

Environmental Stewardship

Salik supports Dubai's Net Zero ambition by enabling barrier-free tolling that reduces congestion and GHG emissions, while cutting the carbon intensity of its own assets through the use of renewable energy and enhanced efficiency.

In line with the UAE's Net Zero 2050 initiative, Salik's tolling system helps reduce transportation emissions. An independent analysis by the Roads and Transport Authority (RTA), published prior to the launch of the two new toll gates, reported that the existing toll gate network contributed to saving approximately 6 million hours of travel time annually, reducing traffic volumes on the major bridges by 26%, and improving journey times on important routes by 24%.

The primary source of GHG emissions in Salik's operations comes from electricity used for toll gates and supporting infrastructure. To reduce its impact on global warming, the Company is expanding the use of renewable power throughout its tolling infrastructure. At the same time, Salik reduced demand through technology optimisation, including a significant storage upgrade that decreased power consumption and saved approximately 222 MWh in 2025.

In 2025, Salik expanded its carbon footprint reporting by conducting an initial assessment of selected Scope 3 categories to improve the completeness and usefulness of its data.

Waste impacts are primarily office-based and managed through segregation, tracking and waste avoidance measures. In 2025, Salik recycled 8.4% of total waste generated, while maintaining 100% of digital self-services, supporting waste reduction by minimising paper-based processes.

→ [Learn more on Salik's environmental initiatives in the 2025 Sustainability Report](#)



People Happiness

Salik's People, Customer and Community agenda supports business growth while emphasising fairness, well-being, and inclusive access to essential services. In 2025, the Company strengthened its People framework, expanded digital customer services, and scaled community initiatives in line with the UAE Year of Community.

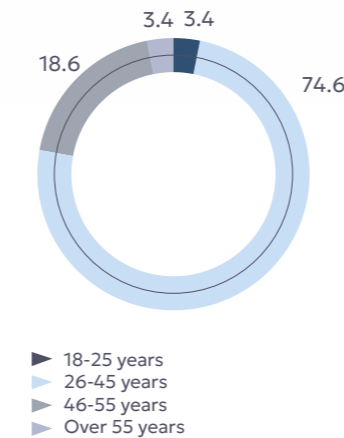
Employees

Employee Headcount and Structure

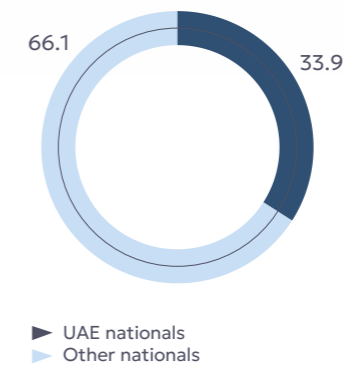
In 2025, Salik's full-time workforce grew by 11 employees, marking a 23% increase. 17 employees were hired and six employees left, with overall turnover of 11.2%, remaining broadly in line with the previous year and supporting consistently strong retention.

Full-time Employees

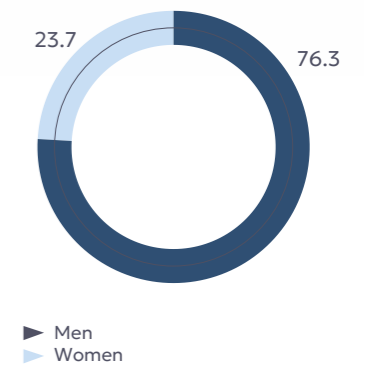
By Age, %



By Nationality, %



By Gender, %



Diversity and Equal Opportunity

Our approach to diversity and inclusion is grounded in our [Diversity and Inclusion Policy](#) and is supported by practical initiatives. These include regular communications and training, equal access to learning and career advancement opportunities, and measures to ensure bias-free recruitment. Our commitments encompass equal pay for equal work and ongoing monitoring of the gender pay gap.

In 2025, the percentage of women in our full-time employees increased by 3 percentage points, demonstrating our commitment to increasing female representation. To promote gender equality, we conducted workshops on women's health and wellbeing and offered flexible hours and work-from-home options for working mothers. The Company recorded zero discrimination cases and received zero employee complaints.

→ [Watch Salik's video on Emirati Women's Day 2025](#)