

# Building ESG Stewardship

Sustainability is at the core of Salik's operations and is integrated into its corporate strategy as one of the pillars. The Company's approach to sustainability is based on national and international frameworks, such as the UAE's Green Agenda-2030 and the United Nations Sustainable Development Goals (SDGs).

The corporate strategy, which includes ESG Stewardship as one of its pillars, outlines the Company's key sustainability objectives. The Sustainability Policy, approved by the Board of Directors in 2022, lays the foundation of Salik's commitment to sustainable development and approach to achieving its objectives. In 2024, the Company made significant progress in delivering on its sustainability commitments.

Salik remains committed to upholding all environmental regulations and reports zero violations of environmental laws for the fiscal years 2022, 2023, and 2024. During this period, the Company incurred no fines or penalties and has no accrued environmental liabilities at the end of each fiscal year. This demonstrates our dedication to maintaining strong environmental performance and compliance with regulatory requirements.

## Reduce carbon footprint and environmental impact



#### Green energy usage

Plans to increase the share of renewable energy in tollgate energy consumption



#### Reduced environmental impact

Free-flow gates to reduce traffic congestion and save fuel



#### Digital transformation

Paperless strategy



#### **EV** incentives

Free Salik tags for owners of electric vehicles



#### Reducing carbon footprint

Development in line with Dubai's goal of achieving net zero emissions by 2050

#### Salik's corporate strategy

Thrive in the tolling business

Strengthen performance of the core business

Ensure best-in-class customer satisfaction and loyalty

#### Build ESG stewardship

Reduce carbon footprint and environmental impact

Contribute to people's happiness, safety and community development

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## Achieve sustainable

growth

Deliver a seamless parking experience

Build a portfolio of vehicle-centred mobility services

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#### Establish a future-proof company

Ensure efficient treasury management

Develop internal capabilities to enhance resilience and operational excellence

### Performance in 2024

99%

paperless documentation, saving 4.9 tons of CO<sub>2</sub>e annually c. 17,076 tags

activation fee exemptions for owners of electric vehicles

#### Two new

solar-powered toll gates (three in total)

2028 targets

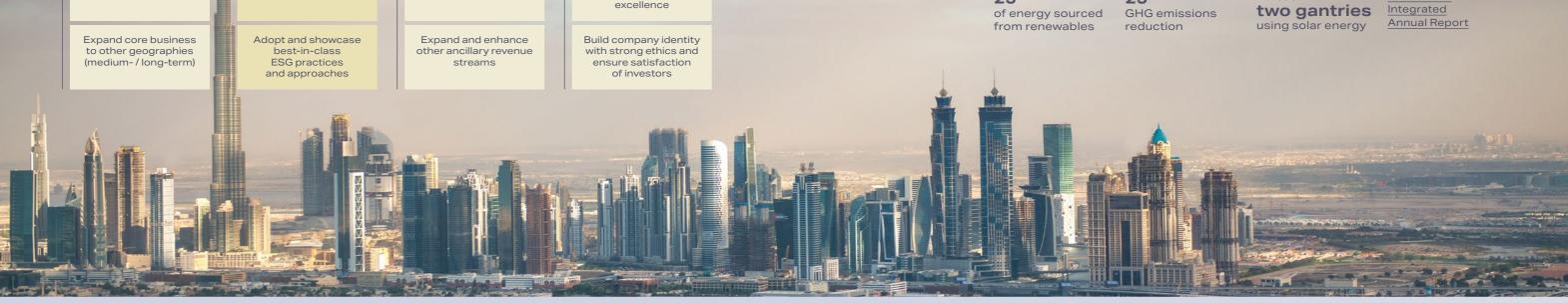


**25**%





For information on other pillars of the corporate strategy, refer to the 2024



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## Contribute to people's happiness, safety, and community development

#### Social contributions

Exemptions to People of Determination, public transport, and school buses Best-in-class customer service

Focused on human capital

Fostering equality and inclusivity

#### Performance in 2024

#### 8.9 million trips

(+8.9%) by exempted vehicles (People of Determination, public transport, and school buses)

#### 21% female

representation in the workforce

92% customer satisfaction rate

Best Medium Outsourced

Insights'

Call Centre 2024

Two partnerships



Silver

Medal

in EMEA

for the Best

contact centre

## **Bronze**

for Best Contact Centre by GCXA™24

### 2028 targets



5 partnerships with NGOs

with NGOs

#### Adopt and showcase best-in-class ESG practices and approaches



#### Committed to transparency

Salik's relationship with the RTA is governed by a transparent Concession Agreement



#### Robust business ethics

Strict ESG screening for all vendors

#### Performance in 2024

86%

14

of non-executive directors on the Board are independent

0 cases

of corruption

0 conflicts of interest

2028 targets



100% compliance to the ESG screening by 2028

## Joining the United Nations Global Compact

In 2024, Salik made a significant stride in its commitment to fostering responsible business practices and supporting a sustainable future for the UAE by joining the United Nations Global Compact. It aligned itself with over 20,000 companies across more than 160 countries dedicated to upholding ten universally recognised human-rights, labour, environmental, and anticorruption principles. By participating, Salik commits to transparently reporting on its progress towards these objectives. The Company will publish its first Communication on Progress (COP) by July 31, 2025.

Salik's profile on the UN Global Compact website



At Salik, we are committed to operating with the highest ethical standards and environmental responsibility. Our membership in the UN Global Compact reinforces this commitment and positions us as a leader in sustainable business practices within the UAE. We actively explore innovative solutions that minimise our environmental footprint, promote social progress within our workforce and communities, and contribute to a thriving and sustainable UAE.

## Ibrahim Sultan Al Haddad



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