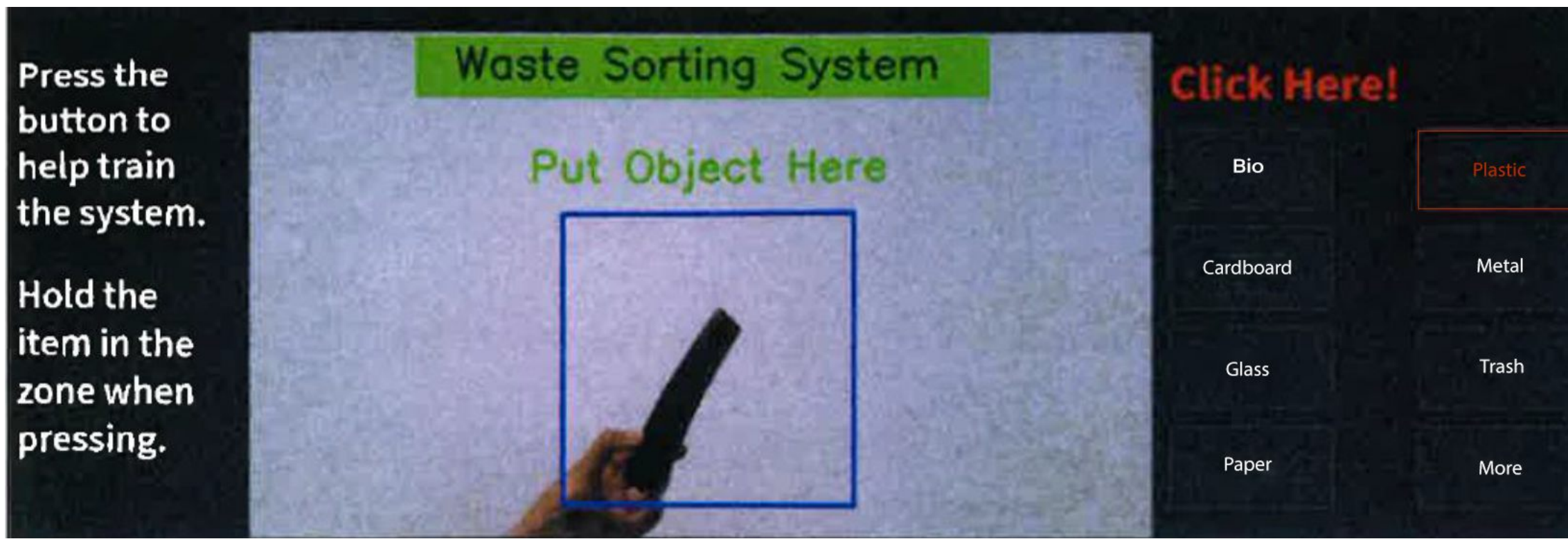
AI-powered waste sorting trial at Terra

An AI-powered waste sorting software was developed and piloted in-house within Terra. The initiative involved two waste audits conducted in separate pantry areas, one equipped with the AI software and one without, which enabled a comparative assessment of the software's impact on reducing contamination levels across Expo City Dubai's waste stream bins.

Using a laptop camera, different waste items were scanned to provide a percentage possibility of which bin should be used for the waste. An additional option for users to manually classify items via a side panel allowed the system to record corrections and improve over time through continuous machine learning.

Results:

Contamination rates were reduced significantly - from 99 to 15 per cent in organic bins and from 100 to 20 per cent in recycling bins. This demonstrated the potential of AI to dramatically improve waste sorting accuracy as well as encouraging more sustainable user behaviour.





WATER SOLUTIONS

Expo City Dubai's holistic approach to water management combines smart infrastructure, sustainable landscaping and reuse systems to minimise potable water use and optimise efficiency across all operations. Water use across the city is tracked through an integrated smart meter system, enabling real-time monitoring, early leak detection and proactive conservation, with multiple systems then promoting water reuse:

- **Condensate collection and reuse:** Water generated from HVAC systems is collected, treated and reused in handwashing basins
- **Greywater recycling:** Greywater from ablution and sinks is treated and reused in toilet flushing and cooling towers

All new and existing buildings are equipped with water-efficient fixtures to reduce demand, including automatic faucets and sensor-activated taps. Meanwhile, native and desert-adapted plants, combined with drip and subsurface irrigation systems, minimise the need for watering, and 90 per cent of the landscaping area across the city is irrigated using Treated Sewage Effluent (TSE) water from the Sewage Treatment Plant (STP) Jebel Ali.



In 2024:

109,242,760

IG

of potable water consumed from DEWA

1,430,724 m³

of TSE water consumed for irrigation

697.7 m³

of brackish water consumed

These water conservation efforts have delivered tangible results with Expo City Dubai recording a **24 per cent** reduction in potable water consumption compared to 2023

Centralised cooling remains the most water-intensive process in the city. To reduce potable water consumption, seven on-site reverse osmosis plants treat greywater for reuse in cooling towers. We continue to optimise cleaning operations by training staff on water-efficient practices and using portable flow meters to reduce waste. Across the city, visitors, staff and tenants are encouraged to be conscious of water usage, with established leak reporting mechanisms and responsible design standards for tenant fit outs reinforcing these efforts.

Expo City also implemented targeted measures to optimise irrigation and reduce water consumption across its landscaped areas in collaboration with Proscap.

Drip irrigation systems in shaded zones were realigned and recalibrated to shorten flow times, improving efficiency and plant health. Bark mulch was applied to manually watered planters, reducing evaporation and the frequency of watering. Additionally, secondary irrigation networks were deactivated where landscape zones were temporarily converted for construction, further contributing to water savings across Expo City's managed areas.





WATER TREATMENT AT TERRA

At Terra, Expo City Dubai showcases the power of circular design through a fully operational closed-loop water system, with wastewater from kitchens and toilets treated and reused for landscape irrigation. This model of integrated water reuse demonstrates how thoughtful planning can significantly reduce freshwater demand on site. A central feature of this system is the use of reedbeds, a natural filtration solution that enhances water quality while supporting biodiversity.

Terra's blackwater system recycled 968,961 of water from 1,016,410 IG processed, achieving an efficiency rate of approximately

95%





04

Building our community

At Expo City Dubai, our community is as diverse and dynamic as the city itself, comprising our dedicated employees, the broader workforce that powers our daily operations, as well as committed tenants and partners. It also extends to the thousands of visitors who experience our city, whether they are members of the general public or specific groups, such as students participating in our education programmes.

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OUR PEOPLE

In 2024, we deepened our commitment to cultivating an inclusive, engaging and supportive environment where individuals thrive, contribute meaningfully and grow alongside a city designed for progress.

Our employees are supported by a values-driven culture that prioritises wellbeing and fosters continuous learning and empowerment. We proudly bring together a multicultural workforce that reflects the global spirit of Expo 2020 Dubai, while diverse professional backgrounds and experiences contribute to our creativity and adaptability as a city of the future.

Welcomed 131 new employees bringing diverse perspectives and energy to Expo City's workforce

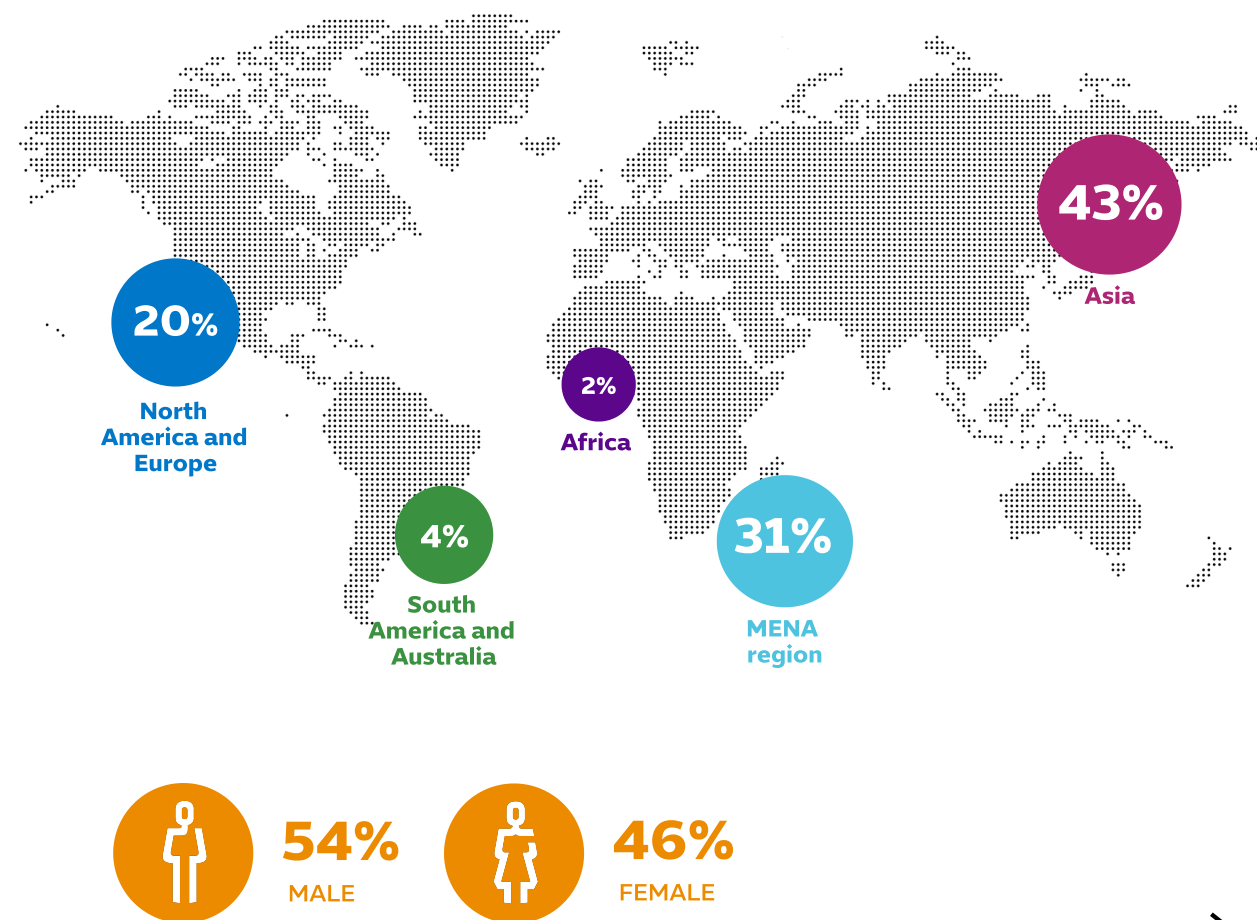
We remain committed to continuously reviewing our people practices to ensure that hiring, promotions and reward systems are fair, transparent and free from bias. In line with our family-friendly ethos, we introduced enhanced flexibility measures that support working parents in attending key milestones such as school performances and graduations. A new careers portal streamlined our recruitment process, improving the onboarding experience and ensuring an efficient engaging touchpoint for prospective candidates. We also strengthened our Performance Management Framework by introducing clearer criteria for goal setting, expanding channels for colleague feedback and promoting regular, meaningful check-ins to ensure continuous dialogue and development. The introduction of 360-degree feedback in 2024 also reflects our

commitment to inclusive leadership development, offering well-rounded perspectives that reduce bias and support merit-based progress.

82% of employees received a regular performance and career development review

While we experienced a modest 2 percent reduction in our UAE National workforce compared to last year, we remain committed to attracting long-term national talent. We hosted our first UAE National engagement forums for employees, providing a platform for our UAE National staff to help shape our engagement strategies. We proudly hosted our first Emiratisation-focused career fair in collaboration with tenants and partners, reaffirming our commitment to national talent integration, and we participated in two UAE National career fairs. The establishment of a youth council is also underway to further support Emirati youth development.

Employee demographics





Learning as a cornerstone

Our Learning and Development (L&D) strategy gained strong traction in 2024 with our drive to continue building a high-performing, purpose-driven workforce. By aligning our learning initiatives with organisational goals and staff development needs, we ensured every member of our team had access to equitable growth opportunities that support both personal development and city-wide ambitions.

Our annual Training Needs Analysis helps to ensure our L&D activities remain relevant and aligned with evolving priorities. When business-critical learning gaps were identified with senior leadership, we curated new offerings through in-house or external partners. We also introduced a blended learning strategy, integrating face-to-face sessions, web exchanges, knowledge bites and e-learning to provide a dynamic and accessible learning environment.

Our onboarding programme also expanded to the first three months of an employee's journey. It features day-one essentials, mandatory training on sustainability, and the collaborative "Welcome to our City" team challenge, instilling a shared sense of purpose and familiarity with Expo City's values and operations.

Training in numbers

This year, more than 4,800 learning hours were logged across in-house, external and digital learning platforms. Our blended learning model included live workshops, e-learning, knowledge-sharing sessions and on-the-job training, enabling flexibility while catering to different learning styles. Introducing Coursera as our online learning tool was a major milestone, with a 62 percent participation rate and 3,300-plus learning hours logged by employees. Meanwhile, our first "Summer of Learning" competition engaged more than 185 employees and resulted in over 1,000 hours of learning during the programme.

4,886 hours of capacity-building training delivered

Expo City Dubai's commitment to employee development includes provisions such as annual study leave for those pursuing external qualifications or professional certifications. This approach reinforces our belief that learning is a continuous journey – and that by investing in our people, we are investing in the city's future.

AVERAGE TRAINING HOURS BY GENDER



6.61
HOURS



7.77
HOURS



Sustainability focused training

We launched a dedicated sustainability training track for employees, external staff and tenants integrating a diverse range of specialised courses designed to build knowledge across environmental, social and governance topics. This included technical trainings such as carbon literacy and carbon accounting for events, with social topics equally prioritised through sessions on accessibility and supplier engagement.

20+

specialised courses delivered

315

external service providers/contractors completed sustainability-related trainings

86%

of employees, including buggy drivers and security personnel, engaged in sustainability-related training

Key initiatives & milestones

Delivered mandatory first aid and fire warden training, with the first paediatric first aid course launched for employees, caregivers and dependents

Trained 25 certified Mental Health First Aiders – a first for Expo City – building internal capacity for mental wellbeing support

Supported 19 interns with meaningful, hands-on professional development opportunities

Enhanced internal collaboration and business literacy through regular 'Speaker Series' knowledge-sharing sessions across departments

Organised 63 immersive Tribe city tours to connect staff with new and existing attractions and reinforce their role in shaping the city experience

Launched the Transformation Agents (TA) internal network, welcoming representatives from various teams who act as sustainability champions, driving impactful actions within their respective roles and functions



Wellbeing & engagement

Our people are at the heart of what we do. From dedicated channels to inspire and inform to wellbeing activations and culture initiatives, we engaged our colleagues in new experiences and opportunities.

Highlights included enhancing our wellbeing programme through initiatives such as Wellness Wednesdays – 28 complimentary sessions covering personal, social and professional wellness, including breast cancer, mental health, financial wellness and work-life balance. Our colleagues also participated in more than 15 fitness and wellness events at the city, including the Dubai Government Games and Dubai Fitness Challenge, as well as around 135 internal and external engagements across the city, celebrating our people and our values and enriching our workplace culture.

Leaders of Change by Emirates Nature – WWF



Expo City Dubai proudly partnered with Emirates Nature–WWF to bring their flagship programme 'Leaders of Change' to our team members and their families. Through a range of hands-on workshops, educational webinars and excursions, the programme sparked a sense of ownership and responsibility among staff, empowering individuals to take meaningful, collective action to protect and conserve nature and wildlife.

This page aligns with GRI Disclosures 401-2, 404-2



National Government Games



Al Qudra lake clean-up for National Environment Day



World Bee Day with the Bee Keepers Association



New joiners' challenge



Gender equality and women's empowerment



International Women's Day

250+ attendees

Female empowerment took centre stage spotlighting the resilience, achievements, and indomitable spirit of women worldwide. Panel discussions and talks addressed childhood development, entrepreneurs in F&B and women in sustainability, and the event saw the launch of EGBC's Women's Network. Young minds were also nurtured with Mastercard holding their #Girls4Tech workshop, and our community's wellbeing was supported with a sound healing session and health screenings offered by King's College Hospital.



Emirati Women's Day

330+ attendees

Expo City Dubai celebrated the contributions of Emirati women in the humanitarian field in partnership with the United Nations Office for the Coordination of Humanitarian Affairs (OCHA). Inspiring Emirati humanitarian leaders discussed their impactful work in the UAE and abroad, while extraordinary UAE National doctors shared their experiences and insights as female medical professionals volunteering on the frontlines.



Breast Cancer Awareness Day

120+ attendees

In partnership with Stu Studios Dubai, Expo City welcomed guests for a powerful blend of inspiring personal stories, expert-led discussions on the importance of physical and mental wellness and practical tools to support a healthy lifestyle. The Pink Caravan joined the initiative, offering on-site health screenings, reinforcing the importance of early detection and proactive care.



HEALTH & SAFETY

Ensuring the health, safety and wellbeing of our workforce, partners and wider community is a top priority. Our approach is guided by robust policies, clearly defined standards and proactive programmes that drive a city-wide culture of continuous improvement and risk reduction. In 2024, we implemented a new HSE Strategy and governance framework informed by a comprehensive HSE Legal Register designed to further align with UAE regulations and international best practice. We also completed a third-party HSE audit, with recommendations now informing the 2025 action plan and advanced crisis preparedness.

Initiatives & programmes

Our HSE strategy is operationalised through a wide range of targeted directives that embed a culture of accountability, safety and wellbeing across all areas of business:

- City-wide implementation of HSE standards and leadership forums, creating platforms for inter-departmental learning and compliance
- Heat Stress Management ('Summer Ready') Programme, supporting outdoor workers with hydration stations, shaded rest zones and welfare packs
- Occupational health and hygiene monitoring, including proactive checks on noise, dust and chemical exposures, together with regular medical checks for our construction workforce
- Mental Health and Wellbeing Programme ('Care to Talk'), which expanded in 2024 to include more open forums, targeted awareness campaigns and employee assistance services
- Training and competency development, with standardised induction sessions as well as task-specific and leadership modules for employees and contractors

- Emergency response exercises across key city assets in collaboration with Dubai Civil Defense
- Construction compliance practices, such as requiring dedicated concrete washout areas to protect soil and groundwater

HSE data & performance monitoring

To address existing challenges in data visibility and reporting, Expo City Dubai launched a new Accident and Incident Reporting platform via Intellex in Q2, marking the first phase of a city-wide transformation in HSE data collection.

This rollout streamlines reporting processes and fosters cross-departmental collaboration to improve the accuracy and transparency of workforce data, including both employees and contractors.

In parallel, development is underway for a new centralised HSE reporting and data system, scheduled for rollout in 2025, which will enable real-time performance monitoring and strengthen the reliability of key HSE-standard metrics.



AFR (accident frequency rate)⁹

HSE OPERATIONS
(SERVICE PROVIDERS
AND CONTRACTORS) = **2.12**

REAL ESTATE AND
DEVELOPMENT
(CONTRACTORS
AND SUPERVISION
CONSULTANTS) = **0.72**

Zero FATALITIES

⁹ Refer to basis of reporting and third-party assurance statement

This page aligns with GRI Disclosures 3-3, 203-1, 401-2, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-9



WORKER WELFARE

As our city continues to grow and evolve, so too does our responsibility to uphold and exceed the standards that protect the dignity, safety, health and wellbeing of the workers physically building and maintaining it.

The robust governance framework of Expo City Dubai's Worker Welfare Programme includes a Worker Welfare Policy and Worker Welfare Management Standards designed for the city's manual labor workforce, defined as workers earning AED 4,000 or less per month. The programme applies to workers across construction, F&B, service providers, manpower suppliers and fleet operations, ensuring that all contractors operating within Expo City Dubai comply with UAE Labour Law. In addition to local and federal regulations, Expo City has established its own standards, which contractors are required to meet. These go beyond legal compliance and represent the baseline expectations for our service providers.

We structure our approach around five core pillars:

- **Ethical recruitment and employment:** Transparent, fair hiring processes and compliant labour contracts
- **Health and safety:** Proactive HSE measures including access to medical care, emergency response and safe work practices
- **Living conditions:** Quality accommodations, access to welfare facilities and hygiene essentials
- **Grievance mechanisms:** Accessible channels for workers to raise concerns and receive timely resolutions
- **Training and engagement:** Awareness programmes on labour rights, responsibilities and workplace safety

Worker welfare assessments

Assessment procedures include site and accommodation inspections, onboarding and offboarding reviews and subcontractor compliance checks. Results are shared transparently with the contractor, contract owner and worker welfare team.

Programme compliance is embedded into every stage of the contractor lifecycle – from pre-qualification and onboarding to periodic audits and offboarding reviews. Contractors undergo assessments tailored to their scale and risk category, with site inspections, accommodation reviews and subcontractor oversight included as standard. Monthly issue log meetings provide an ongoing mechanism for identifying, tracking and resolving raised concerns collaboratively between Expo City Dubai, contractors and stakeholders.

IN 2024:

120

AUDITS CONDUCTED
ACROSS SECTORS ¹⁰

424

ON-SITE WORKER
INTERVIEWS

24

AUDITOR TRAINING
SESSIONS, TRAINING
72 AUDITORS

77

ACCOMMODATION
VISITS CARRIED OUT

3

HOTLINE CASES RAISED
AND SUCCESSFULLY
RESOLVED

0

MAJOR
INCIDENTS RECORDED

¹⁰ Refer to basis of reporting and third-party assurance statement
This page aligns with GRI Disclosures 3-3, 2-8, 203-1, 401-2, 403-5, 403-6



Three contractor forums were held to upskill contractor management teams, reinforce welfare standards and promote a culture of transparency and shared learning. We also hosted the 'Better Together' awards recognising outstanding safety and welfare practices across city operations by contractors and internal teams who exemplify our core values of Care, Integrity and Excellence.

With continued efforts in policy governance and engagement, we aim to set new benchmarks for worker welfare across the region.

The Worker Welfare Programme is reviewed annually to address changing legal, operational and worker needs and has evolved beyond compliance, including rolling out a number of initiatives to enhance worker wellbeing in 2024.



Ramadan initiative – distribution of hundreds of hygiene care kits to workers during the holy month



Summer heat support – distribution of 1,500 hydration and safety kits



ACCESSIBILITY & INCLUSIVITY

Designing a city for everyone

Our accessibility strategy is built around four key pillars: physical environment, digital environment, social accessibility and sensory environment, with tailored initiatives, KPIs and training programmes under each.

We conducted monthly audits of our current assets, real estate developments and master plan projects to identify opportunities for improvement.

Accessibility in the digital space is equally important. Regular audits are performed across all Expo City's digital platforms with findings used to inform action plans and stakeholder engagements.

We actively collaborate with disability advocates, government bodies, people of determination and industry leaders to identify challenges and co-create meaningful solutions through surveys, feedback sessions and workshops.

Expo City Dubai is designed with special features fostering an inclusive and accessible experience for all visitors.



**BUILT
ENVIRONMENT
ACCESSIBILITY**



**DIGITAL
ACCESSIBILITY**



**SENSORY
ACCESSIBILITY**



**SOCIAL
ACCESSIBILITY**



A strategic partnership with Zayed Higher Organization for People of Determination (ZHO)

Expo City Dubai and ZHO joined forces to drive long-term impact and advance a shared vision of inclusivity, through joint training, employment pathways and experiential programming.

Together we celebrated the International Day of Persons with Disabilities.





Expo City Dubai officially became a Certified Autism Center™ in October 2024, equipped with the skills to better support autistic and sensory-sensitive visitors. **The achievement was a result of extensive staff and contractor training, regular audits of key venues, as well as alignment of the Expo City Dubai app with the UAE National Digital Accessibility Policy.**

Accessibility training

Accessibility principles are also embedded into HR practices and L&D programmes to help build an inclusive workplace culture, including launching the Accessibility Training and Engagement Programme in partnership with International Board of Credentialing and Continuing Education Standards (IBCCES) and International Association of Accessibility Professionals (IAAP). Tailored to equip all staff with the knowledge and skills needed to champion accessibility in their roles, the initiative integrates inclusion into Expo City's design and operations, both physically and digitally.

As of Q3 2024, more than 750 individuals, including employees and contractors from frontline teams across security, hospitality, transport and attractions, completed trainings including CPACC certification (Certified Professional in Accessibility Core Competencies) and Autism and Sensory Awareness Training.



Shifting the narrative from passive inclusion to active empowerment, Expo City exemplified the slogan of ‘nothing about us, without us’ by arranging sessions where people of determination shared their direct, lived experiences with staff. Spotlighting real-world accessibility challenges, the programme included practical simulations that helped staff get a taste of, and suggest solutions to, accessibility barriers. It also featured multi-dimensional modules covering neurodiversity and sensory-friendly best practices.



International Wheelchair Day

In collaboration with the Dubai Police People of Determination Council, staff that help shape the physical environment of Expo City Dubai embarked on an eye-opening journey to better understand the experience of a wheelchair user in our city, highlighting the importance of urban design.



Lived experience talk with Jessica Smith

The Australian Paralympian and motivational speaker shared her powerful story on disability, resilience and inclusion in an engaging session organised during Expo City’s youth camps.



International Down Syndrome Day

21st March

International Down Syndrome Day:
We delivered a special workshop led by Sheikha Chaica Al Qasimi, a passionate advocate for intellectual disabilities, in partnership with the Sharjah City for Humanitarian Services.



A STRATEGIC PARTNER AT THE 6TH ACCESSABILITIES EXPO

Expo City Dubai was a strategic partner at the AccessAbilities Expo, the Middle East's premier event dedicated to people with disabilities. The event showcased how our city is fostering inclusivity and accessibility, reinforcing our commitment to a more equitable future for all.

Stand designed by:

Fitted
BY EXPO CITY DUBAI

Accessibility survey results

Expo City conducted a survey among more than 400 respondents during the event, with 49 per cent of respondents either having firsthand experience either as caregivers of people of determination or are adults with either a physical or development disability. The results are testament to the city's commitment to prioritising accessibility.

82%

AWARE OF SERVICES
AVAILABLE TO PEOPLE
OF DETERMINATION

83%

OF PEOPLE OF DETERMINATION
ADULT RESPONDENTS
EXPRESSED INTEREST IN
EMPLOYMENT OPPORTUNITIES
WITHIN EXPO CITY DUBAI

88%

RECOGNISE EXPO CITY
DUBAI AS ACCESSIBLE





COMMUNITY ENGAGEMENT & PROGRAMMES

Commercial tenants

Expo City Dubai's commercial tenants are integral to the vibrant, purpose-led ecosystem we continue to grow. Anchored by a leasing strategy benchmarked against Dubai's leading free zones, we attract organisations that champion innovation, sustainability and community values.

Through strategic collaboration with government entities and business councils, we've built a thriving, cross-sector business landscape that is home to multinationals, SMEs, startups and government bodies.

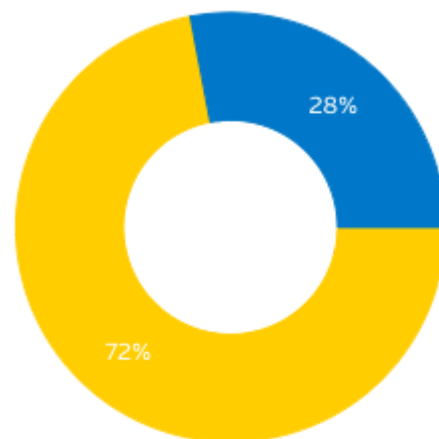
Our Commercial and Tenant Engagement teams work closely to deliver a seamless, client-focused experience, ensuring every tenant is supported, connected and empowered to grow.

In 2024, Expo City Dubai saw significant growth, welcoming an additional 69 new tenants to our

existing business community. Our shared desks and private offices at **Future Forward Business Hub** expanded to a second floor - fully leased upon launch - reflecting market demand. Additionally, two existing tenants deepened their commitment to our growing community by leasing additional space within the city, reaffirming our role as a catalyst for business growth and innovation.

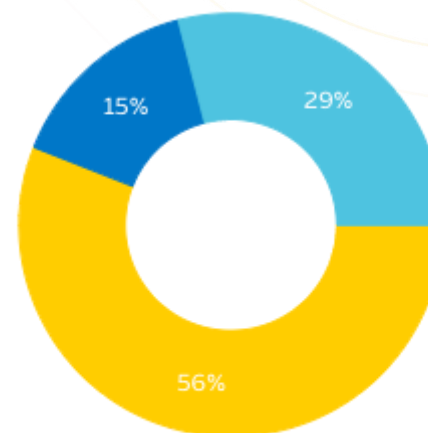


Company origin



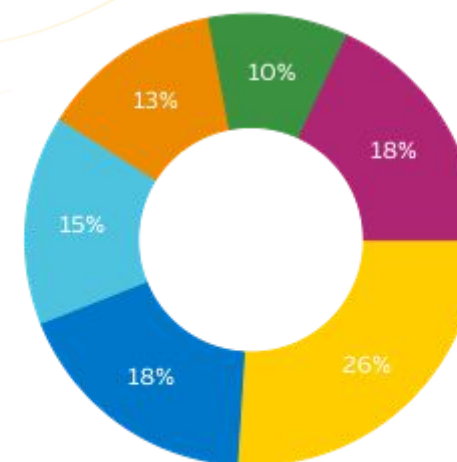
International Local

Tenants per lease type



Commercial offices Business hub Retail

Industry



Technology Professional services Design services Energy and environment Events and entertainment Miscellaneous

74 TENANTS IN TOTAL IN 2024

200,000+ sqft

OF LEASABLE AREA



We host regular networking events, connect tenants to our sustainability initiatives and welcome international delegations to showcase our business proposition and city-wide values. We also participated in the Dubai Business Forum in Beijing and London, increasing awareness of our business proposition to an international audience.

In 2024, we welcomed 18 business delegations from seven countries, signed two MoUs and delivered 18 international presentations, generating valuable leads and raising international awareness of Expo City Dubai's offerings.



Siemens family day



Gaw Capital MoU signing



Community networking event



Youth

Dedicated to inspiring the next generation of changemakers through transformative educational experiences that foster creativity and innovation, the Expo School Programme empowers students to build a sustainable future. Students are invited to explore Expo City Dubai through a range of thematic journeys comprising engaging workshops and science shows that delve into sustainable practices and the importance of these issues in the national context.

Our school programme workshops have been delivered externally as part of in-kind agreements with Al Jalila and Sikka Arts and Design Festival. This will expand in 2025, with our programmes being delivered as part of the Museum of the Future summer camp programmes.

**Expo School Programme
welcomed 26,788 students
from 99 schools in 2024**



**EXPO SCHOOL
PROGRAMME**
برنامج إكسبو للمدارس
BY EXPO CITY DUBAI

Next Gen World Majlis

The Next Gen World Majlis programme in 2024 was delivered under the theme of 'AI and Autonomous Vehicles'. Students from across the UAE engaged in a two-month selection process which involved different learning challenges, including a live interview on Dubai Eye 103.4. Throughout the process, students explored all aspects of autonomous transportation from ethics, sustainability and social perspectives. The programme was carried out in collaboration with Dubai Police, Micropolis Robotics and DP World.

**More than 200 applications, 53 schools
from 5 Emirates**

Teacher training events

In November, Terra hosted STEM MENA – the largest STEM educator conference in the Middle East – featuring hands-on workshops and knowledge-sharing by and for teachers on best practice for STEM learning in the classroom.

More than 450 participants





Roots & Shoots with Dr Jane Goodall

Roots & Shoots

With a shared mission to advance and enhance youth learning opportunities around sustainability and the environment, Expo City Dubai partnered with the Dr Jane Goodall Institute's Roots and Shoots programme, which encourages children to engage in projects that benefit people, animals and the environment. Dr Jane Goodall established the region's first permanent office of Roots & Shoots at Terra as part of the collaboration, with the programme already active in 65-plus countries since its inception in 1991.

Since the partnership with Expo City, the programme has seen a 20 percent increase in the involvement of UAE schools and engagement has soared by 50 per cent, demonstrating the growing impact and interest in sustainability programmes across the UAE. Programmes jointly hosted by both Terra & Roots and Shoots UAE collectively reached over 60,000 students in 2024.

Big Sing

Expo City's annual musical event for schools, Big Sing 2024 took place under Al Wasl dome and welcomed more than 300 students from schools from across the UAE to perform songs about peace, joy and sustainability, including original music written by each of the participating schools.

ITS World Congress

The team supported the Roads and Transport Authority (RTA) and Informa to adapt a mobility-related trade show – the Intelligent Transportation Systems (ITS) World Congress – for school and university audiences. With the support of curated educational content for online webinars as well as outreach to the Expo School Programme network, Expo City helped RTA achieve their target of 5,000 student visitors.

Expo City camps

More than 900 children between four and 12 years of age took part in the five camps hosted by Expo City, enjoying creative arts and crafts as well as fascinating workshops about sustainability, innovation and culture.



Visitors

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. With nine immersive attractions and more than 45 events held throughout the year, from in-house activations to large-scale third-party productions, the city continues to demonstrate the versatility of its venues and reinforce its position as a vibrant, inclusive destination for all.

Sport

Highlights included flagship sports competitions such as the Dubai Fitness Challenge, Spinneys 92 Cycle Challenge, Emirates International Half Marathon and the Wings for Life World Run, as well as community celebrations including Eco Walk and Cigna Run.



The 14th edition of the Spinneys Dubai 92 Cycle Challenge



Cigna Run and Fitness featured a range of activities including running, spinning HIIT and yoga



Eco Walk celebrated the UAE's green vision, supported by the nation's new Plant the Emirates initiative

Social responsibility

Sustainability and social responsibility themes were reflected in public programming. On World Environment Day, we partnered with Cinema Akil for an environment-themed film screening, while on World Food Day we distributed apples to visitors, workers, tenants and employees to drive awareness of the 2024 theme of 'Right to foods for a better life and a better future'.



Amsaan Accessible Tour in collaboration with the Dubai Deaf Festival 2024



Urban biodiversity

Expo City Farm: a living lab for sustainability

One of the year's standout visitor initiatives was Expo City Farm, an urban agriculture project showcasing regenerative farming practices. Conceived during COP28 in 2023, the farm became a biodiversity hub and a major community attraction that remained after the event and into the new year, nurturing connections and welcoming more than 23,000 visitors between January and May 2024.

Highlights:

1,028kg

of pesticide-free leafy greens harvested from the indoor hydroponic farm powered by Alesca Life

327kg

of recycled coffee grounds transformed into nutrient-rich substrate, yielding 56kg of gourmet mushrooms in Below Farm's grow cabinets

3,000+ kg

of organic produce grown in outdoor plots managed by Emirates Bio Farm without synthetic fertilisers or pesticides

25

interactive cooking classes using on-site produce in the Farm-to-Table Cafe operated by Spill the Bean

23,000 visitors

Expo City also launched the Harvest Festival, which welcomed visitors for a weekend of sustainability-focused talks, workshops and games, meet-and-greets with local farmers' and a farmers market

The farm's impact was recognised as the UAE Outreach Project of the Year – Climate Change at the 2024 GovMedia Awards



Emirates team building



Dedicated workshop for people with hearing impairments





Pollinator garden & food zone at Terra

In 2024, Terra's dynamic spaces were revitalised for ecological restoration, education and community engagement.

The 300sqm pollinator garden, located in Terra's sunken "biome", was enhanced with over 1,000 nectar-rich native plants and now houses two permanent beehives, originally discovered during Terra's construction. These efforts were supported by an "adopt-a-hive" programme and complemented by the launch of a first Beekeeping Training Programme and an Apitourism Masterclass exploring the role of bees in sustainable tourism and food security.

Adjacent to this, a 500sqm food zone was cultivated to reflect traditional Emirati farming practices, featuring a layered approach with date palms, fruit trees and seasonal vegetables. Planted in collaboration with school children during Expo City camps, the zone serves as a living example of traditional farming methods in modern climate resilience strategies.



Citizen science: biodiversity monitoring through community engagement

Terra's BioBlitz Citizen Science programmes empowered people of all ages to become urban biodiversity stewards.

5

BioBlitz events conducted, mobilising participants to observe and document species

115

citizen scientists trained

211

verified observations and 67 species recorded, enriching Expo City Dubai's growing biodiversity database

The data collected not only enhances ecological understanding but also directly informs Terra's future habitat management strategies, ensuring our natural spaces continue to thrive.





EXPO CITY DUBAI FOUNDATION

From Expo Live...

Expo Live, running since 2016, has two flagship initiatives – the Global Innovators Programme and the University Innovation Programme – which identify and support entrepreneurs and students who are creating solutions to pressing social and environmental challenges.

Expo Live issues an annual call for applications to both programmes, when startups from around the world and aspiring university-based entrepreneurs in the UAE are invited to submit proposals. These are carefully reviewed by an internal evaluation committee of subject matter experts. Finalists are then brought to Dubai to pitch their ideas in person to a panel of partners and experts, helping to shape the foundation's grant-making decisions.

In the first half of 2024, the Expo Live University Innovation Programme onboarded 10 university projects from seven universities across the UAE, providing a grant and additional support to test and implement their solutions. Additionally, Expo Live launched the seventh cycle of its Global Innovators Programme, receiving 1,025 applications from 120 countries.

As of end-2024, the Expo Live programme had received 13,000+ applications from 185+ countries, supporting 191 Global Innovators from 92 countries.

...to Expo City Dubai Foundation

June 2024 saw the launch of the Expo City Dubai Foundation, continuing the legacy of Expo Live to champion innovation with impact. Partners from the government and private sector were welcomed to Expo City Dubai's Women's Pavilion to learn more about this not-for-profit foundation and its upcoming programmes.

Expo City Dubai Foundation serves as a catalyst for progress, connecting people, ideas and resources to tackle the world's most pressing challenges. It encourages collaborations, provides funding and creates business opportunities for social enterprises.

By providing funding, technical support and a platform for global collaboration, the foundation is both fostering innovation and building a fairer, more sustainable future, especially for communities across the Global South.



Expo City Dubai Foundation on a monitoring site visit in Nepal with Green Intelligence team, part of the Global Innovators Programme

What happened in 2024

University Innovation Programme onboarded 10 projects

February

Global Innovators Programme, Cycle 7, selects 16 projects from 15 countries

May



Official launch of the Expo City Dubai Foundation

June

Expo City Dubai Foundation re-establishes its partnership with the Gates Foundation

October

Four solutions from Cycle 6 of the Global Innovators Programme received a second grant to enhance their operations

December



05

Sustainable foundations

Our strong governance, strategic frameworks, responsible supply chain practices and the exploration of integrating cutting-edge technologies are collectively laying the foundations for a future-ready city.

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CITY RESILIENCE & SUSTAINABILITY GOVERNANCE

Business structure

Expo City Dubai's governance structure supports its transition from an event venue to a future-focused, sustainable city. At the highest level, the Supreme Committee – chaired by senior leaders from the Dubai government and Expo City Dubai Authority – provides strategic direction and ensures alignment with the city's objectives.

Supporting this, Expo City Dubai's Executive Committee (ExCom), formed by the CEO, is responsible for shaping the city's strategic plan, overseeing ESG performance, managing risk and ensuring cross-functional coordination with representation from various disciplines, backgrounds and business units to drive inclusive, informed and accountable decision-making.

Expo City Dubai's integrated operating model and cross-functional collaboration enable us to act with agility and precision. Our business structure supports our offering as a world-class community that balances economic viability with social and environmental impact, with verticals including Real Estate and Development, Commercial and Leasing, Visitation and Programming, Expo Dubai Group and Expo City Dubai Foundation.



Women make up 35% of Executive Committee



Risk management

In 2024, Expo City Dubai expanded its risk management approach into a broader resilience strategy to support its evolution into a fully operational city that will welcome residents by 2026. This includes the development of a roadmap focused on key domains such as technology, third-party dependencies, critical infrastructure and environmental and climate resilience.

Our upcoming Enterprise Risk Management (ERM) framework and policy intends to provide a unified approach to identifying, assessing and mitigating risks across the organisation. A strengthened organisation-wide Risk Register and structured reporting mechanisms ensure that key risks are managed proactively and within set tolerance levels. In parallel, a Business Continuity Management System (BCMS) has been established, aligned with international and national standards (ISO 22301 and NCEMA 7000:2021). Business impact analyses and continuity plans are in place for critical units, supported by designated representatives from each vertical and regular drills to ensure preparedness.

Policies & standards

Expo City Dubai's corporate and ethical conduct is guided by a robust framework of policies and standards designed to promote transparency, integrity and continuous improvement across all areas of city development and operations. These include: HSE Assurance Standards, Safe Operating Procedures, Worker Welfare Assurance Standards and Sustainable Materials Guidelines.

In addition, the RISE Guidelines for Sustainable Operations are applied across functions to ensure sustainability is embedded in our daily practices and services.

The Sustainability Policy outlines city-wide environmental and social commitments, while Expo City's HSE and Worker Welfare Policies ensure safe, ethical and fair treatment for all workers within the city.

In 2024, we also developed a Sustainable Procurement Policy to help drive responsible sourcing practices. The policy sets out principles to assess the sustainability of all goods, services and works procured, outlining the city's commitments and expectations from economic, environmental, social and governance perspectives.

Ethical standards are reinforced through a series of governance mechanisms including the Ethics and Code of Conduct, which includes anti-corruption as part of our Anti-Fraud Statement, as well as the Procurement Code of Conduct, Whistleblowing, Data Privacy, and Anti-Harassment and Discrimination policies. Formal grievance mechanisms complement these measures to support transparency and accountability.





Sustainability strategy

Expo City Dubai's sustainability strategy is anchored in four core objectives and 12 focus areas that collectively guide our decision-making and provide a clear, actionable roadmap. These focus areas are inherently interconnected, creating opportunities for broader positive impact.

1 SUSTAINABLE BUILT ENVIRONMENT

Advance a model for sustainable, accessible and smart built environment through the integration of sustainable urban development principles that drive environmental, social and economic benefits.



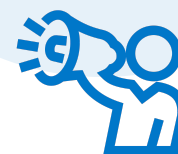
2 SUSTAINABLE OPERATIONS

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.



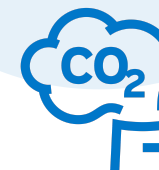
3 ENGAGED COMMUNITY

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.



4 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.



As the central enabler of sustainable operations across Expo City Dubai, the Sustainability and Assurance function plays a critical role in embedding sustainability into the city's systems, culture and day-to-day decision-making.

The department leads the implementation of Expo City Dubai's sustainability strategy, and, through a city-wide assurance programme, tracks performance, identifies risks and opportunities and guides areas of development.

In 2024, 96 metrics from the sustainability strategy were cascaded across the business, and a traffic light system was put in place to track progress and accountability every two quarters. Key sustainability findings, challenges and opportunities are regularly consolidated and presented to ExCom, reinforcing leadership alignment and enabling data-driven, transparent decision-making across the organisation.



SUSTAINABLE EVENT GUIDELINES

As a city born from a World Expo and supporting the delivery of COP28, events are inherent to our organisational identity. In 2024, Expo City launched its Sustainable Event Guidelines (SEGs) a new bold framework aimed at transforming event planning and delivery through a sustainability-first approach.

The SEGs are designed to reduce environmental impacts and enhance social value across all events organised by the city or hosted in Expo City venues. They are rooted in Expo City Dubai's sustainability strategy and decarbonisation roadmap as well as guided by global best practice frameworks such as ISO 20121, Global Protocol for Community-Scale Greenhouse Gas Emission Inventories (GPC), PAS 2070 and the Sustainable Development Goals.

The SEGs aim to:

- Unify sustainable practices across diverse event types and venues
- Position Expo City Dubai as a global destination of choice for sustainable events
- Establish a scalable event delivery model informed by local data but adaptable globally

How they work:

- Training is provided to relevant departments including Operations, Visitation and Programming, and Commercial teams ahead of Expo City's peak events season
- An online carbon monitoring tool supports data-driven decisions aligned with Expo City Dubai's decarbonisation goals
- Events are logged in a Sustainable Event Tracker, and assessed via a monitoring and evaluation framework that produces project-level reports and strategic insights against pre agreed targets

The 2024–2025 period will act as a baseline year to test and strengthen the approach. Additionally, while not all aspects of event delivery are within Expo City's complete control, our teams work closely with stakeholders, suppliers and partners to continue identifying areas of improvement to maximise impact. The SEGs set out clear roles, responsibilities and pathways for engagement, ensuring a practical and scalable process for sustainable event management.



What they focus on:



Carbon emissions



Travel and transport



Builds, graphics and materials



Accessibility



Energy



HSE



Worker welfare



Accommodation



Waste



F&B



SUPPLY CHAIN MANAGEMENT

Our procurement practices

2024 marked governance enhancements in procurement and contracts management including in system efficiencies, aligning with strategic priorities while reducing administrative burden and improving stakeholder experience:

- Published the Sustainable Procurement Policy
- Introduced Expo City Dubai's first Non-Construction Procurement Manual and Delegation of Authority, establishing consistent processes and roles
- Developed a dedicated Events Procurement Manual

Higher investments in capital projects during the year contributed to a notable increase in overall procurement spend in 2024 compared to 2023. This reflects the scale of development activities undertaken, including infrastructure expansion and ongoing asset maintenance.

AED 3.14 billion

in total procurement spending



98%

of total spending on local suppliers¹¹

¹¹ Refer to basis of reporting and third-party assurance statement.
This page aligns with GRI Disclosures 3-3, 204-1





Supplier engagement

360° feedback

As part of our commitment to continuous improvement and responsible procurement, we introduced a 360° feedback mechanism in 2024 to strengthen supplier relationships and ensure mutual accountability. Focused on non-construction contractors and service providers, the initiative offered a platform for two-way evaluation.



81%
participation rate

Suppliers were evaluated by Expo City Dubai teams across the organisation based on criteria such as service quality, responsiveness, pricing, contract flexibility and innovation. In parallel, suppliers rated Expo City on the clarity of tender processes, alignment of scope, timeliness of payments and the usefulness of contractual templates.

89% found the tender process clear and the communication efficient

78% confirmed strong alignment between tendered scope and delivered outcomes

67% expressed that Expo City Dubai's sustainability approach and worker welfare guidelines were enabling rather than restrictive

This dual evaluation approach fosters transparency, encourages open dialogue and enables a collaborative and values-based partnership across the supply chain.

Responsible production & consumption

Expo City's framework for ensuring vendor and supplier activities are aligned with our broader sustainability objectives, the RISE Guidelines aim to:



Reduce and eliminate packaging and single-use materials



Advocate for certified eco-friendly products in retail



Promote waste reduction in food and beverage



Align cleaning products or services with our waste management processes

The RISE Guidelines evolve with the sustainability landscape, offering clear, actionable guidance that empowers suppliers to contribute meaningfully to a circular, low-carbon economy. Gauging their effectiveness, we conducted comprehensive assessments of 26 F&B and retailers in Expo City Dubai in 2024.



71%
achieved overall compliance with the RISE Guidelines

70% followed food waste reduction practices, including segregation, composting and participation in the city's Food Rescue Programme

80% complied with requirements around recyclable packaging and the elimination of plastic water bottles

55% provided waste segregation training for their staff





Sustainability assessment platform

Expo City Dubai began fully utilising the EcoVadis sustainability assessment platform in 2024 to embed environmental and social responsibility into our supplier ecosystem. Through this system, 53 suppliers¹² voluntarily chose to be independently assessed against key environmental, social and ethical indicators, reflecting a strong desire for transparency and to continue enhancing their efforts.

EcoVadis supports us in building a supplier ecosystem rooted in transparency, continuous improvement and accountability. By leveraging third-party data and digital tools, we uplift the ESG performance of existing partners, make informed sourcing decisions and track progress against our sustainability goals more effectively. The assessment process and its outcomes also align with our newly introduced Sustainable Procurement Policy and overall sustainability strategy.

The EcoVadis onboarding journey spans three to five months with a comprehensive evaluation process: suppliers are invited by Expo City to register, provide key business and operational details and submit supporting documentation across relevant assessment categories. The final evaluation includes a scorecard valid for one year, identifying strengths and areas for improvement.

The EcoVadis platform also offers a focus on carbon coverage, which has witnessed significant traction across our supply chain.

ecovadis

¹² Refer to basis of reporting and third-party assurance statement.





TECHNOLOGY & INNOVATION

The Expo City technology team advanced sustainability within core operations through strategic IT transformation initiatives in 2024. Transitioning from on-premises infrastructure to cloud-based solutions was a critical step towards reducing our carbon footprint.

Key achievements

These initiatives led to less downtime, better user satisfaction and lower emissions linked to technology operations.

A significant milestone in 2024, two new specialised companies, Connect21 and Solutions21, were born out of Expo City technology functions, marking a new chapter in the city's focus on innovation and intelligent solutions that support the city's operations, high-profile events and smart city initiatives. The two entities expand our capabilities in these areas while remaining rooted in a mission to create human-centric, sustainable and resilient digital environments.





Testing innovations for the future-ready city

The Urban Lab ensures Expo City Dubai continues to serve as a blueprint for sustainable urban living. Transforming the entire city into a living lab, it is testing technologies and shaping the systems and structures of how cities can and should function in the decades to come, embedding innovation as an operating principle.

The iPilot programme

The Urban Lab launched the iPilot Programme, a formalised framework for innovation pilots that ensure that every test is human-centric, technology-agnostic and driven by measurable outcomes.

Aligning the pilots with high-impact areas for Expo City, such as clean air, urban cooling, sustainable mobility and energy efficiency, the framework also prioritises pilots that:



Focus on enabling infrastructure, including city-wide systems and data-centered architecture



Empower a marketplace for innovative companies to scale and commercialise solutions supported by fiscal and environmental models



Elevate Expo City Dubai's role as a global benchmark for future cities

This three-pillar framework ensures a holistic and integrated approach to citywide transformation.





High profile pilots tested in 2024:



Nectar IoT platform

The IoT platform centralises Expo City operations throughout the city by integrating multiple building systems into one, all while providing data in real time. The platform's features include asset management, space analysis and management, energy and utility management, fault detection and diagnostics, and root cause analysis.

Impact: Centralised visibility and control of energy, environment and operations.



Clean Air Enterprise: advanced air filtration and monitoring

Installed at Al Wasl 3, Expo City Dubai's head office, this system improves indoor air quality through cutting-edge filtration technology. The system was monitored in real time to continuously measure air quality metrics, ensuring optimal performance and a healthier indoor environment.

Impact: Reduced energy consumption, lower operational costs and improved occupant wellbeing.



MIRACOOOL reflective coating

A proof-of-concept experiment that explored the performance of a reflective paint coating to cool down and therefore increase the longevity of equipment exposed to direct sunlight. The coating was thoroughly tested to measure the difference in temperature before and after application. Our testing found an average reduction in temperature of 9.19°C at peak times of the day.

Impact: The paint has very high reflectance and extremely high emission of solar radiation and low heat conductivity to minimise heat flow.



06

Appendix

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APPENDIX A – PERFORMANCE DATA

Environment

REPORTING CRITERIA	Unit	2022 (07 July – 31 Dec)	2023 (01 Jan – 31 Dec)	2024 (01 Jan – 31 Dec)
Energy consumption¹³				
Direct energy consumption	GJ	247,868	659,870	765,786
Gasoline	L	126,882	923,581	95,480
Diesel	L	0	99,169	113,179
Natural gas	m ³	0.04	6,452	15,181.75
Electricity consumption from the grid	kWh	65,249,056	120,710,977	95,393,508
Electricity consumption from solar energy produced	kWh	2,381,284	6,873,397	7,519,361
GHG emissions (Location based)¹³				
GHG Scope 1 emissions	tCO ₂ e	505	5,602	2,421
GHG Scope 2 emissions	tCO ₂ e	26,328	48,031	38,589
Total GHG emissions	tCO ₂ e	26,833	53,633	41,010
GHG emissions (Market based)¹⁴				
GHG Scope 1 emissions	tCO ₂ e	**	5,602	2,421
GHG Scope 2 emissions	tCO ₂ e	**	39,852	6,978
Total GHG emissions	tCO ₂ e	**	45,454	9,399

¹³ Refer to basis of reporting and third-party assurance statement. ¹⁴ In 2022, i-RECs were not available; therefore, location-based and market-based emissions are reported as identical.



Environment

REPORTING CRITERIA	Unit	2022 (07 July – 31 Dec)	2023 (01 Jan – 31 Dec)	2024 (01 Jan – 31 Dec)
Waste management				
Total waste generated	Tonnes	1,638	3,907	2,014
Municipal waste, of which	Tonnes	491	1,345	992
Recyclables	%	17	24	27
Compostable	%	41	30	38
General waste	%	42	46	36
Operational waste, of which	Tonnes	1,147	2,562	1,022
Landscaping waste	%	69	80	73
Hazardous and medical waste	%	<1	<1	<1
Construction waste	%	0	8	20
Bulky waste	%	30	11	7
Total waste diverted from landfill ¹³	Tonnes	214	2,052	1,874
Other initiatives in waste management				
Food waste composted by Waste Lab	Tonnes	NA	NA	20
Food Rescue programme with ne'ma and Replate	Meals	NA	21,074	5,768
Bottles and cans collected and recycled via RVMs with Sparklo	Number	NA	3,253	73,640
Weight of clothes collected and recycled with Kiswa	Kg	N/A	191	204

¹³ Refer to restatement, basis of reporting and third-party assurance statement



Environment

REPORTING CRITERIA	Unit	2022 (07 July – 31 Dec)	2023 (01 Jan – 31 Dec)	2024 (01 Jan – 31 Dec)
Water consumption				
Total water consumption from third party DEWA	IG	186,509,838	144,206,925	109,242,760
TSE water consumed for irrigation	m³	N/A	N/A	1,430,724
Brackish water consumed	m³	N/A	N/A	698
Environmental compliance				
Number of environmental incidents reported during the reporting period	Number	0	0	0
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





Social

REPORTING CRITERIA	Unit	2022 (07 July – 31 Dec)	2023 (01 Jan – 31 Dec)	2024 (01 Jan – 31 Dec)
Overall				
Total number of employees	Number	220	733	684
Male	%	43	52	54
Female	%	57	48	46
Total number of permanent employees	Number	217	700	671
Male	%	43	52	54
Female	%	57	48	46
Total number of temporary employees	Number	3	33	13
Male	%	33	55	54
Female	%	67	45	46
Full-time employees	Number	216	727	680
Male	%	44	52	54
Female	%	56	48	46
Part-time employees	Number	4	6	4
Male	%	0	33	50
Female	%	100	67	50
Total number of outsourced employees ¹⁵	Number	0	15	46

¹⁵ Workers who are not employees and whose work is controlled by the organisation. The increase in number in 2024 is attributed to an evolution towards seasonal work, and technology implementation projects.



Social

REPORTING CRITERIA	Unit	2022 (07 July – 31 Dec)	2023 (01 Jan – 31 Dec)	2024 (01 Jan – 31 Dec)
New hires				
Total number of new employee hires	Number	147	664	131
Breakdown by age group				
Under 30 years old	%	20	16	9
30-50 years old	%	76	78	84
Over 50 years old	%	5	6	7
Breakdown by gender				
Male	%	50	55	64
Female	%	50	45	36
Turnover				
Total number of employees leaving employment	Number	2	128	180
Breakdown by gender				
Male	Number	1	71	96
Female	Number	1	57	84
Breakdown by age group				
Under 30 years old	Number	0	29	29
30-50 years old	Number	2	89	139
Over 50 years old	Number	0	10	12
Turnover rate	%	1	17	26



Social

REPORTING CRITERIA	Unit	2022 (07 July – 31 Dec)	2023 (01 Jan – 31 Dec)	2024 (01 Jan – 31 Dec)
Parental leave				
Employees entitled to parental leave				
Male	Number	67	276	337
Female	Number	53	163	187
Total number of employees that took parental leave				
Male	Number	0	3	22
Female	Number	1	11	16
Number of employees that returned to work in the reporting period after parental leave ended				
Male	Number	0	3	22
Female	Number	1	11	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	0	3	19
Female	Number	1	10	14



Social

REPORTING CRITERIA	Unit	2022 (07 July – 31 Dec)	2023 (01 Jan – 31 Dec)	2024 (01 Jan – 31 Dec)
Training				
Average hours of training that the organization's employees have undertaken		N/A	N/A	7.14
Breakdown by gender				
Male	Number	N/A	N/A	6.61
Female	Number	N/A	N/A	7.77
Breakdown by employee category				
Leadership	Number	N/A	N/A	0.51
Senior management	Number	N/A	N/A	3.33
Middle management	Number	N/A	N/A	8.07
Staff	Number	N/A	N/A	8.97
Percentage of employees who received a regular performance and career development review ¹⁶	%	N/A	N/A	82
Breakdown by gender				
Male	Number	N/A	N/A	280
Female	Number	N/A	N/A	262
Breakdown by employee category				
Senior management	Number	N/A	N/A	94
Middle management	Number	N/A	N/A	272
Staff	Number	N/A	N/A	176

¹⁶ Performance management process was formalised in October 2023.



Social

REPORTING CRITERIA	Unit	2022 (07 July – 31 Dec)	2023 (01 Jan – 31 Dec)	2024 (01 Jan – 31 Dec)
Diversity				
Overall				
Breakdown by gender				
Male	%	Not provided	Not provided	54
Female	%	Not provided	Not provided	46
Breakdown by age group				
Under 30 years old	%	Not provided	Not provided	9
30-50 years old	%	Not provided	Not provided	84
Over 50 years old	%	Not provided	Not provided	7
Breakdown by region				
MENA region	%	Not provided	Not provided	31
Africa	%	Not provided	Not provided	2
Asia	%	Not provided	Not provided	43
North America and Europe	%	Not provided	Not provided	20
South America and Australia	%	Not provided	Not provided	4





Social

REPORTING CRITERIA	Unit	2022 (07 July – 31 Dec)	2023 (01 Jan – 31 Dec)	2024 (01 Jan – 31 Dec)
Diversity of employees [senior (grade 4), middle (grade 3) and staff (grade 2)]				
Age group				
Under 30 years old				
Senior management	%	0	0	2
Middle management	%	27	30	28
Staff	%	73	70	70
30-50 years old				
Senior management	%	18	17	20
Middle management	%	55	56	53
Staff	%	27	27	27
Over 50 years old				
Senior management	%	70	47	53
Middle management	%	20	42	28
Staff	%	10	11	19
Gender				
Female				
Senior management	%	11	12	15
Middle management	%	43	51	49
Staff	%	46	37	36





Social

REPORTING CRITERIA	Unit	2022 (07 July – 31 Dec)	2023 (01 Jan – 31 Dec)	2024 (01 Jan – 31 Dec)
Male				
Senior management	%	24	21	25
Middle management	%	54	52	50
Staff	%	23	27	25
Nationalisation				
Total number of Emiratis in the workforce	Number	24	97	72
Male	Number	9	42	33
Female	Number	15	55	39
Emiratisation rate	%	11	13	11
Health and Safety				
Work-related injuries for employees				
Fatalities	Number	0	0	0
High-consequence work-related injuries ¹⁷	Number	N/A	N/A	1
Recordable work-related injuries ¹⁷	Number	0	1	10
Total hours worked	Million hours	N/A	N/A	2.076
Total Recordable Incident Rate (TRIR - 1 million hours) ¹⁷	Rate	N/A	N/A	5.30
Work-related injuries for contractors				
Fatalities	Number	0	0	0

¹⁷ 2024 employees injuries recorded is from July - Dec 2024 only as per Intellex.



Social

REPORTING CRITERIA	Unit	2022 (07 July – 31 Dec)	2023 (01 Jan – 31 Dec)	2024 (01 Jan – 31 Dec)
High-consequence work-related injuries	Number	N/A	N/A	4
Recordable work-related injuries	Number	32	136	97
Total hours worked	Million hours	0.82	5.21	7.67
Total Recordable Incident Rate (TRIR – 1 million hours)	Rate	39.17	26.1	12.64
Real estate and development				
Recorded work related injuries	Number	N/A	N/A	34
Total hours worked	Number	N/A	N/A	4,707,978
Accident Frequency rate (AFR) RE&D ¹³	100,000 hours	N/A	N/A	0.72
HSE operations				
Recorded work related injuries	Number	N/A	N/A	63
Total hours worked	Number	N/A	N/A	2,966,042
Accident Frequency rate (AFR) HSE Ops ¹³	100,000 hours	N/A	N/A	2.12
Work-related ill health for employees				
Fatalities	Number	0	0	0
Recordable work-related ill health	Number	0	0	15
Work-related ill health for contractors				
Fatalities	Number	0	0	0
Recordable work-related ill health	Number	0	0	23

¹³ Refer to basis of reporting and third-party assurance statement.



Governance

REPORTING CRITERIA	Unit	2022 (07 July – 31 Dec)	2023 (01 Jan – 31 Dec)	2024 (01 Jan – 31 Dec)
Diversity in organisation governance bodies				
Executive committee				
Male	%	N/A	67	65
Female	%	N/A	33	35
Leadership (grade 5 and above)				
Breakdown by age group				
Under 30 years old	%	0	0	0
30-50 years old	%	80	70	70
Over 50 years old	%	20	30	30
Breakdown by gender				
Male	%	60	78	78
Female	%	40	22	22
Breakdown by nationality				
Emirati	%	20	30	26
Non-Emirati	%	80	70	74
Breakdown by region				
MENA region	%	Not provided	Not provided	23
Africa	%	Not provided	Not provided	0



Governance

REPORTING CRITERIA	Unit	2022 (07 July – 31 Dec)	2023 (01 Jan – 31 Dec)	2024 (01 Jan – 31 Dec)
Asia	%	Not provided	Not provided	6
North America and Europe	%	Not provided	Not provided	59
South America and Australia	%	Not provided	Not provided	12
Procurement practices				
Percentage of spending on local suppliers ¹³	%	64	87	98
Total procurement spending	Billion (AED)	0.55	1.36	3.14
Spending on domestic suppliers	Billion (AED)	0.35	1.18	3.06
Number of suppliers screened and assessed for environmental and social impact ¹³	Number	N/A	N/A	53
Compliance				
Number of whistle-blower Incidents	Number	0	1	1
Number of Ethical Violations Reported	Number	0	1	0
Remediation Actions Taken on Ethical Issues	Number	0	1	0
Total number of audits conducted on contractors with blue-collar workers ¹³	Number	-	149	120
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	0
Instances for which fines were incurred	Number	0	2	0

¹³ Refer to basis of reporting and third-party assurance statement.



RESTATEMENT

Restatement purpose	Reason for restatement	Metric	Updated 2022 data (July to December)		Updated 2023 data	
Energy						
The rectification of previously identified reporting errors	Direct energy consumption figures for the reporting period have been restated due to the identification and correction of several issues:					
	<ul style="list-style-type: none">A conversion error was identified in the electricity data, where a scaling discrepancy (10^3) occurred in the conversion of kilowatt-hours (kWh) to gigajoules (GJ).		Old	221,403,863	Old	389,455,727
	<ul style="list-style-type: none">The energy conversion factor for gas consumption was updated to reflect the actual fuel type used—propane, rather than natural gas as previously assumed. The updated factor of 25.53 GJ/m³ was applied to align with international standards (Canada Energy Regulator).	Direct Energy Consumption, (GJ)				
	<ul style="list-style-type: none">Following a Dubai Electricity and Water Authority (DEWA) account audit, previously omitted electricity consumption data was incorporated to ensure completeness and accuracy.		New	247,868	New	659,870
	The effect was more than 100% increase in Y2022 and more than 100% increase in Y2023.					
The rectification of previously identified reporting errors	Pursuant to an audit of accounts by the Dubai Electricity and Water Authority (DEWA), previously omitted electricity consumption figures were identified and are now reflected in the data restatement.	Electricity Consumption from the Grid (kWh)	Old	6,1497,470	Old	108,165,249
	The effect was a 6% increase in Y2022 and a 11% increase in Y2023.		New	65,249,056	New	120,710,977



RESTATEMENT

Restatement purpose	Reason for restatement	Metric	Updated 2022 data (July to December)		Updated 2023 data	
Emissions						
Change in the measurement methodologies	Emissions from gas consumption was previously calculated using LNG. In Y2024, the gas has been correctly identified by the gas supplier as propane. The conversion factor for propane gas to liquid has also been provided by the gas supplier to ensure accuracy. This conversion factor has been applied accordingly (1 liter = 0.25 m³, 1 m³ = 4 liters) and calculations have been made based on these values. The effect was minor with 0.48% increase in Y2023 only.	Scope 1 emission (tCO₂e)	Old	505	Old	5,575
			New	505**	New	5,602
			**There is no significant change because the gas consumption is very small during this period.			
The rectification of previously identified reporting errors	Scope 2 emissions come from purchased electricity. Electricity consumption has changed due to the inclusion of recovery accounts and Rove Hotels.	Scope 2 emission (tCO₂e)	Old	24,470	Old	35,460
	The effect was a 8% increase in Y2022 and a 12% increase in Y2023.		New	26,328	New	39,852
	Total GHG Emissions (Location-based) Location based was not disclosed in 2022-2023 in report. Y2024, we are including both location and market based approaches.		New	26,833	New	53,633
	Total GHG Emissions (Market-based) The effect was a 7% increase in Y2022 and 11% increase in Y2023.		Old	24,974	Old	41,036
		New	26,833	New	45,454	



RESTATEMENT

Restatement purpose	Reason for restatement	Metric	Updated 2022 data (July to December)		Updated 2023 data	
Water						
The rectification of previously identified reporting errors	Pursuant to an audit of accounts by the Dubai Electricity and Water Authority (DEWA), previously omitted water consumption figures were identified and are now reflected in the data restatement.	Total water consumption from third-party (DEWA) (IG)	Old	114,526,940	Old	108,139,160
	The effect was a 63% increase in Y2022 and 33% increase in Y2023.		New	186,509,838	New	144,206,925





BASIS OF REPORTING

Total energy consumption

Scope of reporting

This metric captures the total energy consumed across Expo City Dubai operations during the 2024 reporting period (1 January – 31 December 2024), combining both renewable and non-renewable sources.

Non-Renewable sources

1. Electricity consumption (kWh)

Includes electricity purchased from DEWA and billed to Expo City Dubai as well as electricity purchased for Expo City Dubai-owned facilities with separate DEWA bills such as ROVE Hotel, the Connect Conference Centre (C3) and Moroccan Pavilion.

2. Fuel consumption (litres)

Encompasses diesel (gasoil) and petrol (ULG 95) used by vehicles and equipment within Expo City Dubai. Fuel is sourced through:

- VIP Tags: Used by operational vehicles operating inside and outside city boundaries.
- On-site fuel supply: Delivered by tankers and used for generators, heavy equipment, and soft FM services.

Fuel consumption is based on primary data representing the total volume of fuel procured during the reporting period.

3. Gas consumption (m³)

Refers to propane gas supplied by Lootah, primarily used by F&B tenants across the city. Gas consumption is based on purchase data obtained directly from the supplier.

Renewable sources

4. Solar Energy (kWh)

Energy generated from on-site photovoltaic (PV) systems is captured and converted to GJ.

Methodology

Total energy consumption is calculated as the sum of energy from all sources (Electricity + Fuel + Gas + Solar). Energy consumption is expressed in gigajoules (GJ), with all inputs converted using conversion factors provided by the Canada Energy Regulator (CER) to ensure consistency and alignment with international best practices.





GHG emissions

Scope of reporting

The GHG inventory includes data from Expo City Dubai for the 2024 reporting period (1 January – 31 December 2024), along with historical data from previous years, subject to data availability. The data presented in this section covers all operations owned and managed by Expo City Dubai under its operational control boundary.

Scope 1 emissions

Our GHG inventory accounts for direct emissions (Scope 1) from the following sources:

- Fugitive emissions from fire suppression systems;
- Fugitive emissions from refrigerant leaks from HVAC systems;
- Direct fuel use for stationary and mobile sources and
- Gas consumption.

Methodology

Refrigerant emissions

Data is collected from the HVAC team's refrigerant inventory, which records the weight (in kg) of gas cylinders before and after use. The total weight of leaked gases is calculated per refrigerant type. Emissions are calculated by multiplying the weight of each refrigerant by its respective emission factor from the UK Government GHG Conversion Factors (2024), and the results are summed to get total CO₂e.

Fire suppression agents

Two agents are used: FM200 (HFC-227ea) and NOVEC-200. Releases are logged by the firefighting team through technical incident reports. The weight of the discharged agents (in kg) is multiplied by their specific emission factors. For FM200, the UK Government GHG Conversion Factors are used. For NOVEC-200, the emission factor is obtained from the original equipment manufacturer's manual.

Portable CO₂ fire extinguishers

Fugitive emissions from CO₂ fire extinguishers are estimated

using the US EPA standard assumption of 3.5 per cent leakage annually. The total installed CO₂ capacity is multiplied by 3.5 per cent and then by the global warming potential (GWP = 1) to estimate emissions.

Fuel combustion – stationary and mobile

Diesel and gasoline (ULG 95) consumption data is collected from monthly invoices from ENOC. Vehicles are refueled using VIP Tags, and generators, heavy-duty equipment, and some vehicles are supplied via on-site fuel tankers. Emissions are calculated using fuel volume (litres) and multiplied by the appropriate emission factors from the UK Government GHG Conversion Factors (2024).

Natural gas consumption

Gas used in Expo City Dubai-owned food and beverage operations is metered monthly in cubic meters (m³). It is converted to equivalent liquid fuel in litres and then multiplied by the corresponding liquid fuel emission factor from the UK Government GHG Conversion Factors (2024) to estimate emissions.

Data limitations

While primary data is available for total fuel purchased, specific fuel consumption for individual machinery (e.g., jerry-can-fueled equipment, individual generators, heavy machinery) is not recorded. Therefore, Scope 1 emissions from fuel consumption are calculated based on total fuel purchased rather than specific end-use data.

Methodology

Our reporting methodology aligns with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. GHG emissions are reported in metric tons of carbon dioxide equivalent (tCO₂e), reflecting the global warming potential (GWP) of the six greenhouse gases.

Scope 2 emissions

Our GHG inventory accounts for indirect emissions from purchased electricity (Scope 2), fully managed by Expo City Dubai. The electricity supply is provided by Dubai Electricity and Water Authority (DEWA).

Scope 2 is calculated using both **location-based** and **market-based** approaches:

- The **location-based method** applies the grid-average emission factor published by DEWA in its 2024 Sustainability Report (0.4045tCO₂e/MWh).
- The **market-based method** incorporates emission factors from contractual instruments related to clean energy purchases (i-Recs).

Methodology

1. Location-based approach Electricity usage is recorded in DEWA's monthly invoices (in kWh). Energy Metering: Over 470 energy meters track consumption, including:

- 331 accounts (approx.) under main accounts
- 84 accounts (approx.) under Recovery 1
- 55 accounts (approx.) under Recovery 2

Tenants¹⁷ without DEWA accounts, whose bills were paid directly by Expo City Dubai are included in Expo City Dubai's 2024 energy consumption. In addition, although they have

their own DEWA accounts, electricity consumption from ROVE Hotel, Connect Conference Centre (C3) and Moroccan pavilion is included as facilities are owned by Expo City Dubai.

Exclusions: Tenants with their own DEWA accounts are not included.

2. Market-based approach

This method accounts for emissions based on contractual instruments, such as energy attribute certificates (EACs), in this case, the International Renewable Energy Certificates (iI-RECs) purchased from DEWA in 2023.

The corresponding Scope 2 emissions under the market-based approach have been calculated based on this allocation, ensuring that only the portion of renewable energy certificates utilized within each reporting year is considered for emission mitigation claims and aligning with GHG Protocol Corporate Standard's requirements for Scope 2 reporting.

¹⁷ Tenants are defined as any external entity/individual leasing commercial and/or retail space in Expo City Dubai.



Accident Frequency Rate (AFR)

Metric definition

AFR measures the number of recordable work-related injuries per 100,000 working hours. It is calculated in line with the GRI Topic Standard Disclosure 403-9. The AFR is reported separately for:

1. Service providers and contractors under Expo City Dubai HSE Operations
2. Contractors and supervision consultants under Real Estate and Development (RE&D)

AFR for service providers and contractors

Scope

Covers all work-related recordable injuries involving service providers and contractors managed directly under Expo City Dubai's Health, Safety, and Environment (HSE) Operations for the reporting period 1 January – 31 December 2024.

Exclusions

- Incidents related to Real Estate and Development (RE&D), reported separately.
- Incidents involving contractors/supervisors hired by the Visitation and Programming team (e.g. pavilion or event operations) due to incomplete 2024 data.
- Incidents from third-party hosted events outside of Expo City Dubai's operational control.
- Near misses and non-lost-time incidents.

Methodology

AFR is calculated as: $AFR = (\text{Total number of recordable injuries} \times 100,000) / \text{Total number of working hours}$.

Working hours are estimated based on: $\text{Number of workers} \times \text{daily working hours} \times \text{number of working days per month}$, as per contract terms.

Data is collected and verified by Expo City Dubai's HSE Operations team.

AFR for contractors and supervision consultants in real estate and development

Scope

Includes all recordable work-related injuries involving contractors and supervision consultants engaged by the Real Estate and Development (RE&D) function during the 2024 reporting period (1 January – 31 December).

Excludes Expo City Dubai-employed RE&D staff and seconded personnel.

Recordable incidents include

- Fatalities
- Major and Lost Time Injuries (LTIs)
- Restricted work cases
- Medical treatments
- First aid cases

Exclusions

- Near misses and non-injury incidents, which are tracked separately.

Methodology

AFR is calculated using the same formula: $AFR = (\text{Total number of recordable injuries} \times 100,000) / \text{Total number of working hours}$

Working hours are estimated as: $\text{Number of workers} \times \text{daily working hours} \times \text{number of working days per month}$, based on contractual terms.

Incident data and working hour figures are compiled and verified by the respective supervision consultants and reported monthly to Expo City Dubai.





Total number of audits conducted on contractors with blue-collar workers

Scope

This metric includes all audits conducted in 2024 (1 January – 31 December) on contractors employing workers earning AED 4,000 or less per month. It covers a range of sectors including Construction, Food and Beverage, Service Providers, Tenants, Manpower Providers, and Fleet Services.

Audits considered under this metric include:

- Prequalification Audits (PQA)
- Risk assessments
- Offboarding audits
- Monitoring assessments
- Compliance audits

Methodology

Data is compiled and verified by the Worker Welfare Assurance team using official records such as:

- Audit and assessment reports
- Contractor onboarding logs
- Audit scheduling trackers

The total number represents the sum of all eligible audit types conducted during the reporting period. Monthly issue log follow-ups are excluded from the count to prevent double counting.

Percentage of spending on local suppliers

Scope

Local spending refers to the total value of purchase orders (POs) issued to suppliers and contractors registered within the UAE during the reporting period (1 January – 31 December 2024). Only PO-based spending is included, as this reflects formalised procurement commitments.

Spending is excluded if:

- A contract was executed but no PO was raised (as spend tracking is PO-based).
- Payments were made directly through finance without a PO (non-PO-based spend).

This figure represents the committed spend (via POs) in 2024 and may differ from actual spend/utilisation within the same period. The data reflects PO status as of the report extraction date; any post-extraction revisions to POs (initially raised during the reporting period) would be captured in future reports and may alter the reported value.

Methodology

Percentage spending on local suppliers = $\frac{\text{Spend on local suppliers}}{\text{total spend in 2024}} \times 100$.

The total AED value of POs raised in 2024 for suppliers with a registered UAE address (i.e. local suppliers) was calculated using a PO report extracted by the Procurement Manager as of the first Monday of FY25.

The following exclusions were applied:

- POs tagged with Plant 1000 (Expo 2020)
- POs with Blocked/Blank status (under approval or not issued)

Local vs. non-local suppliers were identified based on system-defined parameters including Account Group Name/ Foreign Vendor – SME/ Foreign Vendor – NSME.



Total number of suppliers screened and assessed for environmental and social impact

Scope

This figure reflects the total number of Expo City Dubai's suppliers who voluntarily participated in the sustainability screening process conducted by the affiliated third-party platform, EcoVadis, between 1 November 2023 and 30 April 2025, marking the period from the programme's initiation to the reporting cut-off date. The screening evaluates suppliers' performance against key environmental and social criteria.

Expo City Dubai does not influence the design, content, or scoring methodology of the EcoVadis assessments. Expo City Dubai's role is limited to facilitating supplier participation by encouraging registration on the EcoVadis platform. Once registered, all communications, evidence submissions, and assessment procedures occur directly between the supplier and EcoVadis, independent of Expo City Dubai.

Important notes:

- The EcoVadis platform reflects the current status of each supplier's assessment. For example, if a supplier was assessed in January 2024, the result remains valid for one year and will show as expired if not renewed by January 2025.
- The reported figure (53 suppliers) represents the total number of vendors within Expo City Dubai's network who have undergone an EcoVadis assessment between the tool's onboarding in November 2023 and the end of the reporting period in April 2025. This number may include suppliers with expired certifications as of the reporting date.
- Suppliers may be assessed on behalf of other clients using EcoVadis, as the platform supports multiple organizations. In such cases, vendors are not required to undergo multiple assessments and can share their validated scores across multiple clients, including Expo City Dubai, through the platform's network-sharing functionality.

Methodology

The data used as a metric is the total number of screened suppliers provided by the EcoVadis platform.

Waste diverted from landfill

Scope

Covers waste collected from both public areas and back-of-house operations across Expo City Dubai between 1 January and 31 December 2024. This includes general waste, organic/compostable waste, recyclables, and green (landscaping) waste streams.

Exclusions

- Construction and demolition (C&D) waste associated with pavilion decommissioning, tenant fit-outs, and new developments, which are managed under separate contracts.
- Waste generated by tenants who operate under independent waste management agreements.
- Waste generated by third-party events, particularly during installation and dismantling phases, where organisers handle waste through their own arrangements.

Methodology

Waste diversion is calculated using the following formula:

Quantity of waste delivered to waste treatment facility (tonnes) x Waste diversion rate of the facility (%) = Qty of waste diverted from landfill (tonnes).

All figures are based on monthly reports provided by Expo City Dubai's appointed waste management service providers.



INDEPENDENT LIMITED ASSURANCE REPORT

Independent limited assurance report to Expo City Dubai Authority

We have been engaged by Expo City Dubai Authority ("Expo City") to perform a limited assurance engagement relating to the selected sustainability metrics ("Selected Information") presented in Table 1 below prepared in accordance with Expo City's Basis of Reporting ("Basis of Reporting") for the year ended 31 December 2024.

Table 1 – Selected information

Selected information	Assured figure for the year ended 31 December 2024	Sustainability report page
Direct energy consumption	765,786 (GJ)	Pp. 70
GHG Scope 1 emissions (Location based)	2,421 (tCO ₂ e)	Pp. 14, 70
GHG Scope 2 emissions (Location based)	38,589 (tCO ₂ e)	Pp. 14, 70
Accident Frequency rate (AFR) HSE Operations	2.12 (number of recordable work-related injuries per 100,000 working hours)	Pp. 43 80
Accident Frequency rate (AFR) Real Estate & Development	0.72 (number of recordable work-related injuries per 100,000 working hours)	Pp. 43, 80
Total waste diverted from landfill	1,874 (tonnes)	Pp. 71
Percentage of spending on local suppliers	98%	Pp. 63, 82
Number of suppliers screened and assessed for environmental and social impact	53	Pp. 65, 82
Total number of audits conducted on contractors with blue-collar workers	120	Pp. 44, 82

Use of report

This report is made to Expo City, in accordance with the International Standard on Assurance Engagements 3000, Assurance Engagements Other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB) ("ISAE 3000 (Revised)"), the International Standard on Assurance Engagements 3410 "Assurance Engagements on Greenhouse Gas Statements" ("ISAE 3410") and our agreed terms of engagement. Our work has been undertaken so that we might state to Expo City those matters we are required to state to them in this limited assurance report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Expo City for our work, for this report, or for the conclusion we have formed.

Our conclusion

Based on our work as described in this report, nothing has come to our attention that causes us to believe that the Selected Information, as set out in the Table 1 and as a part of the Expo City Dubai 2024 Sustainability report [KE1] has not been prepared, in all material respects, in accordance with the Basis of Reporting as shown on page pages 86-90 the report.



Respective responsibilities

Expo City management is responsible for:

- Establishing the Basis of Reporting for preparing the Selected Information;
- Designing, implementing and maintaining internal processes and controls over the Selected Information that is relevant to the preparation of the Selected Information to ensure the information is free from material misstatement, whether due to fraud or error; and
- Calculation and reporting the Selected Information in accordance with the Basis of Reporting.

Our responsibility is to express a conclusion on the Selected Information based on our procedures. We conducted our engagement in accordance with ISAE 3000 (Revised) and ISAE 3410, in order to state whether anything had come to our attention that causes us to believe that the Selected Information has not been prepared, in all material respects, in accordance with the Basis of Reporting as defined within the Report. In conducting our limited assurance engagement, we have complied with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (IESBA Code).

Our procedures consisted primarily of:

- Understanding the roles and responsibilities involved in the preparation, governance, and oversight of the Selected Information, and assessing its preparation against the Basis of Reporting.
- Conducting enquiries with management to understand how the Basis of Reporting has been applied in preparing the Selected Information.
- Assessing the compilation of the Basis of Reporting against market practices.
- Reviewing and evaluating the Basis of Reporting for measurement and reporting of each selected sustainability metric, comparing it to the actual calculations performed by Expo City to support the Selected Information shown in Table 1.
- Verifying the selected sustainability metrics against Expo City's internal calculations and supporting documentation.
- Assessing the availability and quality of evidence provided to support the Selected Information.
- Confirming the Selected Information against Expo City's internal calculations and supporting documentation.
- Accumulating misstatements and control deficiencies identified and assessing whether material.

Basis of reporting

The Basis of Reporting is published within the Expo City Dubai Sustainability Report 2024 (Pages 86-90).

The self-defined applicable criteria; the nature of the Selected Information; and absence of consistent external standards allow for different, but acceptable, measurement methodologies to be adopted within the organisation. The adopted measurement methodologies may also impact comparability of the Selected Information reported from year to year within an organisation as methodologies develop.

Inherent limitations

Our engagement provides limited assurance as defined in ISAE 3000 (revised) and ISAE 3410. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Inherent limitations exist in all assurance engagements due to the selective enquiry of the information being examined. Therefore fraud, error or non-compliance may occur and not be detected. Our work does not involve testing the operating effectiveness of controls over the underlying data, nor have we sought to review systems and controls beyond those relevant to the Selected Information.

Our independence and competence

We complied with Deloitte's independence policies, which address and, in certain cases, exceed the requirements of the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants in their role as independent auditors, and in particular preclude us from taking financial, commercial, governance and ownership positions which might affect, or be perceived to affect, our independence and impartiality, and from any involvement in the preparation of the report.


We applied the International Standard on Quality Management ("ISQM") 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements. Accordingly, we maintained a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Deloitte and Touche (M.E.)
Dubai, United Arab Emirates
17 June 2025




GRI CONTENT INDEX

Statement of use	Expo City Dubai has reported in accordance with the GRI Standards for the period of 01 January 2024 to 31 December 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None



CONTENT INDEX
ESSENTIALS SERVICE



SDG ADD-ON

20252025

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 Sustainable Development Goals (SDGs), based on the 'Goals and targets database' tool available from GRI website.

The service was performed on the English version of the report.

GRI standard/ other source	Disclosure	Location (Page number)	Omission	SDG Linkage
GRI 2: General Disclosures 2021	2-1 Organisational details	4		
	2-2 Entities included in the organisation's sustainability reporting	4		
	2-3 Reporting period, frequency and contact point	4		
	2-4 Restatements of information	83		
	2-5 External assurance	91		
	2-6 Activities, value chain and other business relationships	6, 59-60		
	2-7 Employees	38-39		SDG 8.5 SDG 10.3





GRI CONTENT INDEX

GRI standard/ other source	Disclosure	Location (Page number)	Omission	SDG Linkage
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	44-45		
	2-9 Governance structure and composition	6, 59-60		SDG 5.5 SDG 16.7
	2-10 Nomination and selection of the highest governance body	6, 59		SDG 16.7
	2-11 Chair of the highest governance body	6, 59		
	2-12 Role of the highest governance body in overseeing the management of impacts	6, 59-61		SDG 16.7
	2-13 Delegation of responsibility for managing impacts	6, 59-61		
	2-14 Role of the highest governance body in sustainability reporting	6, 59-61		
	2-15 Conflicts of interest	59		SDG 16.6
	2-16 Communication of critical concerns	59-61		
	2-17 Collective knowledge of the highest governance body	59-61		
	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	



GRI CONTENT INDEX

GRI standard/ other source	Disclosure	Location (Page number)	Omission	SDG Linkage
GRI 2: General Disclosures 2021	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	13-19, 61		
	2-23 Policy commitments	59-61		SDG 16.3
	2-24 Embedding policy commitments	59-61		
	2-25 Processes to remediate negative impacts	59-61		
	2-26 Mechanisms for seeking advice and raising concerns	59-61		SDG 16.3
	2-27 Compliance with laws and regulations	59-61		
	2-28 Membership associations	22		
	2-29 Approach to stakeholder engagement	8-11		
	2-30 Collective bargaining agreements	-	Not applicable: collective bargaining agreements do not exist in the UAE and are not part of the UAE Labor Law	
MATERIAL TOPICS				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	11		
	3-2 List of material topics	11		



GRI CONTENT INDEX

GRI standard/ other source	Disclosure	Location (Page number)	Omission	SDG Linkage
ECONOMIC				
Indirect Economic Impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	22-28, 44-45, 59		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	22-28, 44-45, 59		SDG 5.4 SDG 9.1 SDG 9.4 SDG 11.2
Procurement Practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	63-65		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	63		SDG 8.3
ENVIRONMENT				
Materials				
GRI 3: Material Topics 2021	3-3 Management of material topics	22-28		
GRI 301: Materials 2016	301-2 Recycled input materials used	22, 24		SDG 8.4 SDG 12.2 SDG 12.5



GRI CONTENT INDEX

GRI standard/ other source	Disclosure	Location (Page number)	Omission	SDG Linkage
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	13-20		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	13		SDG 7.2 SDG 7.3 SDG 8.4 SDG 12.2 SDG 13.1
	302-4 Reduction of energy consumption	13		SDG 7.3 SDG 8.4 SDG 12.2 SDG 13.1
Water and Effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	35-36		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	35-36		SDG 12.4 SDG 6.3 SDG 6.4 SDG 6.a SDG 6.b
	303-5 Water consumption	35-36		SDG 6.4





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GRI standard/ other source	Disclosure	Location (Page number)	Omission	SDG Linkage
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	55-56		
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	14-16		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	14-16		SDG 3.9 SDG 12.4 SDG 13.1 SDG 15.2
	305-2 Energy indirect (Scope 2) GHG emissions	14-16		SDG 3.9 SDG 12.4 SDG 13.1 SDG 15.2
	305-5 Reduction of GHG emissions	14-16		SDG 13.1 SDG 15.2





GRI CONTENT INDEX

GRI standard/ other source	Disclosure	Location (Page number)	Omission	SDG Linkage
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	29-34		
	306-1 Waste generation and significant waste-related impacts	29		SDG 3.9 SDG 11.6 SDG 12.4 SDG 12.5
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	29, 31-34		SDG 3.9 SDG 8.4 SDG 11.6 SDG 12.4 SDG 12.5
	306-3 Waste generated	29		SDG 3.9 SDG 11.6 SDG 12.4 SDG 12.5 SDG 15.1
	306-4 Waste diverted from disposal	29		SDG 3.9 SDG 11.6 SDG 12.4 SDG 12.5





GRI CONTENT INDEX

GRI standard/ other source	Disclosure	Location (Page number)	Omission	SDG Linkage
SOCIAL				
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	38-45		
	401-1 New employee hires and employee turnover	38, 74		SDG 5.1 SDG 8.5 SDG 8.6 SDG 10.3
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	38-45		SDG 3.2 SDG 5.4 SDG 8.5
	401-3 Parental leave	38, 75		SDG 5.1 SDG 5.4 SDG 8.5
Occupational health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	43-45		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	43		SDG 8.8
	403-2 Hazard identification, risk assessment, and incident investigation	43		SDG 8.8



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GRI standard/ other source	Disclosure	Location (Page number)	Omission	SDG Linkage
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	43		SDG 8.8
	403-4 Worker participation, consultation, and communication on occupational health and safety	44-46		SDG 8.8 SDG 16.7
	403-5 Worker training on occupational health and safety	43-45		SDG 8.8
	403-6 Promotion of worker health	43-45		SDG 3.3 SDG 3.5 SDG 3.7 SDG 3.8
	403-9 Work-related injuries	43, 79-80		SDG 3.6 SDG 3.9 SFG 8.8 SDG 16.1
Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics	39-42, 47-48		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	39		SDG 4.3 SDG 5.1 SDG 8.5 SDG 10.3



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GRI standard/ other source	Disclosure	Location (Page number)	Omission	SDG Linkage
GRI 404: Training and Education 2016	404-2 Programmes for upgrading employee skills and transition assistance programmes	39-42, 47-48		SDG 8.2 SDG 8.5
	404-3 Percentage of employees receiving regular performance and career development reviews	38-39		SDG 5.1 SDG 8.5 SDG 10.3
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	38, 42		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	38, 42		SDG 5.1 SDG 5.5 SDG 8.5
MATERIAL TOPICS WITHOUT A CORRESPONDING GRI DISCLOSURE				
Sustainable built environment				
GRI 3: Material Topics 2021	3-3 Management of material topics	22		
Environmental compliance				
GRI 3: Material Topics 2021	3-3 Management of material topics	27		



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GRI standard/ other source	Disclosure	Location (Page number)	Omission	SDG Linkage
Climate risk mitigation and strategy				
GRI 3: Material Topics 2021	3-3 Management of material topics	17-19		
Customer satisfaction and service quality				
GRI 3: Material Topics 2021	3-3 Management of material topics	8-10		
Physical and mental wellbeing				
GRI 3: Material Topics 2021	3-3 Management of material topics	41-42		
Accessibility and inclusion				
GRI 3: Material Topics 2021	3-3 Management of material topics	46-49		
Worker welfare				
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45		
Business ethics and compliance				
GRI 3: Material Topics 2021	3-3 Management of material topics	59-60		





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GRI standard/ other source	Disclosure	Location (Page number)	Omission	SDG Linkage
Risk management				
GRI 3: Material Topics 2021	3-3 Management of material topics	59-60		
Corporate governance				
GRI 3: Material Topics 2021	3-3 Management of material topics	59-60		
Cyber readiness and data security				
GRI 3: Material Topics 2021	3-3 Management of material topics	66-68		
Innovation and technology				
GRI 3: Material Topics 2021	3-3 Management of material topics	66-68		
Commercial engagement and partnerships				
GRI 3: Material Topics 2021	3-3 Management of material topics	23, 30, 46-49, 50-53		





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