



Sustainability
Report **2021**

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About this Report

(102-48), (102-49), (102-53), (102-54), (102-56)

This is Al Dahra's second Sustainability Report, which emphasises our environmental, social and governance (ESG) performance throughout 2021. This report covers our operations in the United Arab Emirates, Romania, Serbia, Egypt and Europe (Spain and Italy).



GRI ACCORDANCE

This report has been prepared in accordance with the **GRI Standards: Core option**.



ALIGNMENT

The report aligns with the United Nations Global Compact (UNGC) Principles, the United Nations Sustainable Development Goals (SDGs), the UAE Vision 2021 and the National Food Security Strategy 2051.



COMPARABLE DATA

Wherever possible, we have provided information for 2020 and 2021 to help our stakeholders better understand our progress and to allow for data to be compared.



EXTERNAL ASSURANCE

Al Dahra has chosen not to seek external assurance for the **Sustainability Report 2021**. However, we have followed an internal assurance process.



CONTACT POINT

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Scope of the Report

(102-46), (102-48), (102-49), (102-50), (102-51), (102-52)

COUNTRIES

We have highlighted our ESG performance in the following countries of our operation.

YEAR

This report covers our environmental, social, and governance (ESG) performance for the year 2021.



MONETARY VALUES

All monetary values in this report are expressed in Arab Emirates Dirhams (AED) unless otherwise stated.

Terminology

(102-4), (102-5), (102-7), (102-45)



AL DAHRA

Our global operations



AL DAHRA GROUP LLC

Refers to the entities under the scope of this 2021 Sustainability Report, i.e. the UAE, Romania, Serbia, Egypt, Italy and Spain.



AL DAHRA HOLDING LLC

Our Head Office in Abu Dhabi



AL DAHRA UAE (AL AIN FARMS, AL DAHRA BAYWA, ETIHAD MILLS, KIZAD)

Al Dahra Agriculture Sole Proprietorship LLC - Al Ain Branch,
Al Dahra BayWa Agriculture LLC,
Al Dahra Food Sole Proprietorship LLC and Al Dahra Food Industries
Sole Proprietorship LLC,
Al Dahra Agriculture Trading Sole Proprietorship LLC



AL DAHRA SERBIA

Al Dahra Serbia DOO
Al Dahra Rudnap DOO



AL DAHRA ROMANIA

Al Dahra Agriculture Romania SRL
SEEFKO Agricost SA



AL DAHRA EGYPT (EAST OWAYNAT, SALHEYA, TOSHKA)

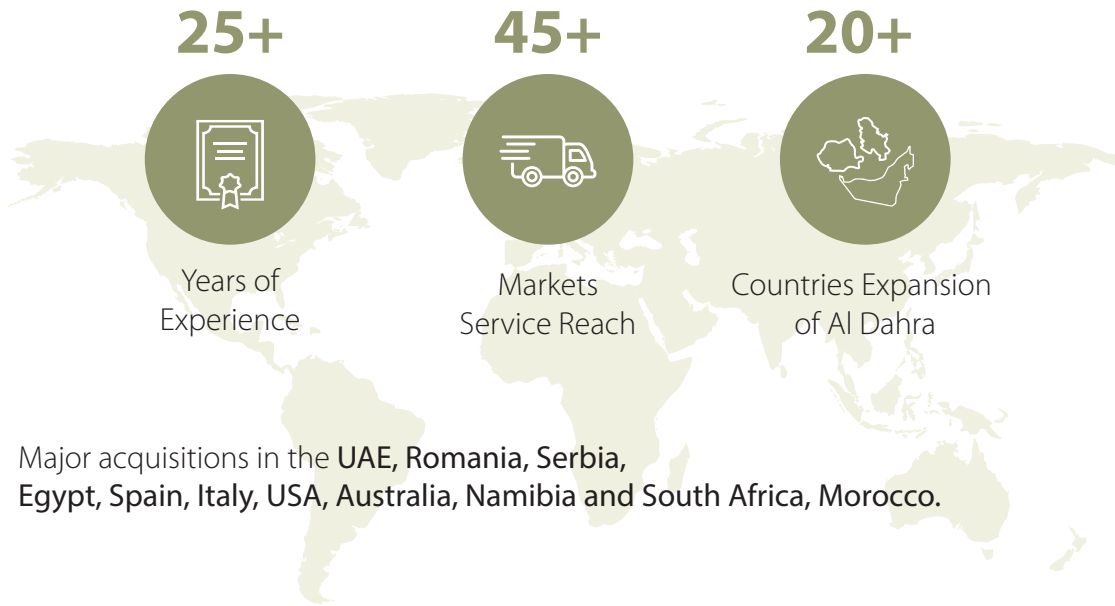
Al Dahra Agriculture Egypt JSC,
Navigator Agricultural Investment Co (NAV JSC),
Al Dahra Trading Egypt LLC



AL DAHRA EUROPE SRL (SPAIN & ITALY)

Al Dahra Global Forage LLC - Italian branch,
Al Dahra Agriculture Spain SLU,
Al Dahra Europe Srl - Italy,
Al Dahra Europe Srl - Spanish branch

Key Highlights



PRACTICE OF SUSTAINABLE AGRICULTURE



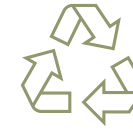
Use of **water efficient** agricultural practices



Use of **low tillage** farming



Use of **organic pesticides & fertilizers**



Reuse and recycling programs to reduce product waste in different locations.



Reducing waste in packaging across different countries

ALIGNMENT WITH SDGs AND THE UAE VISION

Contributes to food security, employment, provisions and environmental management



AREAS OF COMMUNITY SERVICE

Provides support to institutions for academics, sports, people with special needs, as well as public spaces

Message from our Co-Founder & Managing Director

(102-14), (102-15), (102-17)

Our boundless efforts in establishing Al Dahra as a multi-national agribusiness marks the sustainability-driven approach directing our business operations. We are saddened by the climatic and economic crises created by the COVID-19 pandemic. In light of these crises, we also truly embrace the fact that we have tirelessly aligned our priorities towards the possibilities of enhancing and expanding our sustainable impacts beyond our horizon.

Al Dahra is proud to release our second sustainability report in accordance with the GRI Standards. This report sheds light on our values that contribute to the national, regional and international calls for action towards a better and resilient future. We believe that this report becomes a vantage point for all readers to understand our ESG impacts across our operations in the UAE, Serbia, Romania, Egypt, Spain and Italy, for the year 2021. We extend our heartfelt thanks to all our stakeholders for their support toward the creation of this report.

In 2021, we continued to advocate for strategic food security and climate change adaptations by implementing sustainable farming practices and exploring innovative, nature-based solutions to decarbonise our production processes. We strived to create an inclusive environment to optimise the potential of our people who are intangible and valued assets for the growth of our business. We also aligned with the Sustainable Development Goals (SDGs) to create a strong conjunction between our vision and global efforts towards food security strategy.

Our ESHS Management System (ESHS-MS) that includes a set of four policies has also been established to regulate ethical, responsible and sustainable practices throughout our business units and supply chain management. One of the strong components of our vision is to build cohesive community relations, we are therefore proactive in partnering with organisations to strengthen socio-economic development in the respective countries of our operations.

We are now geared up to activate the opportunities that this year unfolds for us towards sustainable agriculture and food production. I hope that this report will encourage a deeper reflection on how we can define new ambitions by elevating our values of integrity, transparency, service excellence and social responsibility in the years to come.



H.E. Khadim Al-Darei

Co-Founder & Managing Director



About Al Dahra

(102-1), (102-2), (102-3), (102-4), (102-6), (102-7), (102-10), (102-12), (102-13)

Al Dahra is a multinational leader in agribusiness and the largest forage producer and trader in the world, with headquarters in the United Arab Emirates.



Our broad specialization embeds sustainable practices in the cultivation, production and trading of animal feed, forage and essential human food commodities such as **rice, grains, fruits, vegetables and dairy products**.



The collective mindset of responsible agriculture is inherent within our leadership teams and wider workforce. This has been the driving force at Al Dahra to contribute towards the UN Sustainable Development Goals (SDGs) and the UAE Vision 2021.



Since our inception in 1995, we have built a strong foundation for our production and supply in our worldwide operations. Unlike common traders and importers, at Al Dahra, **we own and operate our own farms, production facilities and factories, ensuring full control over operations and product quality**.



In addition, our unique business model spans all stages of the supply chain from farming, processing, packing, storing, shipping, distribution and marketing. This creates increased value to end-consumers, whilst eliminating intermediaries and middlemen.

The agriculture sector is the largest consumer of resources, in terms of land, energy and water.

Acknowledging this, with our global expansion and large customer base across Asia and the Middle East, we have centralized our procurement process to help promote food security and sustainable farming as our anchor in the field of agribusiness.

Our efforts and investments are consciously channeled towards the conservation and protection of resources, while ensuring that our progress towards food security follows a positive trajectory.



To achieve this, we rely on innovation to implement the best irrigation systems and practices. Additionally, we ensure that our procurement and sourcing of **fertilizers and pesticides** are carefully considered, and we partner with credible suppliers to ensure **soil preservation and a safe production line**.



We have time and again proven our resilience in a crisis, be it through our **climate-friendly greenhouse construction** following a natural disaster in the UAE, or our proactive COVID-19 response that ensured an uninterrupted supply to our global customer base.

In line with our food security mandate, we increased the supply and storage of **wheat, rice, other grains and food items** by more than 150K MT to the UAE market, to support the nation's strategic reserve during the pandemic.



Our Vision, Mission, and Values

(102-16)

OUR VISION



To be a leader in innovative food solutions across the globe, partnering with stakeholders for sustainable agriculture and optimized supply chains

OUR MISSION



Empower stakeholders



Think globally



Focus on long-term growth



Be sustainable and innovate



Contribute to society, ensuring food supply

OUR VALUES

Integrity

Building trust with customers, communities, suppliers, and one another by doing what is right.

Transparency

Ensuring openness, communication, and accountability in our various engagements.

Service Excellence

Building an organizational culture based on service and operational excellence in thought and in execution.

Social Responsibility

Being a good citizen, giving back to the community and complying with regulations.



Global Footprint and Unique Position

(102-4), (102-6), (102-7)



GCC

Grains
Grains - Rice
Forage
Fruits & vegetables
Dairy & Livestock



Asia

Grains - Rice
Forage



America

Forage
Feed Commodities



Europe

Grains
Forage
Fruits & Vegetables
Dairy & Livestock



Australia

Forage



Africa

Grains
Forage
Fruits & Vegetables
Fertilizers



Europe

1. Greece
2. Italy
3. Serbia
4. Spain
5. Romania

Africa

6. Egypt
7. Morocco
8. Namibia
9. South Africa

Australia

10. Australia

Asia

11. India
12. Pakistan
13. China

GCC

14. KSA
15. UAE

America

16. USA (west coast)

Business Portfolio

Working towards a more sustainable agricultural sector is at the heart of our business, and shapes our daily operations. We recognize our responsibility to set a good example in corporate citizenship, using our position to support farmers, protect the environment, conserve natural resources, cultivate healthy and safe produce and contribute to the communities we operate in globally.

Al Dahra's management is an amalgamation of our vision and unique business model, where we ensure that sustainable practices are embedded throughout our supply chain and in all our end-to-end operations.

OUR AL DAHRA MODEL UNDERPINS FOUR FUNCTION AREAS:



Widespread **global investments** and geographic footprint.



Integrated **investment approach** and **business model**.



Global logistics capabilities and strong relations, with ports and shipping lines.



Commitment to ensure **long-term food security** while addressing trade challenges.

WIDESPREAD GLOBAL INVESTMENTS AND GEOGRAPHIC FOOTPRINT

Undisrupted supply all year-round and across all seasons
Widely Spread supply sources leading to stable supply
Mitigation against climate change risks
Mitigation against economic and trade risks
Strong position to face commodity price volatility

INTEGRATED INVESTMENT APPROACH AND BUSINESS MODEL

End to end control over the supply process
Full integration of supply, demand and logistics
In-house farming and long-term supply contracts
Improved control over quality of products
Reduced cost and increased competitiveness

GLOBAL LOGISTICS CAPABILITIES AND STRONG RELATIONS WITH PORTS AND SHIPPING LINES

In-house logistics arm to manage local logistics
Competitive shipping rates leveraging group volumes
One-stop solution for inland transport and storage
Continuous delivery service on key trade lanes
Access to world-class logistics infrastructure

COMMITMENT TO ENSURE LONG-TERM FOOD SECURITY ADDRESSING TRADE CHALLENGES

Long-term government contracts and volumes
Emergency stock reserves rotated at all times
Agility of supply in times of global shortages
Guaranteed product availability for rushed orders
Ability to maneuver sourcing from various origins



END-TO-END SUPPLY CHAIN (102-9)



PROCUREMENT, SOURCING, STORAGE AND DISTRIBUTION

Stemming from our belief in continuous improvement and optimization of operations, at Al Dahra we have invested in the latest farming and irrigation systems, processing and production technologies and product sorting, grading and packing equipment.

We are constantly implementing best practices adopted within the agriculture sector and improving our service delivery across operations. Al Dahra is a pioneer in investing in research and development and product innovation, working closely with farming experts, academic professors and feed/food experts.

KEY FIGURES (PRODUCTS & SERVICES) (102-2)

Al Dahra has grown predominantly in four key areas of business, which includes farming, processing, trading and logistics. This growth does not just imply our numeric progress but more so, improved quality control and compliance to high standards of quality assurance.



Product Portfolio

(102-2)

ANIMAL FEED

Leading expertise in the farming, processing and supply of feed products and commodities in Asia and the MENA region



Al Dahra essentially serves the needs of companies specializing in dairy, cattle rearing and livestock maintenance, with an annual capacity of about three million metric tons and more than **40 product categories** and grades.



Our **90K acres of land** is dedicated to forage cultivation,



encompassing **13 forage and roughage processing plants** worldwide.

We are innovators in the animal feed industry, presenting a range of new products to the market. We continuously collaborate with feed farmers, local feed growing cooperatives and agriculture and livestock ministries to cultivate employment and economic opportunities for the local community.



FORAGE PRODUCTS

Hay Products

Suncured Alfalfa
Dehydrated Alfalfa
Oaten Hay

Grass Products

Available in both
Suncured and
Dehydrated forms

Rhodes Grass
Ryegrass Hay
Sudan Grass
Bermuda Grass
Fescue Grass
Bluegrass Hay
Timothy Hay
Klein Grass



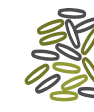
ROUGHAGE PRODUCTS

Straw Products

Ryegrass Straw
Fescue Straw
Bluegrass Straw
Wheat Straw
Barley Straw
Rice Straw
Oaten Straw

Other Hay Products

Blended Hay
Corn Silage



FEED COMMODITIES

Hay & Straw Pellets

Alfalfa Pellets
Rice Husk Pellets
High Fiber Pellets
Wheat Bran Pellets
Ryegrass Pellets
Wheat Straw Pellets

Other Commodities

Sugar Beet Pulp
Cottonseed
Feed Barley
Feed Wheat
Feed Corn
Sorghum
DDGS
Citrus Pulp
Molasses
Sunflower Meal I Seed
Rapeseed Meal I Seed
Soybean Meal I Seed
Fish Meal
Palm Kernal Expeller
Compound Commodity Pellets



ADDITIVES & SUPPLEMENTS

Additives

Vitamins & Minerals
Amino Acids

Supplements

TMR Feeds
Engineered-to-order feeds



KEY ANIMAL FEED CROPS FARMED



HUMAN FOOD

Widespread investment in the cultivation and distribution of grains, fruits and vegetables.

The grain production and trading in Human Food holds the largest share of the business with an annual production capacity of 500K tons of rice and 500K tons of flour. At Al Dahra, we believe we have a responsibility to end-consumers to enhance the availability, accessibility and affordability of essential food commodities and crops. We therefore promote our produce through various marketing channels and have a wide customer base, consisting mainly of retailers, wholesalers and distributors.

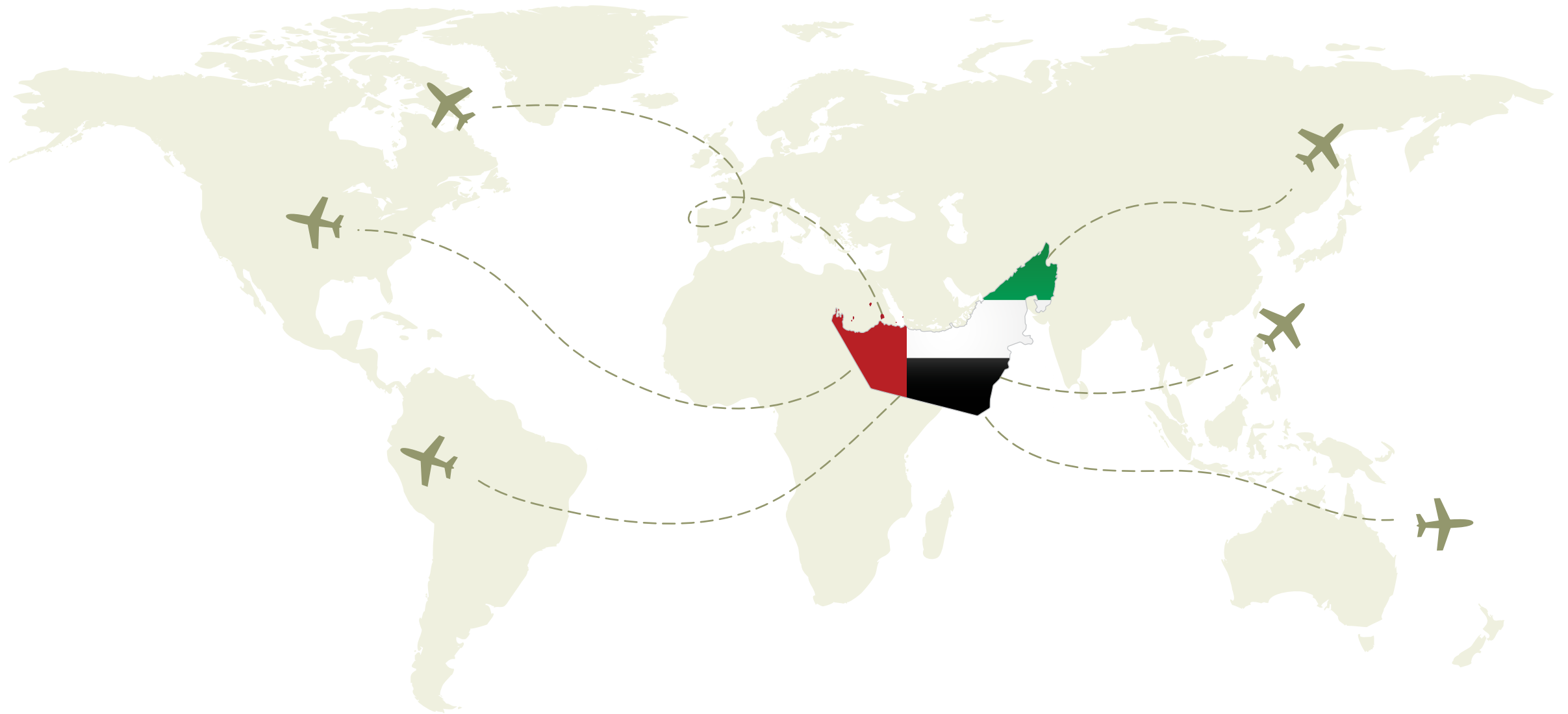
- ▶ Essential crops & grains (**rice, flour, wheat, barley, alfalfa, corn & others**)
- ▶ Fresh produce (**citrus, dates, grapes, apples, olives, potatoes & others**)
- ▶ Dairy (**fresh milk & dairy**)
- ▶ Superior organic produce (**poultry, vegetables and dairy**)

KEY PRODUCE FARMED



Our Global Operations

(102-4), (102-6), (102-7)



Al Dahra Europe - Spain & Italy

We have achieved **15%** efficiency improvements and a **35%** capacity increase, increasing our volume by **1.3 million**.



Al Dahra is the largest forage producer in Spain and across Europe.



The biggest forage producer in the region.

285K MT our annual forage production

from **26K** acres of land.



We export about **600K MT** of our total produce annually



Our five processing plants are located in **Ivars, Belvis, Linyola, Bujaraloz and Vilasama** and over the years, we have fostered long-term relations with the port of Barcelona.



We have **well-equipped warehousing and storage facilities** and a modern in-house laboratory for forage nutritional testing.



We manage a capacity of **650K MT** in annual trading and sourcing, which is backed by the **deployment of cutting-edge dehydration and packing technologies**.



Reflecting our position in Italy as **leaders of foraging, feed trading and distribution**, it is here that we have our global feed commodities sourcing hub.



Our success is complemented by our long-standing partnerships with an **outstanding supplier base**.

Al Dahra Romania

Al Dahra Agricost SA is the largest consolidated farm in Europe, located **160 km** from Bucharest.



Agricost SA has **26 adjacent farms** spread over **137.4K acres**



with **40K MT** grain silos with **5 loading and offloading points** across the island.



It yields **450K MT** annual output of winter and summer crops



which is supported by **8K MT** loading capacity vessels and agricultural barges with up to **2K MT** capacity.



It is in close proximity to **Constanta port**, with full access to the Danube.



- ▶ We have our own farming capabilities coupled with long-term, exclusive supply in Romania, wherein we work in agreement with the forage producers and alfalfa growers.
- ▶ Our **24K acres** of farming land is occupied for forage cultivation with three processing plants in Prundu, Visani and Lebada.
- ▶ We have an annual processing capacity of **300K MT**, thanks to our state-of-the-art processing and packing facilities.

Crops (Acres)



Autumn wheat
32K



Autumn barley
20K



Corn
30K



Soybean
20K



Sunflower
15K



Hay
2.5K



Seed
2.5K



Energetic willow
250



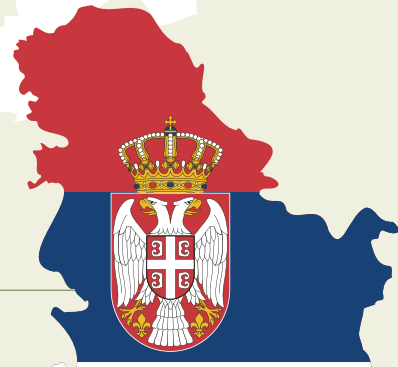
Others
500

Our recent progress includes the inauguration of the third forage dehydration and processing factory with a volume of **55K MT**.

Through our three newly launched projects, we are going to advance and expand the irrigation and drainage systems by **35%**, and improve gas distribution to the factories and farms across the island.

Al Dahra Serbia

Our operations in Serbia manage **60K** acres of land, with **53K** acres of surface area under cultivation of forage and other crops. In 2021, we commissioned a plant to dry and press hay and produce pellets. This was a pioneering initiative in the region, which has a production capacity of **150K MT** to process and export clover, silage, straw and compressed feed. It is supported by four storage warehouses.



Al Dahra Serbia's industrial dairy operations has a production capacity of over **56 million** liters of raw milk.



We also own one processing plant based in Belgrade, with a **150K MT** annual processing capacity.



NOVI SAD FAIR

In 2020, Al Dahra Serbia was recognized at the **International Agriculture Fair in Novi Sad** for our continued investment in improving operational efficiency and modernization of technology.



Our yield on crop cultures have improved along with milk production to serve local demand and export of crops.

In addition to the installation of a new grading and packing line for apples, we have expanded the export of apples to new markets, including the **UAE, Indian subcontinent and South East Asia.**

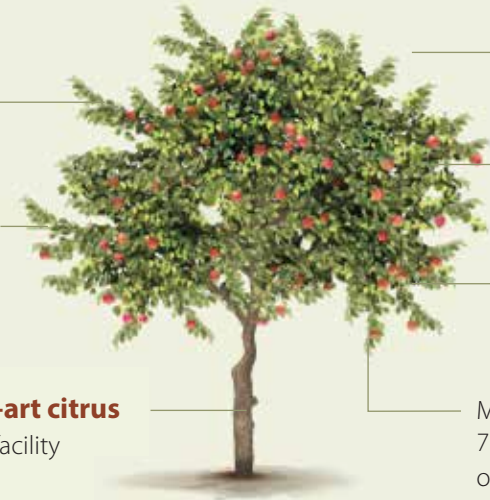
We have two different locations for our farm produce:

AL DAHRA RUDNAP DOO

Cold storage facilities up to **8K MT**

Robust cold storage facilities and a state of the art packhouse.

Automated **state-of-the-art citrus packhouse** and storage facility



500K apple trees

310 acres apple orchard

10K MT annual production

MAR Roda - GlobalScan 7 - 4 lanes packing capacity of **100 MTdaily**

5 different apple varieties:

Gala, Golden Delicious, Granny Smith, Red Delicious and Fuji

AL DAHRA SERBIA DOO

Al Dahra acquired PKB Korporacija through a privatisation tender.



PKB Korporacija is situated next to Belgrade and covers **45K acres** of farmland.



The dairy farm houses **16K cows** that have an annual production of **58 million liters** of fresh milk.



The land supports **55K MT** of grain silos and **7 dairy sites.**

Al Dahra Serbia doo has three subsidiaries; Eko Lab, PKB Agroekonomika and Veterinarska Stanica PKB.

Eko Lab is a fertilizer and seed laboratory, while the operations at PKB Agroekonomika is dedicated to research and development, and have their own veterinarian stations to support animals at different stages in their life.

AL DAHRA SERBIA DOO



The different crops include: (Acres)



Al Dahra Egypt

We have three farming projects in Egypt, located in:



EAST OWAYNAT



SALHEYA



TOSHKHA

In East Owaynat and Toshka, we have **52.4K acres** of farming land dedicated to forage and other types of crop cultivation. We currently have a processing plant for forage in the pipeline in Toshka. Moreover, we have recently introduced new products in Toshka and East Owaynat that include raisins, soya beans, garlic, table potatoes and onions. Our total annual trading capacity for forage across all our operations in Egypt is **130K MT** and we have expanded our exports across the globe, reaching over **20 countries in 2020**.

EAST OWAYNAT

In East Owaynat we have an area of **15K acres** for the cultivation of wheat, potatoes, alfalfa and onions.

Annual production of crops:



17.5K MT
Wheat



5K MT
Onions



27.5K MT
Potato



35K MT
Alfalfa

SALHEYA



With **3K acres** of cultivated land, the Salheya farm has a plantation of **300K citrus trees** (including **1.4K young trees** planted in 2021).



Our pomegranate cultivation occupies **100 acres** of land in Egypt for the production of the main variety - Wonderful.

KEY HIGHLIGHTS OF CITRUS CULTIVATION AND SUPPLY IN EGYPT:



MAR Roda - GlobalScan VI -
8 lanes packing capacity
of **350 MT** daily



Cooling and main fridge
holding facilities up
to **1K Pallets**



Automated state-of-the-art
citrus packhouse and
storage facility

Wide citrus varieties:
oranges, mandarin,
grapefruit and lemon

TOSHKA

Al Dahra Toshka is the **first zero carbon emission farming project** in the region, in collaboration with Masdar.

Al Dahra installed a 20MW solar farm that spans 32 acres, the solar installation has resulted in significant carbon emission reduction and provides a significant portion of the farm's energy requirements.

The farm in Toshka is dedicated to the cultivation of:



Alfalfa



Wheat



Potato



Date Palm



Barley



Mango Trees



Citrus Trees



Grapes

This farming project consists of two phases:



first phase

37.4K acres
of cultivated land



second phase

70K acres of land,
yet to be cultivated.

Currently, Toshka farm yields



68K MT
of alfalfa

28.9K MT
of wheat annually.



Al Dahra UAE

AL AIN FARMS

Al Ain Farms play a pivotal role in providing locally-produced dairy products to the UAE. Al Dahra operates and manages dairy farms in the Al Ain region in Abu Dhabi, which comprises of approximately **2K cows**, with an annual production of around **15 million** liters of fresh milk.

Organic Vegetables

300 greenhouses and nethouses

Organic vegetable production

3 MT produced daily

4K date palm trees

Fertilizers

Organic fertilizers

Dairy Farm

20 organic milking cows

230 liters of organic milk daily

3,200 Cattle (Holstein)

1.6K Cows

1,420 Heifers

Organic dairy factory

Fresh milk

Cheese Production

Cheese production facilities in UAE

300 tons of cheese produced annually

50 tons of organic cheese produced annually



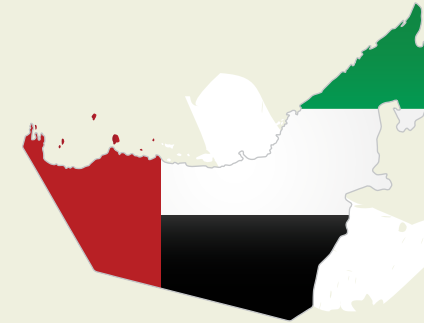
13 types of cheeses:

Halloumi, Bulgari, Nabulsi, Shilal, Akawi, Shanklish, Kashkaval, Majdoui, Baladi, Labna, Milk, Laban Drink, Mozzarella

Organic Poultry

20K kg fresh organic chicken monthly making us a leader in the organic poultry section in the UAE

Organic egg production



AL DAHRA BAYWA



'BayWa Al Dahra Agriculture LLC' is our joint venture with BayWa and is a leader in the production of high-quality tomatoes grown in a sustainable and nature-centric system in the UAE. In our partnership with BayWa, we adopt innovative technologies and solutions which enables us to continually address the food security needs of the communities that we operate in.

We have **25 acres** of greenhouses for tomato cultivation, with in-house nurseries that are engaged in year round supply and distribution of produce. We have cultivated 180K snack tomato plants that we supply in local supermarkets through our retail brand, Mahalli. Our quality management ensures 100% climate control and pesticide reduction, indicative of the nutritional value of our produce and ensuring a continuous supply. We have also built a closed water cycle that results in 70% savings.

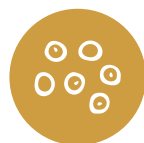
ETIHAD MILLS



Wheat



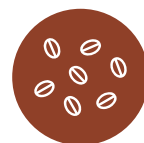
Barley



Pulses



Corn



Oats

Etihad Mills is our grains storage and distribution hub in Fujairah, UAE where we manage 20 silos with a storage capacity of 300K MT. We have two Buhler cranes that have an offloading capacity of 1.2K MT per hour, and a loading capacity of 600 MT per hour. The storage and continuous rotation of wheat, corn, barley and rice is a permanent inventory of grains, securing our position as a strategic food security hub. We have built our relationships with global farmers and suppliers in Black Sea, Australia, North and South America and Europe where we supply grains.



KIZAD

In 2016, under the patronage of H.H Sheikh Hazza bin Zayed Al Nayhan, Deputy Chairman of Abu Dhabi Executive Council, Al Dahra Holding and Abu Dhabi Ports, the Gulf region's largest and only rice factory of its kind was launched in the Khalifa Industrial Zone (KIZAD).



Our superior rice milling infrastructure, which is fully-integrated and automated, has established our position as pioneers in the UAE region.



130K MT
annual processing capacity



500K MT
trading capacity

We are widely known for the finest varieties of Basmati and non-Basmati rice, which is produced with the latest equipment from renowned manufacturers. Our silos are temperature controlled, with in-house insulated and covered storage facilities for finished rice. We have deployed a high-speed, fully automated bulk bagging, taping, strapping and consumer packaging system in our facility.

Our silos store up to:



30K MT
of raw materials



4.5K MT
of finished goods.

AWARDS & MEMBERSHIPS

- ▶ Abu Dhabi Food Security Strategy
- ▶ Largest forage exporter out of the United States and winner of the US President Commerce E-Award
- ▶ Largest forage customer of the Port of Barcelona
- ▶ Best HSE practices by Neeshan Awards
- ▶ Best Waste Management Performance by Neeshan Awards
- ▶ Romanian Chamber of Commerce and Industry
- ▶ Braila Chamber of Commerce, Industry and Agriculture
- ▶ Romania Corn Producers Association Awards
- ▶ International Agriculture Fair in Novi Sad

Our Governance



Our Governance

(102-18), (102-19), (102-20), (102-22), (102-23), (102-24),
(102-25), (102-26), (102-27), (102-28), (102-29), (102-30),
(102-31), (102-32), (102-33)



Executive Management Team



Co-founder & Managing Director
Al Dahra Group
H.E. Khedaim Abdulla Al Derei

H.E. Khedaim Abdulla Al Derei is a delegated member from the Ministry of Foreign Affairs, and he is in charge of commercial business in the Private Office of H.H. Sheikh Hamdan Bin Zayed Al Nahyan. He has over 28 years of public and private sector experience and has held senior positions within the UAE's diplomatic core. H.E. Khedaim has overall responsibility for ensuring the business strategy is aligned with the goals of the shareholders and the board.

H.E. Khedaim Abdulla Al Derei began his career working in the UAE Ministry of Foreign Affairs, with postings to the UAE Embassies in Washington DC, USA and Beirut, Lebanon, where he held the post of First Secretary. H.E. Khedaim was then appointed Plenipotentiary Minister First Class at the Ministry of Foreign Affairs. In addition to these duties, he was made Deputy General Manager to the Court of H.H. Sheikh Hamdan Bin Zayed Al Nahyan, the Deputy Prime Minister and Minister of Foreign Affairs at the time.

After leaving the Ministry of Foreign Affairs, he was appointed Chief Executive Officer of the Private Office of H.H. Sheikh Hamdan Bin Zayed Al Nahyan. In this role, he was responsible for the coordination of all private and business interests and activities of His Highness. H.E. Khedaim holds a Bachelor's degree in Human Resources Development from the American University in Washington DC, USA and Masters in International Relations from the Lebanese American University, Lebanon. He has also attended several executive management programs at top institutions such as the Harvard Business School in Boston, USA.



Gianluca Fabbri
Acting CEO
Al Dahra Group



Dr. Sulaiman Rashed Al Nuaimi
CEO - Government Relations
Al Dahra Group



Eng. Hussain Salem Al Katheeri
Board Member and Senior Advisor to the Chairman
Al Dahra Group



H.E. Rashed Mohammed Al Shuraiqi
Senior Advisor
Al Dahra Group



Salmeen Obaid Al Ameri
CEO
Al Dahra Agriculture - UAE



Hamdan Abdulla Al Derei
COO
Al Dahra Agriculture



Nael Khalil
COO - Trading and Strategy
Al Dahra Group

Compliance and Legal

(102-17)

Al Dahra is currently developing a comprehensive and holistic system of policies and processes to be implemented on a holding level. This essentially includes a global code of conduct for all employees, a speak-up policy and an anti-bribery and corruption policy. We have already undertaken certain projects in relation to data protection, anti-bribery and corruption, and company compliance requirements.

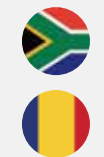
ON LEGAL FRONT, AL DAHRA HAS SUCCESSFULLY PROGRESSED WITH THE FOLLOWING ACHIEVEMENTS:



Launch and progression of **Global Personal Data Protection** and **GDPR Project**



Finalisation of **ACAP (Anti-Corruption Action Plan)** Project and pilot-launch in Morocco



Successful incorporation of **SEEFCO** (South East European Fertilizer Company) – a joint venture with **OCP SA** in Romania for trading of fertilisers



Delivery of **Consumer Rights Protection** Workshop to UAE's Food Crowd Team

Looking ahead, Al Dahra is formulating and implementing the Group's compliance framework by establishing a compliance function.

We are also developing training programmes on key legal matters, such as compliance, governance, transactions, contract forms and negotiation and commercial operations. These programmes will be delivered across our workplaces globally.

As Al Dahra has grown into a large global entity, we have identified a need to increase the level of corporate governance and compliance. As a result of this in 2020, a Global Risk & Compliance (GRC) Project was initiated. Key drivers were internal stakeholders' requests and external bank requests. The project involved engaging a consultant expert in financial crime related matters to assist us in developing an **Anti-Corruption Action Plan (ACAP)**.

We undertook this for the **UAE, USA, Egypt, Morocco, Serbia, Romania, India and Spain**. The gap analysis was then used to develop a suite of compliance policies including Conflict of Interest, ABC Policy, Personnel Code of Conduct, Sanctions Policy, Speaking Up Policy, Third Party Risk Assessment; as well as developing a plan to implement these policies.

This will require the adoption of the 3 lines of defence model, recruitment of a Chief Compliance Officer and formation of an Ethics Committee. A compliance function, which is able to roll-out the ACAP plan and develop (together with risk and audit) a more robust corporate governance and compliance culture is essential. This will demonstrate to third parties, such as banks and business partners, that we take this subject matter seriously.

It will also promote trustworthiness and transparency in relation to our brand and reputation. Our next steps are to seek approval for instigation of the compliance function, to recruit the Chief Compliance Officer and begin the implementation of the ACAP Plan.

Global leaders and policymakers are calling business entities to adopt Environmental, Social and Governance (ESG) frameworks and build robust organizational strategies. In 2021, a formal **Enterprise Risk Management (ERM)** Framework was deployed in Al Dahra, initially at UAE level.

The key risks that Al Dahra is facing have been identified, evaluated and measured. The action plans have been discussed with risk owners and a reporting mechanism around these risks has been established. Progress on key risks are reported on a monthly basis via an automated process. In 2022, the framework will be expanded to our operations related to food security programmes outside the UAE.

Sustainability Management

A vast field of sunflowers stretches across the foreground and middle ground, leading to a flat horizon. The sky is filled with large, textured clouds, with a bright sun setting or rising on the right side, creating a warm, golden light that illuminates the scene. The sunflowers are in full bloom, with bright yellow petals and dark brown centers. The overall atmosphere is serene and natural.

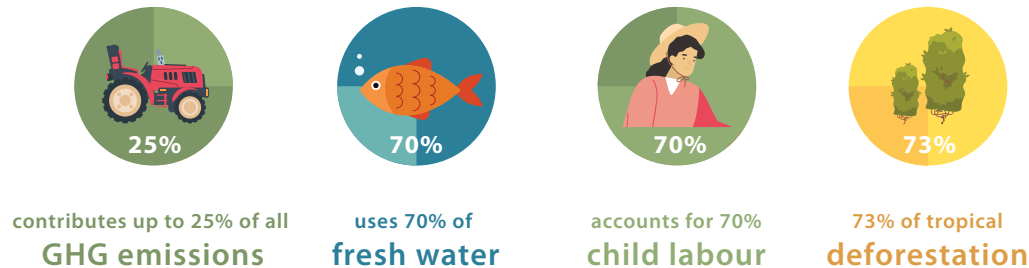
Sustainability Management

(102-15)

The agricultural sector is one of the highest consumers of water and land, accounting for 25% of the global GHG emissions.

Furthermore, as per the OECD - FAO Guidance for Responsible Agricultural Supply Chains 2019, the agricultural sector globally consumes 70% of fresh water, is responsible for 73% of tropical deforestation and accounts for 70% of child labor.

Globally, the agricultural sector



Food security is one of the main points of focus at Al Dahra. To ensure that the supply chain has sustainability at the centre of its activities, the Group has established a well-defined sustainability management to oversee the adherence to the national and global priorities.

Since the early days of business, Al Dahra identified the need to work towards food security, and with time, has been able to contribute substantially towards zero hunger on a global scale. Our key approach has been to produce high quality products while remaining conscious of the use of resources. By growing in scale and scope, we aim to set industry best practices which steer the agricultural sector forwards in its sustainability journey.

Our Sustainability-related Policies

Al Dahra's mission from a sustainability perspective aims to optimize our contribution to a resilient and just recovery for the planet, and the ecosystems embedded in it.

This mission is an umbrella that nurtures Al Dahra's operations and its relationships with the wider spectrum of the community by fulfilling the following purposes:



To help Al Dahra deliver on this commitment, we have established four policies as key components of our **ESHS Management System (ESHS-MS)**. This set of policies applies to us (including our subsidiaries) and our employees (including independent contractors, temporary workers and similar), stakeholders, vendors, and geographical regions. We require our business partners to uphold the commitments in these policies and to adopt similar policies within their business operations.

The core sustainability policies of Al Dahra are:

1. Environmental, Social, Health and Safety (ESHS) Policy focuses on achieving zero material incidents and consequences related to ESHS issues. An incident or consequence is material to Al Dahra if it meets two conditions. Firstly, it impacts Al Dahra Group's business significantly in terms of growth, cost, risk (including reputational risk). Secondly, it is important to our stakeholders – such as investors, consumers, customers, suppliers and our employees – and they expect us to take action on the issue. The policy also defines compliance with applicable international and local ESHS legal, regulatory and other requirements, including international ESHS good practice standards and guidance.

2. Animal Welfare Policy is aimed at delivering sustainable food around the world by understanding and embracing our responsibility to ensure animals are treated with respect and dignity. The proper care and handling of animals is critically important as the global population and the demand for nutritious, affordable and high quality food increases.

OUR ANIMAL WELFARE POLICY IS GUIDED BY THE FIVE PILLARS:

- 1 Freedom from Hunger and Thirst
- 2 Freedom from Discomfort Due to the Environment
- 3 Freedom from Pain, Injury or Disease
- 4 Freedom to Express Normal Behavior for the Species
- 5 Freedom from Fear and Distress

3. Human Rights Policy strives to make a clear and transparent process for how we define, approach, govern and support the universal human rights and dignity of people throughout our operations, the communities in which we operate, and our global supply chain.

Al Dahra respects the right of employees to express their opinions or their faith in the workplace. We follow globally recognised privacy laws and strive to implement reasonable and appropriate practices in our collection, use, and distribution of individual's personal information under our Global Data Protection Policy.

4. Stakeholder Engagement Policy requires us to identify and prioritize material issues with every appropriate stakeholder through a number of different communication channels.

THROUGH THIS POLICY, WE COMMIT TO THE FOLLOWING PRINCIPLES:

- ▶ Collaborating with stakeholders to identify emerging trends and develop solutions to future challenges
- ▶ Ensuring that our activities meet our stakeholders' needs
- ▶ Identifying material issues in a collaborative way to create value for our business
- ▶ Assessing and creating community support for our projects.

























Key Stakeholder Groups & Stakeholder Engagement

(102-21), (102-40), (102-42), (102-43), (102-44)

At Al Dahra, stakeholders play a vital role in identifying, prioritizing and managing material issues throughout operations and activities.

The stakeholders include nine external and internal stakeholders who either directly or indirectly impact the business, and are themselves impacted by our business operations. Following active engagement with all nine identified stakeholder groups, the key topics have been classified according to each group.



STAKEHOLDERS	ENGAGEMENT METHODS & FREQUENCY	KEY TOPICS RAISED
EMPLOYEES	 Annual Employee Engagement  Constant Training & Development  Frequent Events	 Compensation, Training, Learning, Growth, Development & Retention
SHAREHOLDERS	 Constant Investor Relations Team  Annual Financial Report	 Financial Performance
CUSTOMERS	 Constant Campaigns, Social Media & Newsletters  Constant Customer Satisfaction Feedback	 Outstanding Customer Experience
FARMERS	 Long-Term Contracts  Training & Service Provision	 Long Term Relations and Provision of Opportunities
SUPPLIERS	 Constant Tenders & RFPs  Newsletters	 Fair Selection and Partnership
LOCAL COMMUNITY	 Constant Partnerships & Events with Local Non-Profit organisations	 Empowering Local Communities
GOVERNMENT	 Monthly Meetings & Events  Constant Emails & Shared Committees	 Food Security
ENVIRONMENT	 Use of Sustainable Products & Services  Constant Partnership & International Certification	 Practicing Sustainable Water & Agricultural Management

Materiality Matrix & Key Concerns Raised

(102-44) ,(102-46) ,(102-47)

Materiality is defined as “those topics that have a direct or indirect impact on an organization's ability to create, preserve or erode economic, environmental and social value for itself, its stakeholders and society at large”. These topics may reasonably be considered important for reflecting the organization’s economic, environmental and social impacts, or influencing the decisions of stakeholders.

With the active engagement of our internal and external stakeholders in the year 2020, we also identified the material topics that need to be prioritized over the next two years. Al Dahra aims to redefine our material issues in the year 2022, taking into consideration the most pressing issues on a national and global level.

The Materiality Mapping exercise was done in two stages:



RESEARCH & BENCHMARKING

Intensive research to select sustainability topics. The process was done locally, regionally and internationally, in countries including the UAE, Romania, Serbia, Egypt, Spain and Italy.

We referred to the **UN Sustainable Development Goals (SDGs)**, **GRI Sustainability Reporting Standards** as well as **national agendas in the respective markets**.



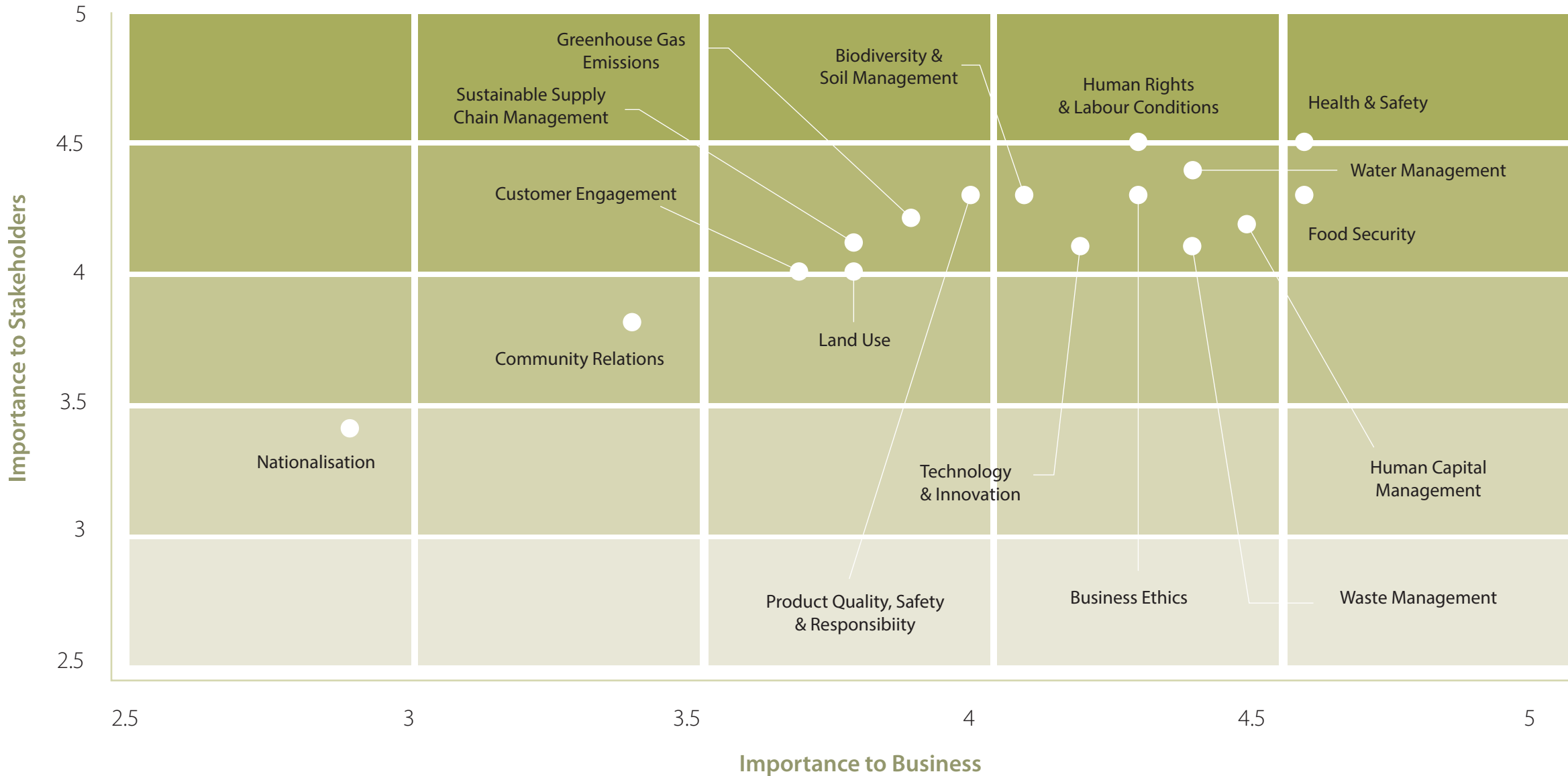
STAKEHOLDER ENGAGEMENT

We engaged with our stakeholders to rate each of these topics based on their importance.

We used the results of our **materiality analysis** to communicate with our stakeholders on our sustainability management, in regards to their needs.



The outcome from our materiality analysis is presented in the Materiality Matrix below:



We have also studied the impact boundaries of our material topics, across a scale of:

✓ **Low** ✓ **Medium** ✓ **High importance**

Material Topics	Boundaries					
	Within the group			Outside the Group		
	Company	Agriculture	Transport	Suppliers	Marketplace	Consumers
Human Rights & Labor Conditions	✓					
Health & Safety	✓	✓		✓		✓
Water Management	✓	✓	✓			
Food Security	✓	✓		✓	✓	✓
Business Ethics	✓	✓		✓	✓	✓
Biodiversity & Soil Management	✓	✓				
Human Capital & Management	✓	✓		✓	✓	✓
Waste Management	✓	✓				
Product Quality, Safety & Responsibility	✓	✓	✓	✓	✓	✓
Greenhouse Gas Emissions	✓		✓			
Technology & Innovation	✓	✓	✓	✓	✓	✓
Land Use	✓	✓	✓		✓	✓
Sustainable Supply Chain Management	✓	✓	✓	✓	✓	✓
Customer Engagement	✓					✓
Community Relations	✓				✓	✓
Nationalization	✓			✓		

Our Sustainability Framework (102-15)

The sustainability framework of Al Dahra forms the foundation for our sustainability journey, enabling us to commit to action-oriented and result-driven approaches. The three elements of the framework clearly define the intent and our motivation to contribute to a better, healthier and more inclusive world.

The three elements are **Impact, Key Areas and Alignments**:



The **impact** ensures positive contributions of our operations and services for our stakeholders.



The **key areas** are areas of business close to our mission, vision and operations that are identified as critical to achieve long-term impact.



The **alignments** are driving forces that will inspire us to optimise our assets and resources, to set and meet our goals for sustainable agribusiness.

These elements holistically bring together the processes and operations of Al Dahra in-line with the activities that serve our ultimate vision of achieving strategic food security and being a responsible provider of food products and partner to our various stakeholders.

Impact



Growing into a Sustainable Agribusiness

Key Areas



Supply Chain Management



Land & Biodiversity Management



Food Security



Water & Waste Management



Community & Farmer Engagement

Alignments



Al Dahra's Vision, Mission & Values



UAE Vision 2021



UAE National Food Security Strategy



UN SDGs

United Arab Emirates Vision 2021



In 2010, the UAE government launched the UAE Vision 2021, which aims to make the UAE one of the best countries in the world by the time of its Golden Jubilee. The vision entails a long-term plan aiming to unite all Emiratis and the government under four guiding principles that entail components to achieve greater impact.

Al Dahra's initiatives and objectives contribute to some of the key components under these pillars:

UAE VISION PILLAR

United in Prosperity

United in Destiny

United in Knowledge

United in Responsibility



Well Preserved Natural Environment



Long and Healthy Lives



Safe and Secure Nation



Knowledge-based and Highly Productive



Strong and active communities

OUR CONTRIBUTIONS



Development of policies to responsibly manage natural resources

Partnership with the World Wildlife Fund for the Emirates Nature Program



Focus on employee and environmental health and safety



Partnership with ADAFSA for food security



Supports innovative practices within the sector



Community investments for children with special needs



Collaboration with local feed farmers, local feed growing cooperatives, and agriculture and livestock ministries

UN Sustainable Development Goals (SDGs)



The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the **17 Sustainable Development Goals (SDGs)**, which are an urgent call-to-action to all countries in a global partnership.

The agriculture and food industry is at the heart of these **SDGs**. Although the impact made by this industry directly contributes to **SDG 2**, it also helps to achieve the interlinked goals that address issues related to water use, energy use, climate change, responsible consumption and production.

As a prominent leader in this industry, at Al Dahra we aim to tackle these challenges in our operations, processes and business values, while building strong partnerships with like-minded peers and communities in our end-to-end supply chain.

Our key contributions are aligned with specific SDGs. More broadly, each of these contributions also add value to interlinked SDGs.

SDGs	OUR CONTRIBUTIONS
	Provision of employment, contracts, and tenders to locals and immigrants.
	Expanding production of food crops.
	Investment in education of employees as well as local communities.
	Gradually increasing the proportion of female employees in upper collar positions.
	Adoption of water efficient practices and technologies throughout production.
	Installation of solar panels to produce clean energy and use of solar thermal collectors for outdoor lights to minimise reliance on fossil fuel generated electricity.
	Strategic investments in different regions to optimise employment and economic output.
	Air-cooled chillers/alternative technology to reduce water usage; Organic pesticides and fertilisers to reduce soil degradation; Energy efficient techniques to reduce total energy consumption.
	Climate-controlled greenhouse for tomato production; Regenerative agriculture practices; Biostimulators and soil activators to replace synthetic chemicals; Better herd management techniques to minimise methane emissions; Cover crops and green cover maintenance; Precision farming technology to minimise synthetic chemicals.
	Policies and plans to improve biodiversity and animal welfare management.

Our Human Resources Investment



Our Human Resources Investment

(102-8), (103-1), (103-2), (103-3)

With the expansion of our operations in numerous countries, we have been able to create job opportunities for people from diverse backgrounds and ethnicities. Presently, **Al Dahra supports 5,000 employees across our global operations and end-to-end supply chain.** Our employees are not just the components of our workforce, but the pillars of our success.

We know that by investing in the growth and development of our employees, we can enhance their capabilities and encourage progress. We provide educational opportunities through various training programs, improving equality, generating job opportunities and building a safe work environment.

We have embedded robust policies to safeguard our people and protect the rights of our employees. By implementing these policies, we work to ensure that our people are free from discrimination on the basis of nationality, race, gender or any other protected class, regardless of employees' location, function, role or seniority within the Group.

Trustworthy relationships and people-centric values have created a strong work culture that brings about transparency and credibility within the company. In order to maintain high levels of excellence, we conduct thorough background checks of new recruits for their education, employment and criminal offence records. While we align our employees to the vision and mission of the company, we keep updating our policies and processes to offer the best professional environment to all the employees.

At Al Dahra, we maintain our stance of nurturing our growing workforce. We are therefore building a more future-ready agribusiness by modernising our Human Resource System to effectively manage our employees and meet demand for greater digitalisation.

Our efforts have resulted in the following achievements:



Al Dahra is expanding quickly



Employee headcount doubled in a year



SAP SuccessFactors is used to digitise HR



Accelerated paycheck processing



One payroll system for **13 countries**



100% visibility into HR requests



Modern mobile user experience

Diversity & Inclusion

(401-1), (405-1)

Al Dahra believes that fostering a diverse and inclusive culture will increase motivation, loyalty and, as a result, performance. We aim to recruit, hire, place, train, compensate and advance our employees based on our needs and the qualifications, skills, experience and performance of our people.

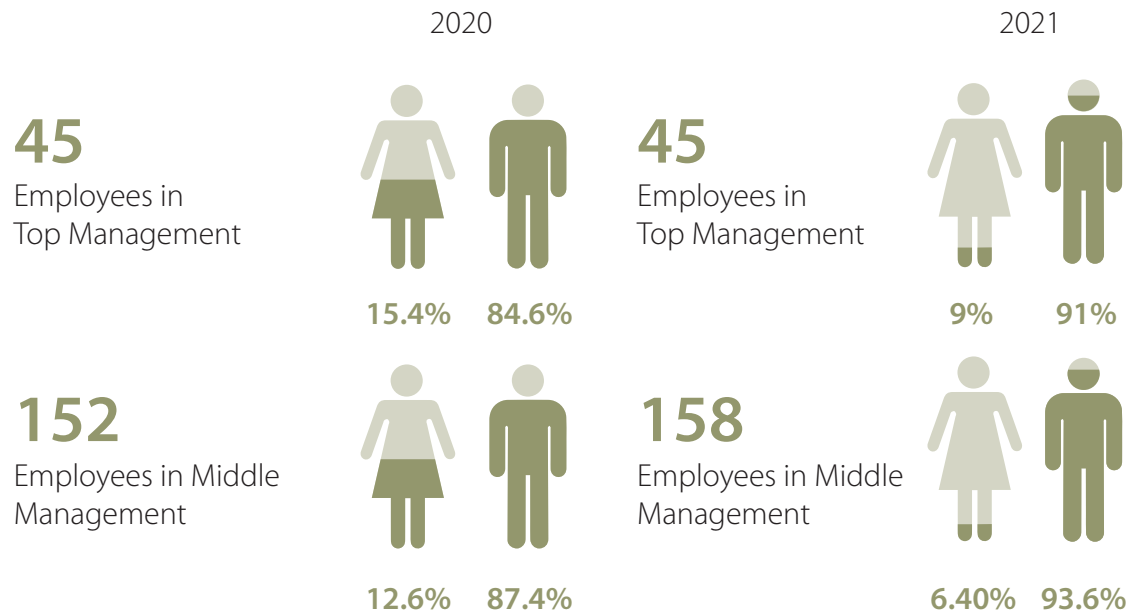
Employees at Al Dahra Group		
	2020	2021
Total Workforce	3,792	3,928
Number of Full Time Employees	3,326	3,928
Number of Part Time Employees	466	428

Diversity by Leadership

(401-1), (405-1)

Al Dahra values gender parity and fair opportunities at work, and therefore we are committed to increase the number of female employees at various levels of leadership. We hope that in the near future, we can support our female workforce, helping them to climb the career ladder at Al Dahra and grow into leadership roles.

MANAGEMENT LEVEL - BY GENDER (Al Dahra Group)

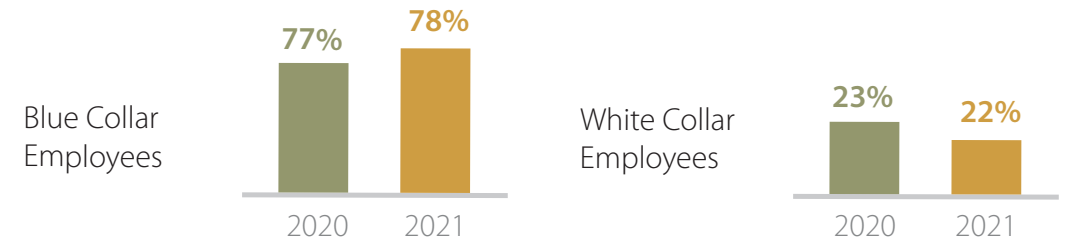


Diversity by Skill

(401-1), (405-1)

We aim to strengthen our field workforce and corporate management by creating opportunities to attract and retain the best talent. As an agribusiness that relies on blue collar employees, it gives us an opportunity to allow people with a large spectrum of skills, cultural backgrounds and educational qualifications to join our workforce.

EMPLOYEES BY SKILL (Al Dahra Group)

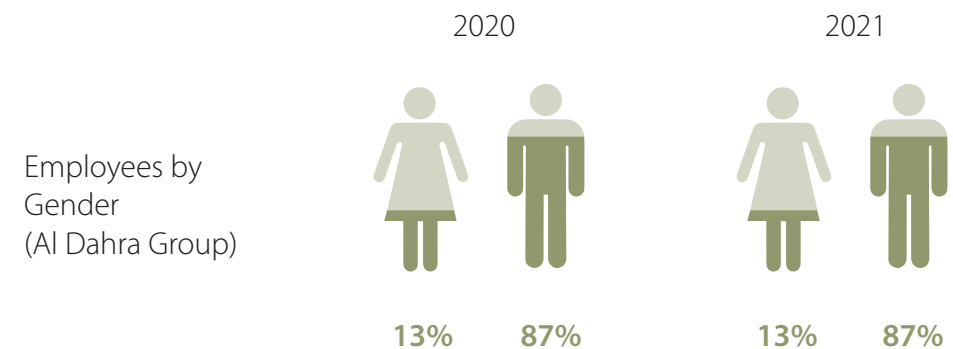


Diversity by Gender

(401-1), (405-1)

At Al Dahra, we recognize that around the world, women are still facing discrimination, lacking access to training, and often are not protected by basic rights and laws. We believe that gender diversity is key to advancing society, therefore we provide equal opportunities to men and women.

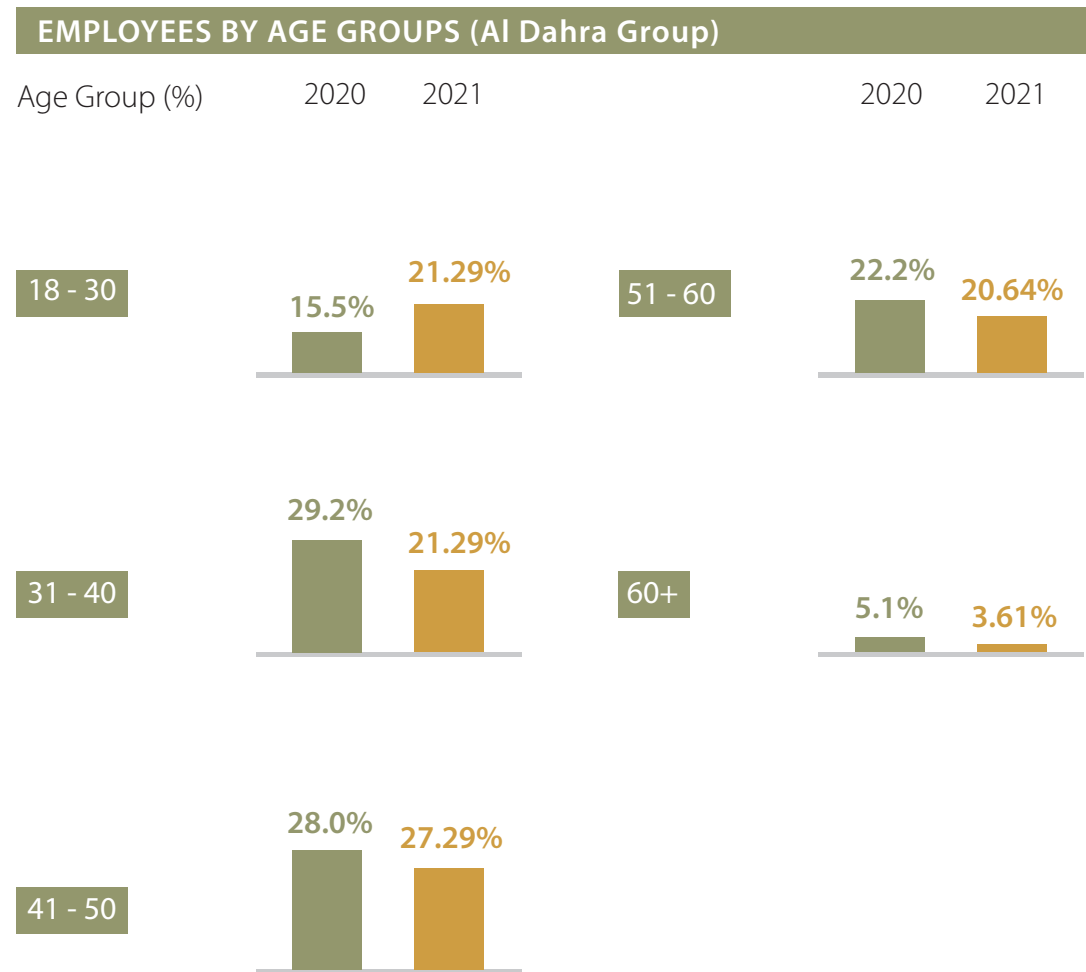
We are also conscious that we eliminate any disparities that may arise in our vision to create an empowering work environment. We support women's rights and economic inclusion, including support for equal pay.



Diversity by Age

(405-1), (408-1)

Our workforce promotes inclusivity of all age groups, while complying with the child labor policy implemented across our sites globally. We believe that age diversity encourages inclusivity, reduces employee turnover, attracts a variety of skill sets and drives a forward-thinking work culture.

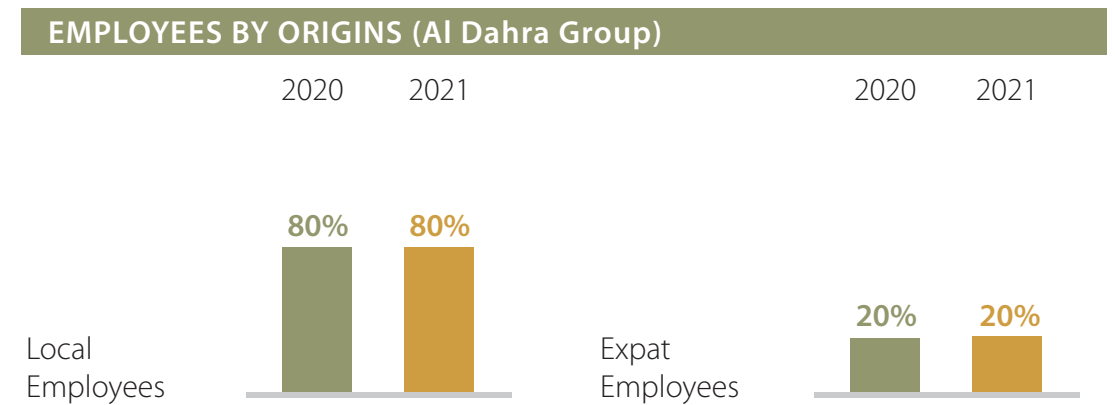


Diversity by Nationality

(405-1)

AI Dahra takes pride in the expansion of its business in multiple countries across the world. It is an opportunity to diversify our workforce, with a rich tapestry of cultures and ethnicities.

We strongly advocate diversity and inclusion and therefore, welcome different nationalities to join our progressive workforce.



AI Dahra UAE constitutes the biggest expat workforce, with employees from over 40 countries.



Inclusion of People of Determination

(405-1)

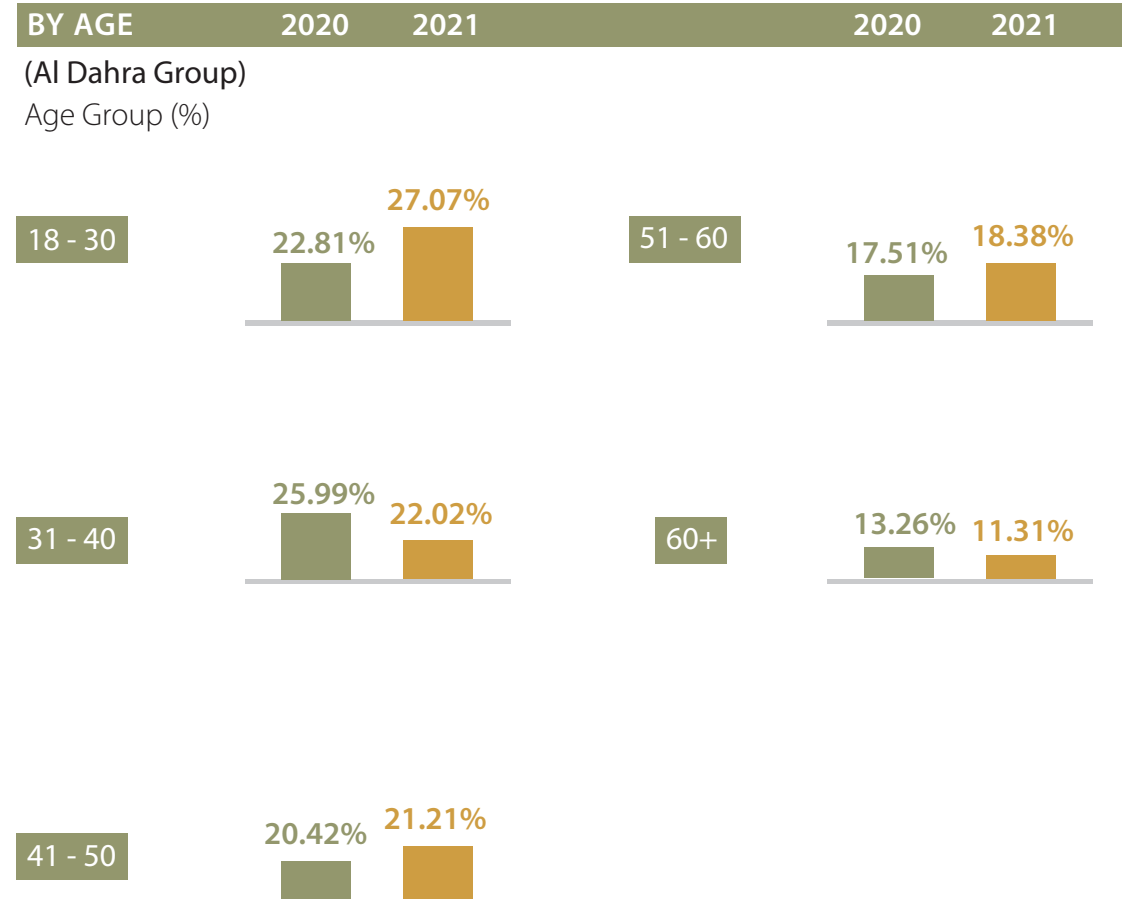
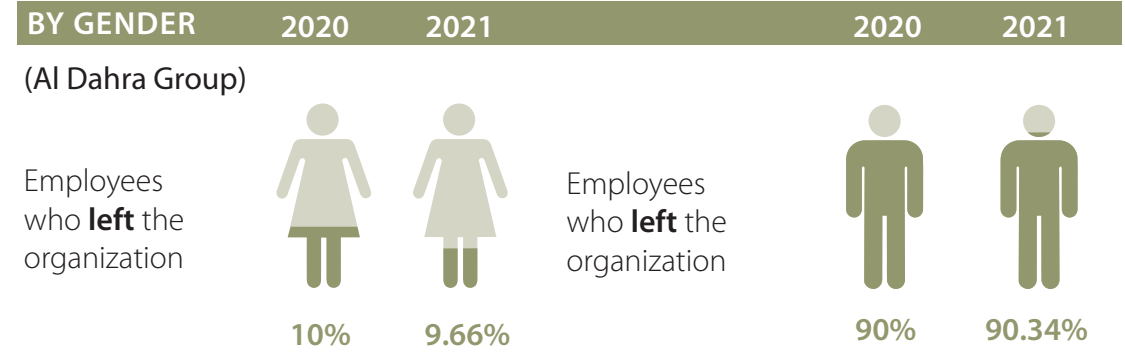
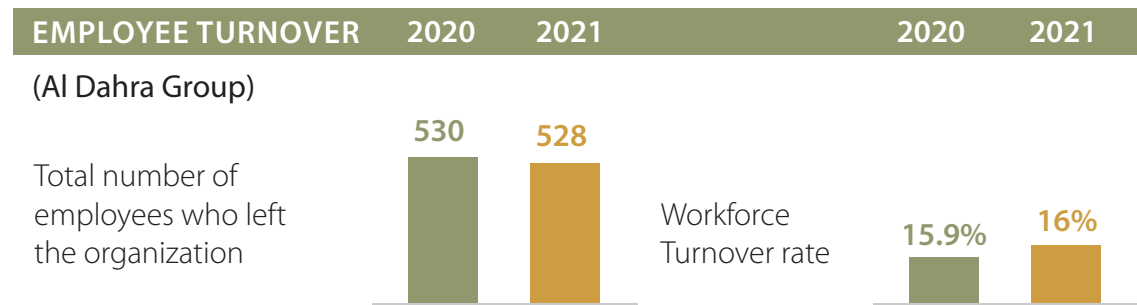
Our HR department supports People of Determination by providing opportunities and flexibility to help them perform their daily tasks at work. Our business entities abide by national laws and recommendations to uplift People of Determination in a professional space. At Al Dahra, the Human Resource and Health & Safety departments work together to ensure that their physical capabilities are not compromised at any level.



Turnover Rate

(401-1)

The turnover data of our workforce includes the voluntary and involuntary loss of employment for varied reasons; mainly job transition, retirement or death. We will continue to calculate the turnover patterns to predict the impact they have on our operations and identify ways they can be improved.



BY LEADERSHIP (Al Dahra Group)



Talent Attraction and Recruitment

(401-1)

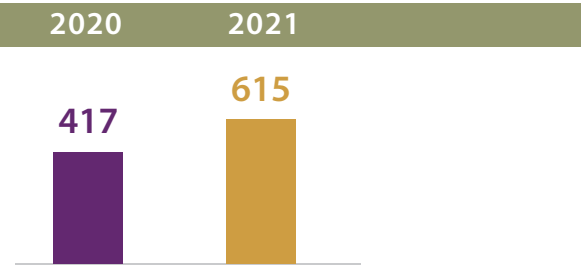
At Al Dahra, we aim to attract qualified and skilled individuals who share our vision and purpose, and will work to advance our sustainability efforts. Our recruitment process is unbiased and aims to eliminate discrimination of any nature. We aspire to break down barriers regarding gender, age and culture differences as our business grows. We promote equal opportunities among candidates, encouraging both genders to apply for the same role.

We compensate employees competitively relative to the industry and local labor markets, and are fully compliant with applicable wage, work hours, overtime and benefits laws.

NEWLY HIRED EMPLOYEES

(Al Dahra Group)

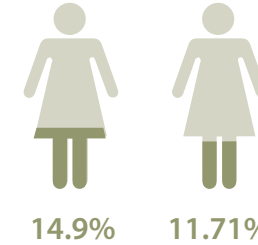
Total number of new employees who joined the organization



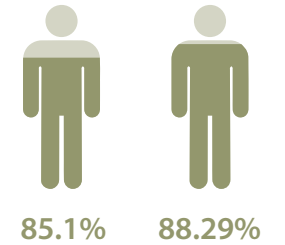
BY GENDER

(Al Dahra Group)

New female employees who **joined** the organization



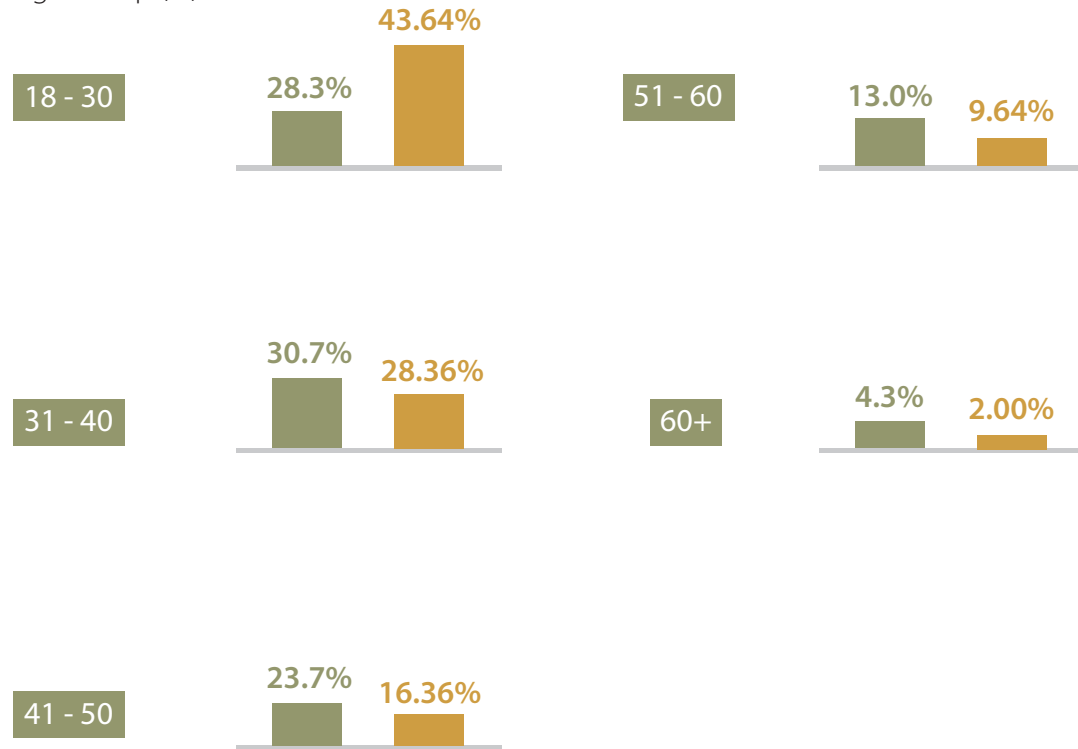
New male employees who **joined** the organization



BY AGE

(Al Dahra Group)

Age Group (%)



BY LEADERSHIP (Al Dahra Group)



Learning & Talent Development

(404-1), (404-2)

An important factor in achieving our business goals is ensuring that our employees are equipped with what they need to meet their key responsibilities and achieve expected outcomes. We provide learning and development opportunities to our employees to fulfil the needs of the company, and develop our employees professionally and personally. Our employees are motivated to step into their potential, by setting career objectives in order to gain maximum benefit from the training.

Al Dahra's training and development includes core programmes such as:



Leadership



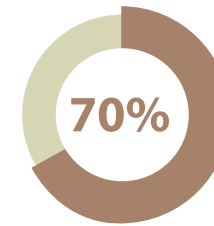
Capability Enhancement



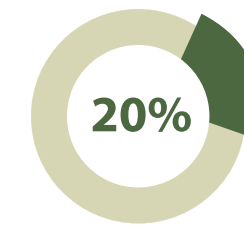
Key Competencies Development

Our training initiatives and benefits are open to all of our employees, irrespective of gender, nationality and cultural background. We believe in the power of providing accessible information to our employees for their learning and growth.

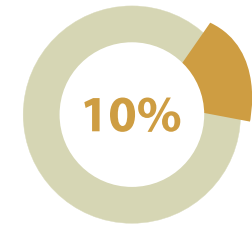
Our unique 70-20-10 learning model provides on-the-ground learning, peer-to-peer learning and formal training for employees, to help them gain skills and knowledge in a congenial work environment.



Learning on the job



Learning from others



Learning from training

Our efforts to consistently enhance the professional growth of our employees allows us to explore and establish new areas, advancing our existing training facilities.

In 2021, we instituted the 'Skills Development Leave' initiative, giving our employees the freedom to attend educational training and events that will contribute to their role at Al Dahra.



Our employees can avail up to 3 days of 'Skills Development Leave' using SAP SuccessFactors.

Our 'Skills Development Leave' initiative encourages our employees to achieve the following core objectives:



To attend industry events and exhibitions (including virtual) in order to develop their business knowledge and skills.



To study and learn prior to examinations or certificates.

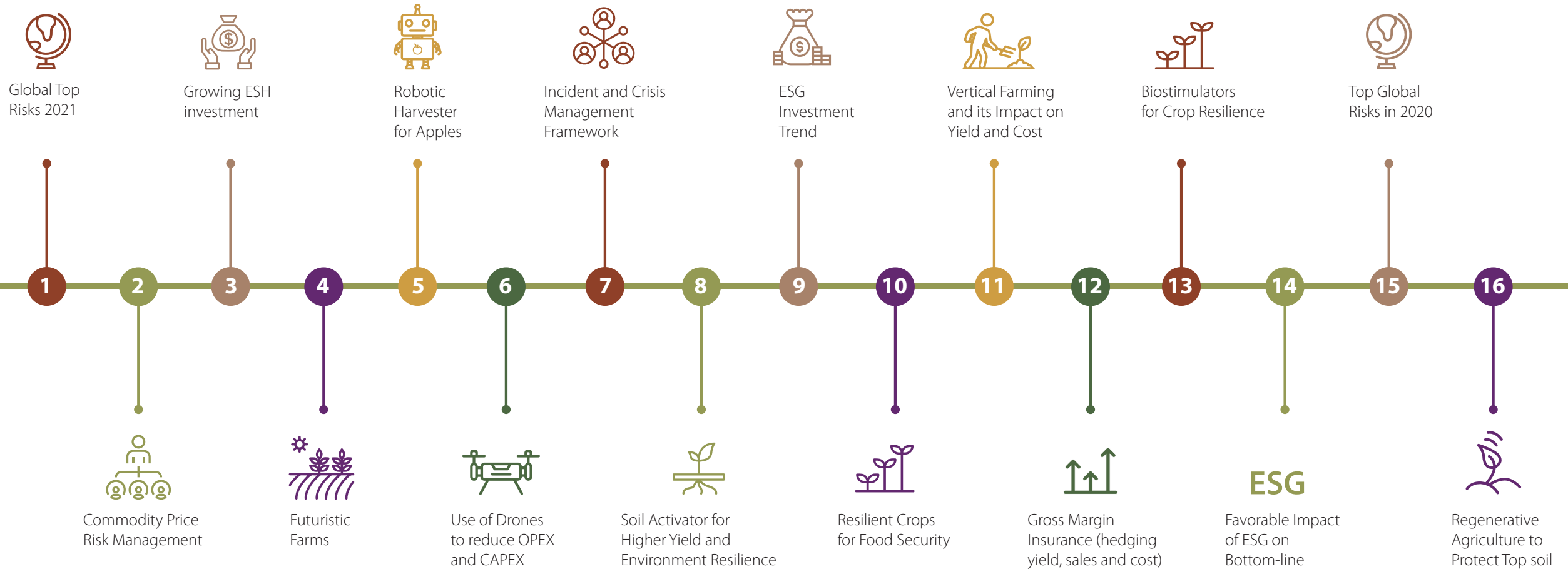


To attend any other event which can help them expand their skills and develop their career.

This year, we held an online course 'IFRS Workshop for Finance Professionals' in partnership with Deloitte UAE. The course spanned a period of 4 weeks, with 2 training days per week to help employees develop knowledge and application of the basic principles and concepts of the International Financial Reporting Standards (IFRS).

In a competitive and digitalized era, we are proactive in providing meaningful resources to our global workforce. In 2021, amid the ongoing COVID-19 pandemic and the growing interest in self-development and learning, Al Dahra launched Coursera, with 50 licenses globally to support our employees in their capacity development. This continues to bridge the gap that the pandemic created in physical training programmes.

With our redefined focus on creating awareness about Environmental, Social and Governance topics, we also identified the following key topics for the year 2021 and shared informative videos with our executives:



Al Dahra's training and development vision reinforces the comprehensive development of our workforce by building talent and leadership. This in-turn enhances our organisation's competitiveness in the marketplace and creates lasting value for our stakeholders and communities.

In our Employee Satisfaction Survey 2021, 59% of respondents agreed that Al Dahra provides necessary training to perform their work effectively, whereas 72% said they have the opportunity to acquire new skills and develop their capabilities.

Learning and Development

Employees believe and trust that:



Al Dahra provides necessary training to perform their work effectively



They have opportunity to acquire new skills and develop capabilities



WE OFFER MULTIPLE COURSES TO ASSIST OUR EMPLOYEES IN THEIR CAREER DEVELOPMENT. SOME KEY TRAINING OPPORTUNITIES ARE:

1



Project Management Professional

2



Professional Agriculture and Food Enterprise Management Course

3



ACCA Training on Finance and Accounting

4



Association of Corporate Treasures (ACT)

5



Corporate Social Responsibility (CSR)

6



Certified International Supply Chain Professional (CISCP)

The 2022 Training Plan with PMP

We are happy to announce Al Dahra's latest take on 2022 trainings.



In continuation to our plan to develop the future project management professionals, 24 to 28 of our global employees will acquire the Project Management Professional certificate, in partnership with Formatech, by the end of 2022.

Through the PMP workshop, our employees will benefit skills to upscale their career growth, personal growth, and project management skills.



Labor Practices & Decent Work

(403-1)

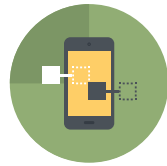
Al Dahra acknowledges that the long-term success of a company starts with its value system and a principled approach to doing business. Therefore, we are committed to consistently grow not just as a sustainable, but also as an ethical agriculture business. An ideal work environment at Al Dahra focuses on three pillars,



**Technology
and Comfort**



Empowerment



**Information
and Relations**

74% The Employees Satisfaction Rate from 2021 Survey

To deliver on this commitment, we have established a Human Rights Policy as a key component of our ESHS Management System (ESHS-MS). Our Chief Compliance Officer leads a review of this policy on an annual basis, considering its scope, efficiency and effectiveness.

We value the contributions of our workforce and maintain a workplace where they are treated with dignity and respect. We aspire to eradicate any form of modern slavery in our business. Always looking ahead, we are mindful of the companies and stakeholders that we partner with, always ensuring that they share our values and position on human rights. We comply, and we expect our suppliers and other business partners to comply with all applicable laws related to; promoting safe working conditions and individual security, laws prohibiting forced labor, the employment of underage children, human trafficking, harassment and unlawful discrimination; and laws that ensure freedom of association and the right to engage in collective bargaining. Any form of abuse at work and related to work, sexual harassment and abuse of the right to protect from harassment is prohibited.

In the event that any situation involving discrimination or harassment occurs, the affected individual should bring the matter immediately to the attention of their business unit head/supervisor and/or the Human Resource Department. The organization will assure that the matter is handled in a confidential and professional manner, which respects the rights of all parties involved.

Al Dahra Group acts in accordance with national and international standards of business transparency and integrity, and works to combat bribery and corruption at all levels. We support the rule of law and advocate the institutions, processes and frameworks that ensure accountability and justice in governing economic transactions, social relations and resolving disputes.

We are aligned with the United Nations Guiding Principle of Business and Human Rights and its foundational principles for business enterprises, which include the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Al Dahra considers the human rights of our employees as an utmost priority, and continually ensures that we abide by sound labor practices and create decent work spaces throughout our supply chain. We provide grievance mechanisms not just for our workers, but also the communities and others who may be affected by our activities. We compensate employees competitively relative to the industry and local labor markets, and are fully compliant with applicable wage, work hours, overtime and benefits laws.

As a part of induction, we provide in-depth awareness training to all our new employees on the following key topics:



ESHS Policies & Risks



Code of conduct (including respecting human rights and conduct in the community)



Hazard reporting and incident reporting (and relevant incident and investigation outcomes)



Emergency response and evacuation and safe assembly points



Grievance procedures

Employee Benefits



(401-2)

We provide competitive benefits to our employees and their families which support them in meeting medical, health and financial challenges. These benefits are in-line with the national laws of our respective global sites. Additionally, we organise recreational activities for our employees that help them to interact with their peers outside work, reducing stress, boosting motivation and building team morale.

MEDICAL AND HEALTH BENEFITS

	Life Insurance including disability coverage		Medical insurance
---	--	---	-------------------

FINANCIAL SECURITY

	Statutory benefits including End-of-Service		Bonus (discretionary based on business performance)
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PERSONAL TIME AND FAMILY SUPPORT

	Marriage leave		Family visa		Remote work
	Paternity and maternity leave		Pilgrimage leave		School support
	Skill development leave		Annual round trip		

RECREATIONAL ACTIVITIES

- | | |
|--|---|
| <ul style="list-style-type: none"> ▶ UAE flag celebration day ▶ Design thinking workshop ▶ Kayaking ▶ Sustainability movie ▶ Yoga | <h3>ALLOWANCE BENEFITS</h3> <ul style="list-style-type: none"> ▶ Club allowance ▶ Furniture allowance ▶ Mobile allowance |
|--|---|

Al Dahra Group



Employee Engagement

(402-1)

We support the communities in which we operate and are committed to engaging with our internal stakeholders, taking into account their views as we conduct our business.

We aim to inspire and lift the morale of our employees by providing professional development opportunities and facilitating community involvement, while promoting and supporting a diverse workforce. Additionally, our engagement activities help our employees to value the power of collaboration within their teams and departments.

Throughout the year, we organise webinars and occasion-specific activities to help our employees experience a blend of formal and informal events, and create a sense of work-life balance that Al Dahra proudly advocates.

EXCLUSIVE WEBINARS IN 2021,

			
Stay Happy at Work	Building Collaborations	Financial Awareness, in partnership with First Abu Dhabi Bank	Financial Wellbeing, in partnership with HSBC
			
Healthy eating in the Workplace	Happiness at Work	Mental Resilience	Self Leadership

SPECIAL DAY EVENTS IN 2021,



International Happiness Day (20th March)



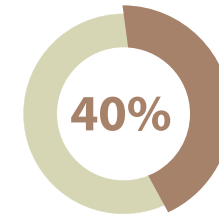
Steppi Challenge - World Health Day (12th April)



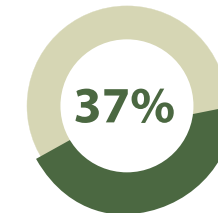
International Mother Earth Day (22nd April)

Our annual Employee Satisfaction Survey enhances employee-manager interactions and builds a cohesive work culture, whereby our employees feel that their welfare matters to the company. The key highlights from the survey conducted in 2021 are as below:

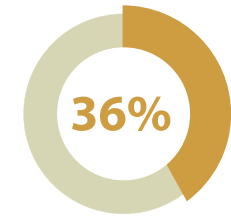
TOP LOVED FACTORS ABOUT WORK AT AL DAHRA



Challenge

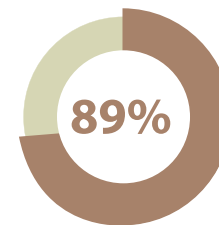


Ability to Learn

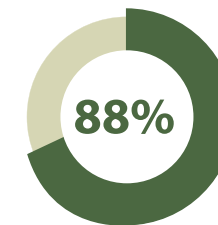


Teamwork

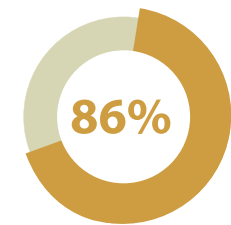
EMPLOYEES WHO ARE PROUD TO WORK AT



Department



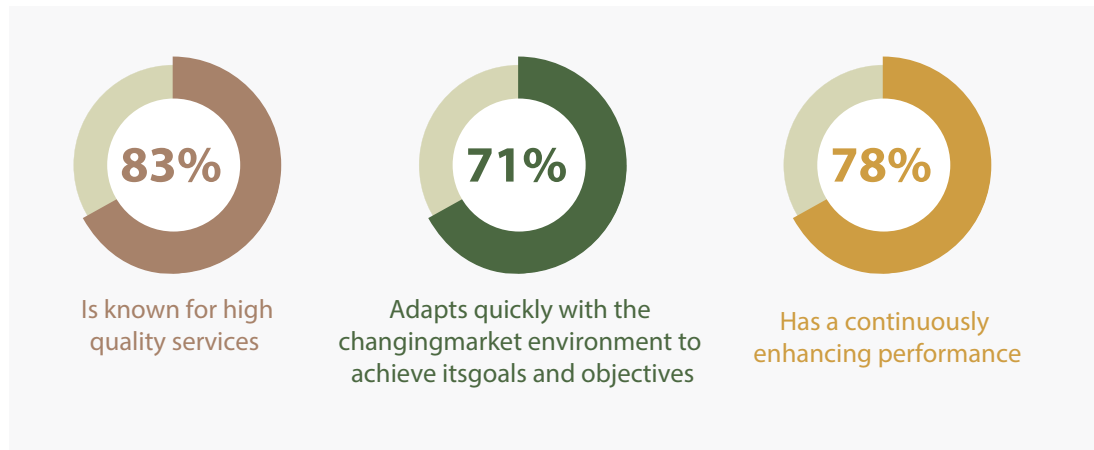
Al Dahra



Business Units

Performance of Al Dahra

Employees in favour that Al Dahra:



Workplace Health & Safety

Al Dahra believes in creating an inclusive ecosystem that enhances the quality of life in many dimensions. Our company-wide Environmental, Social, Health & Safety (ESHS) policy addresses key issues encompassing human rights, managing the occupational health and safety of our workforce and providing safe and healthy working conditions for employees, contractors and other persons, in order to prevent work-related injury and/or ill health. We have two main priorities under our ESHS policy:

HSE: Al Dahra seeks to provide a safe work environment and system of work for all employees. This includes ensuring safe working equipment, storage of all inherently dangerous materials and substances, and emergency procedures for dealing with any injuries which occur at work. In addition, we aim to ensure effective procedures for the evacuation of the premises in the event of a fire or other emergency.

Grievance: It is essential to maintain constructive employee relations to support staff well-being. Employees and workers have access to multiple grievance reporting mechanisms and may report without prejudice. To support our workforce in bringing up any challenges and concerns to management, we have developed a 'Global Speaking Up Policy' that respects the confidentiality and anonymity of our employees.

(403-1), (404-1)	Health and Safety Metrics	
	Al Dahra Group	
	2020	2021
Total worked hours	5,727,441.38	5,401,706.00
Number of lost time injuries (LTIs)	45	55
Lost Time Injury Frequency Rate (LTIFR)	1.57	2.04
Number of lost days from LTIs	1,414	3,205.25
Average health and safety training hours per employee	7.89	8.03
Number of toolbox training attendees	1,110	1,050
Number of unsafe conditions	8	2
Corrected unsafe conditions	9	4

We are actively working towards advancing health and safety conditions in our operations to reduce injury rate and any resulting repercussions. Similarly, we are increasing our efforts to regularly provide up-to-date training to our workforce.

Health and Safety Policy

Al Dahra has developed an array of procedures to implement high standards of health and safety in our workplace,

 Company Biological Hazards Procedure	 Chemical Hazards Procedure	 Company Physical Hazards Procedure
 Company Confined & Restricted Space Entry Procedure	 Company Machinery and Vehicles Procedure	
 Company Combustible Dust and Silo Safety Procedure	 Company Occupational Health and Safety Plan	

The **OHS** Plan is Al Dahra's company-wide management plan to set out the minimum company mitigation, management and monitoring requirements related to occupational health and safety.

This will be adapted by our business units and sites across various geographies. Specific roles and responsibilities are executed on a corporate level and business unit level, to monitor OHS performance such as; development of contractor and supplier contracts in-line with the OHS plan, provision of relevant OHS training to workers, etc.

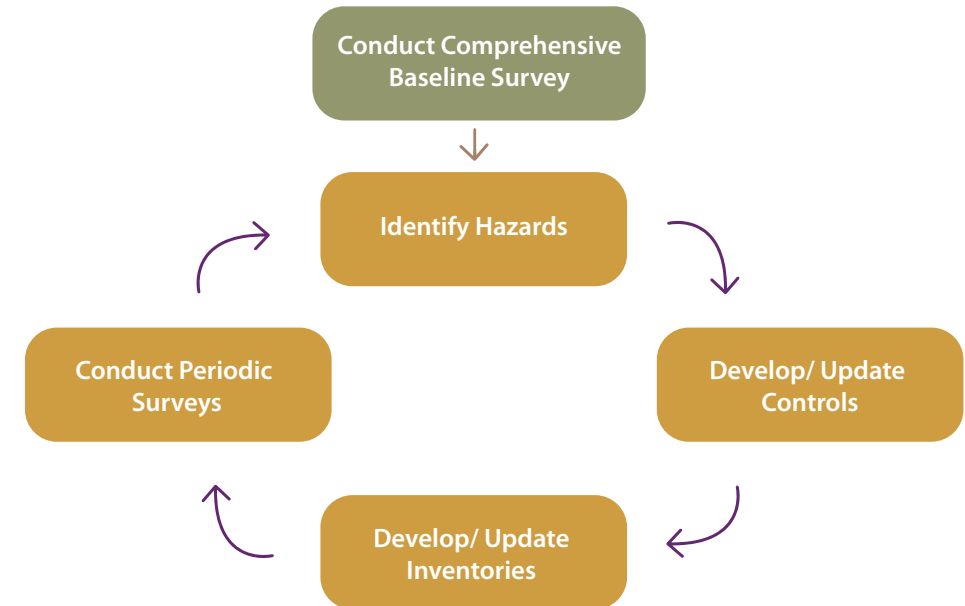
Employees are offered training on **OHSAS 18001** to inform them about occupational health and safety standards. We also run training on first aid, firefighting, maintenance safety, and Automated External Defibrillator and Cardiopulmonary Resuscitation.

In Serbia, an external company "Labor doo" conducts training, performs independent controls and submits reports from which an action plan for improving OSH measures is created. During 2021, we formed a health and safety team, and internal controls on the implementation of OSH measures were established.

In 2020 and 2021, our Fujairah Strategic Grain Terminal (FSGT) carried out the following training for their technical staff:

 Work at Height	 Advance Fire Fighting Level 1
 Advance Fire Fighting Level 3 (ERT)	 Maintenance and Safety

Al Dahra follows a defined process of identifying, assessing and reviewing workplace risks and hazards:



COVID-19 Safety Measures

We have continued adhering to precautionary measures against the ongoing COVID-19 pandemic across all our business units throughout 2021.

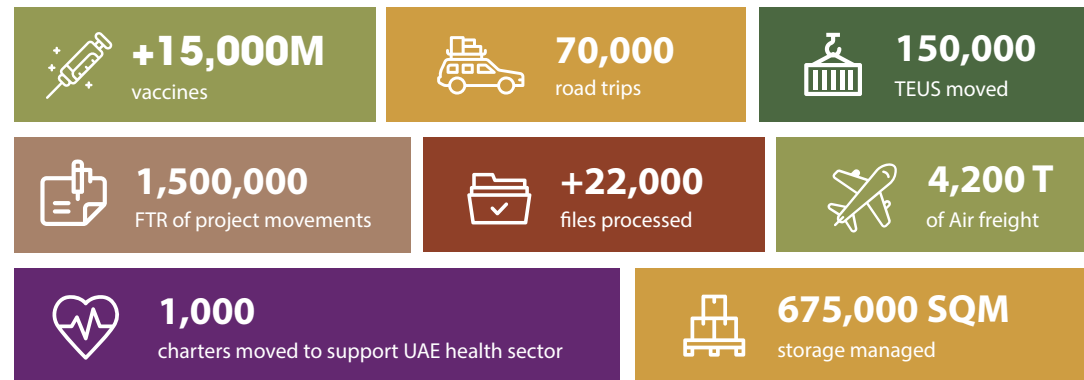


Employees carry out PCR tests on a bi-weekly basis, to help them track symptoms at an early stage and avoid spreading the virus.



We have successfully installed custom glass dividers between employees in order to encourage social distancing in our workplaces.

Our safety rules and regulations mandate that employees must wear PPE at work sites. In the wake of the pandemic and to support the UAE government in containing COVID-19, Al Dahra partnered with Abu Dhabi Health Services Company, SEHA, to import test kits and other materials into the UAE.



Response during COVID-19

Employees agreed that:

77%

Their health and well-being are top priorities at Al Dahra

85%

They had clear understanding of Al Dahra's efforts to minimize health risks during the COVID-19 pandemic

81%

Al Dahra has taken the necessary steps to ensure safe return to regular work environment

Grievance Mechanism

(102-17)

Al Dahra encourages communication between employees and managers to resolve issues or disputes that may arise in the workplace. Employees and managers have a mutual responsibility to ensure that efforts are made to resolve grievances through informal means and, where appropriate, through mediation, before escalating matters to formal stages of the grievance procedure. It is widely recognised that early, informal resolution is the most constructive approach and is more likely to lead to a satisfactory outcome for all parties.

Our grievance policy enables employees to raise and address any concerns, problems or complaints they may have so we can resolve any issues promptly, fairly and in the interest of everyone involved.

Tawasul, our whistleblower reporting platform, is designed to help employees and others report malpractice, unlawful or unethical behavior within the workplace. Whistleblowing Reporting doesn't cover any usual employee or HR-related aspects, for which there may be legal internal redressal mechanisms. Al Dahra has implemented industry-accepted administrative, physical, and technology-based security measures to protect against the loss, misuse, unauthorised access, and alteration of personal information shared via the whistleblower email.

Our Production & Supply Chain Excellence



Our Production & Supply Chain Excellence

Al Dahra is dedicated to conducting business to the highest ethical standards and in compliance with law and company policy, while adopting global best practices and certifications. Placing utmost priority on manufacturing our products responsibly, our **ESHS Policy** highlights sustainable procurement that means procuring living, natural resources while minimizing any adverse impact on ecosystems, the biodiversity that they support, and the services they provide.

Our mission to grow into a sustainable agricultural and food product provider and partner is not just limited to our business space. We endeavour to instil the urgency of sustainable practices in our end-to-end supply chain. This includes our suppliers, vendors and even customers. We also strive to achieve holistic excellence in our manufacturing and supply management through digitalization, continuous process improvement and nature-inclusive practices.

Production And Technology

In 2015, with the adoption of the SDGs, the United Nations called for major transformation in agriculture and food systems in order to end hunger, achieve food security and improve nutrition by 2030. This bolstered our ongoing efforts in the production, processing and distribution of our food products to deliver food security and nutrition to communities while we continue to interlink sustainability in our environmental, economical and social impact.

The pandemic has caused the world to take a step backwards in collective efforts to eradicate poverty. The World Bank estimated that those living in extreme poverty rose to 150 million in 2021.

Considering the demand the agriculture sector faces amid these additional challenges, it is crucial that we ensure that our production fulfils the needs of wider society, not just the local communities in which we operate. We strive to stay resilient across all our global sites, implementing measures that help us create synergies in the way we manufacture and supply our products.

Al Dahra Baywa, our initiative in the UAE, harvested its first tomatoes in a reconstructed, climate-controlled greenhouse just over a year after it was destroyed in a natural disaster in 2020. The greenhouse was rebuilt with a new on-site packaging line, where the complete production process from the seed to the packaged product is now based entirely in-house.

We have returned to the market with an expanded product range of six tomato variants. From the start, Al Ain was our flagship project for gaining experience in the business sector and developing our competencies in the planning, project management, construction and operation of climate-controlled greenhouses in arid climates.

We have now achieved our objective via a detour: unlike when the project started three years ago, this time we did everything ourselves, from planning to installation. This has enabled us to offer high quality local produce at a lower price, with a significantly lower environmental footprint.



The reconstructed climate-controlled greenhouse

Using Artificial Intelligence (AI), Digitalization and Internet of Things (IoT)

DIGITALIZATION

We launched 'Food Crowd', our ecommerce platform in the UAE to deliver our farm-fresh produce to customers. It has been created with the aim of connecting with the local community through quality food. We use reusable packaging and offer contactless delivery.

RADIO-FREQUENCY IDENTIFICATION (RFID)

The advanced non-contact technology for identification and data capture this enables us to make our operations and processes efficient and automated to achieve our best potential in production and supply.

AUTOMATION OF PRODUCTION ELEMENTS

Antennas installed at production gates, storage and loading bays to track the movement of the pellets, automating the stock count, temperature and humidity controls, and keeping information such as the age of rice updated.



We carefully select and monitor the ESHS performance of our service providers, suppliers and contractors, maximizing local sourcing, prioritizing those who have adopted sustainable practices, and offering training, tools and sharing good practice.



With an investment exceeding AED 500 million in our global expansion, Al Dahra is now the biggest producer and exporter of clover and green feed in Eastern Europe and the Balkans.



Al Dahra's 5 New Plants for Animal feed in Serbia, Romania and Bulgaria

In 2021, Al Dahra announced the opening of five new plants that will compress and dry animal feed in Serbia, Romania and Bulgaria.

The new plants comprise of 12 production lines with a capacity of 500K MT per annum of clover and more than 15 types of feed and concentrated grains. This supports our continuous efforts to expand our operations globally and to diversify our sources of production and supply that aim to reduce logistical risks and confront the challenges of climate change.

We have added 27K acres of forage to our existing plants that are located in Great Braila Island in Romania, and are spread over an area of 135K acres. We are in the process of building a river port from our farms linked directly to the Port of Constanta, in addition to establishing new storage with a capacity of 60K MT of feed.

In 2021, we commissioned a pioneering plant for drying & pressing Hay in Serbia, with the capability of producing pellets. This plant has a production capacity of 150K MT of processing and exporting clover, silage, straw and compressed feed. It is supported by four storage warehouses.

With an investment exceeding AED 500 million in our global expansion, Al Dahra is now the biggest producer and exporter of clover and green feed in Eastern Europe and the Balkans.

Our commitments to maintain and consistently progress in our supply excellence includes:

Reduce their environmental footprint through conservation of resources, including the use of energy, water and materials

Prioritizing suppliers who have embedded sustainable and ethical practices within their organization and who drive such practices within their own supply chain

Complying with the spirit of all applicable legislation through supplier selection and direct engagement

Ensuring that slavery and human trafficking is not taking place in any of the supply chains or in any part of their business.

Reducing the impact of deliveries and maximising local sourcing

Supply Chain Management

(103-1), (103-2), (103-3), (102-9), (204-1), (205-1), (205-2), (414-1)

Our guiding principle outlines a policy to identify and manage environmental, social and economic impacts within our supply chain.



TRADING ACTIVITY



Trading in more than 40 markets and regions



Leading position across Asia, the GCC and the Middle East



Long-term relations with dairy customers and feed mills



Global supply chain solutions and expert nutritional advice



SOURCING ACTIVITY

- ▶ Sourcing from more than 40 origins
- ▶ Established relations and agreements with preferred suppliers for each product category
- ▶ Year-round and across all seasons products availability as a result of our geographic diversification

AI Dahra believes in creating shared value with our stakeholders and therefore, we implement our Code of Conduct to a very high level. The Conduct applies to all our suppliers, vendors and representatives of AI Dahra globally.

It covers the essential themes that are requisite for us to build a purposeful relationship with our stakeholders, and defines the foundation of our business operations:

- 

Ethics
They shall behave ethically, honestly and be transparent in their dealings with AI Dahra. They shall honour their commitments to AI Dahra, government agencies or relevant third parties.
- 

Legal and Business Compliance
Comply with contractual obligations to AI Dahra inline with local, national and international regulations. They should also have an adequate business continuity plan in place which is tested and updated regularly.
- 

Conflict of Interest
Vendors shall disclose any conflict of interest or situation that could be perceived as a conflict of interest, including the existence of any related parties within AI Dahra, steps should be taken to avoid the appearance of improprieties.
- 

Whistleblowing
Vendors shall have a whistleblowing policy to provide a structure for their workers and contractors to make reports about unethical conduct, non-compliance, breach of law and improper treatment, or any other concerns.
- 

Anti-corruption
Vendors shall not tolerate, participate in, or allow any form of corruption or financial malpractice including money laundering, insider trading, under-reporting the size of a cash transaction, or wrongfully avoiding tax liability.
- 

Competition and Trading
Vendors shall comply with competition and antitrust laws that apply to them, including associated regulations and best practice. It shall also comply with local and international trade practices, including laws relating to import, export and customs
- 

Data Security and Confidentiality
All data stored or transmitted on AI Dahra or client devices or equipment (whether owned or leased) is to be considered private and is the exclusive property of AI Dahra, or the client. There should be no expectation of privacy with respect to information technology devices or systems provided by AI Dahra or any client.
- 

Intellectual Property
The vendor shall not use any intellectual property rights including trade names and trademarks of AI Dahra without AI Dahra's prior written consent, any misuse of AI Dahra's intellectual property should be reported.
- 

Human Rights
Vendors shall ensure their workers are treated with respect and dignity and in a working environment that honours their human rights. The Vendor shall not allow child, slave, bonded or forced labor or human trafficking.

Our suppliers in Serbia and Romania have received EU certification for their operations and regulatory obligations appropriate to EU standards. We are currently building a process to assess all our suppliers on their ESG performance, while Al Dahra Rudnap is already implementing audits for its suppliers aligning with the BCSI Codecs, including ESG activities.



Each year, **supplier self-assessment** activities should be conducted via SAP Ariba in compliance with Al Dahra’s guiding principle for suppliers. In addition, supplier code of conduct will be incorporated into all new or renewed commercial agreements between suppliers and Al Dahra, its affiliates and business units.

Al Dahra is proud to be represented on the **Executive Think Tank for Food and Beverage Value Chain**, a business community led by forward-thinking CPOs and Chief Supply Chain Officers, who come together to solve pressing industry challenges, while inspiring a movement towards sustainable and resilient supply chains.

AS A MEMBER OF THE EXECUTIVE THINK TANK, WE WILL BE ALIGNING OUR FOCUS WITH INDUSTRY PEERS IN THE FOLLOWING ESSENTIAL AREAS:



Global Impact to advance the Sustainable Development Goals (SDGs)



Community to build lifelong, trusted relationships with other forward-thinking executives



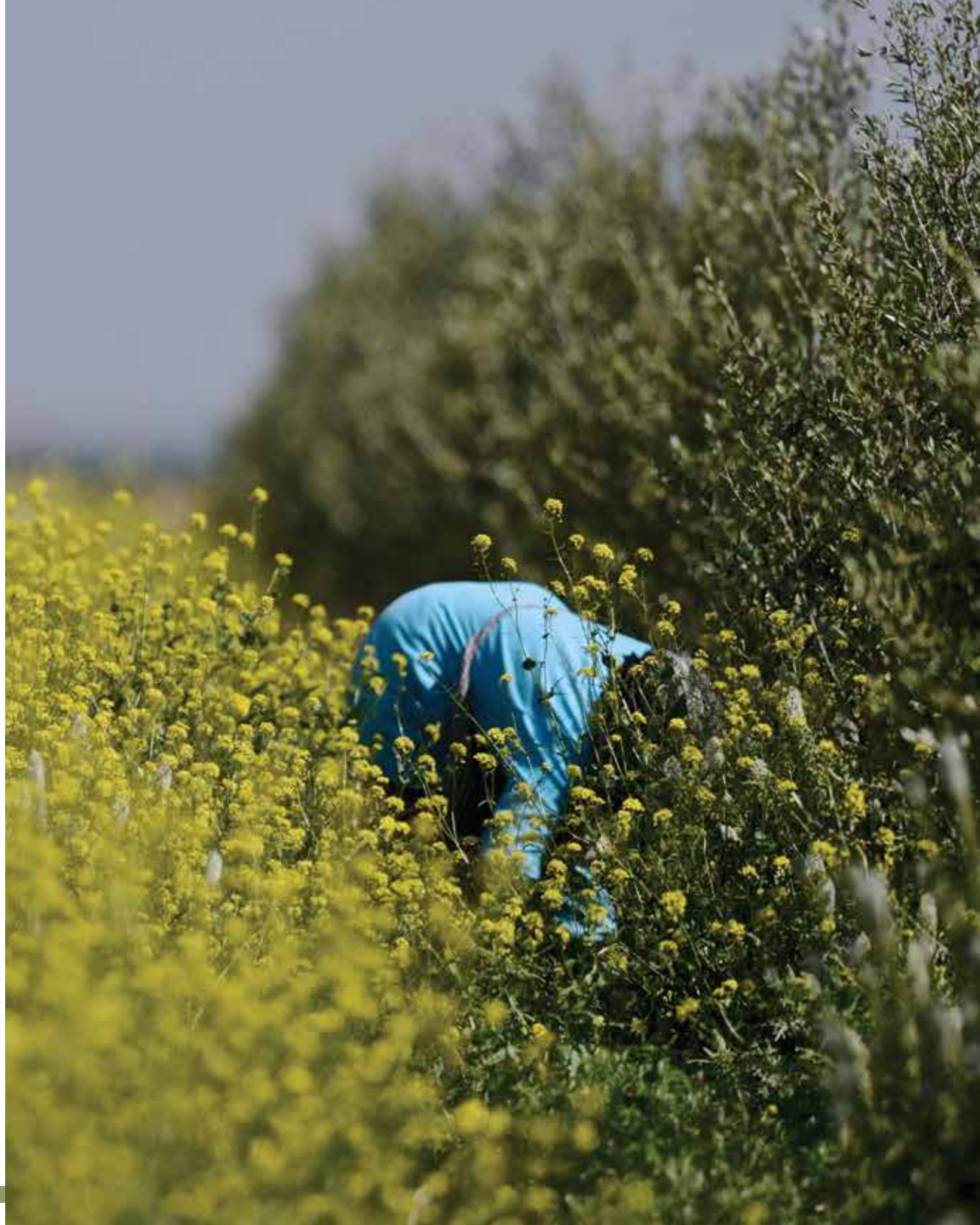
Industry Impact to influence the industry by collective actions and creation of industry standardization



Innovation Scout to gain exposure to cutting edge innovations, from a host of start-ups and emerging technology



Ideaation & Sharing to ideate with industry thought leaders and share among peers to evolve the role of procurement



Transforming our Global Logistics

Logistics is a major area in the agri-food supply chain that demands a sustainability approach to reduce carbon emissions, maintain food safety and optimize overall management. Al Dahra has invested in creating reliable logistics operations and infrastructure to support the business.

Our excellence in logistics management is defined by the core impact areas in our logistics services and capabilities.

Logistics services



Temperature-controlled warehouse and storage facilities



Storage silos for raw and finished goods with continuous stock rotation



Customs clearance coupled with loading and offloading services



Inland transportation for container and bulk (trucking, railing)



Air freight services



Sea freight services in containers and bulk vessels, including river barging



Logistics operations management and door-to-door deliveries



In-house customs clearance service

Capabilities

Established agreements with international shipping lines



Shipping space availability guarantee



Long term contracts



Negotiating power and volumes' leverage

Established relations and track record with key outbound ports



Ad-hoc solutions at port of loading and destination

Number one importer in the UAE



Above 100K TEUs per annum (dry and reefer containers)



Amongst the top 5 importers of Jebel Ali Port



Largest import container customer at Khalifa Port



We have entered into joint venture agreements with supply chain operators and invested in warehousing facilities and inland transportation capabilities in key trading hubs. Considering the strong relationships the Group has with the main shipping lines and ports at various destinations, we have been able to leverage our business volumes and scale to reduce logistics costs and enhance the efficiency of the movement of goods.

With increasing production to meet population demands and ensure quality control, we have also incorporated improved systems and practices throughout our global logistics.

OUR RECENT ACHIEVEMENTS IN ENHANCING OUR LOGISTICS MANAGEMENT ARE:

- 1.** We have deployed **double-tail trailers** for distribution across the UAE, reducing the environmental impact of our deliveries by almost 50% considering that we have halved the number of trucks. We have acquired new trucks which are more fuel and emissions efficient, creating a positive impact.
- 2.** We have switched all our road traffic to **rail transportation** in Spain and Serbia (30K trucks to rail mode)
- 3.** We have invested in roads, river barge terminals and trucking fleet to completely switch from truck to **rail and barge transportation** in Romania. This means that we are removing 5,000 trucks a year from the roads, around 2 mill KMS, which means safer roads and reduced impact on local infrastructure.
- 4.** We have started developing a project to connect our Serbia factory directly to the rail, which will **cut truck usage by 100%** (removing 4,500 trucks from the roads, almost 1mill KMS). This move will also allow us to connect directly with different ports across the Adriatic, Southern Europe and Black Sea.
- 5.** We have launched Phase 1 of the **new Transport Management system** to optimize logistics and improve services by increasing visibility and control. The second phase will start in 2022, together with the final evaluation to implement the Warehouse Management System (WMS) in the UAE as a pilot and expand it to all our units overseas.



Our Environmental Management

Our Environmental Management

(103-1), (103-2), (103-3), (307-1)

There has been a rapid increase in the global demand of agricultural produce as a result of growing population and changes in diet, particularly with people transitioning to plant-based and vegan diets to combat climate change.

The UN 2030 Agenda for Sustainable Development and Paris Agreement offers guidance to countries on how to improve their business practices and operations for climate change mitigation and adaptation.

Al Dahra is aware of the environmental impact the agriculture sector creates in the process of producing food and fibres. While we are committed to contributing to long-term food security, we are equally driven to make our agricultural processes sustainable and resilient.

We have therefore set our priorities for environmental management in our ESHS Policy, laying down action points for impact:

1. Protecting the environment throughout the lifecycle of our operations, including preventing pollution, responsible use of water and soil, protecting natural habitats, promoting biodiversity, application of responsible fertilizer and pesticide products, and minimizing waste.

2. Supporting global action to tackle climate change, working to reduce greenhouse gas emissions from our operations and our supply chain, and adapting our operations and those of our suppliers to be more resilient to a changing climate.

Our ESHS Plan aligns with the FAO Agriculture Risk Management Methodology and ADX Reporting Guideline. Al Dahra is certified by various agencies for our standardized and environment-centric operations.

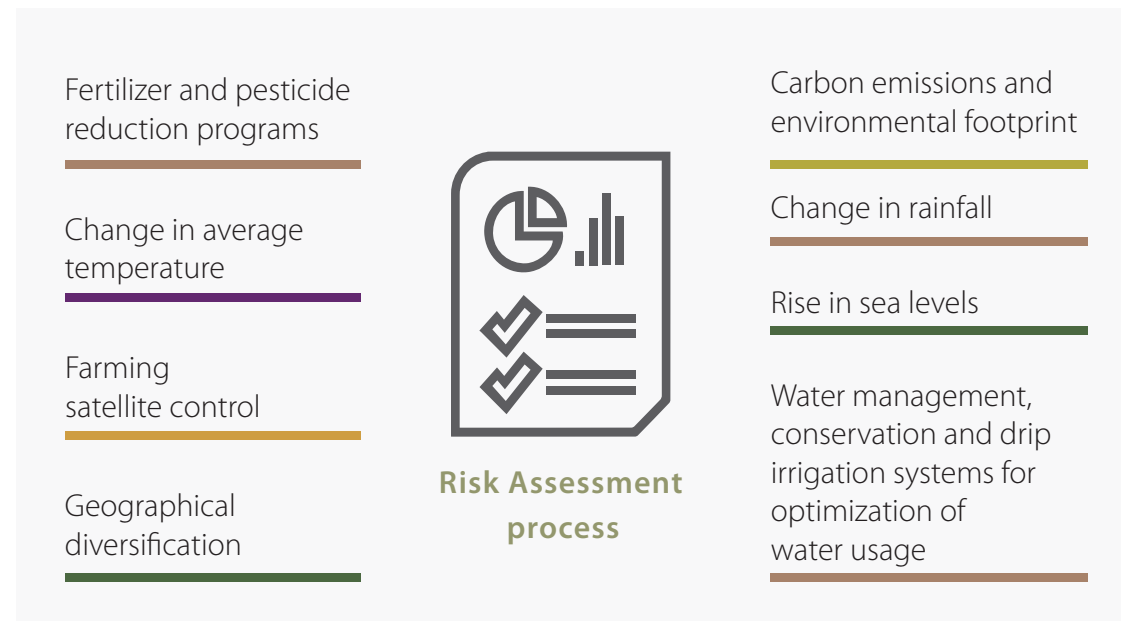


Environmental Vision in our ESG Plan

Al Dahra has developed a robust, long-term vision on how to achieve our environmental objectives related to greenhouse gas emissions, land use, freshwater use, eutrophication and biodiversity.

Define clear corporate governance structure on climate change	Calculate Greenhouse Gas footprint (GHG) of the company	Produce a corporate climate change strategy and action plan	Publicly disclose key aspect of climate governance, strategy and targets
Formal allocation of responsibility for climate issue at Board of Directors and senior management level	Scope 1 & 2 GHG emission at farm and factory level.	Formal assessment of climate related risks and opportunities	Development of ESG reporting online platform
Process to inform Board of Directors and senior management on periodic basis	Expand to all operations, including scope 3 in the long term.	Define processes to identify, assess, monitor and mitigate climate related risk	GRI, TCFD and SDGs compliance for targets, KPIs and reporting standards.

THE ASSESSMENT OF CLIMATE RELATED RISKS AND OPPORTUNITIES RESULTED IN THE IDENTIFICATION OF KEY ASPECTS TO BE ADDRESSED:



Environmental Footprint and Land Use

(103-1), (103-2), (103-3)

Al Dahra has developed a set of management plans to provide minimum company mitigation, management and monitoring requirements related to various environmental issues.

These will be adapted by business units and sites across our global operations. Each plan is accompanied by a respective action plan template that acts as guidance for site-level ESHS management to capture specific information that ensures the challenges are sufficiently addressed.

BIODIVERSITY MANAGEMENT PLAN (BMP)

To effectively implement the plan, Al Dahra has created a biodiversity action plan (BAP) template as a guidance for site-level ESHS management to capture specific information that ensures that biodiversity management is sufficiently addressed. The BMP applies to all persons employed directly and indirectly by the company, including direct-hire employees, consultants, contractors and subcontractors.

Al Dahra has identified typical issues related to the agribusiness sector that we aim to address through our plan, including:



SOIL MANAGEMENT PLAN (SMP)

The SMP covers all of Al Dahra's soil management activities and is applicable to all sites and projects. The ESHS management are required to ensure that all requirements of the plan are adopted within their own action plans.

The management of soil encompasses critical issues of the agribusiness:



At Al Dahra, we have adopted the technology of "minimum tillage" as a soil conservation system. We reduce soil compaction by using tractors and combines equipped with tracks.

We have also introduced legumes & alfalfa as great stabilisers to boost the soil structure, determine the increase of the cohesion between the soil particles and increase the water retention capacity, as well as increasing the biological nitrogen content in the soil. We are stimulating microbial activity in the soil and increasing the content of organic matter in the surface layer up to 8 - 10 cm.



PEST MANAGEMENT PLAN (PMP)





The management of pests is a key area of focus. Pesticides are applied to fields to enhance production capability, but excessive application of pesticides can lead to contamination of water supplies through leaching and run off.

Pesticides may also be applied directly to livestock or to structures (e.g. barns and housing units) and to control pests (e.g. parasites and vectors) using dipping vats, sprayers, and foggers. Pesticides can also be used to control predators.

The application of these agrochemicals poses potential nuisance risks, health and safety hazards, and third-party liability issues. The misapplication of pesticides can result in damage to neighbouring crops, habitats and residential areas by spray drift, if not managed correctly.




CROP RESIDUE AND WASTE MANAGEMENT PLAN (CRWMP)

Through our CRWMP we are building activities to address the common farm wastes issues, which include:

<p>1 </p> <p>Unwanted crop residue</p>	<p>2 </p> <p>Expired agro-chemicals such as pesticides</p>
<p>3 </p> <p>Expired containers with pesticide and oil residue</p>	<p>4 </p> <p>Scrap vehicles, machinery & materials</p>

WATER RESOURCE MANAGEMENT PLAN (WRMP)

The management of water resources is a key area of focus. Typical water resource management issues related to the agribusiness sector may include:

<p>1. </p>	<p>Strains on local water supply</p>
<p>2. </p>	<p>Use of poorly designed, operated and managed irrigation schemes</p>
<p>3. </p>	<p>Agricultural runoff containing high concentrations of organic material and toxic substances such as pesticides, chemical fertilisers and other agricultural inputs</p>

Sustainable Energy Use

(305-2), (305-4)

Food production and energy use are interlinked factors that impact the food system. FAO states that “modern food systems are heavily dependent on fossil fuels, consuming around 30% of the world’s available energy and producing more than 20 percent of the world’s greenhouse gas emissions”.

Al Dahra is persistent in finding pathways to not only reduce electricity consumption and improve our energy efficiency, but also to transition towards an energy-smart food system by adopting practical solutions and new technologies.

Energy Consumption

(302-1), (302-3), (302-4)

Al Dahra Group	2021	2020
Electricity Consumption (GJ)	606,771.81	639,589
Petrol used for vehicles owned or leased by the organisation (GJ)	16,040	14,621.29
Diesel used for vehicles owned or leased by the organisation (GJ)	403,170	390,750.12
Natural gas Consumption (GJ)	212,900	160,046.63

To achieve national as well as global goals in reducing GHG emissions, Al Dahra is ready to take big leaps. One project already implemented in Egypt is built on a capacity of 20MW. We have also applied for an International Renewable Energy Certificate (I-REC) from Dubai Carbon.

Al Dahra is proud to have rolled out GHG emission calculations during the year in our business units in Romania, Serbia, Egypt & Spain.



The 20 MW solar plant in Toshka, Egypt is our flagship initiative towards Al Dahra's decarbonisation efforts. It fulfills the 85% of energy consumption in our Toshka facilities throughout the year. We are proud to effectively contribute in achieving the SDG 7 (Affordable and Clean Energy) and further aim to expand this project to other countries of our operation.

The solar energy production in 2020 was 38,656,175 kWh.

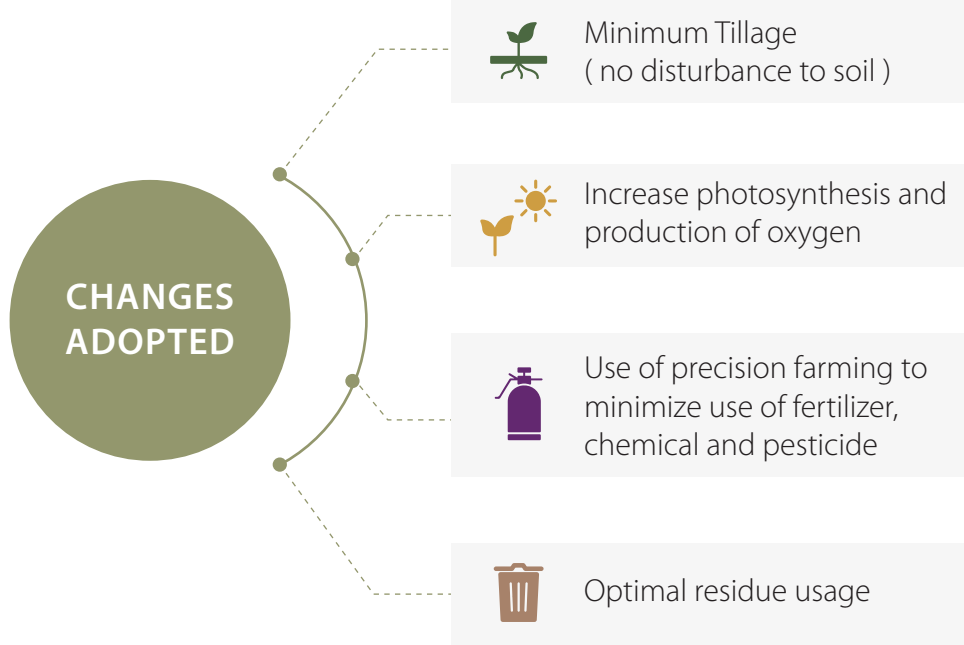
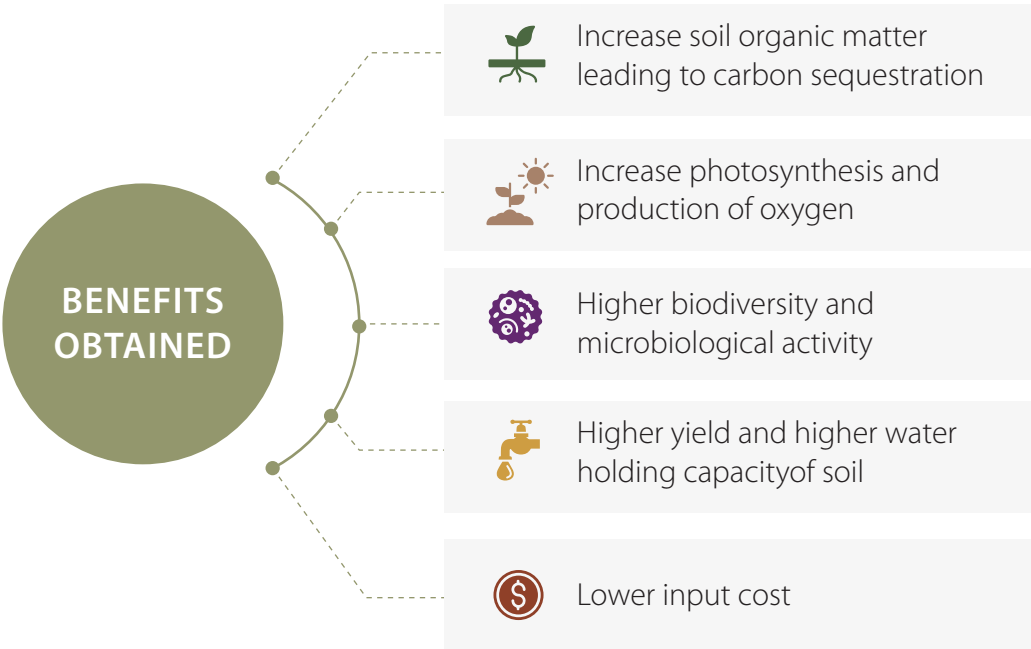
In 2021, we harvested 35,933,686 kWh of solar energy.

Although there was a slight reduction compared to the previous year due to operational maintenance and changes in weather patterns, the energy demand was still adequately met in our facilities.

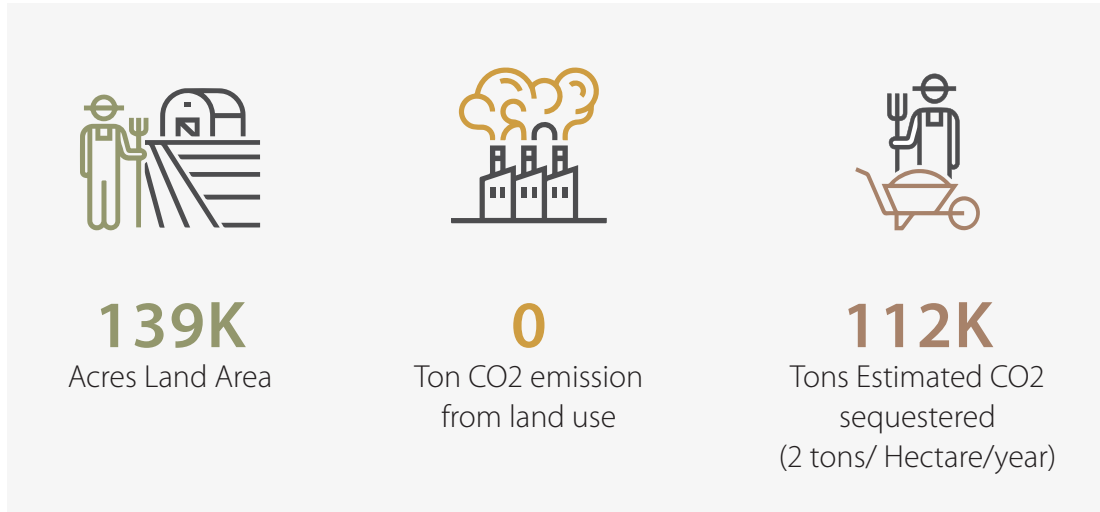
The Regenerative Agriculture Project in Romania

Al Dahra Agricost is adopting Regenerative Agriculture on 12.5K acres of farm to not only reduce CO2 emission but to sequester CO2 back to soil by speeding up photosynthesis process and minimising disturbance to soil. This initiative is a landmark in Al Dahra's ESG efforts.

The estimated environmental impact of this project is zero tons CO2 emission from land use and 10K tons sequestered CO2 .



Al Dahra is planning to adopt these practices on all our land based out of Romania.



Greenhouse Gas (GHG) Emissions

(305-2), (305-4)



	Al Dahra Group	
	2020	2021
(Tonnes of CO2)		
Scope 1 Emissions	43,413	40,565.34
Scope 2 Emissions	106,142	113,307.96
Scope 3 Emissions	111.3	126.09

Scope 1

Emissions are derived from all direct energy consumption, with emission factors calculated based on the 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

Scope 2

Emissions are derived from all purchased energy consumption, with country specific emission factors derived from the International Energy Agency for country/regional electricity database.

Scope 3

Emissions are a result of all business related air travel conducted by employees and management of the company, and emission factors used are based on the International Civil Aviation Organisation Emissions Calculator.

Paving the way in energy efficiency, we are happy to report the completion of three innovative projects in our Fujairah plant, UAE in 2021:

1. FSGT Energy Saving Project - Seman

This project was carried out in Fujairah Strategic Grain Terminal for electrical energy savings and power quality optimization. It involved 45 customized interventions, with 3 at the port facilities and 42 at the silo cooling machines. The interventions were composed of VSRCF filters with specialized capacitors that reduce the reactive power.

This is the best solution when there is no presence of current or voltage harmonics, which can reduce reactive power which in-turn reduces the thermal losses in the conductors, thus saving energy.

2. Fujairah Silos Predictive Maintenance ABB Smart Sensor

The Smart Sensor converts traditional motors into smart, wirelessly connected devices to monitor the health of motors and to plan maintenance in advance. This cost-effective solution for condition monitoring helps to avoid unplanned downtime, optimize efficiency and improve safety.

As an initial approach, we have installed 10 sensors in the work tower equipment and monitor them on a regular basis on mobile applications. It generates 'big data' on the status of large numbers of motors, paving the way for predictive maintenance and plant-wide optimization of operations and energy consumption.

3. LED Lights Installation and Replacement of Old Metal Halide Lamps

The LED project was focused on replacing existing EX-type metal halide lamps and fixtures in the work tower to reduce our energy consumption. With a total of 50 initial replacements for LED lightings on floors no. 5, 3, 1, ground floor and basement, the power was reduced to a total of 12,100 Watts.

Each of the old metal halide lamps consist of 250 watts and the new LED lights that were installed were only 18 Watts. We will be completing the installation of the next batch of LED lights in the work tower in 2022, which is expected to result in a 12,760 Watts reduction of power.

Using Water Responsibly



Agriculture is the most water-intensive industry, and while there is a pressure on agribusinesses to increase food production in order to suffice the needs of the population, there is a greater pressure to address water security.

The link between water and food production is therefore an arduous area in the field of sustainability. At Al Dahra, we make efforts to consume water sustainably in our processes and build resilience to maintain our position as an agribusiness leader and contribute towards the attainment of zero hunger.

Climate change and its effects in the form of droughts, floods and declining water resources have challenged us over time in our production. However, the collaborative efforts within our workforce, sound leadership from management and access to innovative solutions have strengthened our ability to meet our water sustainability objectives.

Water consumption

(302-1), (302-3), (302-4)

Al Dahra Group	2020	2021
Utility Water Consumption (Thousand Cubic Meters)	98.52	146.38
Ground Water Consumption (Million Cubic Meters)	101.59	98.93
Surface Water Consumption (Million Cubic Meters)	203.58	203.58
Total Water Consumption (Million Cubic Meters)	305.27	304.98



At Al Dahra, we are producing in-house fertilizers of about **102K MT** annually by using wastewater with manure.



This is an example of a circular economy, that we are proud to be practicing in our facilities.



With the help of air-cooled chillers installed in our facilities in 2018, we have been successfully saving about 30K gallons of water annually.



The transition from water-cooled chillers to air-cooled chillers have been a pivotal role in reducing water consumption.

Waste Management

(306-1), (306-2), (306-3)



At Al Dahra, we are committed to diverting our waste from landfill by adhering to reuse, recycle and recovery (including biogas plants) methods. With our long term approach, we aim to minimize waste wherever possible. To provide guidance to our global sites and their activities, we have developed a **Crop Residue and Waste Management Plan (CRWMP)**.

The key mitigation and management requirements for crop residue and waste management in order to meet our Policies and Standards can be categorized as follows:

Waste characterization	Assessment of risks and impact related to crop residue and waste
Avoidance and minimization of the production of hazardous waste	Recycling or recovery of waste, or its use as a source of energy
Treatment and disposal of waste in an environmentally sound manner	Identification of opportunities and alternatives for resource efficiency

We have expanded our recycling programmes to promote waste segregation and encourage our employees to follow the colour codes while disposing of waste in the recycling boxes.

Over the last 3 years, we have reduced carton packaging and have transitioned to digitalization to eliminate paper consumption in our facilities. We also reuse metal, plastic and containers in our farms for various purposes.

Moving forward, will be providing training related to crop residue and waste management to make sure that personnel involved in the development and implementation of the site-level CRWAP are aware of the procedures, and understand what is required on a routine basis as well as during emergencies.

WASTE MANAGEMENT (Al Dahra Group)

Disposal Method	Volume of Waste (KG)		Waste Types
	2020	2021	
Recycled Waste	1,042,110	1,047,552	Paper, Tyres, Metals, Plant trimmings, Electronics, Gum, Batteries, Waste Oil, and Others
Reused for Animal Feed	31,410	46,420	By-products
Extermination	4,500	17,520	Transformers & Capacitors, Batteries NiCd, Packaging, Oil Filters
Other	379,075	293,170	Cartons, General Waste, Machinery Oils, Storage Waste

Our Community Engagement



Our Community Engagement

(102-13), (103-1), (103-2), (103-3), (413-1)

The agriculture sector has been one of the most hard hit sectors in the fight against COVID-19, which disrupted the food supply chain across the world. Although the unequivocal disparities in the food systems have been exposed more than ever before, there is still a need to place more emphasis on the urgent need on what we must do within the boundaries of our natural resources to achieve food sustainability.

Al Dahra believes that it has a responsibility towards end-consumers to enhance availability, accessibility and affordability of essential food commodities and crops.

Food Security

(103-1), (103-2), (103-3)

Recognizing the challenges posed by climate change and global warming and the continuing decrease in cultivable land and limited water resources available for farming, Al Dahra focuses on keeping water and food security at the core of its strategy, in-line with the national and international frameworks.

Al Dahra is committed to the UAE's vision of becoming the most food-secure nation by 2051 and to contribute towards the achievement of UN SDG 2 and 12 that addresses zero hunger and responsible consumption and production respectively. This is where mitigating risks in our operations and driving agribusiness innovations have played a vital role in our long-term growth for environmental and social sustainability.

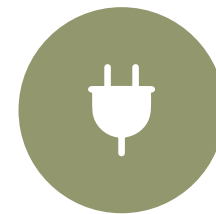
We take pride in the high-tech greenhouse technologies implemented on our 12-hectare farm facility in Al Ain, wherein we have also implemented resource-saving processes, integrated plant health management and a sustainable farming approach. Our facility is one of the largest and most advanced in the GCC region, harvesting and delivering fresh-tasting tomatoes of European quality to our customers all year round.

With the unprecedented rise in the application of new technologies and smart agriculture, at Al Dahra we are ambitious to stay on our path to increase food security through our various business units, and reduce reliance on food imports to cut down our carbon footprint, particularly in the MENA region, which is the world's largest food importers.

OUR FOOD SECURITY STRATEGY IS BASED ON:

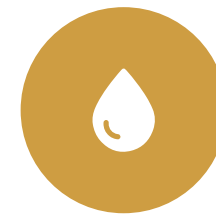
	Improving reliable access to sufficient, safe and nutritious food
	Pioneering international agribusiness trade and partnerships to ensure food security through the production of some of the 18 main plant and livestock products
	Expanding a sustainable, technology-driven supply chain to mitigate any risks and crises for food security

AL DAHRA'S PILLARS FOR FOOD SECURITY



Energy Consumption Optimization

- First zero carbon emission farming project in the region in collaboration with Masdar
- 32 Acres Area
- 20 Mega Watt solar plant
- Significant energy and carbon emission reduction
- 112 lines of solar sheets
- PV Module 66K



Water Consumption Optimization

- Land reclamation and irrigation development
- drip irrigation systems for water usage optimization
- farming satellite control
- precision farming application



Fertilizers Consumption Optimization

- fertilizers and pesticides reduction programs
- ground water preservation



SAP ARIBA:

As part of our digital transformation road map, we have digitized our end-to-end procurement processes using a single platform - SAP Ariba solutions, increasing cost savings, better managing categories, and enhancing compliance and transparency.

This has enabled greater supply options and optimised management of our buyer and supplier ecosystem. We have achieved upto 15% savings in a particular supply category, and secured upto 19% discount savings from suppliers that we have been working with for years.

“SAP ariba solutions are the cornerstone of our future procurement center of excellence, one of the key strategic initiatives for 2021 and beyond”.



هيئة أبوظبي للزراعة والسلامة الغذائية
ABU DHABI AGRICULTURE AND FOOD
SAFETY AUTHORITY

ADAFSA:

Through our partnerships with ADAFSA, we continue to play a vital role in supporting the National Food Security Strategy 2051; to achieve zero hunger by ensuring access to safe, nutritious and sufficient food all year round throughout the world. Since the outbreak of the COVID-19 pandemic, we have been working closely with ADAFSA to support people with disabilities to carry out their military services in our facilities.

“As a strategic partner for food security in the UAE, we are committed to exhibiting resilience and enhancing availability, accessibility and affordability of essential food commodities and crops for our end-consumers”



NETAFIM

Al Dahra will continue to promote its cooperation in the field of innovative irrigation solutions and advanced technologies. This partnership with Netafim aims at strengthening our actions towards various topics related to food security and sustainable agriculture.



ISLAMIC ORGANISATION FOR FOOD SECURITY (IOFS)

Al Dahra was one of the participating representatives in signing the Memorandum of Understanding between the UAE and IOFS, within which the UAE Food and Water Security Office will identify UAE experts to become involved in IOFS activities under the programme ‘Food Security Strategy Governance’. They will work to develop concept notes to establish an Independent Index on Food Security and an OIC Food Security Education Forum, anticipated to launch in February–May 2022.

“This partnership is aimed at integrating Emirati investments into a single work ecosystem that contributes to food production and transportation underpinned with the latest logistical services.”

Community Relations

Al Dahra believes in fostering a strong connection with communities through our business operations, as well as providing support to make a positive impact in people's lives.

We do this by building partnerships with the local community and organizations in our global locations to meet the specific community needs. On a larger scale, Al Dahra has been active in building better relationships with societies and communities where we are present.

Along with our partners, employees, suppliers and other stakeholders, we engage in local activities and initiatives to promote better education, an improved lifestyle and protection of the environment.



Our global approach falls under the umbrella of respecting societal diversity and a safe environment. We collaborate with relevant organizations to maximize our efforts to impact the lives of different sets of communities such as; children, youth, women and people with special needs that also includes non-serving veterans.

We provide monetary and in-kind support for activities that create tangible contributions towards. These include collaborating with schools, sports clubs, cultural societies, local initiatives and health centers.



“Al Dahra identifies building community relationships as a fundamental tool to create resilient and equal societies for socio-economic and climate friendly developments.”

Community needs are of paramount importance to us and to cement the efforts to strengthen it, we deliver groceries sourced from our farms and other local growers in the UAE through Food Crowd, Al Dahra's online shop.

The platform includes a selection of fruits, vegetables, dairy, fresh meats, pantry items and beverages that are handpicked by the team with strict quality control and hygiene standards, providing competitive prices and quick delivery.

Food Crowd aims to bring epicurean communities together by connecting through the food they cook, eat and serve to friends and families.

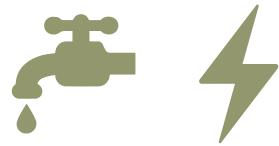
Therefore, we have implemented an interactive Community Page with curated recipes, video tutorials and tips that wholesomely improve people's lifestyle.

To make shopping a convenient and user-friendly experience for our customers, the Food Crowd allows them to shop on the curated website, IOS app, Android app and even on WhatsApp.

Community Initiatives

We emphasise building strong relationships with our neighbors, by respecting human rights, taking their health, safety and security into account and contributing positively to the prosperity of communities and wider society. Our focus areas include; improving local infrastructure, promoting education, advancing health and increasing environmental protection.

Globally, our investment in community initiatives address existing needs in local communities and our sustainability priorities that underpin our three main objectives:



1. Contributing to sustainable water and energy management programs



2. Sponsoring medical technology and initiatives

AL DAHRA UAE

Forging on our active participation and collaboration to support community initiatives, Al Dahra UAE continued supporting its ongoing partnerships and onboarded on new initiatives in 2021.

IN 2021, AL DAHRA UAE INVESTED OVER 6 MILLION AED ON COMMUNITY INITIATIVES

THE KEY PROGRAMMES ARE AS FOLLOWS:

- Education and social development, which includes developing agricultural education, awareness, supporting sports club and training the youth.
- Collaborated with Emirati Women Union to support agri-tent inmates.
- Supported Liwan - Emirati women celebration for the next 50 years.
- Collaborated with UAE Business Women Council to empower the women in the business community.
- Supported the National Service Program by hosting services in Kizad and Etihad Mills since 2017.
- Collaborated with Emirates Red Crescent by contributing towards their educational initiatives.

AL DAHRA UAE CONTINUED TO FULFILL ITS COMMITMENTS BY SUPPORTING THE FOLLOWING INITIATIVES:



مركز راشد للمعاقين
Rashid Centre for Disabled

Rashid Center for
People of Determination



مركز الحنان
لذوي الاعاقة

Al Hanan Center for
People with Disabilities



Sponsored 70 young people across the UAE, while continuing to support an array of activities for environmental welfare.



Sponsored Ataya's 10th Charitable Initiative to support nursing teams in seven countries and frontline workers throughout the world. We also contribute in their initiatives that provide access to education for those in need.

AL DAHRA ROMANIA

At Al Dahra Romania, the focus to contribute in social and community management has always been its foremost priority. Building a strong relationship with our local community, we distributed over 1,500 packages with staple foods, cozonac and sweets on Maundy Thursday in collaboration with Marasu Commune City Hall and Frecatei Commune City Hall.

The key initiatives undertaken by Al Dahra Romania in 2021 are as follows,

- ▶ Association Autism Voice
- ▶ Asociația Fdp-Protagonisti In Educatie
- ▶ Ghioc Marius-Stefan
- ▶ Mlesnita Iulian
- ▶ Clubul Sportiv Micul Prinț
- ▶ Asoc.De Parinti "Aschiuta" Gradinita 51 Braila
- ▶ Big Hearts Society
- ▶ Clubul Sportiv Micul Prinț
- ▶ Asociația Vladut After School
- ▶ Acs Cuza Pirates Braila
- ▶ Easter Gifts To All Frecatei & Marasu Villagers
- ▶ Asociația Lumea Satului
- ▶ Centrul Județean Pentru Conservarea Și Promovarea Culturii Tradiționale
- ▶ Ambasada Emiratelor Arabe Unite
- ▶ Mihalcea Irinel
- ▶ Crucea Roșie Română Filială Brăila
- ▶ Asociația Ajutați Un Ghiocel
- ▶ Clubul Sportiv Micul Prinț
- ▶ Mihalcea Irinel
- ▶ Clubul Sportiv Micul Prinț
- ▶ Clubul Sustinătorilor Palatului Copiilor Brăila
- ▶ Asociația Fotbal Club 1919 Dacia Unirea Brăila
- ▶ Asociația De Dezvoltare A Liceului "Gh. K. Constantinescu"
- ▶ Centrul Județean Pentru Conservarea Și Promovarea Culturii Tradiționale
- ▶ Good Samaritan Kinder House



AL DAHRA SERBIA

Our community initiatives focus on ensuring a healthy environment through common actions, which includes the development of young people by supporting sports clubs, cultural artistic societies and primary schools.

Although many of our community initiatives were hindered by the ongoing COVID-19 pandemic, Al Dahra Serbia cooperated with the environmental association, Eko Pancevacki rit to organise a “Green Team” in 2021 to clean up illegal landfill sites, situated near our base.

The removal of bulky waste and rubble was organised by hiring a city waste disposal company with a roll container. 30 of our employees participated to remove a total of 224 m3 of waste from the site.

We will continue with actions to improve the environment in the area of the municipality of Palilua, where our production is located. Al Dahra is committed to work with the local community and encourage other companies to join the action of removing these illegal landfills.



AL DAHRA EGYPT

We continued to support our local community in-line with our key objectives to create positive social impact.

Festivals are one of the strongest pathways to establish a welcoming relationship with communities. Al Dahra Egypt continues to support its neighbourhood during Ramadan with prayer houses and provision of meal boxes.





We are focused on collaborating with different entities and supporting important events that exist within our zone of operations in both Italy and Spain.



We strongly believe in becoming a core part of a community, rather than just serving as an external force where we want to create impact.



In 2021, we broadly extended our support in the field of literature, magazines, sports and hospitals during COVID-19.



We received participation from our suppliers, farmers, workers, locally-based companies, local authorities and their families.



Events and Exhibitions

Al Dahra Holding regularly participates in various local, regional and worldwide agribusiness events and exhibitions to stay abreast with existing, new and upcoming discussions in the areas of food security, climate change and other related topics.



GulFood, Dubai

Gulfood is not just one of the most impactful food shows in the world, it is also one of most foresightful. In line with its constant evolution to deliver an unparalleled experience for exhibitors and visitors alike, this edition of Gulfood equipped the entire food industry to prepare for the inevitable changes and surge in demand that have bestowed upon us rapidly.



Novi Sad

The 88th International Agriculture Fair in Novi Sad hosts exhibitors from 17 countries. The expo involves agro mechanization exhibits, cattle shows, hosts numerous seminars and business to business meetings. Al Dahra was the gold sponsor of the fair and is the third largest landowner in Serbia.



THE DUBAI EQUESTRIAN PROCUREMENT FORUM (DEPF)

The Dubai Equestrian Procurement Forum (DEPF) was organised to bring together the country's equestrian clubs, polo clubs, stables, equestrian and polo resorts, ranches, and farms at the Meydan Grandstand, Dubai.

The key decision-makers responsible for procurement, brand value, and the quality of their organizations attended this one-day event to learn the newly available services and products, and also identify and shortlist new vendors for the existing ones.



VIV, MEA

Strongly driven by business, VIV MEA offers products and trade opportunities to MENA region professionals. The 3rd edition in 2021 was organized with an enriched conference program covering a wide range of topics such as; poultry science, antimicrobial stewardship, animal husbandry, sustainable livestock farming and many mores of interest in the current market.



AGRAME, DUBAI

AgraME drives the future of sustainable farming, ensuring food security in the Middle East and Africa by promoting globally renowned methods to boost domestic production. The longest-running exhibition and conference in the region, AgraME's reputation as an integral networking and knowledge sharing event, gave us access to an engaged and targeted audience looking to source innovations, solutions and products.



SIAL ME

Is one of the largest food, beverage and hospitality events in the region concluded at the Abu Dhabi National Exhibition Centre, facilitating a huge number of trade deals with over **76 UAE exhibition companies**.

The exhibition was the biggest edition since its launch in 2010 and the event was organised by Abu Dhabi National Exhibitions Company (ADNEC) in cooperation with French "Comexposium" Group, one of the largest international exhibition and conference organisers, and in strategic partnership with ADAFSA under the theme "**Defining Innovation in the Food, Beverage & Hospitality Industry**".

GRI Content Index

(102-55)

For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102- 40 to 102- 49 aligns with appropriate sections in the body of the report.



GRI Content Index					
GRI Standard	Disclosure	Page no or URL references	Omission	UNGC Principles	Information/ Comment
GRI 101: Foundation 2016					
General Disclosures					
GRI 102: General Disclosures 2016	102-1 Name of the organization	8		No Specific COP Requirements	
	102-2 Activities, brands, products, and services	8, 13			
	102-3 Location of headquarters	8			
	102-4 Location of operations	5, 8, 11			
	102-5 Ownership and legal form	8			
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	102-14 Statement from senior decision-maker	7		"Statement of Continuing Support"	
	102-15 Key impacts, risks, and opportunities	7			
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	102-16 Values, principles, standards, and norms of behavior	7		No Specific COP Requirements	
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	102-22 Composition of the highest governance body and its committees	26			
	102-23 Chair of the highest governance body	26			
	102-24 Nominating and selecting the highest governance body	26			
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	102-25 Conflicts of interest	26		Principles 1-10	
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	102-27 Collective knowledge of highest governance body	26			
	102-28 Evaluating the highest governance body's performance	26			
	102-29 Identifying and managing economic, environmental, and social impacts	26			
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	102-31 Review of economic, environmental, and social topics	26			
	102-32 Highest governance body's role in sustainability reporting	26			
	102-33 Communicating critical concerns	26			
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	102-40 List of stakeholder groups	31		Principles 1-10	
	102-41 Collective bargaining agreements	Collective bargaining is not permitted within the UAE			
	102-42 Identifying and selecting stakeholders	31			
	102-43 Approach to stakeholder engagement	31			
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Reporting Practice				
GRI 102: General Disclosures 2016	102-45 Entities included in the consolidated financial statements	4		
	102-46 Defining report content and topic Boundaries	4, 33		
	102-47 List of material topics	3, 4		
	102-48 Restatements of information	3, 4		
	102-49 Changes in reporting	3, 4		
	102-50 Reporting period	4		
	102-51 Date of most recent report	4		
	102-52 Reporting cycle	4		
	102-53 Contact point for questions regarding the report	3		
	102-54 Claims of reporting in accordance with the GRI Standards	3		
102-55 GRI content index	81			
102-56 External assurance	3			

GRI 200 Economic Standard Series				
GRI 103: Management Approach 2016 for: • Procurement Practices • Anti-corruption	103-1 Explanation of the material topic and its Boundary	13, 57		
	103-2 The management approach and its components	13, 57		
	103-3 Evaluation of the management approach	13, 57		

Procurement Practices				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	13, 57	"Principles 1 - 10"	

Anti-corruption				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	13, 57		
	205-2 Communication and training about anti-corruption policies and procedures	13, 57	"Principles 1 - 10"	

GRI 300 Environmental Standards Series				
GRI 103: Management Approach 2016 for: • Energy • Water • GHG Emissions • Effluents and Waste	103-1 Explanation of the material topic and its Boundary	63		
	103-2 The management approach and its components	63	"Principles 1 - 10"	
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	302-3 Energy intensity	66		"Principles 7,8,9"
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GRI 303: Water and Effluents 2018	303-5 Water Consumption	69		"Principles 7,8,9"

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GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	68		"Principles 7,8,9"
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Marketing and Labeling

GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	This information is considered confidential.	Confidentiality Constraints - This information is considered confidential	No Specific COP Requirements	
	417-3 Incidents of non-compliance concerning marketing communications				

Customer Privacy

GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	This information is considered confidential.	Confidentiality Constraints - This information is considered confidential	Principle 1	
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