

SUSTAINABILITY REPORT 2021



اشراق
ESHRAQ





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Chairman's Statement



Jassim Al Seddiqi
CHAIRMAN

The name "Eshraq" means "sunrise" in Arabic. The name describes our mission to implement sustainable development strategies and innovations in our business. It can also be translated to "lucidity" and "brilliance" which describe the commitment of our management to a more sustainable approach of the business.

Today, we remain strategically aligned with the UAE's vision of economic, social and environmental success, and Eshraq expands its wings in the field of real estate, technology, investment, hospitality, tourism, education and entertainment sector. Conserving our resources is a responsibility we have towards current and future generations and we will strive to positively contribute through sustainable practices to achieve our purpose of working towards people, planet and profit.

As we continue to maintain quality, innovation, and dynamism in all our projects and investments, sustainability is primarily focused on higher levels of resilience and awareness.

Eshraq's aim is to amplify the importance of prioritizing sustainability and to fuel commitment to protect the environment, social and governance discourse. Bringing the best and sustainable strategies to our stakeholders is the foundation of our values, principles, standards and norms of behavior.

"We are pleased with the progress of our diversification strategy, as well as the progress of our ESG strategy."

We remain committed for the value addition for our shareholders through higher operational efficiencies and stronger balance sheets.

Eshraq's board and management are taking advantage of this paradigm shift in the world to contribute towards a more sustainable future and take pride in the adaptability the company has shown during the pandemic.

Our 15th anniversary provides a moment for reflection, and in 2021, we re-examined our core purpose. Through these insights, we were able to fuel our culture transformation and lay the foundation for Eshraq's new mission: leveraging the power of finance to unlock the potential of people and organizations. Our new purpose encapsulates the importance we place on human potential, as well as how we will collaborate to make the Forum a better place for all of our stakeholders.

Finally, I want to extend my appreciation and gratitude to the visionary leaders of the UAE for their exceptional guidance and leadership throughout 2021 and beyond. I would also like to thank every member of the Eshraq family, our partners, our communities and our shareholders for their support and dedication during these challenging times.



About the Report

Welcome to Eshraq's second sustainability report highlighting commitment and performance with regards to Environmental, Social and Governance (ESG) parameters.

This report is developed in accordance with the ADX ESG guidelines.

Disclosure Guidance for listed companies, the UAE Vision 2021 and the UN SDGs.



We are proud to have taken steps to adopt a more sustainable perspective toward our business strategies. With the pandemic striking in 2019 and continuing in 2021, we must accept that we are in the midst of an Environmental, Social and Governance challenge.

This report highlights our action plans taken to achieve a balance between the functioning of the company and the implementation of essential environmental, social and governance measures.

The scope covered by this report is the UAE and the entities included are Eshraq PJSC and Nuran Marina Serviced Residences LLC. With this report, we strive to disclose our ADX sustainability disclosures, sustainability performance and progress on goals in 2021, to achieve this, the contents of this report have been verified by our internal stakeholders.

This report is in continuation of the 2020 the sustainability initiative undertaken by the management of Eshraq towards taking proactive measures to make our functions and operations more sustainable.

Reflecting sustainability, with the focus on:



Creating financial relief to our stakeholders



Responsibility towards Environment, Social and Governance (ESG) parameters



The image shows the interior of a cafe named 'Eshraq'. The ceiling is made of horizontal wooden planks and is lit with numerous small, warm-toned pendant lights. In the foreground, there are several pink upholstered armchairs arranged around small, round, black metal tables. Some tables have coffee cups and small potted plants on them. In the background, there is a service counter with a dark, textured wall behind it. The wall features a mosaic pattern and shelves with various items. A large, semi-transparent circular graphic is overlaid on the left side of the image, containing the text 'Eshraq at a Glance'.

Eshraq at a Glance

OVERVIEW

A Public Listed company with a capital of 2.325 billion AED and total asset value of Billion 1.68 AED in 2021.

VISION

Our success is rooted in our contribution to the economy of the UAE. Our vision is to become one of the region's leading investment company and real estate developer of urban projects, with a wide network of partners and associates.

MISSION

We aim to achieve our vision through the delivery of high-quality real estate products and services, focusing on community development and fulfilling the expectations of our shareholders.

ABOUT US

Our investment portfolio:



With a total asset value of 1.68 billion AED in 2021, and listed in Abu Dhabi Securities Exchange (ADX), we aim to give an experience of property building and management under one umbrella.

Eshraq believes in the evolution of design and infrastructure with time. With an eye on the real estate industry in UAE, we are also diversifying our investments in domestic public sector companies whilst focusing on new technologies including e-tech industry.

We acknowledge its responsibilities towards environment and social sustainability and look at investing into projects catering to climate risk mitigation.

All of our suppliers have formally certified their compliance with the code of conduct and all of our workforce has formally certified its compliance with the work ethics and anti-corruption policies.



OUR LATEST PROJECTS

Marina Rise, Jumeirah Rise and The Gateway Project

In our latest project, we have engaged consultants, contractors and subcontractors that are **committed to sustainability**, to construct Marina Rise tower in Reem island. Similarly, the design builders that were appointed to complete the fit-out works for Eshraq new headquarters in Marina Rise, Our team made sure that the Marina Rise Tower in Reem Island was developed with sustainability in mind and made sure to use environmentally friendlier material. We plan to continue to evolve so that we can bring significant impacts to our stakeholders and the communities in which we operate

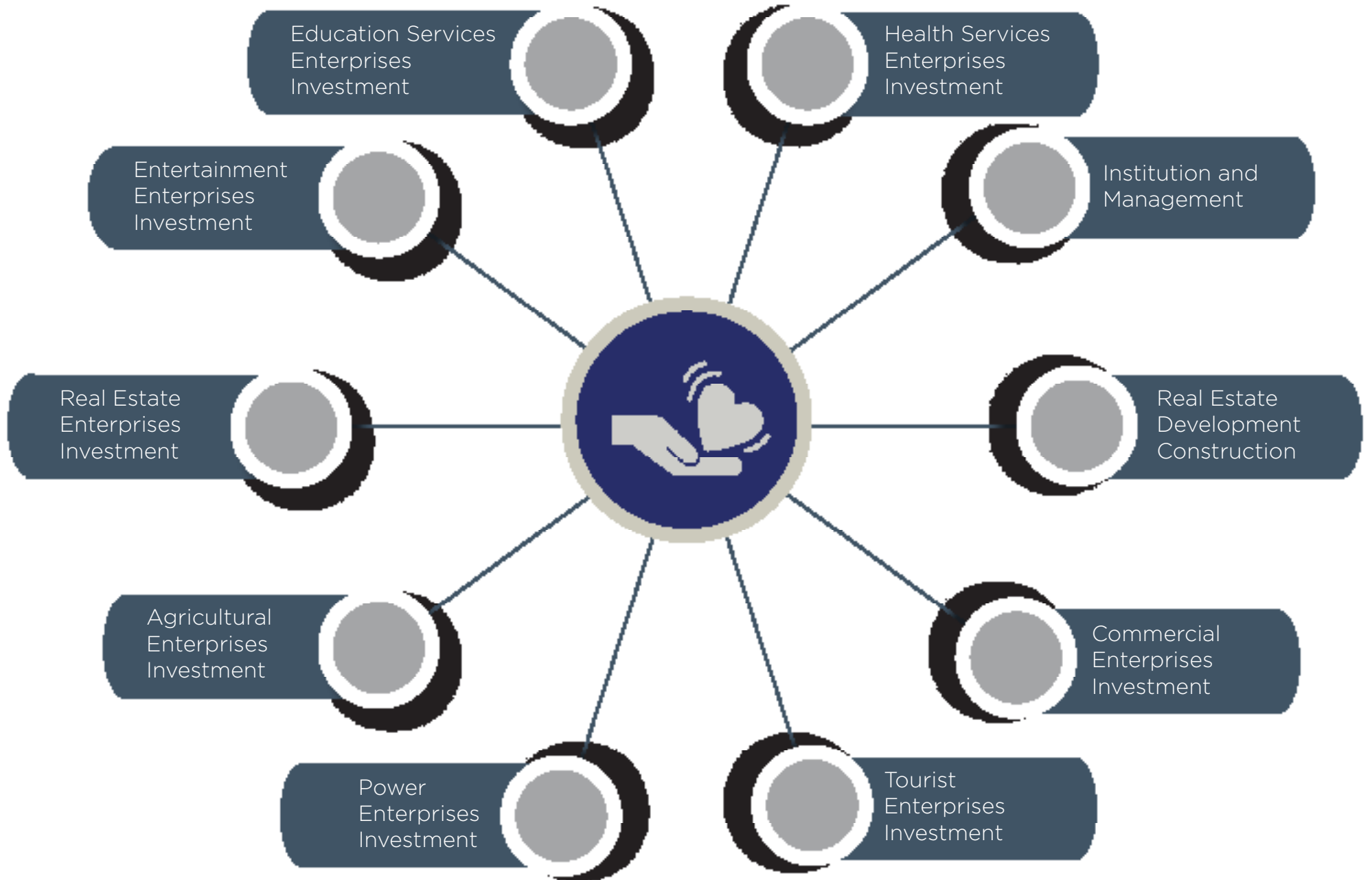
We plan to continue to evolve so that we can bring in significant impacts to our stakeholders and in the communities we operate.

With studies backing up that UAE is constantly emerging as a strong revenue hub to the investors in sustainability, we aim at amalgamating sustainability along with our investment portfolio development.

From the very beginning, we have shown consistency with our financial, accounting and audit statements. Moreover, our COVID-19 contingency initiatives are reflected in the planning of the organisation, and the group has reviewed the key sources of estimation uncertainties disclosed in the last annual financial statements against the backdrop of the COVID-19 pandemic.



OUR OFFERINGS



Eshraq's asset value increased by **6.50%** in 2021.

Total Revenue
Mn 26.22 AED in 2021,
increment of **45%** from the
previous year.

Total Operational Cost
Mn 12.83 AED registered.

Marina Rise Tower was
completed in
September 2021.

Fit out of the office to be
located on the ground floor of
Marina rise was not completed
during 2021. Design builders to
complete by

FEB/MAR 2022
the fitout works for the library
and Eshraq offices in ground
floor retail/Marina Rise tower.

Eshraq is developing a Library
with a coffee shop in Marina Rise
Tower whereby members can rent
books

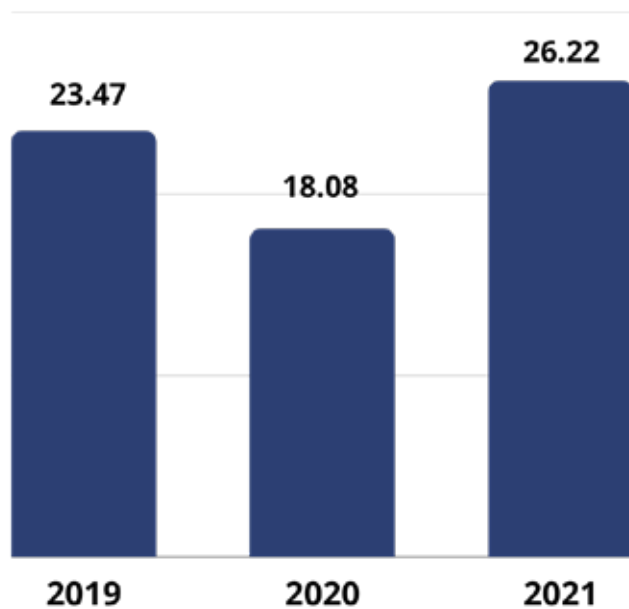
(11,000 books).

This is part of its social
engagement that it believes might
make an impact. The Library is set
to open in

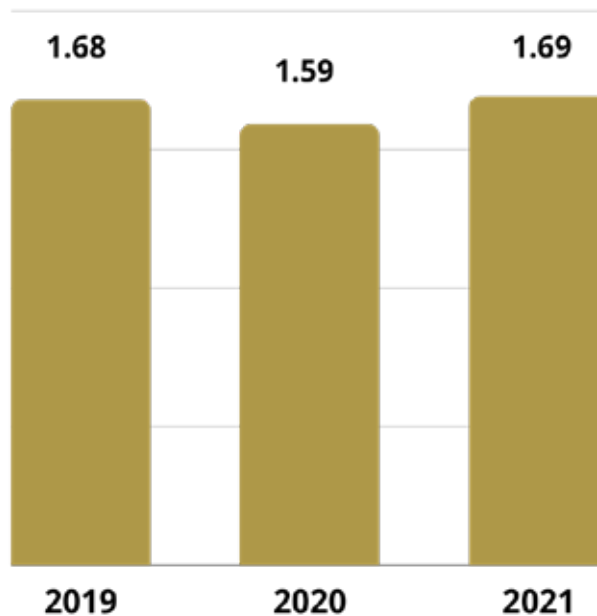
2022



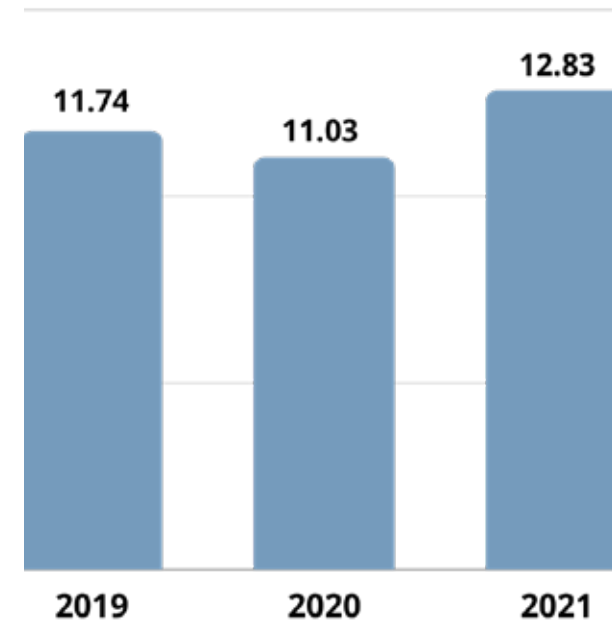
Net Sales in Million AED



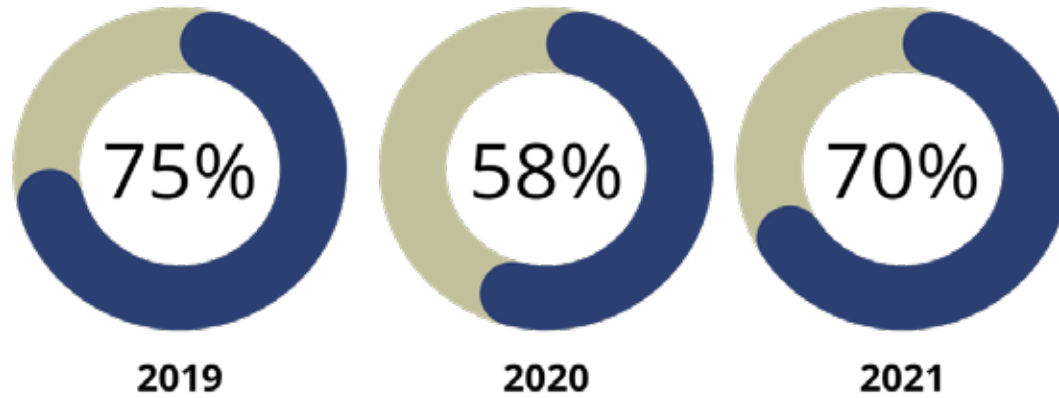
Net Assets Billion AED



Total Cost Incurred in Million AED



Occupancy rate of all properties of Eshraq:



Average occupancy rate (%) by Year:

Total Numbers of property owned



Eshraq Investments improves net profit by **67.25%**, returning to strong growth and profitability

Eshraq Investments returns to profitability and reports **Mn 10.26** AED of net profit as activities diversification pays off

Eshraq Investments posts net profit of **Mn 35.1** AED for the first nine months of **2021**, continuing its strong growth and profitability momentum

Eshraq Investments Marina Rise Development receives Building Completion Certificate.

Marina Rise Tower will be the first development executed by Eshraq Investments

Marina Rise development attracts strong leasing demand; expects full occupancy in

Q4.



Environmental Stewardship

A person's hands are shown holding a small, round globe covered in vibrant green moss. The background is a soft, out-of-focus bokeh of warm, golden light spots, suggesting an indoor setting with decorative lighting. The overall mood is one of care and environmental stewardship.

We continuously strive to strengthen Eshraq's sustainability programs in a valuable and impactful way. We aim at creating a culture of integrity to ensure ethical and responsible business conduct.

At Eshraq, we are committed to decreasing the consumption of fuel, electricity and water. However, in 2021 recovering from the COVID-19 pandemic the consumption of electricity has increased by approx 8%, whereas consumption of fuel and water has remained almost the same compared to previous. Eshraq is adopting a variety of actions to mitigate the consequences of climate change. In addition to this in past years, Eshraq is not utilizing any other form of non-renewable fuel.

We continue to appoint environment and Estidama consultants for all our new projects.

We comply with environmental and legal regulations and have been able to maintain a **zero-fault reputation**. We comply with all the federal and local environmental and sustainability regulations.

Our priority in 2021 was to optimise and upgrade our resources in all our projects and operations. The key focus was in, reducing the environmental footprint of our operations and supply chain.

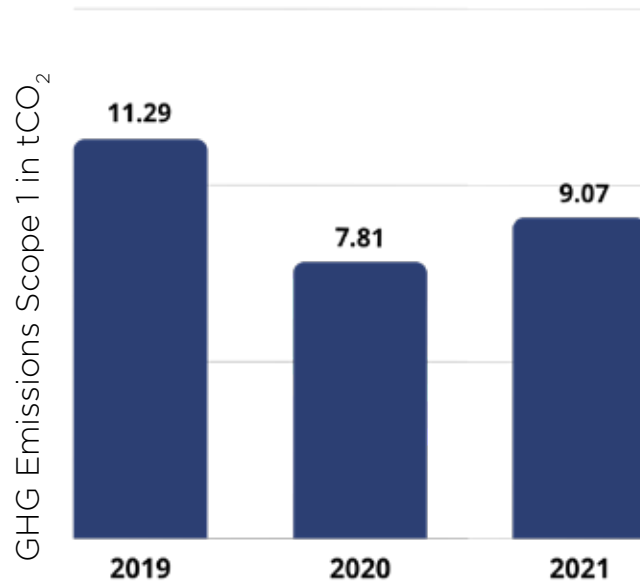
For this, we have been collaborating with our local communities to invest in projects that contribute to environmental stewardship and resiliency. We are committed to bringing our environmental saving protection actions to the forefront in our operations and value chain



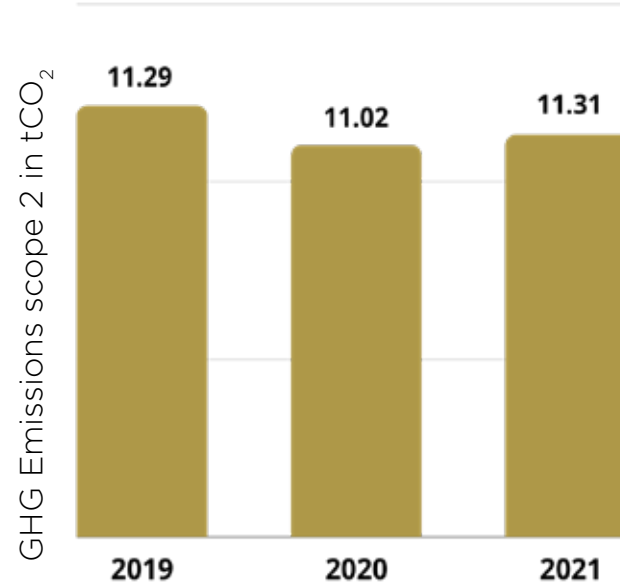
No impact at the sites adjacent to, protected areas and areas of high biodiversity value outside protected areas.

GHG CALCULATIONS

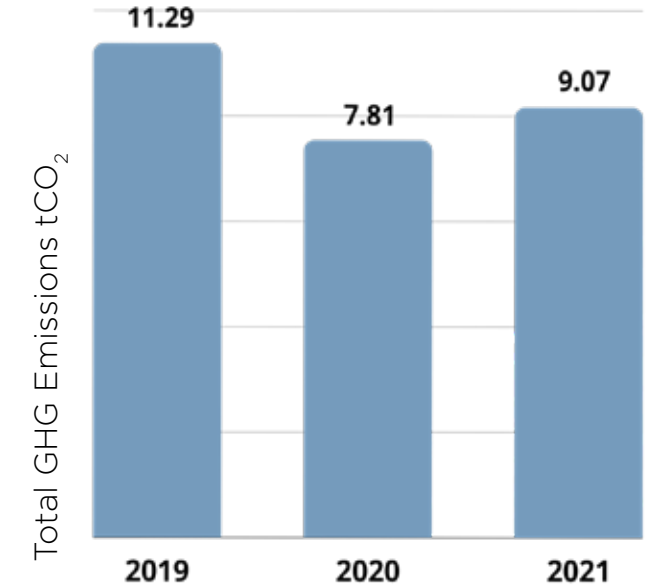
GHG Scope 1 Emissions
(Fuel Consumption)



GHG Scope 2 Emissions
(Electricity & Water Consumption)



Total GHG Emissions tCO₂



ENERGY CONSUMPTION AT ESHRAQ

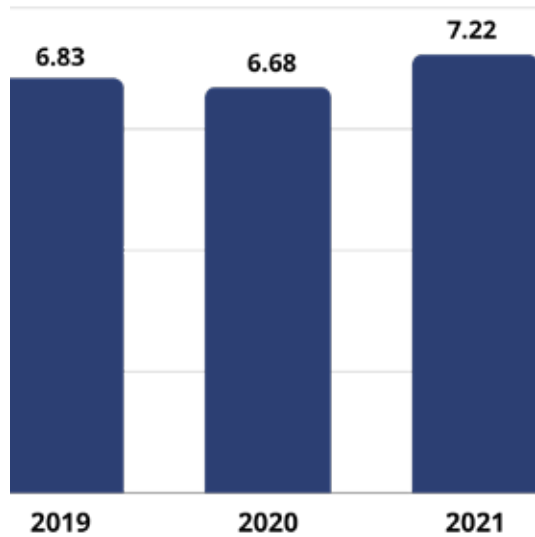
Here's a look at the energy consumption over the years:

Electricity Consumption increased by **8%** in **2021** as compared to 2020

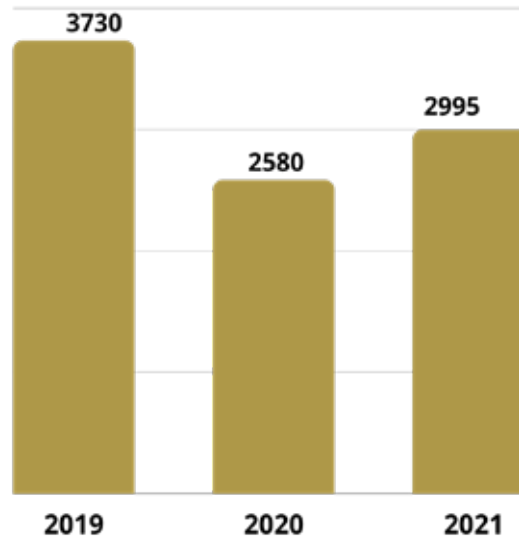
Fuel consumption reduced by **20%** in **2021** with the 2019 benchmark and has remained a constant trend for the year 2020 to 2021:

Water Consumption has been optimized and a decreasing trend is observed from 2019 to 2021, an overall **12%** reduction in water utilization is observed from the year **2019**. However, the water utilization has been almost the same in the year 2021, an increment of **0.06%** is observed.

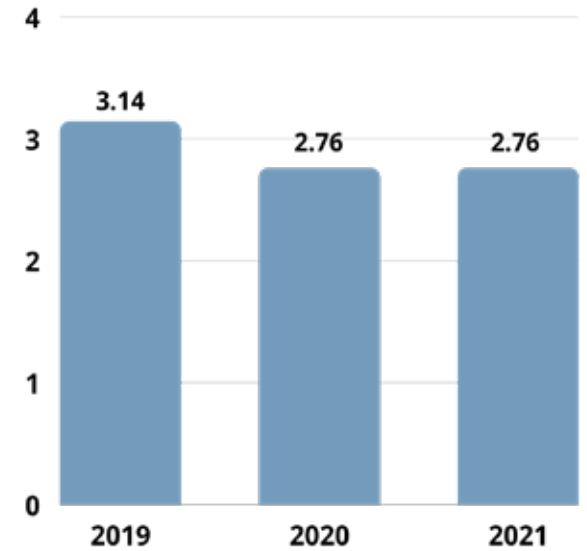
Electricity consumption in Megawatts



Fuel consumption in Liters



Water consumption in Megalitres



OUR 2021 GOALS:

Plan and manage our organic waste by in-house composting awareness and systems which save organic waste from going into landfills and reduce our Carbon Dioxide (CO₂) and Methane (CH₄) emissions.

Continue to reduce our paper consumption and take a step closer to the paperless transformation.

Monitor the use of our resources and set corporate targets on reducing GHG emissions and optimizing asset performance.



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FISHRAQ

Our People

Our successes, new initiatives, developments and growth are due to the hard work and dedication of our employees.

While they have given their best over the years, we have made it our priority to constantly empower our employees job performance and satisfaction.



Work Culture



Diversity



Fair Pay



Learning Environment

We have always created work environment that fosters employee engagement and overall development. We promote diversity in the workplace, pay fairly and recognise the success of our employees, encourage the employment of women, and provide an open learning environment for our employees to improve their skills and leadership quality.

We also ensure that management-level employees at Eshraq are aware of their environmental and social responsibilities. These initiatives help build our stakeholders' trust in our company. We regularly evaluate our progress and how stakeholder input has impacted decision-making.

Our Male vs Female employees in the year 2021

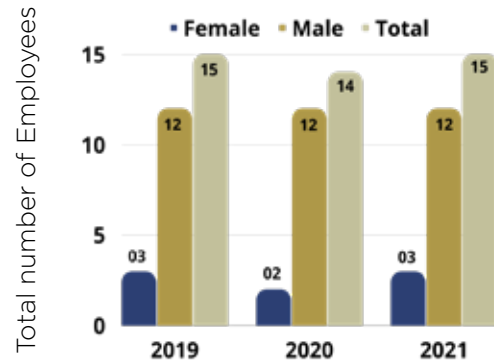


Male: 12



Female: 3

Total number of employees



ESHRAQ Gender Ratio 2019



ESHRAQ Gender Ratio 2020



ESHRAQ Gender Ratio 2021



7.51:1 Compensation Ratio, 2019



6.50:1 Compensation Ratio, 2020



7.36:1 Compensation Ratio, 2021

We would look at occupational health and safety management systems, work-related injuries and the average number of training hours per year per employee. We have a whistleblowing policy for gross misconduct.

We disclose compensation ratio in our regulatory filings
Our CEO Compensation Ratio is

7.36:01

Our Median male compensation to median female compensation is

1:0.0

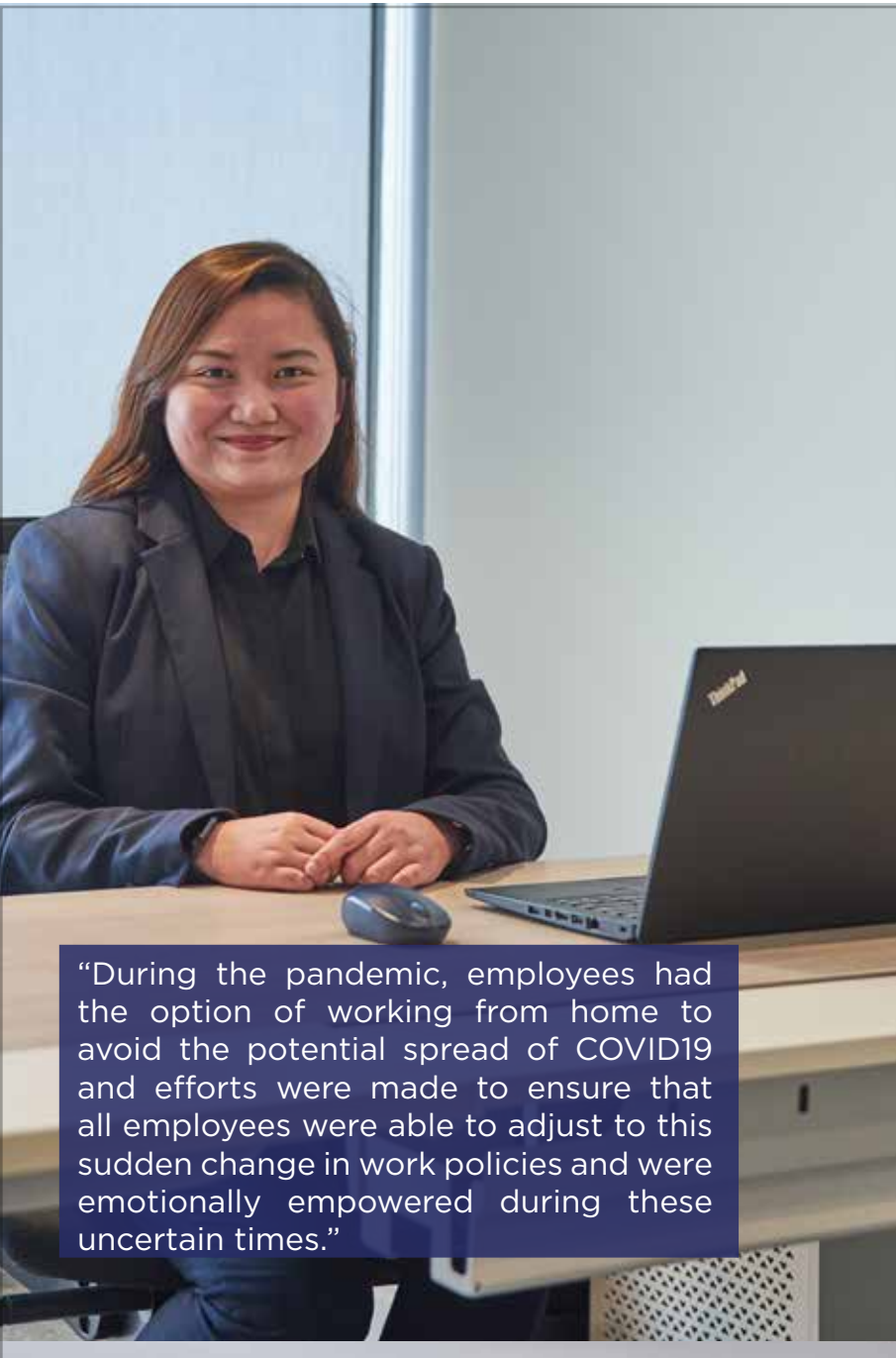
71%

of our total board seats are occupied by independent board members, complying the gender diversity in board, as per SCA regulations.

Our workforce is

100%

certified with our code of conduct.



“During the pandemic, employees had the option of working from home to avoid the potential spread of COVID19 and efforts were made to ensure that all employees were able to adjust to this sudden change in work policies and were emotionally empowered during these uncertain times.”



No incidents of non-compliance concerning the customer's health and safety impacts.



No complaints concerning breaches of customer privacy and losses of customer data.



Compliance with laws and regulations in the social and economic area.

OUR 2022 GOALS:

We will continue to prioritize the safety and well-being of our employees in the coming year to ensure they are adequately protected against the ongoing risks of the pandemic, and any other emergency of such nature.

Increase percentage of Emiratis employees within the organization.

Increase the percentage of women employees in the organization.

Formulate a Non-Discriminatory Policy in line with GRI and ADX ESG guidelines, as a part of our strategic goal for the year 2022.



Our Governance

We are committed to following a corporate governance framework that ensures the effective functioning of the Board of Directors. To this end, the Board of Directors is fully involved in the strategic development of the company's various policies.



Our Board and Management are involved in the strategic development of policies, CSR & ESG initiatives, and the resolution of sustainability & operational issues that we face in the business.

For their part, our committees are responsible for ensuring that the guidelines are properly followed under the constant supervision of the Compliance Officer.

To strengthen accountability we have a Nomination and Remuneration Committee that regularly evaluates the performance of Board members.

Corporate governance standards in Eshraq are naturally pursued in a manner consistent with the applicable federal laws, regulations, and codes.

Even though 2021 was a year full of challenges, Eshraq was able to overcome them. The Board remains committed to diversifying Eshraq's income generating assets. The focus remains on profitability and cash generation potential. In the last quarter of the year 2021, there were signs of recovery as the UAE is in the verge of winning its fight with the pandemic.

Our conflict management is effective because we have regular board meetings where board members have the opportunity to resolve any conflict through voting system.

We plan extensive measures to improve the collective knowledge of the highest governance body on economic, environmental and social issues.

We pride ourselves on protecting the privacy of our customers and preventing the loss of customer data by complying with laws and regulations in our operating markets.





MEETING
ROOM

Stakeholder Consultation and Materiality Analysis

Our stakeholders are the most important source of our motivation to create a sustainable environment.

We value them and recognise that regular interaction with them can help us get to know them better, ensuring that we focus on the important environmental, social and governance issues.

We must include their point of view in order to find the common goals.

As we develop our growth plan, we work with our stakeholders to identify what is most important to our business, and we value their opinions and feedback as we formulate our business strategies. We are grateful for their support, without which we would not have been able to achieve our current position as an industry leader.

We ensure that we gain a thorough understanding of internal controls, operations, key procedures, and other external factors that could impact the Group, and ensure that strict adherence to these controls is carried out effectively and regularly.

Our stakeholders vary from:



Tenants



Employees



Investors



Government authorities



Policymakers



Residents



Suppliers



Environmental advocates



HSE advocates

Moreover, we take a priority-based approach to stakeholder engagement. Stakeholder groups are identified according to their importance to our company and their ability to influence our decisions. In an effort to increase transparency and share information with these stakeholders, we are submitting this report.

This second ESG report, as well as any future reporting, will act as a performance indicator for our sustainability journey which started in 2020.

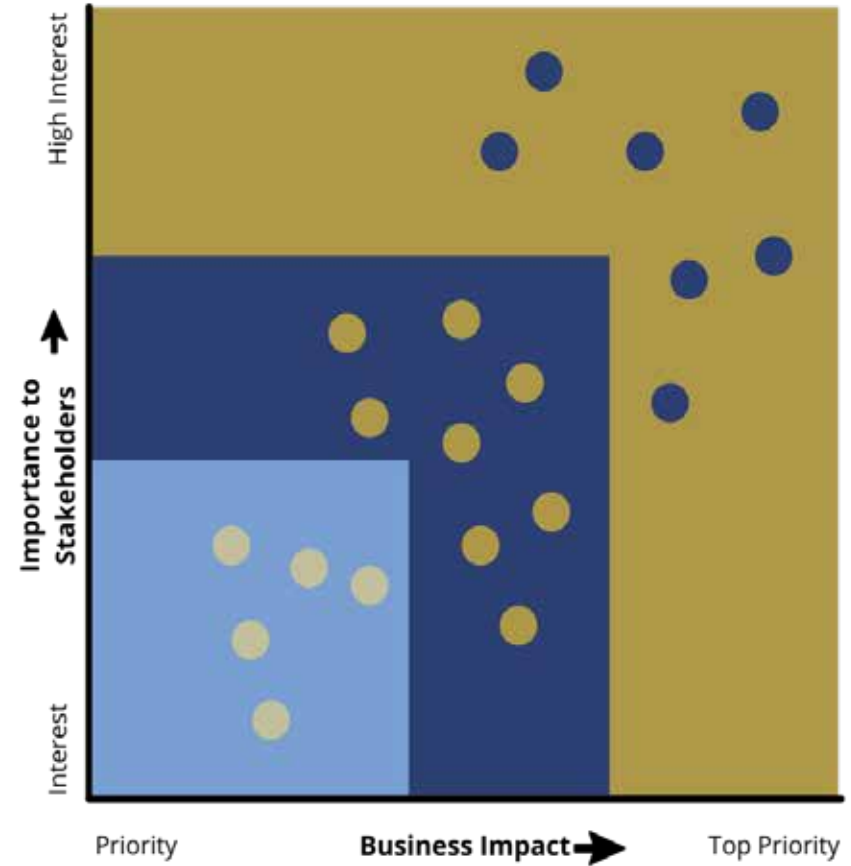
In addition to the environmental, social and governance responsibilities, we have a strict data protection policy and ensure that GDPR rules are complied with.

MATERIALITY ANALYSIS

Materiality analysis stands as a crucial tool for us to identify the most relevant and societal goals that align with Eshraq's vision and business strategy and to determine the content of our sustainability report.

The analysis is based on data-driven extensive stakeholder consultation. The data, internal and external, is the most important tool in analyzing this report. The data is based on current and former government norms, seeking opinions with stakeholders and reviewing our sustainability measures.

- GRI 301 - Material
- GRI 302 - Energy
- GRI 303 - Water
- GRI 305 - Emissions
- GRI 306 - Waste
- GRI 307 - Environmental Compliance
- GRI 403 - Occupational Health & Safety
- GRI 401 - Employment
- GRI 402 - Labor/ Management Relations
- GRI 406 - Non-discrimination
- GRI 412 - Human Rights
- GRI 416 - Customer Health and Safety
- GRI 419 - Socioeconomic Compliance
- GRI 205: Anti-corruption
- GRI 207: Tax
- GRI 304 - Biodiversity
- GRI - 405 Diversity and Equal Opportunity
- GRI 418 - Customer Privacy
- GRI - 201 Economic Performance
- GRI 203 - Indirect Economic Impacts





Internal and external stakeholders were contacted, and strategic insights were included. We selected the issues that have a major impact on Eshraq's economic, social, and environmental performance, as well as those that may have a long-term impact on stakeholder perceptions and decisions, using this matrix.

Eshraq gives due importance to the plans and commitments that were made to the customers and to the stakeholders. The placement of issues on the materiality matrix clearly indicates a significant level of agreement between the opinions of internal and external stakeholders, which were obtained separately, as expected and desired.

The materiality matrix also reflects our attempts to develop and strengthen our external and internal stakeholder engagement approach. The main subjects of focus remain to be economic, social and environmental concerns that are crucial for us to build a sustainable, strong and long-term empire.

QUESTIONNAIRE DISTRIBUTION:

Conducting an in-depth examination of the sector, reporting guidelines, peer evaluations, and assessing our ability to influence the UAE's Sustainable Development Goals.



DEFINING TOPICS:

Each topic has a clear description as well as a scoring method.



PRIORITISATION OF ISSUES:

Stakeholder consultation was carried out with different stakeholder groups to assess their perspectives on the relevance and priority of issues in their interactions with Eshraq.










ALIGNMENT OF NATIONAL & INTERNATIONAL PLANS AND COMMITMENTS:

The process findings were validated to verify that we understand what matters most to our stakeholders and how it matches with our prioritisation of material concerns in order to generate value today, in the medium, and in the long run-in alignment with our corporate, national and global vision.








APPENDIX ADX ESG INDEX


METRIC	CALCULATION	GRI STANDARD	SDG	PAGE NO.
ENVIRONMENT				
E1. GHG Emissions	E1.1) Total amount in CO2 equivalents, for Scope 1	GRI 305: Emissions 2016		Page 19
	E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)			
	E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)			
E2. Emissions Intensity	E2.1) Total GHG emissions per output scaling factor	GRI 305: Emissions 2016		We are working to provide these details in the next report.
	E2.2) Total non-GHG emissions per output scaling factor			
E3. Energy Usage	E3.1) Total amount of energy directly consumed	GRI 302: Energy 2016		Page 20
	E3.2) Total amount of energy indirectly consumed			
E4. Energy Intensity	Total direct energy usage per output scaling factor	GRI 302: Energy 2016		We are working to provide these details in the next report.

E5. Energy Mix	Percentage: Energy usage by generation type	GRI 302: Emissions 2016		We do not have direct control of energy usage mix. Primary energy is sourced through national grid.
E6. Water Usage	E6.1) Total amount of water consumed	GRI 303: Water and Effluents 2018		Page 20
	E6.2) Total amount of water reclaimed			
E7. Environmental Operations	E7.1) Does your company follow a formal Environmental Policy? Yes/No	GRI 103: Management Approach 2016		No, we are in consideration of developing the sustainability associated policies in the future.
	E7.2) Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No			
	E7.3) Does your company use a recognised energy management system?			
E8. Environmental Oversight	Does your Management Team oversee and/or manage sustainability issues? Yes/No	GRI 102: General Disclosures 2016		Page 28
E9. Environmental Oversight	Does your Board oversee and/or manage sustainability issues? Yes/No	GRI 102: General Disclosures 2016		Page 28
E10. Climate Risk Mitigation	Total amount invested, annually, in climate-related infrastructure, resilience, and product development			Page 10

SOCIAL				
S1. CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median FTE total compensation	GRI 102: General Disclosures 2016		Page 24
	S1.2) Does your company report this metric in regulatory filings? Yes/No			
S2. Gender Pay Ratio	Ratio: Median male compensation to median female compensation	GRI 405: Diversity and Equal Opportunity 2016		Page 24
S3. Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees	GRI 401: Employment 2016		Page 24
	S3.2) Percentage: Year-over-year change for part-time employees			No Part Time Employees
	S3.3) Percentage: Year-over-year change for contractors/consultants			Data currently unavailable; we are working to provide requisite details in the next report.
S4. Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women	GRI 102: General Disclosures 2016		Page 23
	S4.2) Percentage: Entry- and midlevel positions held by men and women	GRI 405: Diversity and Equal Opportunity 2016		Data currently unavailable; we are working to provide requisite details in the next report.
	S4.3) Percentage: Senior- and executive-level positions held by men and women			Data currently unavailable; we are working to provide requisite details in the next report.

S5. Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees	GRI 102: General Disclosures 2016		No Part Time Employees
	S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants			Data currently unavailable; we are working to provide requisite details in the next report.
S6. Non-Discrimination	Does your company follow a non-discrimination policy? Yes/No	GRI 103: Management Approach 2016*		Yes
S7. Injury Rate	Percentage: Frequency of injury events relative to total workforce time	GRI 403: Occupational Health and Safety 2018		No reported injuries
S8. Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy? Yes/No	GRI 103: Management Approach 2016*		No. We adhere to local health and safety policy requirements. We ensure that all of the employees have health insurance.
S9. Child & Forced Labour	S9.1) Does your company follow a child and/or forced labour policy? Yes/No	GRI 103: Management Approach 2016*		No
	S9.2) If yes, does your child and/or forced labour policy also cover suppliers and vendors? Yes/No			
S10. Human	S10.1) Does your company follow a human rights policy? Yes/No	GRI 103: Management Approach 2016*		No

S11. Nationalisation	Percentage of national employees			Data currently unavailable; we are working to provide requisite details in the next report.
S12. Community Investment	Amount invested in the community, as a percentage of company revenues.	GRI 413: Local Communities 2016		No amount invested. Potential work areas are being evaluated to be considered in future.
GOVERNANCE				
G1. Board Diversity	G1.1) Percentage: Total board seats occupied by men and women G1.2) Percentage: Committee chairs occupied by men and women	GRI 405: Diversity and Equal Opportunity 2016		Data currently unavailable; we are working to provide requisite details in the next report.
G2. Board Independence	G2.1) Does company prohibit CEO from serving as Board chair? Yes/No			No
	G2.2) Percentage: Total Board seats occupied by independent board members			Page 24
G3. Incentivised Pay	Are executives formally incentivised to perform on sustainability?			We are planning on incentivising our employees in the coming years on sustainability parameters.
G4. Supplier Code of Conduct	G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No			Yes, Page 10
	G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?			Page 10

G5. Ethics & Prevention of Corruption	G5.1) Does your company follow an Ethics and/or Prevention of Corruption policy? Yes/No	GRI 102: General Disclosures 2016		Yes, Page 10
	G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?			Page 10
G6. Data Privacy	G6.1) Does your company follow a Data Privacy policy? Yes/No	GRI 103: Management Approach 2016*		Yes, Page 31
	G6.2) Has your company taken steps to comply with GDPR rules? Yes/No			Yes, Page 31
G7. Sustainability Reporting	Does your company publish a sustainability report? Yes/No			Yes, This is our second ESG report.
G8. Disclosure Practices	G8.1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No			Yes, this is the second ESG report. We will be considering more information in future for necessary disclosures.
	G8.2) Does your company focus on specific UN Sustainable Development?			No, we will be considering in next report for necessary disclosures.
	G8.3) Does your company set targets and report progress on the UN SDGs? Yes/No			No, We will be considering in next report for necessary disclosures.
G9. External Assurance	Are your sustainability disclosures assured or validated by a third-party audit firm? Yes/No	*GRI 103: Management Approach 2016 is to be used in combination with the topic specific Standards		No, we chose to have internal assurance this year since it is our first year of reporting.



**“Our responsibility
to People and
Planet is imperative,
resonating a long-
lasting Sustainable
Development”**

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