

# Sustainability at Salik

Sustainability is a core part of how Salik plans and operates. The Company's ambition to lead in sustainable and smart mobility is underpinned by internal governance, policies and procedures that translate commitments into day-to-day practice.

Sustainability is embedded in corporate strategy and aligned with national and international frameworks, including the UAE Green Agenda 2030, the UN Sustainable Development Goals and the UN Global Compact.

Salik's ESG work is structured around environmental performance, social responsibility and ethical business conduct. Priorities include:

- Scaling solar-powered toll gates.
- Reducing environmental impacts through digitalisation and paperless operations.
- Supporting electric vehicle adoption.
- Delivering social value through toll exemptions and subsidies for People of Determination, educational institutions and public transport providers.
- Strengthening ethics and anti-corruption practices.
- Enhancing stakeholder engagement and inclusivity.

In 2025, Salik submitted its [UN Global Compact Communication on Progress \(CoP\)](#), disclosing how the Ten Principles are embedded in policies, controls and day-to-day practices and setting a baseline for measurable progress.



In 2026, the Company plans to expand Scope 3 emissions coverage, initiate the SBTi target-setting process, and progress towards ISO/IEC 27001 certification while strengthening ESG monitoring and disclosures.



## ESG Highlights

### Environmental Highlights

**31tCO<sub>2</sub>e**

Saved through solar PV during the year.

**100%**

Services are entirely digital, supported by paperless processes.

**~90%**

Of Corporate IT services are hosted on Microsoft Azure within a hybrid infrastructure, reducing energy use and on-site hardware reliance.



The Company initiated reporting on several Scope 3 categories, strengthening its GHG emissions reporting.

### Social Highlights

**3**

New partnerships with NGOs have been established, bringing the total number of partnerships to five.

**24%**

Female representation in the workforce was achieved (+3 percentage points compared to 2024).

**3**

CSR events were organised: Labour Day, Dubai Charity Association collaboration for Eid al-Adha, Moments of Giving. The Company also participated in the EEG's Clean UAE campaign.

**94%**

Employee satisfaction survey score. Great Place to Work<sup>®</sup> certification achieved.



### Governance Highlights

**0**

Corruption cases and conflicts of interest.

**100%**

Of suppliers were screened against Salik's ESG criteria in 2025.

**0**

Human rights violations were identified in 2025, supported by HRDD processes embedded in Salik's governance.

**S&P Global**

Salik ranked in the top 10% of the S&P Global ESG assessment for sustainability practices, placing the Company among the top performers globally within its industry.