



روابي الإمارات
EMIRATES RAWABI



The UAE's
Premier Integrated
Agri Food Group

ESG REPORT

2025

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From Farm to Future:
*Our Path to Sustainable
Nourishment*

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ABOUT THE REPORT

Emirates Rawabi is a leading UAE-based agribusiness group, supporting national food security and delivering high-quality nutritional products to the nation.

Headquartered in Dubai, the company operates across the entire food value chain allowing us to maintain the highest standards of quality, traceability and safety across all our products. The Report covers the reporting period from January 1st, 2025, to 31st December 2025.

This report is prepared with reference to the Global Reporting Initiative (GRI) Standards, ensuring consistency, transparency, and alignment with the global sustainability priorities.

To strengthen the reliability and transparency of the disclosed information, this Report has been subject to an independent limited assurance review by RA Global. The corresponding assurance statement is provided at the end of this report on page 88.

For any questions regarding the content of this report or the reported information please contact

(erss@emiratesrawabi.ae)

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The Report is developed with reference to the Global Reporting Initiative (GRI) Standards.



Reporting Principles

 Accuracy

 Balance

 Clarity

 Comparability

 Completeness

 Sustainability Context

 Timeliness

 Verifiability

ALIGNMENT WITH STANDARDS AND FRAMEWORKS

This report has been prepared in alignment with the Global Reporting Initiative (GRI) Standards, ensuring a structured, transparent, and comparable approach to sustainability disclosure.

Emirates Rawabi has undertaken a formal materiality assessment to identify and prioritize key environmental, social, and governance topics, and the report reflects disclosures against these material topics in line with relevant GRI Standards. The reporting approach is guided by core GRI principles, ensuring that the information presented is both reliable and decision-useful for stakeholders.

In addition, Emirates Rawabi has aligned its emission accounting with the GHG Protocol Corporate Standard. Emissions have been estimated using an operational control approach and include Scope 1, Scope 2, and selected Scope 3 categories. The calculations are based on internationally recognised emission factors, including DEFRA for fuel-related emissions and DEWA grid factors for purchased electricity.

The inventory includes carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O), expressed in CO₂ equivalent (tCO₂e), ensuring consistency with global best practices. This approach supports robust monitoring of emissions performance and provides a credible foundation for future climate-related target setting and disclosures.

This report also demonstrates our alignment with the United Nations Sustainable Development Goals (UN SDGs). By mapping our ESG performance against these global benchmarks, we ensure that our efforts in water stewardship, clean energy, decarbonisation, and food security contribute directly to a sustainable and resilient future for all.



COMMITMENT TO THE UN SDGs

This report also highlights Emirates Rawabi’s commitment to the United Nations Sustainable Development Goals (UN SDGs), reflecting the broader contribution to sustainable development. Through its environmental, social, and governance initiatives, Emirates Rawabi supports global priorities related to responsible resource management, economic growth, and community well-being, demonstrating an integrated approach to creating long-term value for both society and the environment.

SDG 3 Good Health and Well-being

Emirates Rawabi promotes health and well-being through a dual focus on product quality and employee welfare. Its commitment to food safety, nutritional value, and quality assurance supports consumer health, while comprehensive employee benefits, occupational health and safety systems, and a strong safety culture contribute to the well-being of its workforce.

SDG 7 Affordable and clean energy

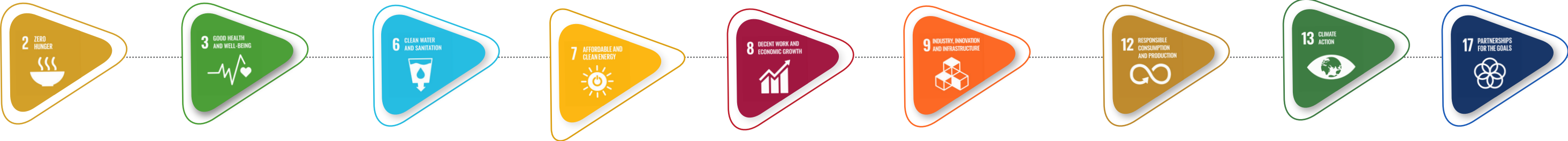
We have taken measurable steps to integrate renewable energy into our operations, including solar power generation and the use of biogas produced from organic waste. These initiatives contribute to reducing reliance on conventional energy sources and support the transition towards cleaner energy within our operational footprint.

SDG 9 Industry, Innovation, and Infrastructure

Emirates Rawabi continues to invest in modern infrastructure and innovation across its value chain, including integrated production systems and digital platforms such as ERP implementation. Its advancements in circular agriculture practices, including feed optimization and waste-to-energy solutions, demonstrate a commitment to sustainable industrial development.

SDG 13 Climate Action

Through the measurement and management of its greenhouse gas emissions in line with international standards, Emirates Rawabi is actively addressing its climate impact. The adoption of renewable energy, emissions reduction initiatives, and recognition of climate-related risks within its governance framework demonstrate its commitment to climate action.



SDG 2 Zero Hunger

Emirates Rawabi contributes directly to food security in the UAE through its integrated agri-food operations, producing high-quality dairy, poultry, and nutritional products. Its vertically integrated value chain ensures consistent supply, quality control, and accessibility of essential food products, supporting national priorities around food availability and resilience.

SDG 6 Clean Water and Sanitation

Operating in a water-scarce region, Emirates Rawabi demonstrates a responsible approach to water management through monitoring of water withdrawal, consumption, and discharge. We have implemented wastewater treatment and reuse practices, ensuring compliance with regulatory standards while striving to optimise water efficiency across its operations.

SDG 8 Decent Work and Economic Growth

Emirates Rawabi supports economic growth by generating employment, investing in employee development, and contributing to the broader economy through wages, procurement, and government payments.

SDG 12: Responsible Consumption and Production

Emirates Rawabi promotes responsible production through efficient resource utilisation, waste management, and sustainable procurement practices. Its efforts in recycling, composting, and reducing landfill dependency, alongside strong local sourcing practices, reflect a commitment to minimising environmental impact and supporting sustainable consumption patterns.

SDG 17: Partnerships for the Goals

Emirates Rawabi works collaboratively with suppliers, regulators, industry bodies, and local communities to advance its sustainability objectives. Through stakeholder engagement, responsible sourcing practices, and participation in industry initiatives, we contribute to building partnerships that support broader sustainable development goals.

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Sustainability is not a separate agenda for us. It is embedded in the way we operate, from farm to consumer.



MESSAGE FROM THE CHAIRMAN

At Emirates Rawabi, our journey has always been guided by a simple purpose. We exist to nourish communities while building a business that is responsible, resilient, and future-ready. From our beginnings in the heart of the UAE to becoming a trusted household name serving over one million customers every day, our growth has been shaped by innovation, care, and a deep sense of responsibility towards society and the environment.

As we continue to evolve, we are strengthening our commitment to integrating Environmental, Social, and Governance principles across every aspect of our business.

Our environmental journey is driven by innovation and accountability. We have taken significant steps to reduce our environmental footprint through renewable energy, efficient water management, and responsible waste practices. Our biogas power plant, the first of its kind in the GCC, converts organic waste into clean energy and reduces greenhouse gas emissions.

Alongside this, our solar power

initiatives help reduce energy use across our operations. These efforts are complemented by advanced water recycling systems that ensure every drop is valued in our desert environment.

We also recognise the importance of working in harmony with nature. Over 20 per cent of our farm is dedicated to green spaces, supporting biodiversity, enhancing animal welfare, and contributing to carbon reduction.

Equally important is our commitment to people. Our employees are at the heart of our success, and we continue to invest in their well-being, development, and safety. We are proud to foster a workplace built on respect, inclusion, and opportunity. Beyond our organisation, we actively engage with communities, promoting awareness and encouraging responsible choices that contribute to a healthier future.

Our contribution to the economy remains strong. Through our operations, we create value that supports employees, suppliers, and government entities across the UAE. With a strong focus on local sourcing, we continue to strengthen domestic supply chains and contribute to national economic

growth. Governance forms the foundation of everything we do. We are committed to transparency, ethical conduct, and robust risk management practices that ensure accountability and build trust with our stakeholders. Our governance framework enables us to respond effectively to emerging challenges while staying aligned with global best practices.

As we look ahead, we remain focused on advancing our ESG journey. We will continue to invest in clean energy, enhance resource efficiency, and build a more responsible supply chain. At the same time, we will continue to innovate, because innovation has always been at the core of who we are.

I want to thank our employees, partners, customers, and stakeholders for their continued trust and support. Together, we will continue to build a sustainable future and deliver value that goes beyond our business.

**H.E Mohamed Ali
Binzayed AlFalasi**

Chairman

MESSAGE FROM THE GROUP CEO

At Emirates Rawabi Group, ESG is embedded in the way we operate, integrate, and scale our business. Over the past year, we have made significant progress in advancing a fully integrated operating model across dairy, poultry, and feed.

From farm to processing to distribution, our focus has been on building end-to-end alignment across the value chain, improving efficiency, strengthening quality control, and ensuring consistency in supply.

This level of integration is fundamental to both operational resilience and long-term sustainability. With production capacities reaching up to 400,000 liters of milk per day and 58,000 birds per day in poultry, our priority remains on improving utilization, enhancing yield, and aligning production closely with market demand, while maintaining the highest standards of food safety and quality.

A key milestone in this journey is the development of our KEZAD dairy platform, which will significantly enhance local production capacity and play a critical role in supporting the UAE's food security agenda. Sustainability is a core driver of how we operate.

We have taken tangible steps to integrate renewable energy solutions across our businesses, including the expansion of solar energy usage to power key operations.

In parallel, Al Rawabi continues to operate one of the few biogas facilities in the region, converting farm waste into energy, reducing environmental impact, and improving resource efficiency across the dairy value chain.

These initiatives are not standalone. They are part of a broader effort to optimize resource utilization, reduce waste, and enhance cost efficiency across the Group, reinforcing both environmental responsibility and commercial performance. At the same time, we have

strengthened our governance framework, with a clear focus on structured decision-making, accountability, and transparency.

The transition to a unified ERP platform marks a significant step forward in enhancing control, reporting accuracy, and real-time visibility across all business units. As a national food producer, our responsibility extends beyond operations. We are committed to serving the UAE with reliable, high-quality, locally produced food, while contributing to a more resilient and sustainable food ecosystem.

Looking ahead, our focus remains on disciplined growth, deeper integration, and building a future-ready organization that delivers sustainable value to our stakeholders and the nation.

Mr. Mazen Al Refae

Group CEO

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As we scale, our focus is on reducing import dependency while ensuring a consistent, high-quality supply of locally produced food.



ESG HIGHLIGHTS

Environment

2,481 MWh
Renewable solar energy
generated annually

1,481 tCO₂e
Emissions avoided through
on-site renewable energy
initiatives

88%
Hazardous waste recycled
across operations

4.87 million kg
Waste diverted from
landfill

1,383 MWh
Renewable energy
generated from biogas

Social

323
New permanent
employees onboarded

56 female
Employees across the
workforce

6,000
Training hours delivered
across leadership, technical,
and safety programs

100%
Health and insurance
coverage for full-time
employees

Governance

ESG
Committee was
established and
operationalised

29% female
Representation at the
board level

AED **0.16** billion
Gross profit

90.2%
Local suppliers

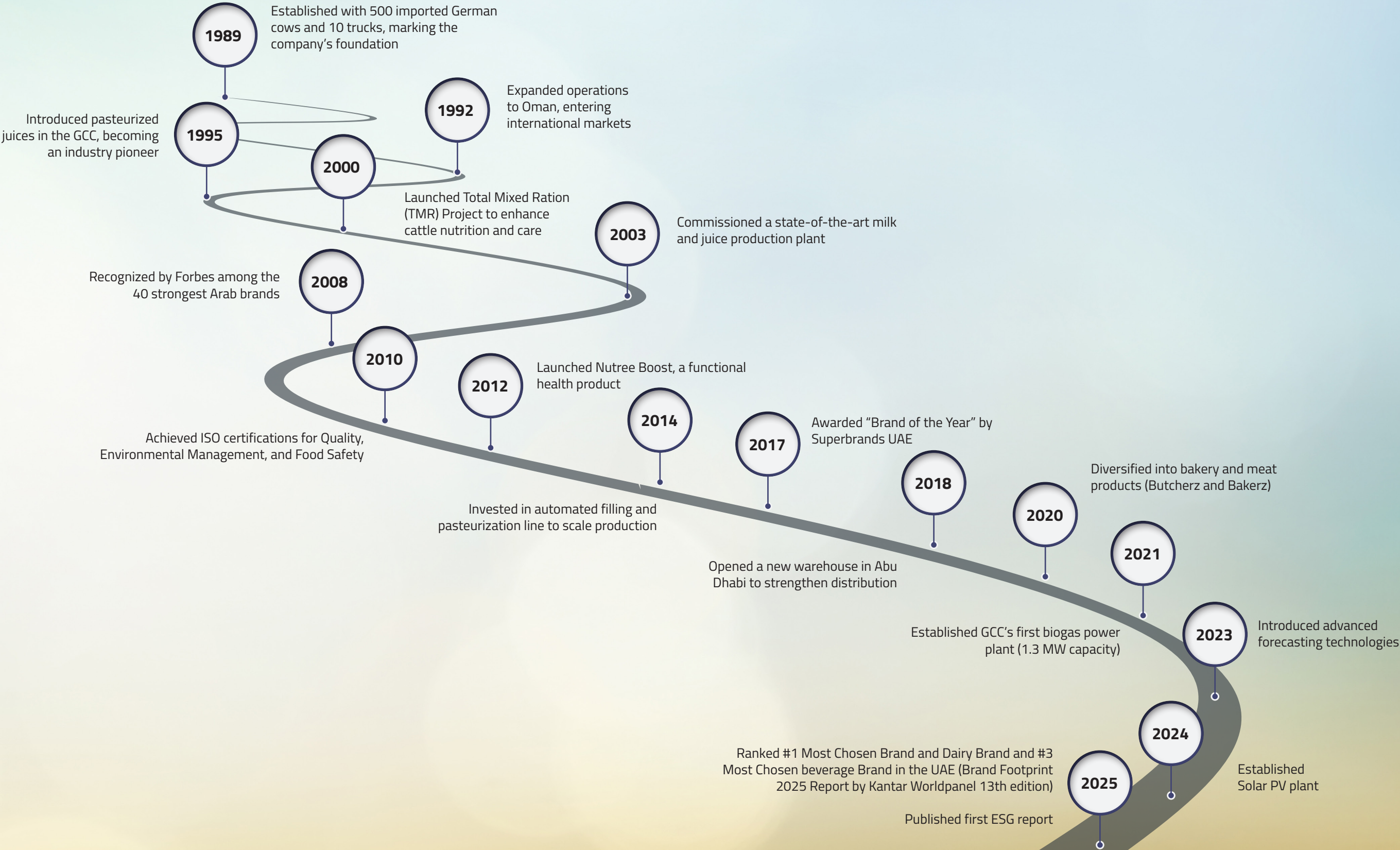
962
Local suppliers engaged



About Emirates Rawabi



YEAR-WISE MILESTONES





WHO WE ARE

Emirates Rawabi is one of the UAE's leading integrated agribusiness groups, dedicated to ensuring food security and providing high-quality nutritional products to the nation.

Operating as a Public Joint Stock Company (PJSC), we are a key driver in the food sector, combining decades of operational expertise with a comprehensive approach to sustainability. Headquartered in Dubai, our operations span the entire food production value chain, from farm to table, allowing us to maintain the highest standards of quality, safety, and traceability across all our products.

Our Foundation and Growth

Emirates Rawabi was founded in 2000 following the strategic merger of two pioneering UAE companies, Al Rawabi Dairy Company and Emirates Modern Poultry Company. This union brought together dairy expertise and poultry production leadership under one umbrella, creating a powerful force in the local food industry. Shortly after the merger, Green Fields for Feed Industries was established to complete the vertical integration, ensuring that our livestock received the highest quality nutrition.

This foundational structure remains our strength today, comprising our three core specialized companies:



Rawabi Dairy



Emirates National Food

Formerly Emirates Modern Poultry



Green Fields



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UAE's leading
integrated
agribusiness group

Our Mission



Driven by excellence, innovation, and accountability, we honour our heritage, champion sustainability, and strengthen GCC food security.

"To nourish communities with trusted, high-quality food and beverages that create lasting value and pride in a home-grown brand."

Our Vision



Emirates Rawabi is a Dubai-born brand transforming 36 years of tradition into a modern, resilient, and profitable food enterprise.

"To lead the UAE's food and beverage industry through quality, innovation, and efficiency, building a trusted and enduring regional champion."

Our Values



Our operations and decisions are guided by a set of fundamental principles :

Excellence

Excellence in every step. We set the standard in quality, performance, and accountability.

Commitment

Commitment with people who make the difference. Our people determination and pride drive progress and lasting impact.

Transparency. Integrity. Respect.

The foundation of our legacy and the path to our future.

Our Commitment to Sustainability



At Emirates Rawabi, sustainability is not merely an initiative; it is the foundation of our business strategy and operational model. We are committed to creating long-term value by balancing environmental stewardship, social responsibility, and strong governance across every aspect of our organization.

We lead the way in environmental innovation, operating a circular model that integrates biogas generation, solar energy, and advanced water treatment to minimize our ecological footprint and enhance resource efficiency. Beyond the environment, we place people at the heart of our business. We are dedicated to the well-being and development of our employees, fostering a safe, inclusive, and empowering workplace. We also actively contribute to the communities we serve, supporting local farmers, promoting national employment (Emiratization), and ensuring that nutritious food is accessible to all.

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Our approach is underpinned by the highest standards of corporate governance. We operate with transparency, integrity, and accountability, guided by a robust framework that ensures ethical decision-making, regulatory compliance, and sustainable value creation for our shareholders and stakeholders alike.

Together, these Environmental, Social, and Governance (ESG) pillars form the bedrock of our commitment to building a resilient and responsible business for generations to come.



AL RAWABI

A Legacy of Freshness, Quality & Sustainable Progress

Al Rawabi is a proudly Emirati dairy and juice company rooted in the heritage of the United Arab Emirates and recognized as one of the nation’s leading food producers.

Established in 1989 in the heart of Dubai’s Al Khawaneej desert, Al Rawabi began its journey on a modest farm with just 500 imported cows and a bold vision to lead the market in fresh dairy and juice products.

Today, Al Rawabi has transformed that vision into reality, operating a state-of-the-art dairy facility that houses over 14,000 cattle and runs around the clock to serve consumers across the UAE and Oman. Over more than 35 years of continuous growth, innovation has been at the core of Al Rawabi’s success, from introducing plastic milk bottles to the UAE in 1991 to bringing fresh

juices to the GCC market in 1995, and now pioneering sustainability solutions that align with national and global environmental goals.

More than just a brand, Al Rawabi represents a promise of quality, health, care, and community commitment, delivering nutritious products to families while advancing responsible production practices and environmental stewardship. Al Rawabi’s product portfolio reflects its commitment to delivering fresh, nutritious, and delicious food and beverage options that cater to diverse consumer needs while supporting healthier lifestyles.

As a leading UAE-based dairy and juice company, Al Rawabi offers an extensive range of products that bring farm-fresh goodness from its facilities to tables across the UAE and beyond.



Al Rawabi Products

Al Rawabi’s product range spans multiple essential food categories, each developed with quality, freshness, and nutrition as guiding priorities:

Fresh & Long-Life Milk

A variety of milks including full cream, low-fat, skimmed, flavored (e.g., chocolate, strawberry), super milk, and specialty options such as date milk, all available in multiple pack sizes to suit everyday consumption.

Laban & Cream

Traditional laban and dairy creams designed to support balanced diets and offer versatile culinary uses, from breakfast to cooking.

Yoghurt & Labneh

A broad selection of creamy, probiotic-rich yoghurts and labneh, including Greek yoghurt and fruit-flavored options, catering to both nutrition and taste preferences.

Juices & Beverages

Fresh fruit juices in various flavours and formats, designed to refresh and energize consumers of all ages.

Butcherz & Bakerz

Complementary product lines that include premium meats and baked goods, expanding Al Rawabi’s nutrition portfolio beyond dairy and juices to address broader consumption occasions.

Cheese Products

A range of cheese offerings such as triangle cheese slices, shredded mozzarella, cream cheese spreads, and other processed and specialty cheeses that fit everyday meals and entertainment occasions.

Commitment to Nutrition & Innovation

Al Rawabi continues to innovate within its product range, ensuring offerings remain aligned with evolving consumer preferences for healthier, high-quality food. Whether it’s fortification with vitamins and minerals, lower-fat formulations, or new flavours, the company’s product strategy supports both well-being and enjoyment.



EMIRATES NATIONAL FOOD (ENF)

ENF produces premium poultry and value-added food products in the UAE and has built a legacy of excellence by combining traditional quality with modern innovation to meet the evolving needs of consumers, retailers, and foodservice partners.

Located 40 kilometres from Dubai, our Al Rawdah farms cover a sprawling 538 hectares with a processing capacity of over 45,000 birds daily. Al Rawdah is currently the largest producer of 100% natural fed fresh chickens and high-quality processed meat products in the UAE.

Established in 1994, ENF’s strength lies in its fully integrated poultry production model, controlling every step of the supply chain from hatcheries to processing and distribution. This vertical integration ensures the highest standards of quality, traceability, and food safety across the entire portfolio. Our diverse product range includes:





Fresh Chicken

Whole chicken and chicken parts, sourced from high-standard farms ensuring hormone-free and antibiotic-free poultry.



Processed Chicken

A variety of value-added products including chicken nuggets, burgers, sausages, mortadella, and smoked chicken, catering to modern consumer lifestyles .



Specialty Eggs

Organic free-range eggs and DHA Omega-3 enriched eggs for health-conscious consumers .



Sub-brands

Our trusted family of brands includes Al Rawdah, Al Salwa, Chef’s Choice, and Al Rawdah Tazaj, offering over 200 products ranging from fresh and chilled to frozen options.

With an annual production capacity exceeding 50,000 metric tons and a strong export presence reaching markets across the GCC, ENF has earned recognition as a leader in the regional poultry industry. Our commitment to quality is validated by multiple international certifications, including ISO 22000, HACCP, and Halal certification, ensuring that every product meets the rigorous standards our customers expect.

We are a certified zero-waste company, Al Rawdah demonstrates deep respect for the local environment. All waste is recycled responsibly, with wastewater undergoing advanced treatment before being repurposed for irrigating plants across the farm, creating a closed-loop system that minimizes environmental impact while maximizing resource efficiency.

ENF is committed to sustainability and continues to innovate developing new value-added products, expanding into new markets, and investing in advanced farming technology to enhance efficiency and sustainability.



GREEN FIELDS

Green Fields for Feed Industries represents the foundational pillar of the Emirates Rawabi integrated model, completing our vertical value chain by ensuring that the highest quality nutrition reaches our livestock from the very beginning.



Established in 2012 shortly after the group’s formation, Green Fields was created with a clear purpose, to produce specialized animal feed that meets the precise nutritional needs of our dairy and poultry operations, while upholding the strictest standards of quality and safety.

Operating one of the leading feed mills in Dubai, Green Fields manufactures substantial volumes of specialized and customer-designed finished poultry and dairy feed.

With a production capacity of 45 tons per hour, our facility utilizes advanced technology to formulate feeds that optimize animal health, productivity, and welfare.

Our products are marketed under the trusted Green Fields brand, serving not only our group companies but also contributing to the broader agricultural community.



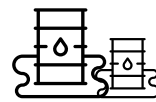
20,000 MT
Grain storage capacity



3,000 MT
Packaged raw materials storage



2,500 MT
Flat storage facilities



140 MT
Liquid tanks capacity



250 MT
Finished product storage

At Green Fields, sustainability is embedded in our operations. By producing feed locally, we reduce the carbon footprint associated with imported alternatives and ensure greater traceability and control over raw material quality.

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Our formulations are continuously refined to enhance feed efficiency, which directly contributes to reducing the environmental impact of livestock farming including lowering methane emissions and improving resource utilization across the value chain.

As the foundation of the Emirates Rawabi ecosystem, Green Fields plays a vital role in our circular approach to agriculture. By providing nutritious, sustainably produced feed, we support the health and productivity of the animals that ultimately nourish the nation, closing the loop between responsible farming and food security.



Governance and Ethical Business Practices



DOING BUSINESS THE RIGHT WAY

Governance drives how we operate and grow responsibly. It influences our decisions, enhances risk management, and supports meaningful stakeholder engagement.

Our governance framework is built on the principles of integrity, transparency, and accountability. These principles shape our operations and ensure that we remain aligned with regulatory requirements while delivering long-term value for our business and the communities we serve.



Leadership That Drives Accountability

Strong governance begins with strong leadership. Our Board of Directors provides strategic direction and oversight, ensuring that our business remains aligned with its vision and long-term goals.

The Board comprises nine members, including seven male and two female directors, bringing a diverse mix of experience and perspectives to decision-making.

Working closely with the leadership team, the Board oversees performance, reviews key risks, and guides decision-making across the organization. Environmental, Social, and Governance considerations are reviewed at the Board level as part of regular management reporting, ensuring that sustainability-related risks and opportunities are integrated into strategic discussions and business planning.

 H.E Mohamed Ali Binzayed AlFalasi, Chairman	 Mr. Abdulla Saif Salem AlShamsi, Vice Chairman and Managing Director	 Mrs. Amal Abdulla Ali AlSharhan, Member
 Mrs. Amna Ebrahim Alakraf AlSuwaidi, Member	 Mr. Abdulla Mohammed Abdulrahman Alashram, Member	 Mr. Abdulla Habib Mohammad AlMulla, Member
 Mr. Mohammad Abdulaziz Ebrahim Al Fares, Member	 Mr. Thamer Ahmed Abdulla AlSaleh, Member	 Mr. Shaker Fareed Abdulrahman Zainal, Member

Board Committees

To enable focused oversight and effective decision-making, the Board is supported by specialized committees that oversee key aspects of governance and performance.

Executive Committee

Provides strategic and operational oversight, supporting the execution of business plans and key initiatives.

Remuneration Committee

Oversees compensation structures, ensuring alignment with performance, fairness, and long-term organizational goals.

Audit Committee

Monitors financial reporting, internal controls, compliance, and risk management, ensuring transparency and accountability across the organization.



These committees play a critical role in strengthening governance by enabling detailed review and informed decision-making across key areas.

Guided by Ethics and Integrity

Integrity forms the foundation of the Emirates Rawabi governance framework, guiding how we conduct business and engage with stakeholders. Our Code of Conduct establishes clear expectations for employees and business partners, promoting behavior rooted in honesty, fairness, accountability, and professionalism.

These principles are embedded across our operations, ensuring that decisions are made responsibly and in alignment with our organizational values. We are committed to fostering a culture of trust and respect, where employees are empowered to act ethically and uphold the highest standards of business conduct.

Emirates Rawabi maintains a strict zero-tolerance approach to bribery, corruption, and any form of unethical conduct. This commitment is reinforced by well-defined

policies, internal controls, and compliance mechanisms that prevent, detect, and address potential violations. Regular communication and awareness initiatives ensure that employees understand their responsibilities and are equipped to make ethical decisions in their day-to-day roles.

In addition, the Company promotes transparency and accountability through structured reporting and escalation mechanisms, enabling concerns to be raised and addressed in a timely and confidential manner.

By embedding ethical practices into its governance systems and organizational culture, Emirates Rawabi continues to strengthen stakeholder confidence and uphold responsible business practices across its value chain.

Managing Risks, Protecting Value

In a dynamic and evolving business environment, effective risk management is essential to sustaining performance and protecting long-term value. We adopt a proactive, structured approach to identifying, assessing, and managing risks that may affect our operations, financial stability, or reputation.

Our risk management framework covers a broad spectrum of potential risks, including operational risks such as supply chain disruptions, product quality and food safety concerns, and equipment or logistics failures.

Financial risks, including cost volatility, liquidity constraints, and credit exposures, are continuously monitored to ensure business resilience. In addition, regulatory and compliance risks are managed through adherence to applicable laws and industry standards, particularly in areas such as food safety, environmental regulations, and labor practices.

We also recognize emerging risks related to climate change, resource availability, and shifting consumer preferences, which may influence demand patterns and operational costs. Reputational risks, including those arising from product quality, customer trust, or ethical conduct, are carefully managed through robust quality controls, transparent communication, and strong governance practices.

Our internal control systems play a critical role in this process by ensuring accuracy in financial reporting, safeguarding assets, and maintaining operational efficiency. These systems are supported by regular internal reviews and independent audits, which help identify gaps, strengthen controls, and enhance overall risk management effectiveness.

Through continuous monitoring, periodic assessments, and a culture of accountability, Emirates Rawabi effectively mitigates risks while actively pursuing opportunities for growth and improvement. This integrated approach enables the Company to remain resilient, agile, and well-positioned in a competitive, rapidly changing market landscape.

Board Effectiveness and Accountability

The Board's effectiveness is maintained through structured evaluation and reporting processes. Board performance is reviewed periodically as part of standard management reporting packs, ensuring that governance practices remain robust and aligned with organizational objectives.

The nomination and selection of Board members and committee representatives are carried out in accordance with applicable company laws, the Memorandum of Association, and recognized best practices. This ensures that the Board maintains the right balance of skills, experience, and independence.

Processes are also being strengthened to prevent and manage conflicts of interest. Oversight is provided by the Audit Committee and the Compliance function, ensuring that any potential conflicts are identified, disclosed, and appropriately mitigated.



Emirates Rawabi confirms that no incidents of non-compliance with regulations or voluntary codes concerning the health and safety impacts of its products and services were identified during the reporting period.

ESG Governance

Emirates Rawabi has established a robust ESG governance framework to ensure that sustainability considerations are effectively integrated into its strategic and operational decision-making. Central to this framework is a dedicated ESG and Sustainability Committee, which provides focused oversight and drives the implementation of the Company's sustainability agenda.

The ESG and Sustainability Committee reports directly to the group Chief Executive Officer (GCEO), enabling close alignment between ESG priorities and overall business strategy. The GCEO, in turn, regularly reports ESG performance, key initiatives, and emerging risks and opportunities to the Board, ensuring that sustainability remains a key focus at the highest level of governance.

The Committee is responsible for guiding the development and execution of ESG policies, frameworks, and targets across the organization. It works in close coordination with cross-functional teams to embed environmental, social, and governance considerations into core business processes.

This includes monitoring performance against defined KPIs, ensuring compliance with applicable regulations, and driving continuous improvement initiatives. Additionally, the ESG Committee plays a critical role in strengthening data governance, enhancing the accuracy and reliability of ESG disclosures, and aligning reporting practices with recognized standards and frameworks.



It also supports the identification and management of ESG-related risks, including those related to climate change, resource efficiency, workforce well-being, and business ethics. Through structured oversight, regular reviews, and clear reporting lines, Emirates Rawabi's ESG governance framework reinforces accountability, promotes transparency, and supports the Company's commitment to long-term sustainable value creation.



MATERIALITY ASSESSMENT

Purpose and Strategic Importance

Understanding what matters most to our stakeholders and to our business is central to Emirates Rawabi's sustainability approach.

Our materiality assessment provides a structured process for identifying and prioritizing the environmental, social, and governance topics most relevant to our operations, performance, and long-term growth.

The assessment captures the perspectives of key stakeholder groups, including investors, customers, employees, suppliers, regulators, and local communities, and evaluates how these expectations align with our strategic objectives. This process strengthens internal planning, supports risk management, and guides the allocation of resources toward areas that drive sustainable, responsible business growth.

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Material topics are those that significantly influence stakeholder decisions and have the potential to affect our operational stability, financial performance, and reputation.

They consider both the effects of our activities on society and the environment, as well as the risks and opportunities that sustainability-related developments may present to our business. By evaluating these dimensions together, Emirates Rawabi ensures that sustainability considerations are integrated into strategy, governance, and day-to-day operations.



Materiality Methodology

Our materiality assessment followed a structured and inclusive process combining industry benchmarks, stakeholder engagement, and internal governance oversight.



Topic Identification and Benchmarking

We began by developing a comprehensive inventory of potential ESG topics relevant to the dairy and food sector, informed by international standards, peer-reported materiality themes, and food industry guidance. Benchmarking against peers ensures that Emirates Rawabi's assessment reflects sector norms while also recognizing emerging priorities, such as sustainable packaging, water stewardship, animal welfare, and product quality, topics widely highlighted in global dairy and food & beverage sustainability reports.



Stakeholder Mapping

Recognizing that meaningful materiality begins with understanding stakeholder expectations, Emirates Rawabi undertook a structured stakeholder mapping exercise to identify key groups based on:



Level of influence on the business



Frequency of engagement

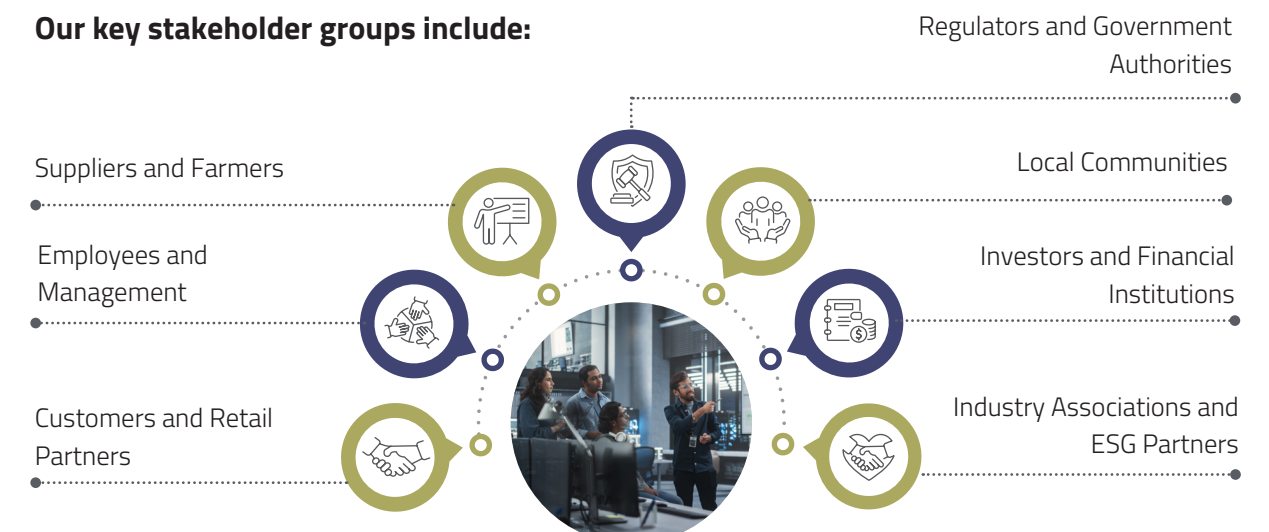


Degree of impact from business activities



Strategic importance to long-term success

Our key stakeholder groups include:



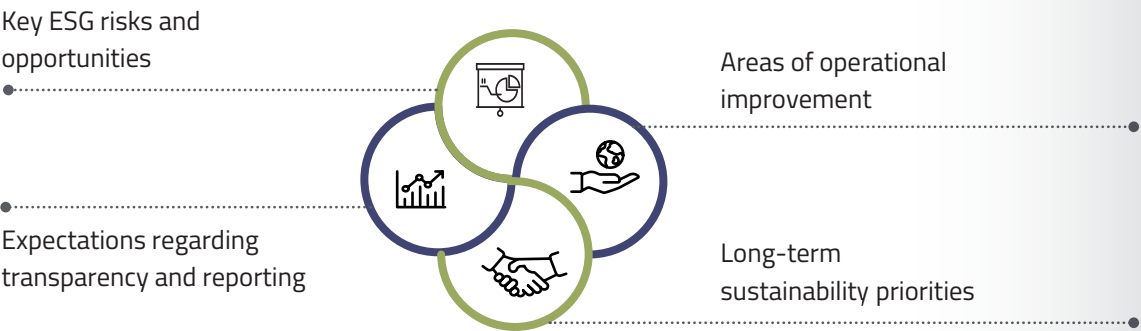
Each stakeholder group plays a distinct role in shaping Rawabi Dairy's sustainability priorities and performance expectations.



Stakeholder Engagement

Engaging with stakeholders is an essential component of our materiality assessment and overall ESG governance framework. Our engagement process is designed to ensure that stakeholder perspectives are reflected in strategic decision-making and operational improvements.

Engagement efforts focused on identifying:



Beyond consultation, Rawabi Dairy actively collaborates with stakeholders to address shared challenges and create mutual value. This includes:

-  Working with suppliers and farmers to strengthen responsible sourcing practices and enhance animal welfare standards
-  Engaging customers on sustainable packaging solutions and product innovation
-  Partnering with regulators to maintain compliance and align with national sustainability ambitions
-  Supporting community initiatives that promote food security and contribute to local economic development
-  Providing employees with training and capacity-building programs to cultivate a strong sustainability culture



The table below outlines our key stakeholder groups, engagement channels, and the outcomes of these interactions.

Stakeholder Engagement Overview

Stakeholder Group	Engagement Channels	Key Outcomes
Customers and Retail Partners	Customer satisfaction surveys, feedback platforms, business review meetings, and quality audits	Improved product quality controls, advancement of sustainable packaging initiatives, strengthened food safety systems, and product innovation aligned with consumer expectations
Employees and Management	Internal surveys, town halls, training programs, performance reviews, grievance mechanisms	Enhanced workplace safety practices, expanded training and development programs, improved employee engagement, and stronger sustainability awareness
Suppliers and Farmers	Supplier audits, farm visits, contract reviews, and sustainability workshops	Strengthened responsible sourcing standards, improved animal welfare practices, enhanced supply chain transparency, and long-term supplier collaboration
Regulators and Government Authorities	Regulatory reporting, compliance meetings, inspections, and industry consultations	Alignment with regulatory requirements, proactive compliance management, and support of national sustainability objectives
Investors and Financial Institutions	ESG disclosures, performance briefings, annual reporting, risk assessments	Greater transparency, improved ESG risk oversight, and stronger long-term value positioning
Local Communities	Community outreach programs, partnerships, CSR initiatives, and feedback channels	Support for food security initiatives, local employment opportunities, and positive social impact
Industry Associations and ESG Partners	Industry forums, sustainability working groups, and knowledge-sharing platforms	Adoption of best practices, improved benchmarking, and collaboration on sector-wide sustainability challenges



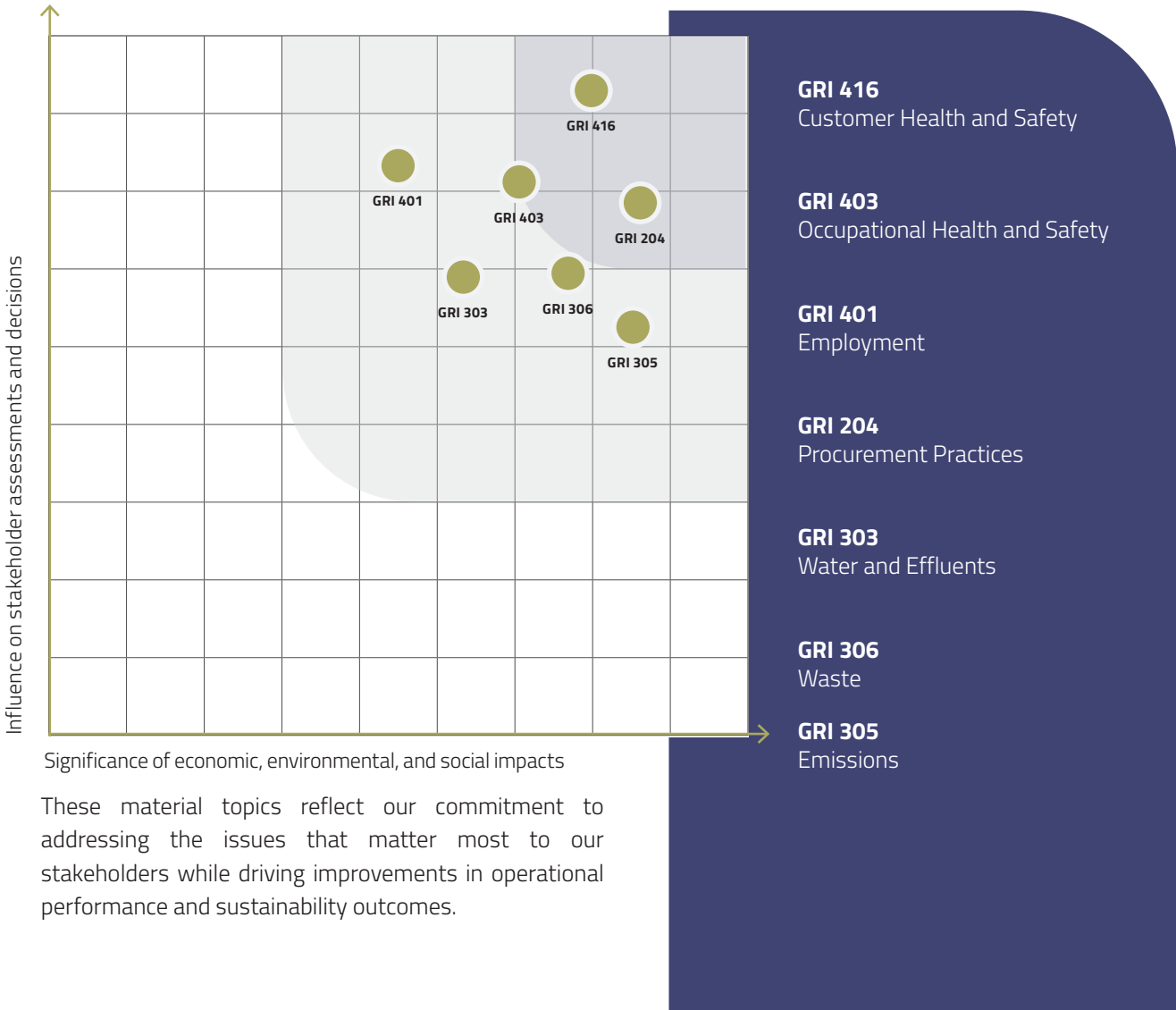
Prioritization and Validation

Each identified topic was evaluated based on its significance to Emirates Rawabi's business operations, long-term value creation, and stakeholder relevance. The assessment focused on understanding how ESG topics may influence business performance, risk exposure, regulatory compliance, and future growth. The outcomes of the assessment were reviewed and validated by senior management to ensure alignment with the Company's strategic objectives, risk management framework, and stakeholder expectations.

Material ESG Topics

The materiality process resulted in a set of priority topics most significant to Emirates Rawabi's stakeholders and its business success. These topics are reported throughout this ESG report and inform our sustainability goals, performance indicators, and long-term strategy. The table below shows the identified priority topics aligned with the relevant GRI Standards.

Topic	GRI Alignment
Customer Health and Safety	GRI 416 Customer Health and Safety
Health and Safety	GRI 403 Occupational Health and Safety
Employee Well-being	GRI 401 Employment
Sustainable Supply Chain	GRI 204 Procurement Practices
Water Management	GRI 303 Water and Effluents
Waste Management	GRI 306 Waste
GHG Emissions	GRI 305 Emissions



Integration and Application

The findings from the materiality assessment guide Rawabi Dairy's ESG strategy, including the selection of key performance indicators, target setting, risk and opportunity analysis, and stakeholder reporting.

Material topics serve as a foundation for our sustainability goals and are integrated into our governance frameworks, management processes, and annual performance reviews. Regular monitoring ensures that progress against material ESG issues is tracked and communicated transparently.

“ Our materiality assessment is not static; topics are reviewed periodically to capture shifts in stakeholder needs, regulatory changes, competitive pressures, and global sustainability trends. This dynamic process ensures that Rawabi Dairy remains proactive and responsive in its sustainability journey.



ESG STRATEGY

Emirates Rawabi is committed to embedding Environmental, Social, and Governance (ESG) principles across its operations to support sustainable growth and long-term value creation.

The company's ESG strategy is structured around three core pillars, Environment, Social, and Governance, ensuring a balanced and integrated approach to sustainability. The Environmental pillar focuses on minimizing environmental impact through efficient resource management, emissions reduction, and responsible waste management practices.

The Social pillar emphasizes employee well-being, health and safety, community engagement, and fostering a diverse and inclusive workforce. The Governance pillar promotes strong ethical conduct, regulatory compliance, transparency, and effective risk management across all operations.

To support the implementation of this strategy, Emirates Rawabi has established an ESG Committee comprising representatives from across its group companies and key functions, including Human Resources, Operations, Safety, Procurement, and Environment. This cross-functional structure ensures alignment, accountability, and effective integration of ESG priorities into business operations.

In 2025, the company conducted a baseline assessment to evaluate its current ESG performance and identify key focus areas. Based on this assessment, environmental and social performance targets have been developed. These targets are currently under review by senior management and will be disclosed in subsequent reports.





Sustained Economic Resilience



ECONOMIC VALUE CREATION

Creating Value That Flows Beyond Our Business

Every product we deliver, every operation we run, and every partnership we build contributes to something larger. It creates economic value that extends beyond our organization. At Emirates Rawabi, we believe in creating long-term economic value while contributing to the sustainable development of the UAE economy.

Our economic strategy focuses on operational efficiency, responsible growth, and value creation for stakeholders, including employees, suppliers, governments, and the wider community. Through prudent financial management and strategic investments, Emirates Rawabi continues to strengthen its market position while contributing to national economic priorities.

In 2025, our operations continued to generate strong economic value, reflecting both the scale of our business and the trust our customers place in us.

Economic Value Generated and Distributed



0.66 AED Billion
Revenue (economic value generated)



0.50 AED Billion
Direct Operating Cost



0.16 AED Billion
Economic value retained (gross profit)



Emirates Rawabi generated approximately AED 0.66 billion in revenue, creating value that flows across the wider economy and supports multiple stakeholders.

A significant portion is reinvested into operations, with AED 0.50 billion spent on operating costs, supporting suppliers, service providers, and partners across the value chain.

We also invested in our people, allocating AED 0.13 billion in wages and benefits to support livelihoods and enable employees to grow with the organization.

Our contribution extends to the nation through taxes, fees, and regulatory payments. In 2025, this amounted to AED 0.06 billion, supporting public infrastructure and services.

Emirates Rawabi retained AED 0.16 billion as economic value, enabling reinvestment into operations, innovation, and future growth, thereby supporting long-term business resilience.

Looking ahead, Emirates Rawabi remains committed to strengthening its role as a responsible contributor to the UAE's economic progress. By continuously enhancing operational efficiency, investing in people, and supporting local supply chains, the Company aims to create sustained and inclusive economic value.

“
As we grow, our focus will remain on ensuring that the value we generate continues to benefit not only our business but also the communities, partners, and stakeholders who are part of our journey.”

RESPONSIBLE PROCUREMENT

A Network That Powers Our Operations

Behind every product delivered by Emirates Rawabi is a vast and reliable network of suppliers, including farmers, manufacturers, logistics partners, and service providers, each playing a vital role in keeping our operations running smoothly.

Our procurement strategy is aligned with operational efficiency, cost optimization, and supply reliability, ensuring business continuity across our dairy and juice operations.

Emirates Rawabi adopts a responsible procurement approach that prioritizes sourcing high-quality goods and services, supports local suppliers, and fosters long-term partnerships. By promoting local sourcing, Emirates Rawabi contributes to the UAE's economic development and supports small and medium enterprises (SMEs).

A structured supplier onboarding process ensures that all partners are evaluated before engagement. This enables us to assess their capabilities, reliability, and alignment with our operational and ethical standards, ensuring consistent performance across the supply chain.

We also embed clear environmental, social, and governance expectations within our contractual agreements. All suppliers are required to comply with applicable labor laws and uphold internationally recognized human rights standards.

This includes a strict prohibition of child labor, forced

labor, and any form of modern slavery. We also expect our partners to provide safe and fair working conditions, ensuring dignity, equality, and respect for all workers across the value chain. In addition, Emirates Rawabi maintains a zero-tolerance policy towards unethical practices, including bribery and corruption.

Our supplier agreements reinforce the importance of integrity, transparency, and compliance with anti-bribery and anti-corruption regulations. Through these expectations, we aim to build a responsible and resilient supply chain that reflects our values and supports sustainable business practices.



In 2025, we worked with 1,067 suppliers across our business, building partnerships that go beyond transactions. These relationships are rooted in trust, quality, and a shared commitment to excellence.

Our total procurement spend of approximately AED 663 million reflects the scale of our operations and our contribution to the wider business ecosystem. Every dirham spent supports livelihoods, strengthens industries, and keeps the supply chain moving.

Supplier Base and Procurement Spend

Indicator	Total	AI Rawabi	Emirates National Food	Green Fields
Number of Suppliers	1,067	668	324	75
Annual Spend on Suppliers (AED Million)	663	518	110	35

Rooted in the Local Economy

While our reach is wide, our roots remain firmly local. We believe that supporting local suppliers is not just good business; it is a responsibility. It strengthens the national economy, reduces supply chain risks, and builds resilient partnerships close to home. In 2025, over 90% of our suppliers were local, reflecting our strong commitment to sourcing within the UAE.

Local Procurement Performance (2025)

Indicator	Total	AI Rawabi	Emirates National Food	Green Fields
Number of Local Suppliers	962	605	287	70
Percentage of Local Suppliers	90%	91%	89%	93%
Local Procurement Spend (AED Million)	510	383	95	32

With AED 510 million spent locally, our procurement decisions directly contribute to the growth of domestic businesses, including small and medium enterprises. These partnerships create a ripple effect, generating employment, fostering innovation, and strengthening the UAE's economic fabric. We will continue to strengthen our procurement practices by deepening supplier partnerships, enhancing transparency, and embedding sustainability across the supply chain. By prioritizing responsible sourcing and local engagement, Emirates Rawabi aims to build a resilient, future-ready supply network that delivers long-term value to our business, our partners, and the wider community.



Empowering People, Driving Progress



OUR PEOPLE

A Story of People, Purpose, and Progress

Behind every product we deliver is a dedicated workforce that keeps our operations running efficiently every day. At Emirates Rawabi, our people are at the heart of our success, contributing to quality, reliability, and continuous growth across our dairy and juice operations.

Our approach to human capital management is rooted in fairness, respect, and responsibility. We are committed to providing equal opportunities, maintaining safe and inclusive workplaces, and supporting employee well-being at every stage of their journey with us. Aligned with global best practices and UAE labor regulations, our workforce strategy reinforces responsible management and contributes to long-term value creation.

56
Female employees
across the workforce

323
New permanent
employees onboarded



Workforce Profile

Our workforce reflects the scale and operational intensity of our business, with a strong presence across production, logistics, and support functions. As of 2025, Emirates Rawabi is home to 2,646 people.

Our workforce comprises a diverse mix of employees across age groups and roles, supporting the efficient functioning of our operations. The majority of employees fall within the middle age group, indicating

a stable, experienced workforce. At the same time, Emirates Rawabi is committed to strengthening local talent and enhancing workforce diversity.

We continue to focus on increasing the representation of Emirati employees and improving gender diversity across the organization. We are actively exploring further opportunities to enhance inclusion in the years ahead.

Employee Category	Gender	Hire Type	<30 years	30-50 years	>50 years	Total
Permanent Employees	Male	Local Hire	3	5	0	8
	Female	Local Hire	2	3	0	5
	Male	Non-Local Hire	808	1,577	197	2,582
	Female	Non-Local Hire	5	39	7	51
Total Workforce			818	1,624	204	2,646

A Workplace Free from Discrimination

At Emirates Rawabi, every individual is treated with dignity and respect. In 2025, no incidents of discrimination were reported, investigated, or required remediation, reflecting a strong and consistent culture of inclusion and fairness. This demonstrates a consciously built culture supported by clear policies, open communication, and a zero-tolerance approach to discrimination.

Workforce Transitions

We continue to invest in attracting and retaining talent to support business growth while maintaining workforce stability. In 2025, we welcomed 323 new colleagues to the Emirates Rawabi family.

Employee Category	Gender	Hire Type	<30 years	30-50 years	>50 years	Total
Permanent Employees	Male	Local Hire	0	1	0	1
	Female	Local Hire	0	1	0	1
	Male	Non-Local Hire	178	126	9	313
	Female	Non-Local Hire	1	7	0	8
Total New Joinees			179	135	9	323

At the same time, we said goodbye to 416 team members, some retiring after years of dedicated service, others moving on to new chapters in their careers.

Employee Category	Gender	Hire Type	<30 years	30-50 years	>50 years	Total
Permanent Employees	Male	Local Hire	1	0	0	1
	Female	Local Hire	0	0	0	0
	Male	Non-Local Hire	117	235	46	398
	Female	Non-Local Hire	1	14	2	17
Total Turnover			119	249	48	416

Every departure is handled with care. Notice periods follow UAE labor law and individual contracts, ensuring fairness and transparency for all.

Our workforce movements largely reflect the sector’s operational nature. The Company continues to focus on improving retention through employee engagement, welfare initiatives, and performance management practices.



Performance That Matters

We believe that continuous feedback and performance evaluation are key to employee growth and organizational success. Regular performance discussions help align individual goals with business objectives while identifying development opportunities. At Emirates Rawabi, every employee, from technician to senior manager, receives regular performance feedback. These are not just checkboxes. They are opportunities to celebrate wins, identify areas for growth, and align individual goals with our company’s mission.

Category	Male	Female
Senior Management	18	3
Middle Management	99	14
Junior Management	118	11
Technicians	2,355	28

“In addition to performance feedback, we conduct career development reviews. These forward-looking conversations help employees map their future within Emirates Rawabi, identify promotion pathways, address skill gaps, and explore mentorship opportunities.”

PERFORMANCE THAT MATTERS

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Employees Receiving Regular Performance Feedback

Category	Male	Female
Senior Management	18	3
Middle Management	99	14
Junior Management	118	11
Technicians	2,355	28
Total	2,590	84

In addition to performance feedback, we conduct career development reviews. These forward-looking conversations help employees map their future within Emirates Rawabi, identify promotion pathways, address skill gaps, and explore mentorship opportunities.



Taking Care of Our Own

We believe that when we take care of our people, our people take care of our business. At Emirates Rawabi, we are committed to supporting our employees beyond the workplace by providing essential benefits that promote financial security, health, and well-being. These benefits ensure that employees and their families are supported at different life stages, contributing to a stable, motivated workforce.

Every full-time employee receives,



Life insurance
for peace of mind and family security



Retirement provision (gratuity)
a thank you for years of service, as required by UAE law



Health care
to keep our team healthy and strong



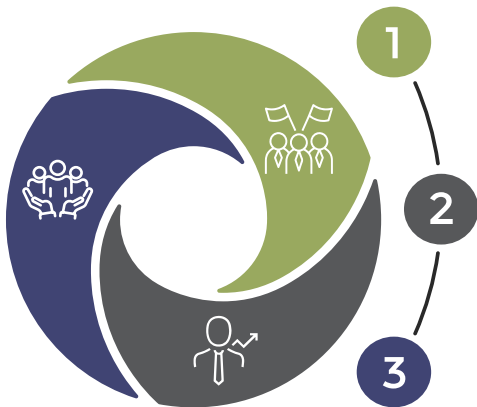
Parental leave (in compliance with UAE labor regulations)
to support our employees as they welcome new members into their families



Disability and invalidity coverage
protection when life takes an unexpected turn

Our Commitment to Human Rights

Respecting human rights is central to our values and guides the way we conduct our business. At Emirates Rawabi, we align our practices with internationally recognized frameworks, including the Universal Declaration of Human Rights, the ILO Core Conventions, and the United Nations Global Compact. We are committed to ensuring that all employees are treated fairly, ethically, and with respect across every aspect of employment.



Freedom of Association

In compliance with UAE regulations, Emirates Rawabi supports employee voice through alternative engagement mechanisms, including grievance channels, employee forums, and direct communication with management. Employees are encouraged to raise concerns and provide feedback without fear of retaliation or discrimination

No Forced Labor

All employment at Emirates Rawabi is voluntary. We ensure transparent employment contracts, timely and full payment of wages, and prohibit any form of coercion. Employees retain full control over their personal documents, including passports.

No Child Labor

We maintain strict controls to prevent child labor. The age of every employee is verified at the time of hiring to ensure compliance with legal requirements, and we expect the same standards across our supply chain.

In 2025, there were no reported incidents of child labor or forced labor across our operations, reinforcing our commitment to upholding human rights at all times.

Growing Together Through Learning

Continuous learning is essential to maintaining operational excellence and supporting employee growth. We invest in structured training programs that enhance technical capabilities, strengthen leadership skills, and promote a culture of safety and performance across all levels of the organization.

Our approach focuses on equipping employees with the skills required to perform effectively while supporting their professional growth and development.



Effective Leadership
Training for second-line
management



Money-Making Module
to enhance business and
commercial awareness



Communication Skills
Training for blue-collar
employees



IMS Internal Auditor Training
to strengthen compliance and
management systems



4DX Training focused on
execution and performance
discipline for all staff



HSE Training to reinforce
workplace safety and risk
awareness

Training efforts throughout the year led to strong participation across the workforce, with a focus on inclusive skill development.

A total of approximately 6,000 training hours were delivered across the Group, with participation from both male and female employees across different roles and functions.

The distribution of training hours reflects the workforce composition while ensuring that learning opportunities are accessible across all employee categories.

Training Hours



6,000
Total Training Hours

1,740

Female Employees

4,260

Male employees

COMMUNITY INITIATIVES

Creating Impact Beyond Our Operations

Our role in society extends beyond the delivery of dairy and juice products. We are deeply committed to contributing to the well-being of the communities we serve, creating meaningful social impact through initiatives that promote health, inclusion, and humanitarian support.

Our community engagement approach focuses on building strong partnerships, addressing local needs, and delivering initiatives that create lasting value.

By collaborating with government entities, charitable organizations, and volunteer groups, we ensure our efforts align with national priorities and deliver tangible benefits to society.



Community Support Initiatives

Throughout 2025, Emirates Rawabi implemented a range of initiatives to support individuals and families across the UAE, reflecting our focus on addressing real community needs while fostering a culture of care and shared responsibility.

During the Holy Month of Ramadan, in partnership with the Emirates Red Crescent, we supported approximately 2,500 families over three consecutive days. This initiative aimed to promote social solidarity and provide essential

support to communities during a time of giving and compassion. In the summer months, we collaborated with the Hamdan Volunteer Team under the “Cool Our Summer” initiative, distributing cold beverages and refreshments to outdoor workers.

This initiative benefited around 3,000 workers in Dubai and 500 workers in Ajman, helping them cope with extreme weather conditions and reinforcing our commitment to worker welfare beyond our own operations.



Advancing Health and Well-being

Health and wellness remain a key priority in our community initiatives. Through targeted programs, we aim to promote awareness, preventive care, and access to healthcare services, supporting broader public health goals.

In October 2025, Emirates Rawabi hosted a Breast Cancer Awareness event, aligned with international awareness efforts, to educate and empower women on the importance of early detection. The initiative included free screenings, expert-led sessions, wellness workshops, and a solidarity walk, encouraging participants to manage their health proactively.

Complementing this effort, we organized a three-day medical camp in collaboration with Dubai Health, offering free health check-ups and consultations to employees. The program provided access to diagnostic services and professional medical advice, supporting preventive healthcare and reinforcing a culture of well-being.



Partnerships for Impact

Our community initiatives are strengthened through collaboration. By partnering with government bodies, healthcare institutions, and volunteer organizations, we can expand our reach and enhance the effectiveness of our programs.

These partnerships enable us to deliver initiatives that are not only impactful but also sustainable, ensuring that the benefits extend to a wider segment of society. Through continuous engagement and collaboration, we remain committed to contributing to national development and social progress.

Inclusion and Community Engagement

We believe that strong communities are built on inclusion and shared experiences. Emirates Rawabi actively supports initiatives that promote social integration and equal opportunities, particularly for People of Determination. Our participation in dedicated events and planned partnerships with specialized centers reflects our commitment to empowering individuals and strengthening community cohesion.

In 2025, we also marked a significant milestone with the opening of the Al Rawabi Community Club, a space designed to bring employees, families, and residents together. The facility promotes physical activity, social interaction, and overall well-being through sports and recreational programs, reinforcing our focus on building connected and engaged communities.

OCCUPATIONAL HEALTH AND SAFETY

Emirates Rawabi is committed to providing a safe and healthy working environment across its operations. The Company's Occupational Health and Safety (OHS) framework focuses on risk identification, incident prevention, employee well-being, and continuous monitoring of safety performance in line with applicable regulatory requirements and international standards.

Safety Performance Overview

During the reporting period, Emirates Rawabi recorded a total of 4,080,000 man hours worked, while ENF contributed 1,632,908 man hours. The Company tracked and monitored key safety indicators to assess the effectiveness of its OHS management systems.

5.7 million +
Man-hours worked

Demonstrating the scale, strength, and consistency of our operations

The Company actively monitors key safety indicators to strengthen its safety management systems and drive continuous improvement. During the year, Emirates Rawabi reported a Lost Time Injury Frequency Rate (LTIFR) of 6.87 per million man hours worked, while ENF achieved a lower rate of 1.22, reflecting ongoing efforts to enhance workplace safety performance.

High-consequence work-related injuries and ill-health cases were recorded at 16 and 2 respectively, with a total of 249 lost days at Emirates Rawabi and 345 at ENF. These metrics are closely reviewed to identify trends, reinforce preventive controls, and improve response mechanisms.

While the Company recorded one fatality during the year, this has led to a reinforced focus on strengthening critical risk controls, incident investigation processes, and preventive measures across operations.



Incident Reporting and Case Management

Emirates Rawabi maintains a structured system for reporting and managing workplace incidents to ensure timely response and corrective action.

During 2025:



First Aid Cases

- Al Rawabi : 29
- ENF: 21



Medical Treatment Cases

- Al Rawabi : 28
- ENF: 12



Near Miss Incidents Reported

- Al Rawabi : 66
- ENF: 1

The reporting of near misses reflects ongoing efforts to strengthen a proactive safety culture by encouraging early identification of hazards and preventive action.

Risk Management and Preventive Approach

The Company adopts a preventive approach to occupational health and safety through systematic identification of workplace hazards and implementation of control measures. High consequence incidents are closely monitored to identify root causes and implement corrective and preventive actions.

Learnings from incident investigations are integrated into operational procedures to reduce recurrence and improve overall safety performance.



Focus Areas for Improvement

Based on the 2025 performance, Emirates Rawabi is prioritizing the following areas:

Strengthening controls for high-risk activities

Reducing lost time injuries and associated lost days



Enhancing incident investigation and root cause analysis

Improving near-miss reporting across all business units

Reinforcing safety awareness and accountability at all levels

Commitment to Continuous Improvement

Emirates Rawabi continues to review its OHS performance through defined key performance indicators and internal monitoring systems.

The Company remains focused on improving workplace safety outcomes by enhancing risk management practices, increasing employee engagement, and embedding a proactive safety culture across its operations.



Creating A Sustainable Environment



POWERING OUR OPERATIONS RESPONSIBLY

We are committed to optimizing energy use while progressively reducing reliance on non-renewable sources through efficiency and renewable integration.

Approach to Energy Management

Emirates Rawabi is committed to optimizing energy use across its operations through efficient resource management and the gradual integration of renewable energy sources.

We monitor our energy consumption across fuel and electricity sources to enhance operational efficiency, reduce environmental impact, and support our broader sustainability objectives.

Achieved 100% compliance with the RSB's Electricity Generation Regulatory Framework in 2025.

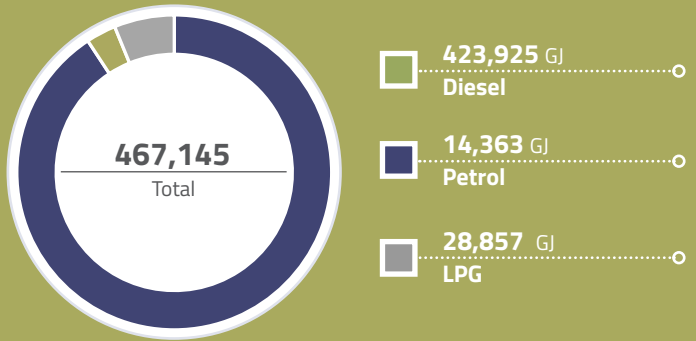


Energy Consumption Within The Organization

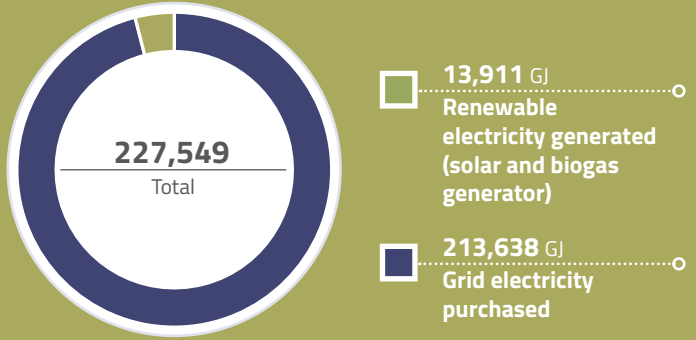
During the reporting year, total energy consumption within the organization amounted to 694,694 GJ, comprising both fuel consumption and purchased electricity.

Emirates Rawabi total energy consumption reflects a fuel-dominant profile, with fuel sources accounting for approximately 67% of total energy use, while electricity contributes around 33%.

Fuel Consumption



Electricity Consumption



Energy Consumption from Non-Renewable Sources

Energy consumption from non-renewable sources totaled 680,784 GJ, primarily driven by diesel, petrol, LPG, and grid electricity usage.

We continue to assess opportunities to reduce dependence on non-renewable energy through efficiency measures and renewable energy adoption.

Energy Intensity

Emirates Rawabi's energy intensity was recorded at 1,057 GJ per AED million of revenue, providing a normalized measure of energy performance relative to economic output.

This metric is used to track improvements in energy efficiency over time and supports internal performance monitoring and benchmarking against industry practices.



Renewable Energy Generation

Emirates Rawabi continues to advance its renewable energy integration through on-site solar power generation.

We currently operate multiple solar installations, including a 1 MW solar plant commissioned in 2017, along with three additional 180 kW solar systems installed across Farms No. 7, 8, and 9.

These systems collectively generate an average of approximately 2,481 MWh of electricity annually, contributing 8,933 GJ of renewable energy to the Company's overall energy consumption.

The solar installations are supported by a dedicated and experienced technical team responsible for routine maintenance and panel cleaning, ensuring optimal efficiency, reliability, and uninterrupted operation.

“Emirates Rawabi produced 1,382,690 kWh of renewable energy through biogas, avoiding approximately 530 tCO₂e emissions and reinforcing Emirates Rawabi's commitment to circular energy solutions and decarbonization.”

3,864 MWh
Clean energy generation

1,481 tCO₂e
Emissions avoided

Emirates Rawabi remains focused on improving energy efficiency through operational optimization, increased adoption of renewable energy, and continuous monitoring of energy performance indicators to support sustainable growth.

RATIONAL USE OF WATER

Responsible water management is a key priority for Emirates Rawabi. The company interacts with water across its operations through groundwater abstraction (borewells), external water supplies, and the discharge of wastewater, primarily in the form of sewage.

Operating in a water-stressed region, Emirates Rawabi recognises that water resources are shared with local communities and surrounding ecosystems, and therefore places importance on managing its use responsibly.

To strengthen its approach, Emirates Rawabi is progressively enhancing the management of water-related impacts by improving the monitoring of withdrawals, consumption, and discharges across its facilities.

This includes gaining better visibility into water use patterns and identifying opportunities to optimise operations and reduce potential impacts. Wastewater generated from operations is managed in accordance with applicable regulatory requirements and effluent discharge standards set by relevant authorities, with ongoing efforts to further enhance water management practices.

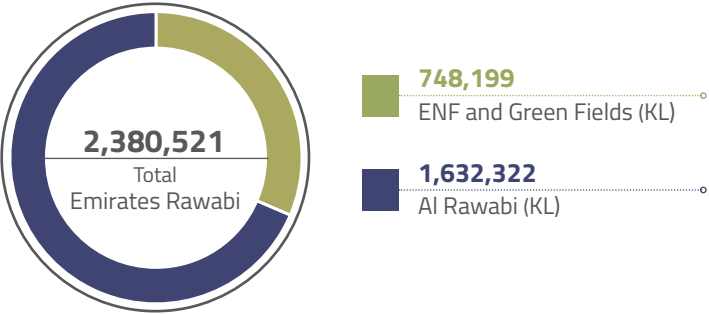
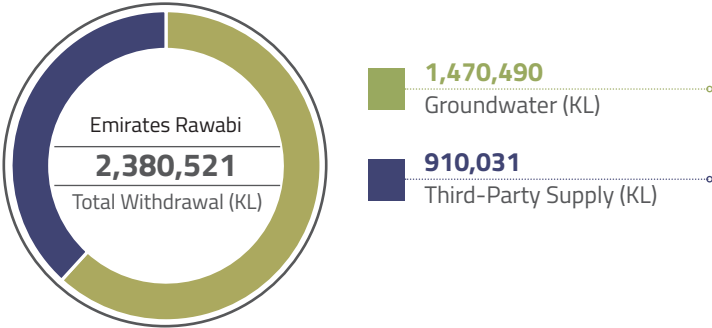


“Operating in a water-stressed region, we are committed to responsible water management through improved monitoring, efficient use, and regulatory compliance.”

Water Withdrawal

In 2025, total water withdrawal amounted to 2,380,521 KL, sourced from both groundwater and third-party supply. Groundwater abstraction accounted for 1,470,490 KL (62%), while 910,031 KL (38%) was procured from external municipal supply (DEWA).

This indicates a continued reliance on groundwater as the primary source of water across operations.

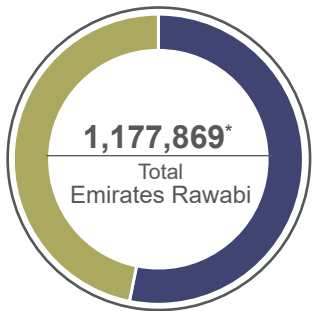


At the entity level, total withdrawal comprised 1,632,322 KL at Al Rawabi and 748,199 KL at ENF & Green Fields, reflecting a higher concentration of water-intensive activities within Al Rawabi operations.

Water Consumption

Net water consumption across operations totalled 1,177,869 KL in 2025, representing approximately 49% of total water withdrawal. This reflects the portion of water consumed within operations, including process use, evaporation, and water embedded in products or losses.

Consumption was distributed across entities, with Al Rawabi accounting for 626,637 KL (53%) and ENF & Green Fields contributing 551,232 KL (47%), indicating a relatively balanced consumption profile compared to withdrawal and discharge patterns.



626,637
Al Rawabi (KL)

551,232
ENF and Green Fields (KL)

* The difference between the calculated net water consumption (water withdrawal - water discharge) and the reported water consumption is attributable to losses incurred during the water extraction, treatment, distribution, and operational processes.

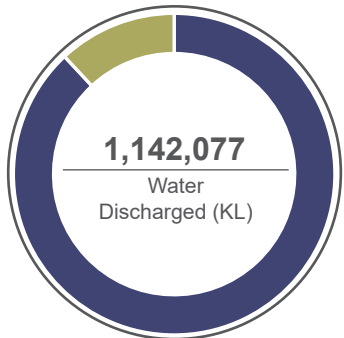


Water Discharge

Total wastewater discharge during 2025 was 1,142,077 KL, primarily comprising sewage generated from operational activities.

Al Rawabi contributed 88% (1,005,685 KL) of total discharge, while ENF & Green Fields accounted for 12% (136,392 KL), broadly aligning with their respective operational scale and water use.

Wastewater is managed in accordance with applicable regulatory requirements and discharge standards prescribed by relevant authorities.



1,005,685
Al Rawabi (KL)

136,392
ENF and Green Fields (KL)

CIRCULAR OPERATIONS

We adopt a structured approach to waste management, prioritizing minimization, segregation, and material recovery while continuously reducing reliance on landfill and ensuring full regulatory compliance.

Approach to Waste Management

Emirates Rawabi adopts a structured approach to waste management, focusing on waste minimization, segregation at source, and maximizing diversion from disposal through recycling and recovery initiatives.

Waste streams are systematically categorized into hazardous and non-hazardous fractions, with defined handling, treatment, and disposal pathways aligned with regulatory requirements.

Hazardous waste is managed through specialized treatment methods such as incineration, while non-hazardous waste is primarily directed towards recycling, composting, and controlled landfilling.

The Company continues to strengthen its waste management practices by enhancing material recovery and reducing reliance on landfill disposal.

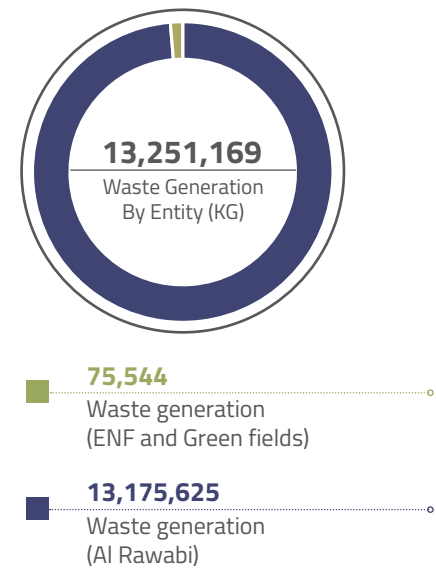
Waste Generation

In the reporting year, total waste generated amounted to 13,251,169 kg, comprising both hazardous and non-hazardous waste streams. During the reporting year, total waste generation comprised both hazardous and non-hazardous streams.

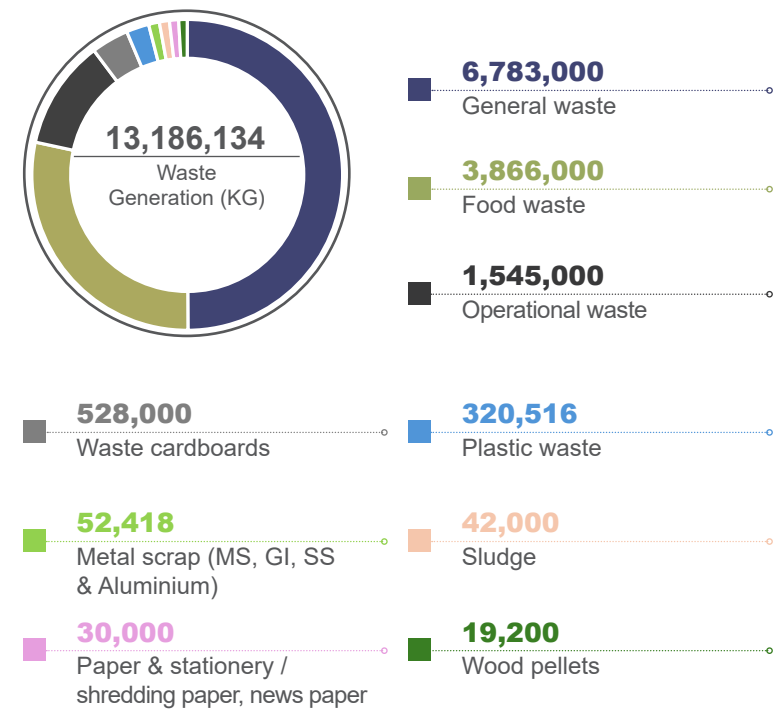
Hazardous waste amounted to 65,035 kg, primarily consisting of e-waste, bio-medical waste, and battery waste, all of which require specialized handling and disposal. Non-hazardous waste totaled 13,186,134 kg, with the largest contributions arising from general waste, food waste, and operational activities.

This distribution reflects the operational nature of the business, with non-hazardous waste forming the majority of the overall waste footprint. Additionally, 4,888 liters of waste oil was generated during operations from ENF's Operations.

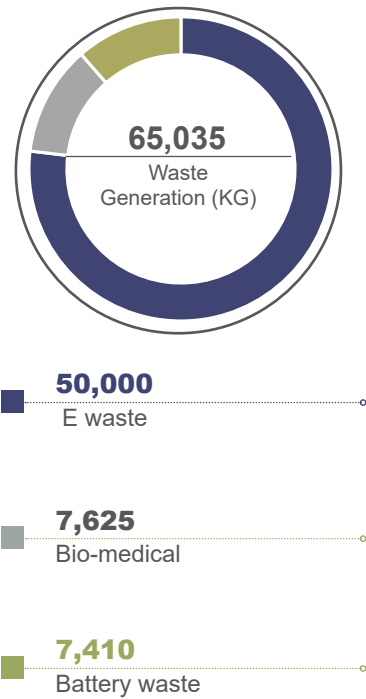
Waste Generation By Entity



Non-Hazardous Waste



Hazardous Waste



The waste profile indicates that non-hazardous waste constitutes the majority of total waste generated, primarily driven by operational and organic waste streams.

Waste Diverted from Disposal

The Company diverted a total of 4,873,544 kg of waste from disposal through recycling and composting initiatives.

During the reporting year, Emirates Rawabi demonstrated strong performance in waste diversion through recycling and recovery initiatives across both hazardous and non-hazardous streams.



Hazardous Waste Recycled

A total of 57,410 kg, primarily comprising e-waste (50,000 kg) and battery waste (7,410 kg), was successfully diverted from disposal through recycling processes.

88%
of hazardous waste
diverted from disposal

Non-hazardous waste recycled

A total of 4,816,134 kg was diverted, driven largely by food waste composting (3,866,000 kg), alongside recycling of cardboard (528,000 kg), plastic (320,516 kg), metal scrap (52,418 kg), paper (30,000 kg), and wood pellets (19,200 kg).

37%
of non-Hazardous waste
diverted from disposal

These highlights reflect the Company’s continued focus on enhancing resource recovery and reducing reliance on landfill through effective waste segregation and circular waste management practices.

Waste Directed to Disposal

During the reporting year, a total of 8,377,625 kg of waste was directed to disposal, comprising both hazardous and non-hazardous waste streams.

Hazardous waste disposed

A total of 7,625 kg of bio-medical waste was treated through incineration, in line with regulatory requirements for safe handling and disposal of hazardous materials.

Non-hazardous waste disposed

The majority of waste directed to disposal, approximately 8.37 million kg, consisted of non-hazardous waste managed through landfilling. Key contributors include:

6,783,000 kg
General waste

1,545,000 kg
Operational waste

42,000 kg
Sludge

Waste disposal practices are carried out in accordance with applicable environmental regulations and approved waste management procedures, ensuring safe and compliant handling of all residual waste streams.

GHG EMISSIONS & DECARBONISATION

Emirates Rawabi monitors and reports its greenhouse gas (GHG) emissions in alignment with GHG Protocol Corporate Standard. The inventory covers Scope 1, Scope 2, and partial Scope 3 emissions and is prepared following internationally recognized methodologies.

Reporting Approach and Methodology

The Group follows an operational control approach to define organizational boundaries. GHG emissions are calculated in tonnes of carbon dioxide equivalent (tCO₂e) using appropriate, internationally recognized emission factors.

For fuel-related emissions (Scope 1 and relevant Scope 3 categories), emission factors are primarily sourced from the UK Government’s DEFRA (Department for Environment, Food & Rural Affairs) database.

Electricity-related emissions (Scope 2) are calculated using the grid emission factor published by the Dubai Electricity and Water Authority (DEWA) in its latest sustainability report, ensuring alignment with location-specific energy data.

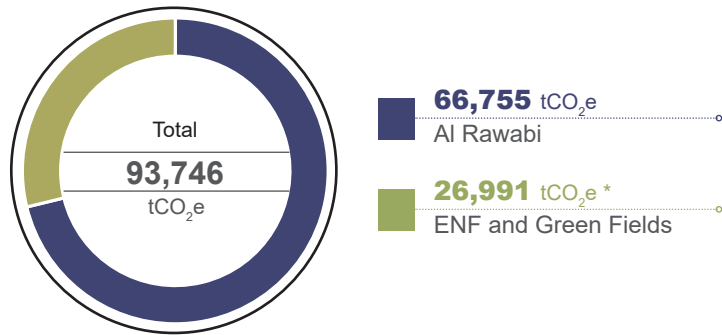
The reported emissions include carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O), converted into CO₂ equivalents using applicable global warming potential (GWP) values.



“Our materiality assessment is not static; topics are reviewed periodically to capture shifts in stakeholder needs, regulatory changes, competitive pressures, and global sustainability trends. This dynamic process ensures that Rawabi Dairy remains proactive and responsive in its sustainability journey.”

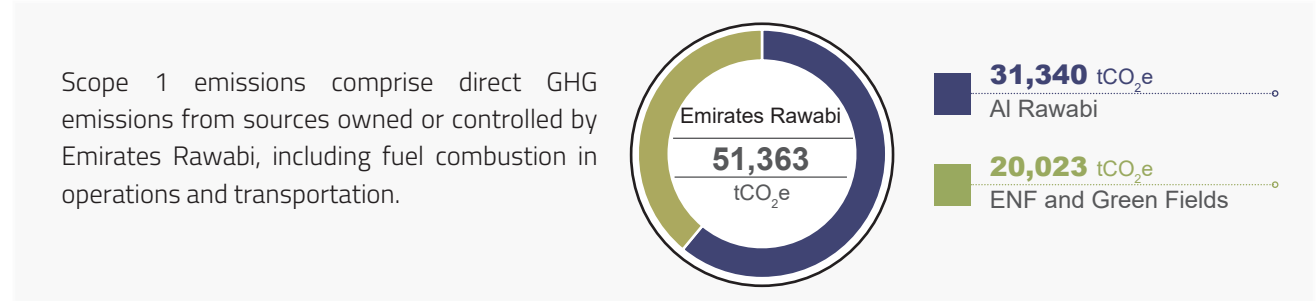
Total Emission Footprint

Total GHG emissions for Emirates Rawabi amount to 93,746 tCO₂e, reflecting combined operational impacts across different entities:

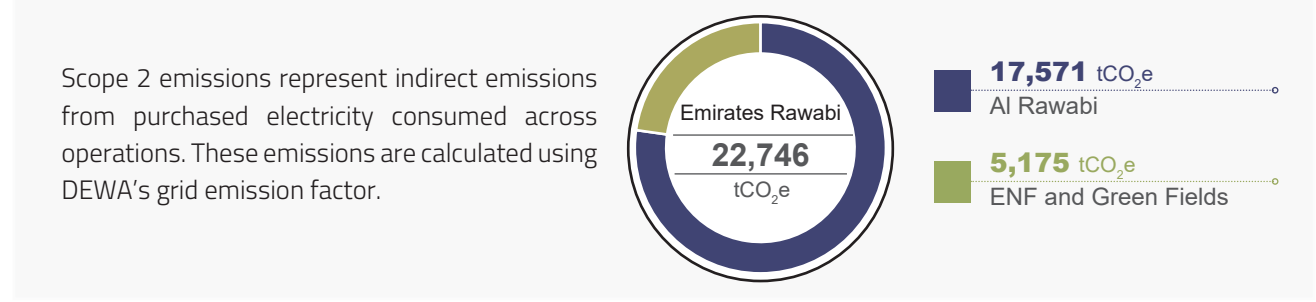


A breakdown of the total emissions under different scopes and respective operational entities is presented below.

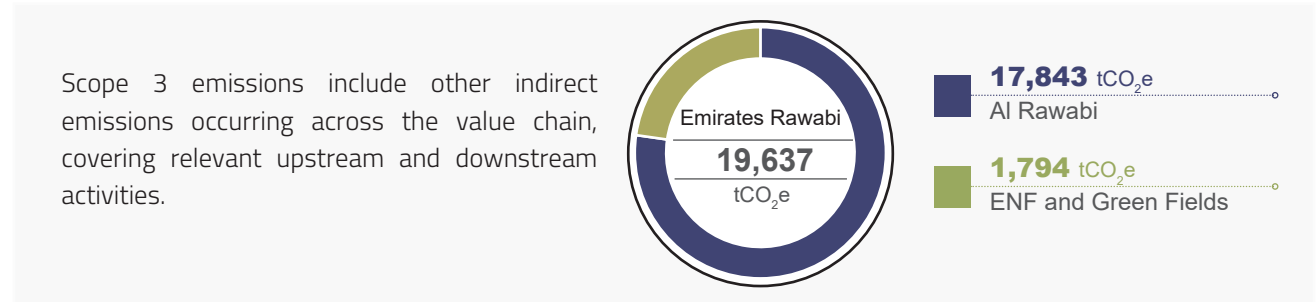
Scope 1 Emissions (Direct Emissions)



Scope 2 Emissions (Indirect Emissions)



Scope 3 Emissions (Other Indirect Emissions)



*Note: Data for ENF and Green Fields has been consolidated due to shared assets across operations.



GHG Emissions Intensity

The Group tracks emissions intensity to evaluate performance relative to economic output:

113 tCO₂e/AED million

Scope 1 and Scope 2 intensity

143 tCO₂e/AED million

Total emissions intensity

These indicators support internal benchmarking and enable monitoring of emissions efficiency improvements over time.

“

Aligned with Al Rawabi’s vision for sustainable agriculture, over 20% of the farm is dedicated to green spaces, including ghaf, date palms, and damas trees. These plantations enhance climate resilience, improve animal welfare, and help offset carbon emissions by capturing CO₂ and reducing greenhouse gases.

ASSURANCE
STATEMENT

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Limited Assurance Statement
Relating to the Sustainability report of Emirates Rawabi for the reporting period January 1, 2025, to December 31, 2025.

Date issued: 21/05/2026

RA Global, as an independent third-party assurance provider, was engaged to perform limited assurance procedures on the Emirates Rawabi 2025 Sustainability Report, with reference to the criteria set out in the Global Reporting Initiative (GRI) Standards, for the reporting period from January 1, 2025, to December 31, 2025.

Scope and Boundary
The assessment specifically focused on evaluating the accuracy and completeness of the Key Performance Indicators (KPIs) identified and presented in the Sustainability Report 2025, as detailed in the table below, covering operations across all hubs.

This assurance engagement was conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000, with the objective of providing a robust and reliable evaluation of the Emirates Rawabi sustainability disclosures, as mentioned in the 2025 Sustainability Report.

S.No.	Key Performance Indicators (KPI's) Assured
1	Environmental KPIs
1.1	GHG Emissions including Scope 1 and Scope 2
1.2	Energy Consumption including Electricity and Fuel
1.3	Water Usage
1.4	Waste Management
2	Social KPIs
2.1	Employee Health and Safety
3	Governance KPI
3.1	Materiality

This Limited Assurance Statement has been prepared for Emirates Rawabi in line with our contractual agreements with Agile ESG Consultants LLC, the consultants commissioned by Emirates Rawabi to develop the 2025 Sustainability Report.

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Management's responsibility for the 2025 Sustainability Report

The management of Emirates Rawabi is responsible for the preparation of the 2025 Sustainability Report with reference to the criteria outlined in the GRI Standards. This responsibility includes the design, implementation, and maintenance of internal controls necessary to ensure that the report is free from material misstatements, whether due to fraud or error.

Due to the inherent characteristics of non-financial information which often involve significant limitations than financial data the 2025 Sustainability Report is subject to inherent uncertainties. These arise from the methodologies applied in data determination, calculation, sampling, and estimation. In compiling the report, management exercises qualitative judgment regarding the relevance, materiality, and accuracy of the information, based on various assumptions and estimations.

Conclusion
Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the key performance indicators (KPIs) reported by Emirates Rawabi within its 2025 sustainability report, as outlined in the table above, are materially misstated or inaccurate.

RA Global concludes that the data presented in Emirates Rawabi 2025 Sustainability Report is fairly stated and provides a reasonable and balanced representation of the Group's sustainability performance.

Attestation by RA Global

GRI

CONTENT INDEX

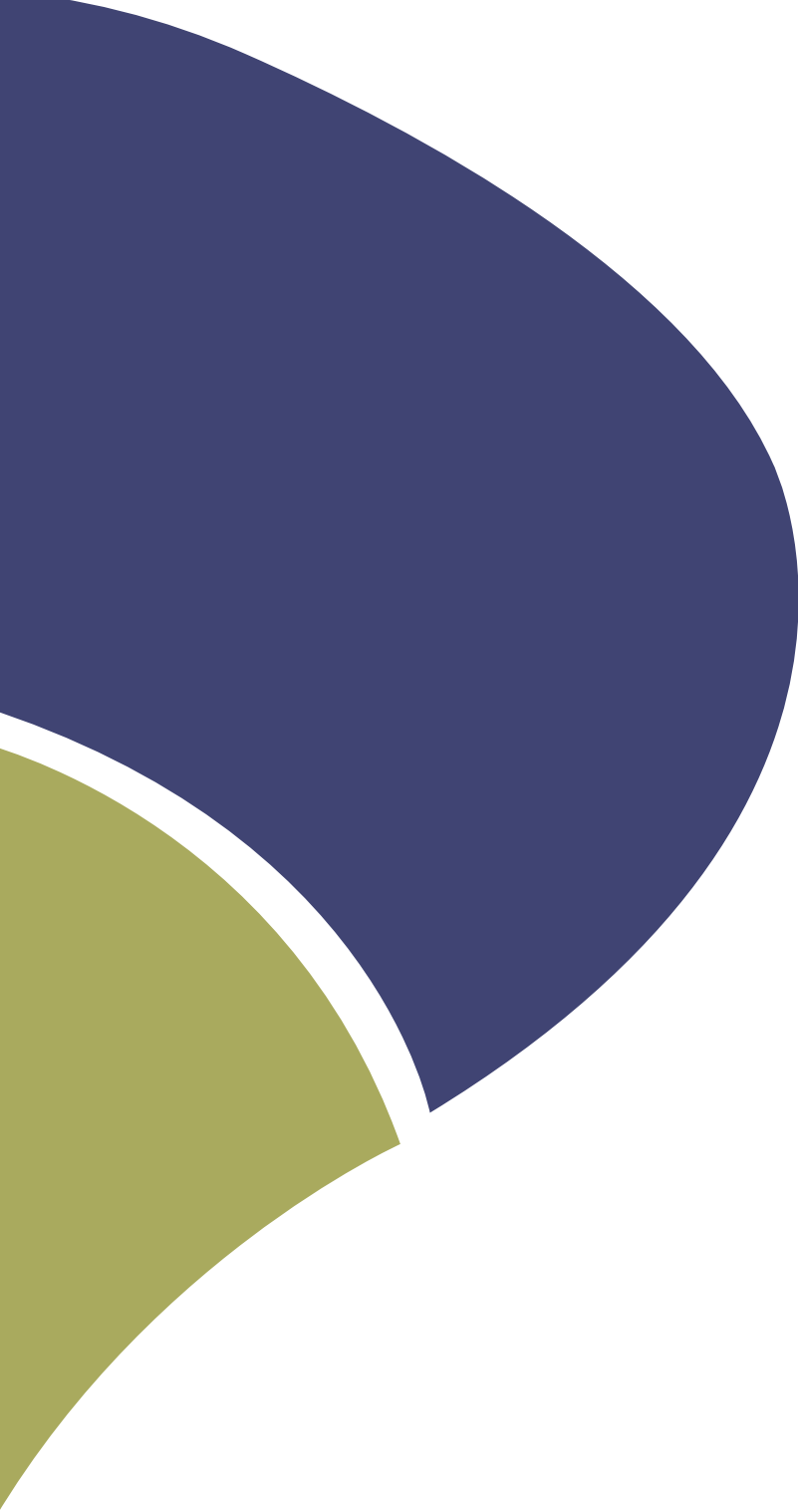
The ESG report for Emirates Rawabi has been developed with reference to the GRI Standards. The GRI index has been presented in a way consistent with the requirements for reporting with reference to the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

Statement of use		[Emirates Rawabi] has reported the information cited in this GRI content index for the period [1st January, 2025 to 31st December, 2025] with reference to the GRI Standards.
GRI 1 used		GRI 1: Foundation 2021
GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION
Anti-corruption		
GRI 2: General Disclosures 2021	2-1 Organizational details	20
	2-2 Entities included in the organization's sustainability reporting	20
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	2-4 Restatements of information	NA
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	2-8 Workers who are not employees	-
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	2-11 Chair of the highest governance body	33, 37
	2-12 Role of the highest governance body in overseeing the management of impacts	33, 37

GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	34, 37
	2-14 Role of the highest governance body in sustainability reporting	33, 37
	2-15 Conflicts of interest	-
	2-16 Communication of critical concerns	-
	2-17 Collective knowledge of the highest governance body	33, 37
	2-18 Evaluation of the performance of the highest governance body	33, 35, 36
	2-19 Remuneration policies	-
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	2-21 Annual total compensation ratio	-
	2-22 Statement on sustainable development strategy	6, 10-13, 23
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	2-25 Processes to remediate negative impacts	-
	2-26 Mechanisms for seeking advice and raising concerns	-
	2-27 Compliance with laws and regulations	23
	2-28 Membership associations	-
	2-29 Approach to stakeholder engagement	40, 41
	2-30 Collective bargaining agreements	-

GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION
Material topics		
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	3-2 List of material topics	42
	3-3 Management of material topics	38, 39, 42, 43
Procurement Practices		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	51
Water and Effluents		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	78
	303-2 Management of water discharge-related impacts	76
	303-3 Water withdrawal	77
	303-4 Water discharge	79
	303-5 Water consumption	78
Emissions		
GRI 3: Material Topics 2021	305-1 Direct (Scope 1) GHG emissions	83, 86, 87
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	84, 86, 87
	305-3 Other indirect (Scope 3) GHG emissions	83, 86
	305-4 GHG emissions intensity	87
	305-5 Reduction of GHG emissions	14
	305-6 Emissions of ozone-depleting substances (ODS)	-
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-
Waste		
GRI 306: Effluents and Waste 2016	306-3 Significant spills	-
GRI 3: Material Topics 2021	306-1 Waste generation and significant waste-related impacts	81
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	80
	306-3 Waste generated	81
	306-4 Waste diverted from disposal	82
	306-5 Waste directed to disposal	83

GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION
Employment		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	14, 54, 55,56
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	59, 61
	401-3 Parental leave	59
Occupational health and safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	66,67, 68, 69
	403-2 Hazard identification, risk assessment, and incident investigation	67, 68, 69
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	403-5 Worker training on occupational health and safety	-
	403-6 Promotion of worker health	68-69
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	403-8 Workers covered by an occupational health and safety management system	66
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GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	66-67
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	35



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