



Sustainability Report 2022

BEEAH Group

Welcomes you to its 2022 Sustainability Report

Find out more about our accomplishments in:

Transitioning to the Circular Economy
Protecting the Environment
Pioneering a Sustainable Quality of Life for Our People

The stories behind our planet, people & prosperity

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Welcome to
BEEAH Group



Welcome to BEEAH Group

BEEAH Group is the region's leading sustainability pioneer, with verticals across industries, which are renowned for groundbreaking environmental innovations and smart solutions for future-ready cities.

Founded in 2007, BEEAH Group began its journey as a Sharjah-based public-private partnership Company.

Founded in

2007

in Sharjah

Over

13,000

Employees

Group of

9

Business verticals

Region's First

**Waste to
Energy**

Plant

Our Corporate DNA

Our Vision, Mission & Purpose

Our Vision

To pioneer a sustainable quality of life in the MENA region and beyond

Our Mission

To create strong partnerships and provide smart sustainable solutions in integrated waste and environmental management, renewable energy, transportation, healthcare, education and research.

To invest in technology, innovation and talent development, leading to sustainable development and future-ready economies.

Our Purpose

Through innovation and smarter solutions, the Group is addressing environmental challenges, deploying the latest digital technologies, and raising quality of life for people across the MENA region.

About this Report

GRI 2-3

This sustainability report serves as the 2022 publication issued by BEEAH Group. The report encompasses the period from January to December 2022, providing a comprehensive overview of our sustainability efforts during that time.

This section provides an overview of the sustainability report for BEEAH Group, focusing on the methodology, reporting scope and period, and the application of standards. It also highlights BEEAH Group's commitment to transparency and stakeholder engagement.

Methodology: This sustainability report by BEEAH Group serves as a comprehensive account of our sustainability performance and initiatives. It demonstrates our commitment to transparently communicate the progress made towards our sustainability goals.

Reporting Scope and Period: The information presented in this report covers BEEAH Group's sustainability performance and initiatives for the calendar year of 2022. It encompasses our operations and activities within the MENA region.

Application of Standards: BEEAH Group aligns its sustainability reporting with internationally recognized frameworks to ensure credibility and comparability. This report has been developed in reference with the Global Reporting Initiative (GRI) Standards. These standards allow us to assess our sustainability metrics in a holistic manner, considering our operational model, reach, and material issues.

Stakeholder Engagement: At BEEAH Group, we value the input and feedback of our stakeholders, recognizing their significance in shaping our sustainability efforts. We have actively engaged with stakeholders throughout the reporting process to identify material issues and gather insights. Their perspectives have been vital in informing the content of this report.

Embracing Sustainability for a Better Future: BEEAH Group's CEO Message

GRI 2-22



Khalid Al Huraimel, CEO BEEAH Group

As the CEO of BEEAH Group, it gives me great pleasure to present our sustainability report for the year 2022. This report showcases our unwavering commitment to environmental stewardship, social responsibility, and economic growth, as we continue to shape a sustainable future for the United Arab Emirates (UAE) and beyond. We have come a long way since our humble beginnings in 2007. BEEAH Group has emerged as a leading force in environmental preservation and sustainable development in the UAE, and it is with immense pride that we share the remarkable achievements and excellence that define our journey.

Our mission is to “pioneer a sustainable quality of life”, and we are committed to playing a leading role in the UAE’s transition to a sustainable future. We believe that sustainability is not just about protecting the environment, but also about creating a better quality of life for all.

Since our inception, BEEAH Group has championed a bold vision: to revolutionize waste management practices, mitigate climate change, and build a sustainable future. Today, I am thrilled to highlight the significant strides we have made and the transformative impact we have achieved in pursuit of this vision

Transforming Waste Management Practices

For 15 years, BEEAH has been at the forefront of driving change in waste management practices. Through the deployment of cutting-edge technologies and innovative solutions, we have successfully diverted millions of tons of waste from landfills, reducing environmental pollution and conserving valuable resources. Our integrated waste management approach, encompassing recycling, sorting, and waste-to-energy conversion, has not only reduced the strain on natural resources but also minimized the environmental impact of waste disposal. We have implemented advanced sorting and recycling processes that ensure maximum resource recovery, contributing to a more sustainable and circular economy.

Leading in Renewable Energy

In addition to waste management, **BEEAH has emerged as a trailblazer in renewable energy production.** Recognizing the urgency to transition to clean energy sources, we have invested in solar and wind energy projects that have significantly reduced our carbon footprint. Through our renewable energy initiatives, we have not only offset our own energy consumption but also contributed surplus clean energy to the national grid, powering homes and businesses with sustainable electricity. Our commitment to renewable energy has set a precedent for other organizations, demonstrating the viability and benefits of clean energy solutions.

Fostering Sustainable Communities

Beyond waste management and renewable energy, BEEAH has actively engaged in community development initiatives. By partnering with educational institutions and organizations, we have fostered environmental awareness, promoted sustainability education, and supported research. We firmly believe that **empowering the next generation is vital to creating a sustainable future.** Through our educational programs, we have reached thousands of students and community members, instilling in them a sense of responsibility towards the environment. Additionally, we have initiated community clean-up drives, tree planting campaigns, and environmental awareness events to actively involve and inspire individuals to take positive action.

Harnessing the Power of AI and Innovative Headquarters

BEEAH has harnessed the power of AI to revolutionize waste management practices. Our intelligent systems optimize routes, predict waste generation, and enhance resource allocation, reducing costs and carbon emissions. Additionally, our sustainable headquarters in Sharjah integrates advanced technologies and renewable energy solutions, serving as a model for green building practices. Through our Collaborative Innovation Center, we foster collaboration and co-creation with experts and startups to drive sustainable innovation. **BEEAH is committed to utilizing AI and sustainable infrastructure to create a greener future.**

Our Remarkable Workforce

These remarkable achievements would not have been possible without the unwavering dedication and expertise of our talented workforce. Our employees have been the driving force behind our success, consistently upholding the highest standards of excellence in their work. Their passion for sustainability and their commitment to making a positive impact on the environment and communities have been instrumental in shaping BEEAH's legacy. We continue to invest in our workforce, providing them with ongoing training and professional development opportunities to enhance their skills and knowledge in sustainability practices.

Looking Ahead

As we reflect on our 15-year journey, we look ahead with a renewed sense of purpose and determination. BEEAH remains committed to pushing the boundaries of sustainable innovation, investing in advanced technologies, forging strategic collaborations, and leading the transition towards a circular economy. We will continue to explore new avenues for waste management, renewable energy, and community engagement, working closely with our stakeholders to drive positive change. Our aim is to be at the forefront of sustainable solutions, contributing to a greener and more prosperous future for the UAE and beyond.

On behalf of BEEAH Group, I extend my deepest gratitude to our stakeholders, partners, and the wider community for their unwavering support throughout our journey. Together, we have achieved remarkable milestones, and together, we will create a lasting legacy of sustainability that will benefit current and future generations.

Thank you for being part of BEEAH Group.

Khalid Al Huraimel

Chief Executive Officer, BEEAH Group.

15 Years of Progress

2007

The inception of BEEAH as a public private partnership through an Emiri decree



2009

The Construction & Demolition Waste Recycling Facility is commissioned



2010

The BEEAH School of Environment is Launched

2010

The Material Recovery Facility & Tyre Recycling Facility are commissioned



2011

Wekaya is established in partnership with Green Planet

2012

Established Metal Recycling Centre



2013

Zaha Hadid Architects won international bid to design BEEAH's Group headquarters

2017

Launched operations in Abu Dhabi



2017

Established Emirates Waste to Energy Company, a BEEAH Group-Masdar joint venture

2017

Launched digitalization venture, EVOTEQ

**2018**

Launched sustainable transportation company ION, in partnership with Crescent Enterprises

2020

Won the milestone contract for Egypt's new Administrative Capital

**2020**

Started operations in Madinah City, KSA

2020

Started operations in the Emirate of Ajman



2020

Established Biomass Facility & Alternative Raw Materials Facility

2021

Launched partnership with Polygreen to create Evogreen and tackle marine pollution through advanced waste management solutions



2021

Announcement region's first waste-to-hydrogen plant, capable of fueling 1,000 hydrogen-powered large vehicles per day

2021

Announcement of re.life, a digital ecosystem offering smart platforms to simplify (B2B) and (B2C) transactions and transport logistics.

**2021**

Announced construction of a 47-hectar solar plant at the Al Saja'a landfill site to produce up to 120 megawatts of clean energy

2022

Region's first commercial scale waste to energy plant representing major achievement in low carbon energy production

**2022**

BEEAH HQ Inaugurated- HH Sheikh Dr. Sultan bin Muhammad Al Qasimi, Supreme Council Member and Ruler of Sharjah, inaugurates the BEEAH Headquarters, revealing one of the smartest, most sustainable buildings in the world.

Snapshot of Achievements From 2022



BEEAH Tandeef takes on waste management at COP27

Served the city of Sharm El Sheikh, Egypt in partnership with Green Planet before and during COP 27

**BEEAH Recycling launches
Alternative Green Fuel
Recycling facility**

A regional first, converting commercial waste to alternative green fuel for cement industries



**BEEAH Energy inaugurates
the region's first commercial
scale waste to energy plant**

Diverting 300,000 tonnes of waste from landfill yearly while producing 30 megawatts of low-carbon electricity

**BEEAH Group pledges to
achieve emissions-free
mobility at COP27**

Signing the zero-emission vehicles declaration at COP27, the first organization in the UAE that has pledged



BEEAH Group and Chinook Sciences Partner with Japan's Air Water Inc. on First Waste to Hydrogen Plan

BEEAH Recycling launches Recycling Facility with Robotics & AI

Reinforcing zero waste to landfill ambitions and optimizing material recovery



BEEAH Environment launches Marasi

A digital manifest platform for integrated waste management at ports

BEEAH Group inaugurates its New Headquarters, Unveiling the 'Office of the Future'

A ground-breaking landmark designed by Zaha Hadid, powered by solar, integrated with next-generation technologies and built to realise net-zero emissions



BEEAH transforms into an international holding group

Diverse business verticals and new visual identity, delivering further value to our clients

Sustainability Highlights From 2022



Awards

Middle East Energy Awards, 2017

'Sustainable Business of the Year'

Gulf Sustainability & CSR Awards, 2018

'Waste Management, Green Building, Environmental Sustainability Programmes, Overall Winner'

The Digie Award, 2019

'Most Intelligent Building – Corporate Headquarter'

Project Finance International Awards, 2019

'Clean Energy Deal of the Year'

Middle East Energy Awards, 2019

'Clean Energy Initiative of the Year'

Gulf Sustainability & CSR Awards, 2019

'Innovation in Sustainable Technologies'

International Business Excellence Awards, 2020

'Sustainability & Corporate Social Responsibility Award'

Facilities Management Awards, 2020

'Sanitation and Waste Management Company of the Year'

IJ Global Awards Middle East & North Africa, 2022

'The Deal of the Year for Export Finance'

Middle East & Recycling Awards, 2022

'Waste Management Company of the Year'

The Society of British International Interior Design Award - HQ, 2022

Built Design Awards, 2022

'Architectural Design of the Year'

Plan Awards, 2022

'Category Winner'

WAN Awards, 2022

'Gold Category Winner'

MEED Awards, 2022

'Power Project of the Year'

World Architectural Community Awards, 2023

'World Architectural Community'

Commercial Low Rise Office Category, 2023

'Popular Choice Winner for Architizer A+ Award'

RFT Awards 2023

'Winner under the office building category'

'UAE Ministry of Energy's Research & Innovation Award' 2023

Energy

'B2B Platform of the Year Award' 2023

re.life

'Technology Innovation of the Year by Waste Recycling' 2023

re.life

'Platinum LEED Certification' 2023

HQ

BEEAH Group Success Story

GRI 2-1,2-6

From Humble Beginnings to Business Diversity

BEEAH started off in 2007 as a public private partnership (PPP) company with 60+ employees working diligently to manage the municipal solid waste of Sharjah, UAE. Fast forward to 2023, or 16 years later, BEEAH Group is now a fully integrated waste management company, an International Holding Group with over 13,000 employees, operating in 3 countries, and comprised of 9 business verticals. BEEAH Group with its diverse business verticals is offering solutions and services in waste management & recycling, renewable energy, environmental consulting, sustainable transport, real estate and even healthcare.

We are a fully integrated waste management facility with collection and recycling solutions aimed at eliminating the landfill and achieving our vision of being the region's first Zero Waste to Landfill city. And we are excited to share with you how we've come this far!

It all starts by the collection of waste from residential, commercial, industrial, and construction establishments, which are then hauled to our Waste Management

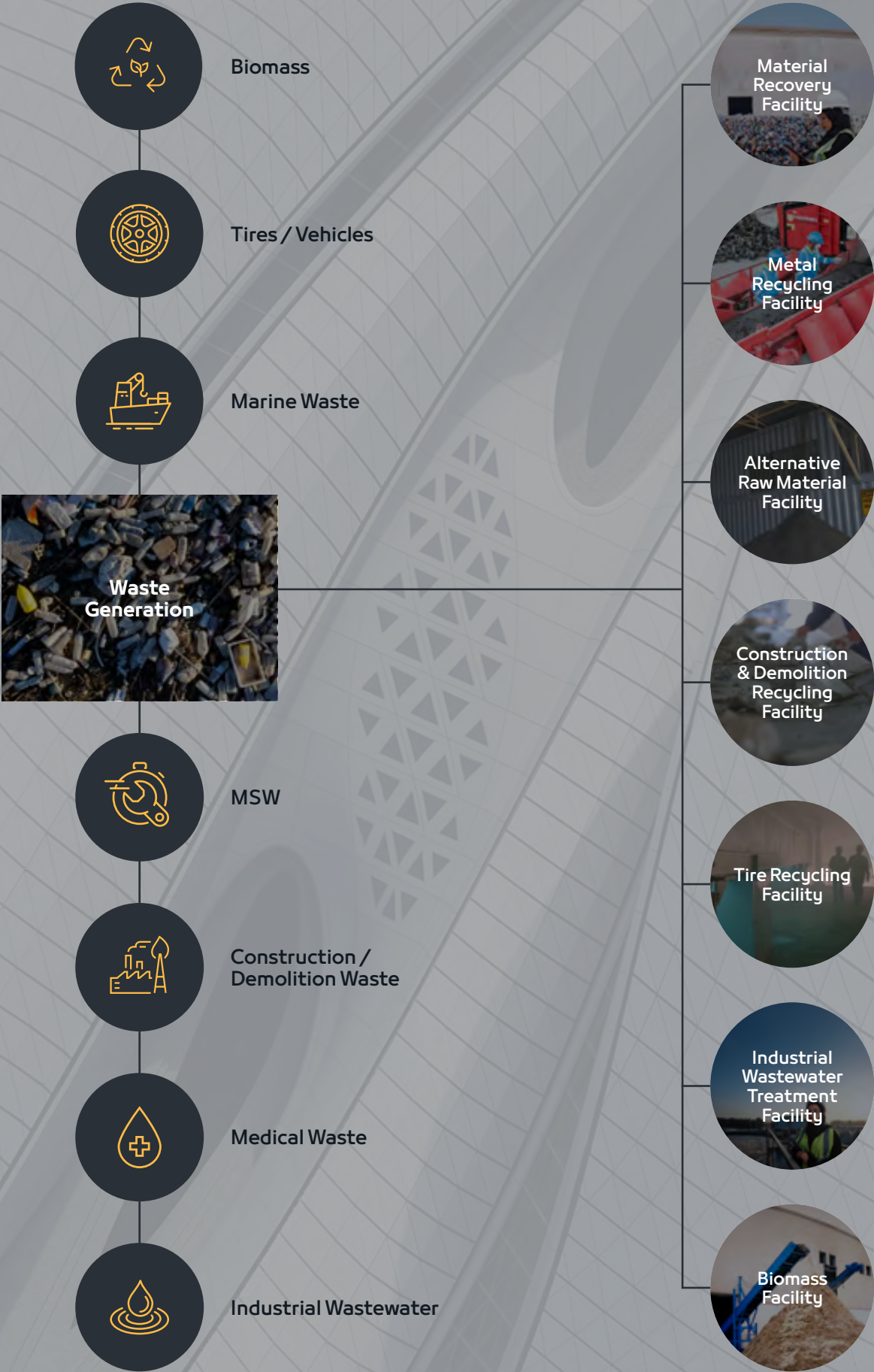
Complex situated in Al Sajaa, Sharjah. At our vast-area complex are factories that are fed the waste brought to them, converting end-of-life items into products that are sold back into the market, granting them a second life and sparing them the inevitable destiny of being buried in the graveyard of waste materials, commonly referred to as the "Landfill". Municipal solid waste (MSW) is fed to the Material Recovery Facility (MRF) where all the recyclable resources are extracted and recovered using automated bag breakers, polishing screens, air separators, and optical separators.

The MRF, typically pronounced “murf” processes 80 tons of MSW waste per hour, reaching 600,000 tons annually. And what is it that we recover from MSW? You may ask. On a monthly average, we would recover 27.30 million water bottles, 37.50 million plastic bags, 4 million hard beverage containers, 3.9 million used aluminum cans, 5.72 million containers of ferrous materials and 1350 tons of fibers like paper and old corrugated cardboard. The MRF is just one of many recycling facilities at the BEEAH Waste Management Complex; for different waste types are different recycling facilities as displayed in the table.

Farewell to the Landfill

The recycling of various waste materials at the respective recycling facilities has resulted in a continuous increase in the amount of waste diverted away from the landfill. We started off in 2007 with only 20% diversion away from the landfill and by 2023 we had reached a 90% diversion of waste away from the landfill.

As we near the Zero-waste to landfill target of BEEAH Group, the emirate of Sharjah will have been the first in the region to eliminate the need for landfilling through granting a second life to what were once waste products seen only worthy of burial. We are expecting that within the upcoming year or so, we will have achieved the 100% diversion rate, eliminating the need for the landfill all together, with the plan of converting it into a solar park for renewable energy generation.

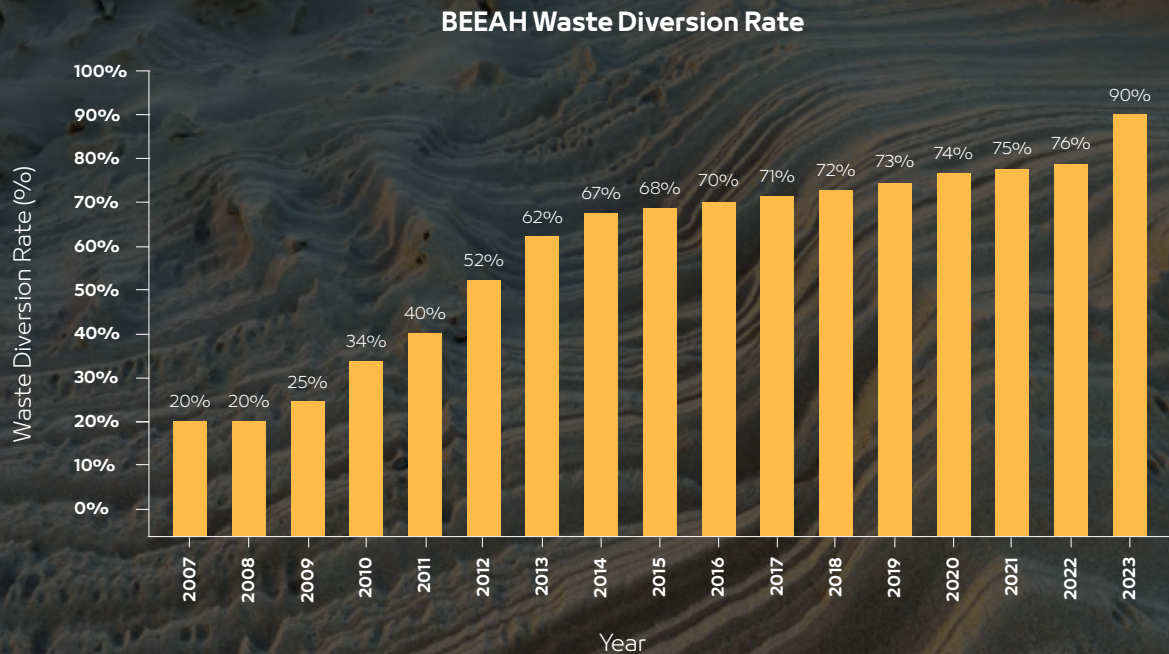




The GCC & Beyond

Our reputation in waste management, recycling, achieving feats in waste diversion, and diversifying business ventures, has caught the attention of government and business leaders in the UAE and across the region. BEEAH Group began its operations in the emirate of Sharjah but is now operational throughout the UAE and beyond to Al Madinah Al Munawwarah in the Kingdom of Saudi Arabia and the New Administrative Capital in Egypt. In 2020, we were awarded our first municipal contract outside the UAE to serve the holy city of Al Madinah Al Munawwarah in Saudi Arabia.

BEEAH Recycling Facility	Type of Waste Recycled & Processed
Material Recovery Facility	Municipal Solid Waste
Construction & Demolition Waste Recycling Facility	End of Life Vehicle Tires
Industrial Wastewater Treatment Facility	Wastewater Effluent from Industrial Establishments
Biomass Facility	Cellulous & Carbon-Based Waste
Alternative Raw Materials Facility	Maritime Waste & Marine-Related Hazardous Waste & Industrial Waste
Medical Waste Treatment Facility	Medical Waste Incineration
Commercial & Industrial Waste Facility	Industrial Waste
Solid Recovery Fuel	Converting Commercial Waste into High-Quality Refuse-Derived Fuel (RDF)
Waste to Energy Facility	Converting Non-Recyclable Waste into Power Generation



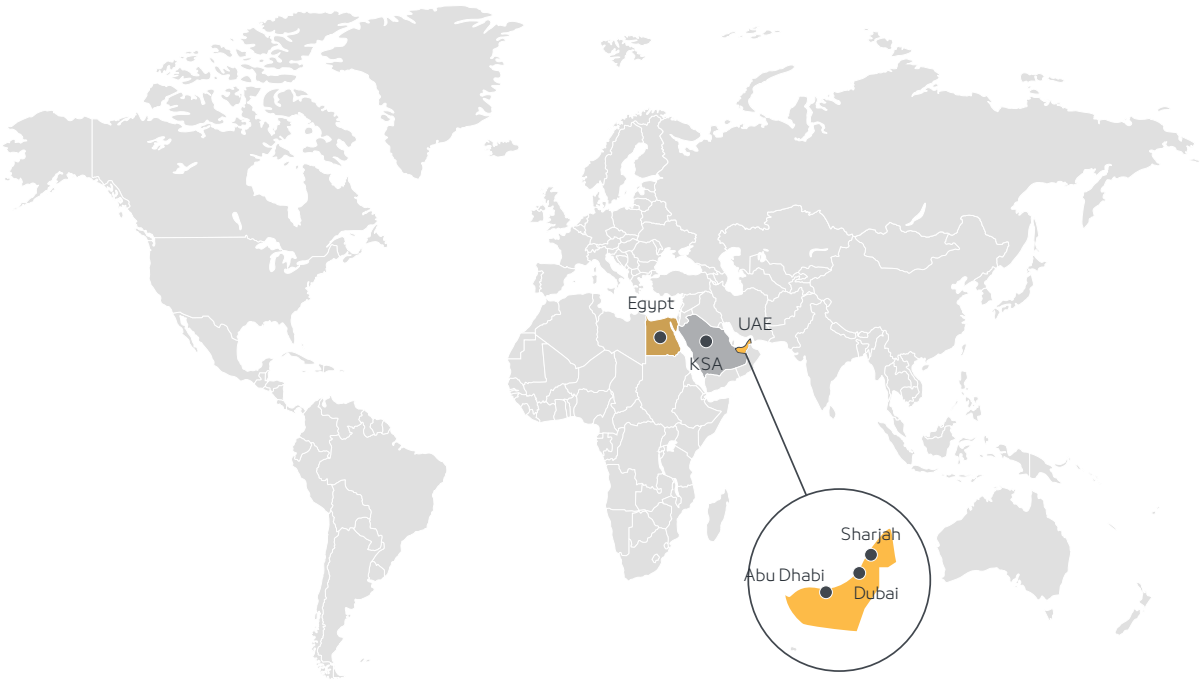
We deployed our advanced fleet of more than 500 vehicles for waste collection and city cleansing, with a workforce of 4,104 workers to get the job done in time while holding ourselves to high quality standards. In 2021, BEEAH Group was awarded the largest waste management contract in the Middle East, expanding our services to the New Administrative Capital of Egypt. We are currently providing sustainable waste management solutions and city cleansing operations, targeting a waste diversion rate of 90%. In 2022, we were present in Sharm El-Shiekh, Egypt as the waste management partner of this global gathering.

Business Diversification

Though BEEAH's core business is in integrated waste management solutions, we have diversified our business enterprises, resulting today in an International Holding Group of 9 business verticals: Tandeef, Recycling, Energy, Transport, Environment Services, Digital, Real Estate, Healthcare, and Education. The adoption of BEEAH Group as an investment holding company beginning of January 2022, is unifying our growing businesses across industries and countries, including operations in UAE, KSA, Egypt and global joint ventures. We aim to grow our businesses across the region and globally, working as an organization to fulfil its vision of pioneering a sustainable quality of life for all.

We Serve the MENA Region

GRI 2-1



Serving

3

Countries in the
MENA Region

Serving Over

14

Municipalities in
the MENA Region

Over

13,000

Committed
Employees

Egypt	UAE	KSA
Waste Collection & City Cleansing	Waste Collection & City Cleansing Recycling Energy Environmental Consultancy Education Mobility Digital Ventures	Waste Collection & City cleansing

Innovation & Digitalisation

Innovation & Digitalisation

GRI 2-1, 302-1, 302-4, 303-5, 306-4



Innovative & Sustainable Headquarters

11%
Energy From
Renewable Source

Leed Platinum
Certified Building

680
Cubic Meter of
Recycled Water
From STP Consumed

**Office of the
Future**
Technology at
Headquarters

EVOTEQ - Digital Company

1,400
Drugs Delivered
through Tatmeen

4,700
Pharmacies
Connected Digitally

250
Drug Manufacturers
Connected

Providing
Integrated **AI
Platform**
for Office of Future

re.life - Digital Marketplace

93,397
Tons of Recycled
Commodities
Traded

3,896
Domestic Services
Done Through re.life
Collect

525
Customers in re.life
Market Platform

1,275
International
Services Done
Through re.life
Collect

Embodying Innovation & Sustainability



GRI 2-1, 302-1, 302-4, 303-5



Our Iconic Headquarters

BEEAH Group's headquarters located in Rowdhat Al Sidr area of Sharjah, UAE, was inaugurated in March 30, 2022, by His Highness Dr. Sheikh Sultan bin Muhammad Al Qasimi, Ruler of Sharjah. Our headquarters is a Leadership in Energy and Environmental Design (LEED) Platinum rated green building, designed by renowned Zaha Hadid Architects. The building design was inspired by the surrounding nature, with a sweeping curvature exterior that evokes the impression of intersecting sand dunes. The building occupancy is over 200 members of staff, with approximately 50-100 visitors per week. Our headquarters includes two floors with the inclusion of a visitor's centre and an energy centre.

The energy centre consists of equipment required for the building operation, such as heating, ventilation and air conditioning equipment (HVAC), solar substation, water treatment plant control and water tanks (fire, irrigation, potable). The treated sewage effluent (TSE) from the sewage treatment plant (STP) is used for irrigation, water fountain and flush fixtures supply within the building's boundaries. Photovoltaic (PV) panels are installed for the purpose of generating a supply of renewable energy to the building, which meets around 11% of the total energy consumption. This iconic structure redefines the standards for green buildings in the UAE while seamlessly integrating advanced AI-driven features for unparalleled efficiency and functionality. BEEAH headquarters marks one of the smartest buildings in the world with intelligence running through its veins.

Passive Design & Sustainable Construction

The foundation of the BEEAH Group headquarters lies in its passive design principles, marked by its curved structure. This curvature not only shields the building from harsh winds but also strategically reduces sun exposure, creating a comfortable and energy-efficient interior environment. The structure itself is a testament to sustainability, being crafted from recycled and locally sourced materials, demonstrating a commitment to minimizing environmental impact.

STP Treats effluents to irrigate vegetation	PV Panels Meeting 11% of energy consumption through renewable energy	LEED Platinum certified building	Tesla Powerpack to store excess solar energy
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Intelligent Integration for Optimal Performance

The innovative design extends to the building's intelligent skin. Concrete panels are engineered to reflect sunlight, while also effectively storing heat, contributing to a more energy-efficient climate control system. The windows are positioned to minimize solar gain, allowing for indirect natural lighting that enhances the workspace ambiance. These considerations collectively result in a structure that harmonizes with the environment and reduces energy demands.

Water & Energy Efficiency

We have efficient water and energy management system at our headquarters. The STP, located near the headquarters boundary near the energy centre, recycles wastewater thereby ensuring a closed-loop system as the treated sewage effluent is used to irrigate the lush greenery that envelops the structure and water fountain within the building's boundary.

The commitment to the building's energy efficiency is equally notable. The on-site solar plant caters to the energy demand, powering electric vehicle charging stations, landscaping and kerb lights, thus epitomizing renewable energy utilization. A total of 11% of the building's energy consumption is met by this renewable energy source. The solar power plant is backed up by the on-site Tesla powerpacks, where the surplus energy is stored to power the building at night time. The powerpacks also provide power to our electric vehicle charging stations.

AI Integration & Technological Advancements

Our headquarters is AI-integrated, seamlessly fusing sustainability with technological advancement. The AI-integrated office of the future features cloud technologies from Microsoft as well as digital twin and automation technologies from Johnson Controls. Combining Johnson Controls Digital Vault technologies with Microsoft Azure, the headquarter's building management system is designed to optimise energy efficiency and make the best use of available space. EVOTEQ, a venture of BEEAH Digital, is serving as a technical project manager to facilitate the integration

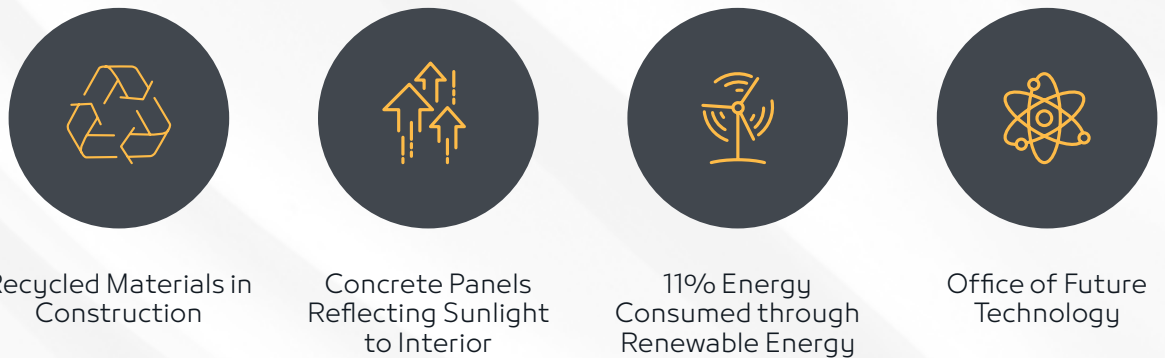
of technologies and development of systems. The building will feature a virtual AI persona and voice-activated interface that is designed to operate hundreds of use cases. The system helps users to locate available meeting spaces, book appointments, give directions, and support day-to-day tasks. The building is also deployed with sensors, smart security, facial recognitional and digital concierge. The ventilation and mechanical system is AI-driven, boasting 90% efficiency rate. The incorporation of digital twin technology not only tracks but forecasts resource consumption, empowering operational optimization.

LEED Platinum Standard & Future-Ready Design

Aligned with its commitment to sustainability, the BEEAH Group Headquarters is designed to operate at net-zero, LEED Platinum standards. The LEED certification had been awarded to our headquarters in 2023. This remarkable achievement underscores the building’s ability to function entirely on renewably sourced energy while achieving net-zero emissions. The open-plan offices, accommodating over 200 employees, provide an adaptable and collaborative workspace that serves as a model for the future, blending sustainability and digitalization.



*Data from August to December 2022
**Data from October to November 2022
***Data from September 1, 2022 to August 31, 2023



EVOTEQ

EVOTEQ

GRI 2-6



Our Digital Venture

To accelerate digital transformation in the Middle East we established our digital venture, EVOTEQ in 2017. The company provides innovative and transformative digital solutions tackling regional challenges; and the complex issues faced by various industries such as healthcare, logistics, education, transportation, and public services. With a team of over 30 highly experienced employees, our aim was, and continues to be, to create digitally empowered and smarter societies. By providing innovative and transformative digital solutions and platforms, our goal is to enable governments and large enterprises in the Gulf region to enhance performance, increase efficiency, and make better-informed decisions.

EVOTEQ's unique business model encompasses the entire spectrum of offerings required for digital transformation. Firstly, we offer our clients in-depth consulting and advisory services to shape their digital transformation strategy. We then either develop customized solutions or provide appropriate digital solutions and platforms to meet their business requirements, thereby addressing major operational challenges. Over the past few years, EVOTEQ has strategically built relationships, capabilities, and partnerships to cater to the needs of our customers. Through our consultative selling approach, we have secured several high-profile projects including our SmartTrack solution, Blockchain permit portal, office of the future, and smart transport.

EVOTEQ partnered with the Ministry of Health and Prevention on the "Tatmeen" program, which is a highly advanced track and trace platform for pharmaceuticals and medical products. It is based on our advanced serialization and traceability solution, SmartTrack. Tatmeen serves as the perfect platform to track products from manufacturers to end-users, ensuring the safety and authenticity of medicines. Using globally-accepted GS1-compliant solution that will protect against variabilities at every step of the supply chain providing the Ministry of Health and Prevention with more visibility to help track counterfeits, enable recalls/expired drugs, and enhance safety across the pharmaceutical supply chain.

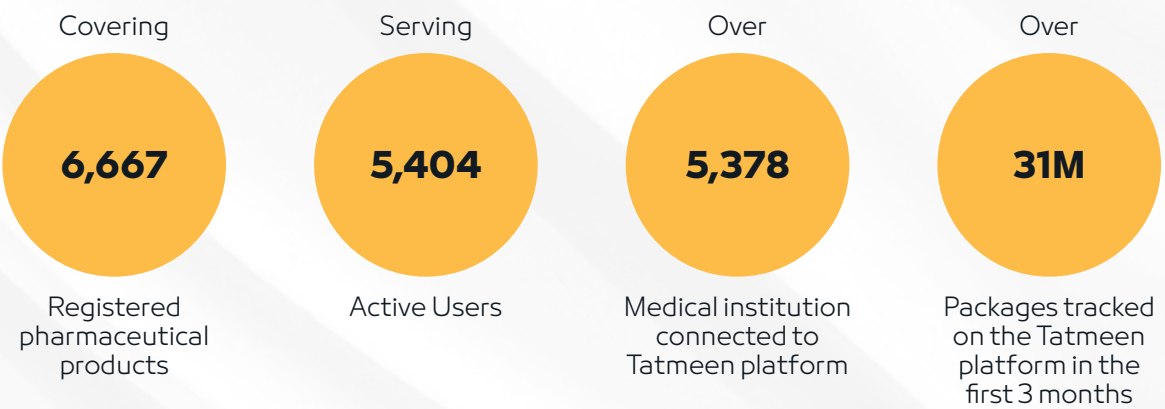
Driving Digital Transformation In the region	Developed Tatmeen Platform for UAE Ministry of Health & Prevention	Introduced the region's 1 st AI Platform For offices of the future
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Through our office of the future project, we introduced integrated Artificial Intelligence Platform PaaS-based (Platform as a Service) for our headquarters. Developing a fully integrated AI office building in the UAE and MENA region, equipped with intelligent and cutting-edge systems, devices, and software to increase energy efficiency and employee productivity. Additionally, we aimed to incorporate the latest technologies to reduce construction, energy management, maintenance, and security-related costs while revolutionizing the experiences of employees and visitors.

EVOTEQ provides solutions to help create smart, sustainable cities by collaborating with Sharjah City Municipality, for implementing new smart transport solutions. Using cutting edge technology smart transport, we aim to solve challenges related to parking, driver behaviour and traffic congestion by utilizing devices such as CCTV cameras, sensors, smart phone applications, GPS, IOT and AI systems.

Additionally, we partnered with Amana Al Madinah to deliver an innovative digital platform to enhance the workflow and processes of their waste management digital services in the city of Madinah, Saudi Arabia. The deployed Waste Management Platform was designed to meet the needs and requirements of Amana. The integrated platform provides a complaint service, a commercial 'Automated Vehicle Location' (AVL) system, an electronic contracts system, fleet management, and content management systems. The digital solution also offers waste generator registration, work scheduling, waste transporter qualification, and field services management.

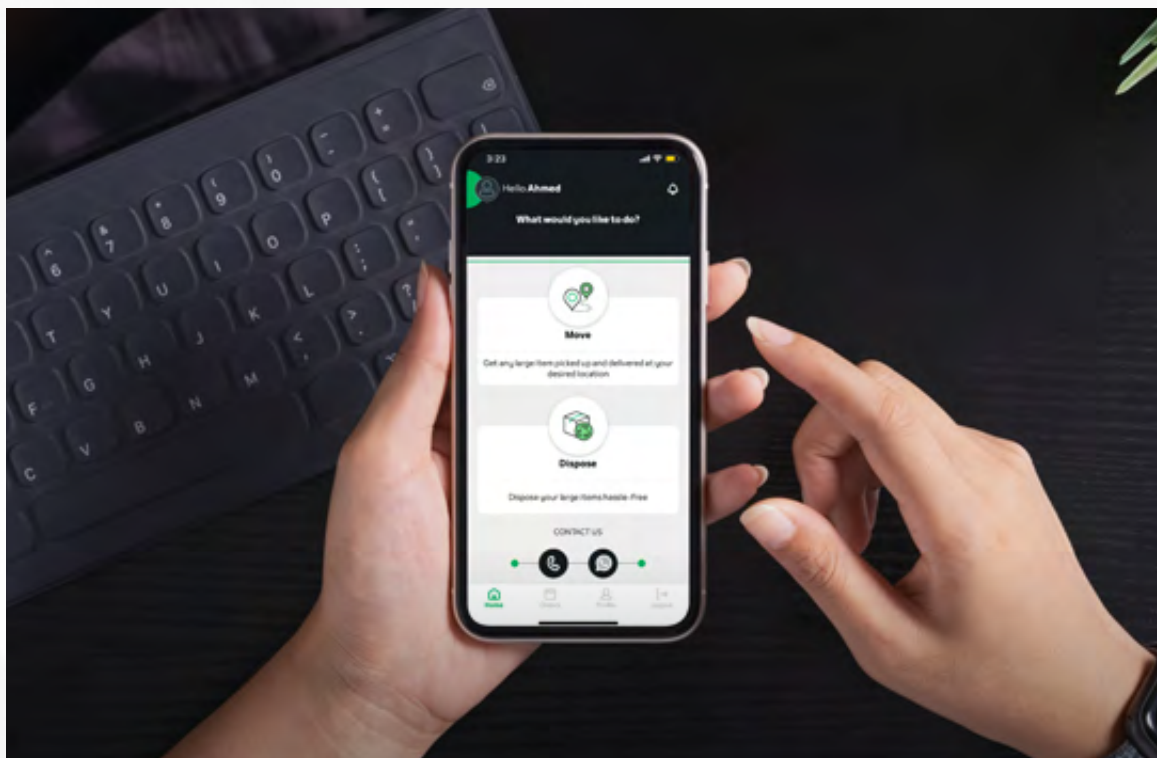
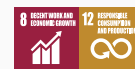
Furthermore, we support industries through a range of digital transformation tools and projects, offering workflow mapping; process automation; business applications, including enterprise resource planning (ERP) and customer relationship management (CRM) solutions; IoT developmental opportunities; and project management.



re.life

re.life

GRI 2-6, 306-4



Market Place at the Tip of Your Fingers

re.life is our innovative digital platform launched in 2020, aimed at empowering individuals and businesses across logistics transport and recyclables trading. Through re.life, we aim to enable convenience and an easier lifestyle through a digital ecosystem. We launched two platforms under re.life for serving communities and businesses, re.life collect and re.life market. In the former, a mobile application connects people with fast, affordable, and reliable moving services on-demand or according to their schedule. The latter is a virtual marketplace for business-to-business buying and selling of recovered commodities.

re.life Market - One Stop Shop for Buyers & Sellers

re.life market, operational since 2021, is a virtual marketplace for the trade of recovered commodities like scrap metal, recyclable plastics, mixed fibres and other recovered products. This platform facilitates direct connection between buyers with sellers, eliminating the need of intermediaries.

Since its operation in 2021 starting with 32 customers, today re.life market has grown to a trading platform of 525 customers, engaged in exchange of 193,980 tons of recovered commodities. Currently, our services extend beyond the UAE to India, Jordan and Egypt with ambitious plan to expand into Europe, Asia and Africa.

In contrast to traditional methods, our digital platform delivers advantages to both the buyers and sellers. Buyers benefit from direct access to large-scale sellers, eliminating intermediaries and streamlining the supply chain. Large-scale sellers on the other hand, can offer a diverse range of recycled goods from scrap metal and recycled plastic to mixed fibres, glass and materials, and more.

In 2022, a total of 665 trades were carried out through the platform, trading 93,397 tons of commodities. A total of 98% of the trade was domestic while the 2% were international trades. The platform also serves as the place where the recycled materials from our recycling facilities are sold, thereby promoting circular economy.



- 2025 Targets**
- Introduce artificial intelligence features
 - Expand cross-border trading of recyclables
 - Build a portfolio of global market



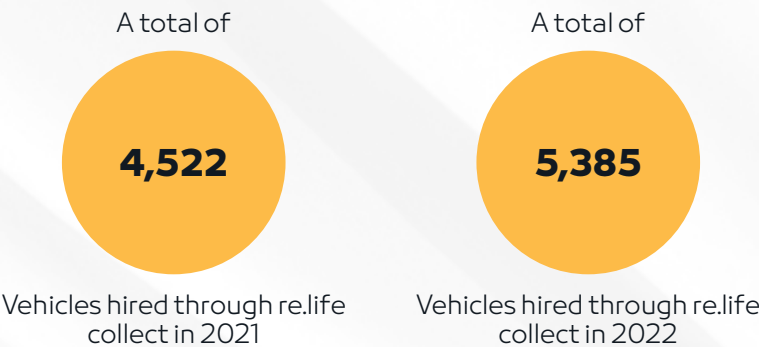
re.life collect - Moving the World with Convenient Logistics Services

re.life collect is our digital platform that provides reliable moving services for both enterprises and individuals. Our services include delivering goods from warehouses to customers, shipping goods across borders, shifting between homes and disposing of bulky items. Additionally, we offer a 'Rent-a-truck' service, allowing clients to hire a truck with a professional driver to meet their specific needs.

We maintain a fleet of 20 different types of trucks to carry out these services. In 2022, we successfully completed 214 home shifts, provided 3,896 domestic services and offered 1,275 cross border services. Furthermore, our 'Rent-a-truck' service was utilized 5,385 times during the same year. Overall, we served a total of 286 clients in 2022.



Number of Clients Served & Drivers Hired through re.life collect		
	2021	2022
No. of Clients	73	286
No. of Drivers	56	695



Major Types of Commodities Traded in Tons through re.life market in 2022

Aggregates	28,000
Aluminium	2,394
Cartons	2,650
Batteries	67
Boxboard Cuttings (BBC)	3,592
Old Corrugated Carton	13,312
Consumer Electronics	393
E-Waste	596
Copper	269
Core Pipe	319
Polyethylene	3,824
Scrap	15,613
Iron & Steel	1,947
Major Household Material	116
Mixed Materials & Plastics	5,443
Non-ferrous	1,920
Newspaper	130
PET	1,524
POC	1,612
Polycarbonate	8
Polypropylene	1,743
Pressed & Structured	1,915
PVC Pipe	12
Recycled Road Base	3,000
Wood	1,420
Steel	1,419
Used Oil Drums	15

ION

ION

GRI 2-6



Our Innovation in Mobility

To support the transition to green vehicles in the UAE, we launched ION as our innovative solution for sustainable mobility. ION was established in 2018 in a joint venture between BEEAH Transport and Crescent Enterprises to provide eco-friendly transportation that is safe, affordable, and accessible to all. Through innovations in green mobility, ION is promoting economic and environmental sustainability, and driving on-demand availability in multi-modal, inter-urban, transport networks. By creating zero-emission transport, ION is supporting UAE's carbon neutrality goals.

We operate 10 Tesla vehicles, 6 Chevrolet Bolts, and 3 Navya electric vehicles within our fleet as a part of our eco-friendly services, which additionally include on-demand services, freight transport, collective transport, and provision of energy networks. On demand services include ride hailing and riding sharing services for commercial use. Freight transport service provides greener carriers to meet the client's requirements. The freight trucks use technological features like aerodynamic design, telematics and live tracking. Collective transport is our group travel system with high quality and energy efficient electric buses. ION also manages energy networks where we provide alternative fuel value chains for mobility applications, in the forms of batteries and charging stations.

Since the beginning of operation, our fleet covered a total distance of 3,016,305km. A total of 754MWh of energy was used for charging all are fleet. Each of the Tesla vehicles consumed 56,631KWh whereas each of Bolt and Navya consumed 30,342KWh and 1,903KWh of energy, respectively.

A total of

754

MWh of energy used for
charging fleet since operation

A total of

3,016,305

Km covered since
operation

Our Planet

Our Planet

Working on the Twin Pillars of Digitization & Environmental Sustainability

To know more about how we care for our planet, check out this chapter for:

Clean & Green

The sustainable management of waste

Resource Recovery

The transition to a circular economy

From Landfill to Power

The generation of energy from waste

Environmental Services

Towards a Circular Economy & Sustainable Development

The Sustainable Management of Waste

10,848,627
Kilometers of
Cleaning Done in
the MENA region
in 2022

300,000
Tons of
Recyclables
Collected from
Recycling Stations
in UAE

1,850
Vehicles in Waste
Management
Fleet

10
Static Recycling
Station in UAE

Transition to Circular Economy

8
Recycling
Facilities in UAE

494,968
Tons of Waste
Processed at MRF

78,000
Cubic Meters
of Industrial
Wastewater
Treated

27,086
Tons of Waste
Processed
to Generate
Alternative Fuel

Generation of Energy From Waste

131,688
Tons of Waste
Processed at
Waste to Energy
Plant

139,344
MWh of Power
Transported to
Grid

581
Tons of Metals
Recovered From
Waste to Energy
Plant

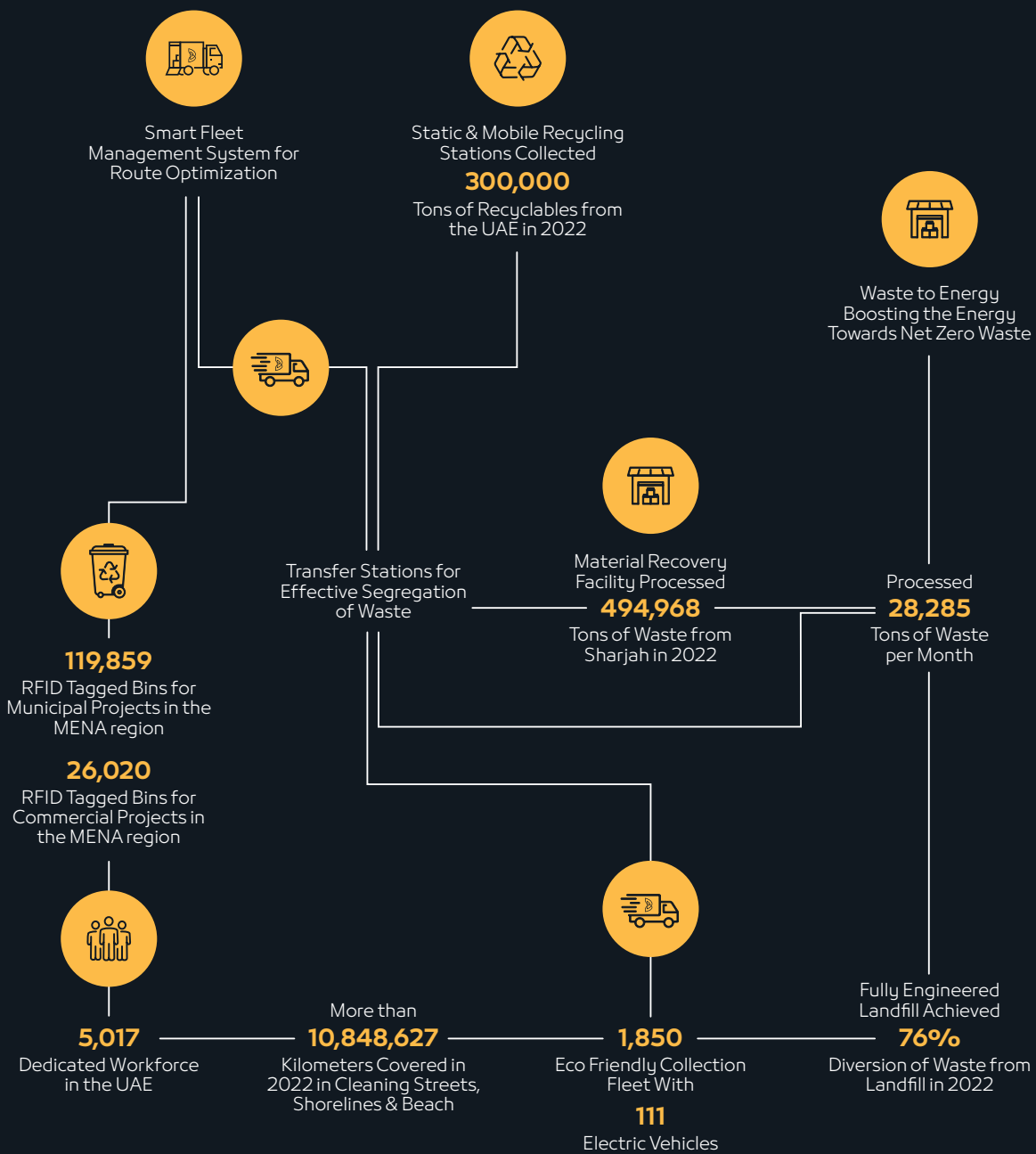
Bottom Ash & Fly
Ash Collected &
Recycled from
our Recycling
Facilities

Clean & Green

GRI 2-6, 306-3, 306-4, 306-5



Serving Commercial & Municipal Sectors



The Sustainable Management of Waste

Working to Serve



BEEAH Tandeeef, a vertical of BEEAH Group, is dedicated to the sustainable collection of waste and recyclable resources, as well as city cleansing across the UAE and beyond to the Kingdom of Saudi Arabia and Egypt. Our team, consisting of 5,017 dedicated workers across the UAE, not only collects waste but also maintains the cleanliness of our cities through smart eco-friendly cleaning solutions. Our team is committed to cleaning the streets, deserts, water bodies, beaches, hiking trails and public gathering spots. In 2022, our cleaning services have covered more than 6,118,610 km of land and water in the UAE using mechanical vehicles, including sweepers and street washers. A total of 3,200 labors have covered 4,672,000 km in 2022 through cleaning manually in the MENA region. Additionally, our team is available for emergency responses whenever needed.

We serve both commercial and municipal sectors, equipped with a fleet of 1,850 eco-friendly vehicles including beach cleaners, boats, sweepers, street washers, compactors, bin washers and electric vehicles. As a part of electrifying our fleet, in line with the UAE Net Zero 2050 initiative which aims to achieve net zero emissions by 2050, we are incorporating a total of 50 Tesla electric waste collection trucks to our existing eco-friendly fleet. We maintain a total number of 119,859 bins for municipal projects throughout the MENA region and 26,020 bins for commercial projects across the UAE. Our bins are equipped with Radio Frequency Identification (RFID) tags, and our fleet is Geographic Positioning System (GPS) controlled, enabling route optimization through our Smart Fleet Management System. Additionally, our smart bins provide free Wi-Fi access to the public.

BEEAH Tandeeef has established numerous stationary and mobile recycling stations throughout the UAE, collecting a total of 300,000 tons of recyclables annually. These recyclables are processed at our recycling facilities managed by BEEAH Recycling. In terms of Municipal Solid Waste (MSW), it is transported to the nearest transfer station, where they are then hauled to the recycling facilities complex at Al Sajaa, Sharjah. The MSW is received at the Material Recovery Facility (MRF) to extract and recover all forms of recyclable materials that are then bailed, while non-recyclables are directed to our waste to energy plant, processing 28,285 tons of waste each month for power generation. Since the operation of the waste to energy plant, we have drastically increased the diversion of waste from the landfill to 90% by the end of 2022. With continuous progress in diversion rates, the landfill will no longer be needed.

Rethinking Waste Collection for a Sustainable Future

In support of the UAE Green Agenda 2030, BEEAH Tandeef resides at the forefront of sustainable waste and recyclable resources collection and management in the GCC region. Our collection services extend beyond municipal solid waste to commercial resources and all types of generated waste materials. We provide municipal waste collection services for residential complexes, educational institutions, government buildings, places of worship and more within the emirates of Sharjah, Ajman and Abu Dhabi. As an international holding group, our services extend beyond the boundaries of the UAE to the Kingdom of Saudi Arabia and the Arab Republic of Egypt. We provide a helping hand to commercial entities across the UAE for recyclable resource collection, supporting their commitments to sustainable development and circular economy transition.

We partner with key business leaders in implementing specialised recycling programs such as our partnership with PepsiCo and Duracell in source segregation and recycling of single-use plastic bottles and batteries, respectively. As you wander throughout the city of Sharjah, you will conveniently find our recycling stations for you to engage in source segregation and play your part as a steward of the environment. And it is never complete without the wholehearted involvement of the community. That is why we have incorporated outreach and awareness programs nation-wide as we view people as strategic partners in what we do. The collected recyclables are then transported to BEEAH's waste management complex recycling facilities at Al Sajaa, Sharjah, to be recovered and reintegrated back into the economy within a closed-loop system.

When it comes to construction and demolition waste, purpose-fitted vehicles with wheel loaders and skid steer loaders are used for collection and transport to our Construction and Demolition Waste Recycling Facility, giving a second life to that bulky waste. Green waste shredding and collection services are offered upon request of residential and commercial entities, covering parks and garden wastes such as tree trunks, grass, leaves and branches.

Because sanitation and environmental protection are part of our mantra, dead animals and carcasses from fallen stock are promptly eliminated and collected through our specialist adept at handling such waste with precautionary measures in place. Old commercial and household furniture can be troublesome to their owners specially when they are not resalable. We have launched the "You Call We Haul" program free of charge and a service to the community where via a phone call, our team will arrive at your doorstep to collect your unwanted furniture and white goods.



Municipal Solid Waste
Collection



Recyclables
Collection



Construction &
Demolition Waste
Collection



Green Waste Shredding
& Collection



Agricultural Waste
Collection



Bulky Waste
Collection

Source Segregation At a Recycling Station Near You

BEEAH deploys numerous recyclable collection mechanisms throughout the UAE including recycling stations, 3 stream bins, reverse vending machines (RVMs), used cooking oil (UCO) collection units, bins for people of determination, household blue-green bins, smart compaction bins, Wi-Fi bins and e-mobile recycling units. In partnership with United Arab Emirates Ministry of Climate Change and Environment, BEEAH launched a recycling station near King Faisal Mosque in Al Soor area of Sharjah. The station aimed to engage community members in waste segregation at the source, enhancing consciousness regarding recycling practices and fostering a recycling-oriented mindset among the population. The station includes an array of 11 different recyclables streams, ensuring efficient separation of recyclable materials. These streams include home appliances, bulbs & lamps, E-waste, paper, cardboard, mixed metal, aluminium cans, used batteries, plastics, pet bottles, glass. A total of 8000kg and 8154kg of recyclables were collected in the years 2021 and 2022, respectively all of which was directed to our recycling plants for effective handling. It is anticipated that the restrictions on movement during the pandemic in 2021 maybe responsible for the higher quantities of individual recyclables collected compared to 2022. The station was built in a sustainable way, itself being a used shipping container with recycled rubber tiles for its flooring and deriving power from solar panels as its standout feature. The station is also interactive, equipped with a selfie booth enabling the recyclers to actively engage and spread awareness through social media platforms.

Recyclables Collected at Al Majaz Recycling Station in Kilograms		
	2021	2022
Home Appliances	271	28
Bulbs & Lamps	74	5
E-Waste	419	278
Paper	5,187	6,413
Cardboard	607	327
Mixed Metal	123	39
Aluminum Cans	138	70
Used Batteries	124	12
Plastics	370	409
PET Bottles	406	289
Glass	282	284

Recyclables Collected from All Recycling Stations at Sharjah in Kilograms		
	2021	2022
Home Appliances	570	67
Bulbs & Lamps	223	55
E-Waste	1,057	1,349
Paper	9,913	18,979
Cardboard	1,906	2,786
Mixed Metal	320	311
Aluminum Cans	374	382
Used Batteries	234	49
Plastics	1,413	2,253
PET Bottles	1,234	1,495
Glass	1,009	1,301
Fabric	217	149

Recyclables Collected From Recycling Stations at Ajman in Kilograms	
	2022
Home Appliances	1
Bulbs & Lamps	0
E-Waste	103
Paper	861
Cardboard	154
Mixed Metal	0
Aluminum Cans	35
Used Batteries	3
Plastics	200
PET Bottles	181
Glass	127
Fabric	0

Recycling Convenience



Bringing Our E-Mobile Units to You

Understanding the importance of convenience for the success of recycling, we introduced our innovative e-mobile recycling units to enhance the collection of recyclables and come closer to people. These units make recycling more convenient and accessible at different locations and events. They are designed to cater to specific types of waste to encourage proper segregation. The unique mobile recycling station will support the growth of recycling rates in the UAE, and the Nation's agenda for carbon neutrality by contributing to sustainable disposal and recovery of resources.

Waste Segregation at Your Doorstep

BEEAH launched UAE's first Door-to-Door Residential Recycling Programme to facilitate waste segregation at the household level, raise awareness on the importance of recycling, its best practices, and benefits to the community. Through this program, the residents were provided with a set of color-coded green bins and blue bins for general waste and recyclable materials, respectively, supplying almost 5,262 bins to 2,619

houses in 2022 in the emirate of Sharjah. This source segregation program facilitated an efficient sorting of various waste items. In addition, sessions were held at the communal majlis, aimed at actively engaging community residents in recycling practices and adopting their feedback for continuous improvement. Effectively addressing the specific needs of communities across the UAE is pivotal to minimizing the environmental impact of waste and encouraging sustainable practice.

Door-to-Door Recycling Program			
	2020	2021	2022
Total Household Covered	1,509 Houses	1,522 Houses	2,619 Houses
Total Bins Supplied	3,081 Bins	3,171 Bins	5,262 Bins
Total Area Covered	8.25 sq. km	18 sq. km	34 sq. km
Total Communal Sessions Conducted	96 Session	77 Sessions	40 Sessions

Managing Oversized Discards in Urban Landscape

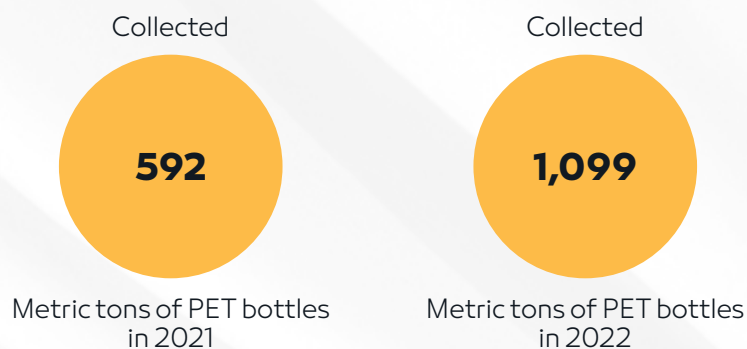
You call we haul, is an initiative introduced by BEEAH Tandeef as a part of the Green and Bulky Waste Collection Program. This initiative offers residents a convenient solution for disposing of large-sized bulky waste such as furniture and household appliances. In 2022, about 2,810 tons of bulky waste were collected. The service is now available for residents in Sharjah and Abu Dhabi. The residents can avail services via BEEAH's mobile application or through BEEAH call center by selecting preferable date and time for collection. Our team has a specialized fleet to move the items. Additionally, as a part of the Green and Bulky Waste Collection Program, we have supplied bulky bags, with a capacity of 1.5 tonnes each. These bags are intended for the disposal of materials such as worn pots, trees, paintings, carpets, and dead bushes.

Total Quantity of Bulky Waste Collected in Tons		
2020	2021	2022
3,024	4,672	2,810



Partnering With Industry Leaders for Post-Consumer Collection

Key global industry leaders are committed to the recovery and recycling of their post-consumer products, in what is known in many parts of the world as Extended Producer Responsibility. We partner with these key industry leaders to ensure recovery of their post-consumer materials and ensure they are granted a second life as opposed to leaking into the terrestrial and marine environments. In line with UAE's goal to divert 75% of total waste from the landfill, BEEAH collaborated with PepsiCo to support the company's commitment to collecting and recycling the equivalent of 100 % Aquafina plastic packaging produced in the UAE. In the partnership, BEEAH collected, transported and ensured the recycling of the recovered plastics. We deployed a far-reaching network of recyclables collection system in strategic locations, communities, malls and more across Sharjah, Abu Dhabi and Dubai to improve segregation and collection. BEEAH has leveraged digital data capturing, weighing system, and GPS monitoring to track and report the progress of PepsiCo's recyclables. A total of 592 and 1099 metric tons of PET bottles were collected from the project in 2021 and 2022, respectively.



Waste Collection Mechanisms for Effective Resource Recovery



Our policy has been to create easy-to-use and convenient collection means for the purpose of maximizing community engagement in source segregation and optimizing recovery of resources. Each locality has been carefully assessed and investigated and subsequently equipped with the most suitable means of collection. Depending on the area, bins may range from 3-stream bins, smart bins, smart compaction bins, conventional bins, general and recyclable bins, RVMs, UCOs, bins for people of determination. Our bins are mostly 100 % recyclable after use, are elegantly designed, catering to people's needs (such as bins for people of determination), and with innovation in mind to enhance effective collection. The user-friendly designed 3-stream bins in Sharjah Emirate make segregation entertaining

and non-time consuming. As you approach the bin, you will immediately notice that your general waste needs to go to the green color-coded stream, while recyclables will need to go to the blue color-coded stream, with one partition for paper and cardboard and another for plastic bottles and cans.

All our bins are geotagged and most of them are equipped with free Wi-Fi, attracting people to deposit their waste and recyclables while rewarding them with internet access. These smart bins are equipped with sensors that send signal to the control room, indicating they are ready for collection. The smart compaction bins trigger an embedded compacting device when the disposed material reaches a predetermined level.

To ensure that the bins remain clean, operational and presentable at all times, consistent bin care services are provided, regular inspection, maintenance and repairs. Damaged bins are promptly replaced. Additionally, to maintain hygiene and reduce pest contamination, periodical washing is carried out via our bin washing vehicles.

% of General & Recyclable Bins Placed in the MENA Region		Number of Bins Placed for Collection in the MENA Region	
	2022		2022
Bins for General Waste	74%	Municipal Operations	119,859
Bins for Recyclable Waste	26%	Commercial Operations	26,020

Innovative Reverse Vending Machines for High-Footfall Areas

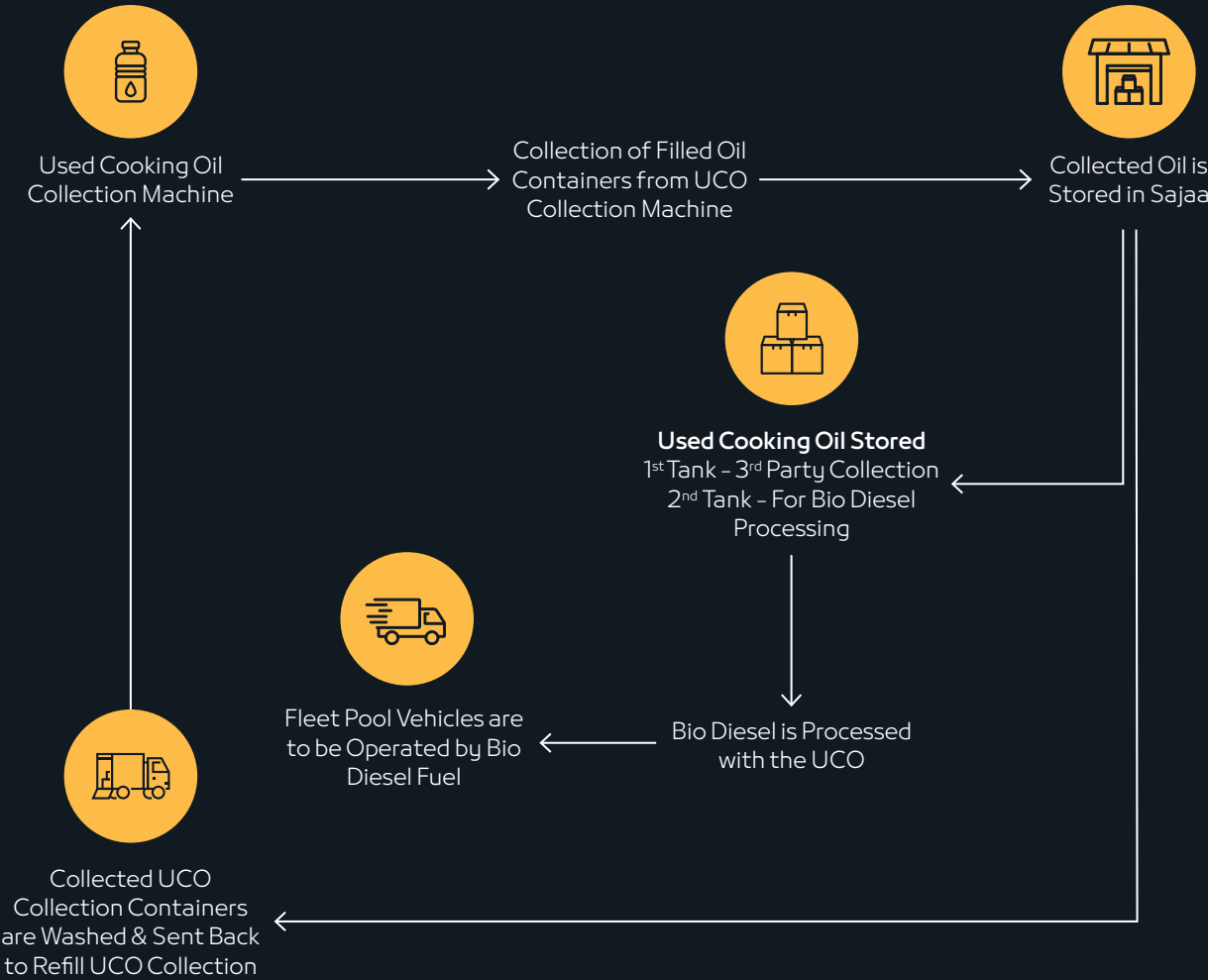
Innovative Reverse Vending Machines (RVMs) have been placed in malls, government institutions, universities and airports across the UAE. These are used for collection of plastic bottles and aluminium cans. These machines have a capacity of 3000 cans and 1000 bottles. To encourage recycling efforts within the community, Tandeef launched BEEAH rewards programs. A collection of 250,000 recyclables were recorded through the program. Prized worth more than AED 200,00 which included holiday packages to destinations like Paris and staycations at the Anantara Dubai The Palm Resort & Spa, Nespresso machines, Smart TVs, GoPro Hero cameras, and Talabat Vouchers, were distributed as incentives.

Deploying the Region’s First Used Cooking Oil Collection Bin

The collection of Used Cooking Oil (UCO) facilitates the recycling of used cooking oil for residents. The machine has a capacity of up to 200 containers. With each deposit, the machine will dispense an empty bottle for users to take home. These bottles have a wide mouth and an airtight cap, capable of holding up to one litre of used cooking oil. These bottles have a lifecycle of 5 years and are 100 % recyclable. With the UCOs, the clogs created in the drains resulting from pouring oil down them could be avoided. Moreover, they are deposited in landfill, where it generates greenhouse gas. The collected used cooking oil is converted to biodiesel and used to fuel fleet pool of 39 vehicles which include sweepers, transportation vehicles, collection vehicles and beach cleaners.

A fleet of **39**
Vehicles Operated by Biodiesel Fuel Processed From UCO

Used Cooking Oil Collection Process



No Person Left Behind: Thoughtful Design for People of Determination

Designed especially for people of determination to use with ease, BEEAH Tandeef introduced the first-of-its-kind oval bins. These new eco-friendly bins come with improved features: manufactured using 77% recycled material, are 100% recyclable, have larger volumes with total capacity of 3000 liters, are shock resistant, RFID tagged, and equipped with hands-free foot pedals for contactless waste deposit. Their round-shaped deposit pocket provides people of determination with convenience and accessibility to deposit recyclable material and general waste. They are currently distributed within the Emirate of Sharjah, with plans to install them in more locations in the future. The green bins are for general waste while blue bins for recyclable material. Our bins are regularly disinfected to ensure the safety of our community.



Keeping Our Cities Clean: Integrated Solutions for Natural & Urban Landscapes

Solutions for Street Cleaning & Litter Picking

BEEAH Tandeef provides efficient and effective public cleansing and city cleaning services to maintain the hygiene, cleanliness, and overall appearance of streets and public spaces including parks, gardens, and areas of public gatherings. We provide mechanical sweeping and washing services through our specialized electric suction road sweepers and road washers that efficiently eliminate debris and waste along roads. The road washers operate by spraying pressurized jets on roads, walkways, pavements, pedestrian underpass, market areas, road grills, jogging tracks, bike lanes, bridges, and other outdoor areas. Litter picking operations are achieved through our electric waste vacuum cleaners, electric quadricycles, litter picker mini trucks, in addition to manual litter picking operations. In 2022, road sweepers, washers, and litter pickers were used to clean and wash an equivalent of 6,118,610 km while a total of 3,200 labors covered a distance of 4,672,000 km in manually cleaning the streets of the MENA region.

Collected a distance
equivalent to

6,118,610

Km in cleaning the streets of
the MENA region in 2022 by
mechanical means

Collected a distance
equivalent to

4,672,000

Km in cleaning the streets of
the MENA region in 2022 by
manual means

A fleet of

341

Vehicles for washing &
cleaning the street

Solutions for Desert Cleaning

Tandeef offers desert cleaning services through the use of electric desert cleaning vehicles with off- road capabilities, ensuring clean desert areas and environmental protection. In February 2022, we collaborated with Aster volunteers for their Desert Clean-up Drive campaign in Al Madam, Sharjah. The campaign had over 170 volunteers who gathered for the collection of littered waste from within the beautiful desert landscape. The collected waste was managed by BEEAH, providing a manpower of 17 labours, 1 driver and 2 supervisors along with vehicles to support the campaign.

31

Quad bikes deployed in cleaning the deserts

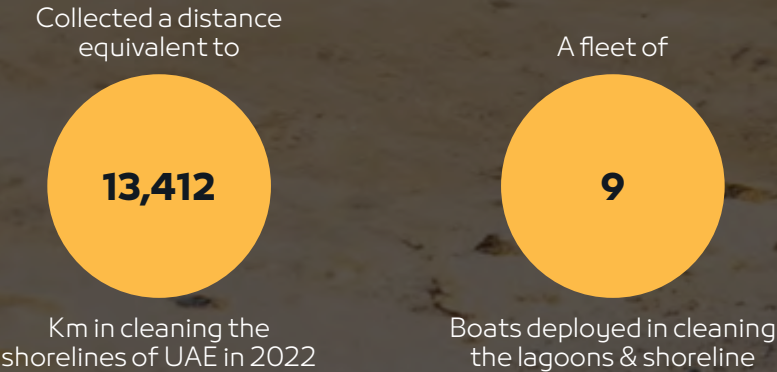
Race for Life - A Campaign Against Camel Plastic Pollution

In line with World Camel Day, BEEAH Tandeef partnered with the Dubai Camel Racing Club to launch the 'Race for Life' campaign, raising awareness on the impact of plastic pollution on camels. The campaign was held as part of the Al Marmoom Camel Race Festival. A 15-year-old female camel named 'Oklah' symbolized camels affected by ingestion of plastic litter, tragically leading to their death. Oklah's body was engraved with skillful drawings of plastic waste that camels accidentally ingest as well as a message reading "My race is against what's inside me". By staying immobile in the race, Oklah drew the attention of spectators at the event, effectively conveying the potent message adorned in its body. This event added to the significance of protecting camels from the hazards of plastic waste.



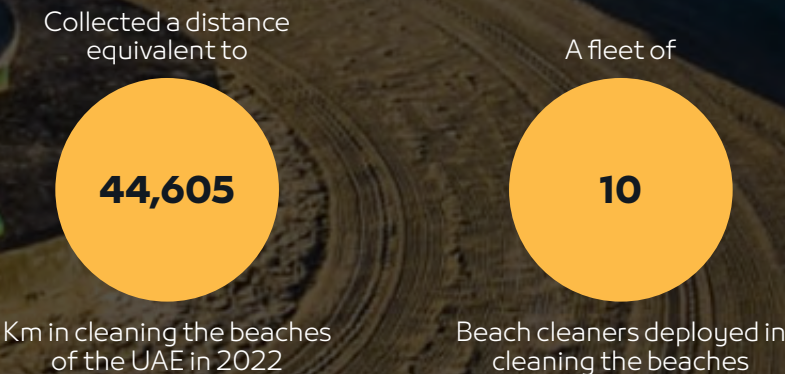
Solutions for Lagoons & Shoreline Cleaning

Ensuring pristine waters, Tandeef utilizes solar-powered water cleaning boats, which can collect up to 20Kg of waste per day from the surface of lagoons and shorelines. In 2022, lagoon and shoreline cleaning operations covered a distance equivalent of 13,412km.



Solutions for Beach Cleaning

To prevent marine pollution, Tandeef is at the forefront of beach cleaning operations. Mechanical and manual methods are used to remove waste and keep these areas clean for the safety of the public. We covered a total distance equivalent to 44,605km in beach cleaning operations in the year 2022.



Ready & Reliable: Responding to Emergencies

BEEAH Tandeef stands ready to respond to emergency situations with a specialized team and a fleet of rapid response vehicles. Our emergency fleet includes street washers, recovery trucks, shovel backhoes, pickups, and crane trucks, enabling us to tackle a wide range of emergencies. Accident debris, dead animals, damage caused by extreme weather conditions, tyres, trees, sand, oil, and automobile parts are removed on an urgent basis from highways and roads.

We have a dedicated hotline where concerned government bodies or the public can share the information and location of the emergency. In adherence to legal protocols, a specialized team is dispatched to the location, and services are performed according to the nature of the incident. Our team responded to a total of 536 emergency situations throughout Sharjah in the year 2022.

Number of Emergency Services Provided by BEEAH Tandeef		
2020	2021	2022
350	510	536

E-Vehicles Leading Way for Sustainable Waste Collection

We are adding more electric fleets as a part of transitioning towards eco-friendly fleet. We have 91 e-vehicles that operate in Sharjah alone including 42 e-vehicles for waste collection. Currently, 8.4 % of our collection fleet is electrified. These vehicles are charged at the Tesla power stations located at our headquarters, contributing considerable reduction in greenhouse gas emissions from our collection fleet. Our range of eco-friendly vehicles includes electric suction road sweepers, road washers for cleansing, electric quadricycles, litter pickers, tricycles for litter picking and collection. As a part of our ongoing effort to electrify our fleets, we are incorporating 50 Tesla Semi electric trucks, being the first in the UAE to incorporate electric trucks to waste collection vehicles.

Ducati Electric Litter Pickers

As a part of our transition towards an eco-friendly fleet, BEEAH Tandeef has introduced Ducati electric litter pickers. These state-of-the-art vehicles enable our workers to clean the streets with ease while running on electricity to reduce environmental impact. Developed by Ducati Energia, part of the Italian company, Ducati Group, the vehicle is capable of handling almost 200kg of weight and can reach a speed of 50km/h. These vehicles also contribute to the improvement of the workplace standard and safety practices by limiting the number of employees working manually under direct sunlight.

Digital Innovation for Enhanced Operational Efficiency in Waste Collection



Route Optimisation & Geotagged Bins

Adoption of automated route optimization and GPS tracking of vehicles enables the dispatching of vehicles upon need while taking the shortest route possible. This ensures prompt response to requests and delivery of services with efficiency. WastePro+ is a comprehensive end-to-end in-house developed solution for waste management and fleet tracking. It incorporates advanced features such as RF-tagged collection points, enabling precise tracking of waste from disposal to Tandeef's waste sorting facilities.

WastePro+ is a comprehensive end-to-end in-house developed solution for waste management and fleet tracking. It incorporates advanced features such as RF-tagged collection points, enabling precise tracking of waste from disposal to Tandeef's waste sorting facilities. This real-time data streamlines collection times, reducing the number of vehicles on the road, which in turn curbs vehicle emissions and fuel usage while saving valuable man-hours.

Furthermore, WastePro+ empowers Tandeef to exercise full control and monitoring of logistics and assets throughout the entire waste management lifecycle. This heightened level of oversight facilitates enhanced waste diversion rates, a pivotal contribution to the UAE's sustainability objectives. Tandeef's commitment to leveraging digital technologies and data-driven practices not only propels the organization into the future but also aligns perfectly with its aspiration to become a fully digitally enabled entity.

By introducing new technologies through its waste collection services, Tandeef has deployed smart solar-powered bins with free Wi-Fi service across the UAE. The bins are equipped with sensors to detect capacity levels in addition to the presence of internal compactors which allow them to collect five times more waste before they are emptied. All of our bins are RFID tagged, helping to locate and provide service effectively.

Smart Bracelets

Prioritizing the well-being of our workforce and enhancing operational efficiency, we have introduced innovative smart bracelets for our waste collection team. These smart bracelets, developed by EVOTEQ, a BEEAH Group vertical, ensure health & safety by continuously monitoring vital health signs. They monitor heart rate & the temperature sensors in the wrist strap enable monitoring of both body and environment temperatures. Further, a one-tap SOS button allows workers to request urgent on-site assistance in case of emergency. Additionally, these bracelets can be used to optimise clean-up routes through real-time location management, sending cleaning crew to areas where services are required and guiding them to their designated sites.

Projects for Sustainable Urban Development

Municipal Collection & Cleansing Our Largest Operations - Emirate of Sharjah

In 2011, BEEAH Tandeef began its large scale MSW collection and city cleaning for Sharjah City Municipality and other municipalities within the emirate of Sharjah. Our comprehensive service encompasses street sweeping, cleaning, waste management and collection, the enhancement of pavements and public areas, as well as environmental awareness and recycling programmes for residents. In the year 2022 alone, our efforts resulted in the collection of 636,879 tons of waste.

627,333

Tons of waste collected from Sharjah operations in 2021

636,879

Tons of waste collected from Sharjah operations in 2022

East Coast & Central Region

BEEAH Tandeef is responsible for waste collection and public cleansing in several municipalities across East Coast and Central Region. In the East Coast Region, we cover the municipalities of Dibba Al Hisn, Khorfakkan and Kalba, where over 119,000 number of populations were served. Whereas in the Central Region, municipalities of Al Dhaid, Al Madam, Al Batayeh and Maleha, covering a population of 64,000 people were served. In addition to maintaining the cleanliness of public areas, and providing diligent waste collection and management services, we encourage segregation of waste and recycling through the distribution of colour-coded bins and conducting awareness program.

50,048

Tons of waste collected from East Coast & Central Region operations in 2021

53,345

Tons of waste collected from East Coast & Central Region operations in 2022

Abu Dhabi Operations

In line with company's ambition to implement world-class waste management strategies across the UAE, BEEAH Tandeef is serving the emirate of Abu Dhabi through our operations in Lot 1 and Lot 7 of the emirate.

In close collaboration with the Centre of Waste Management in Abu Dhabi, the company provides public cleansing and waste collection services in the emirate, supporting their ambitions in total waste diversion, and building a sustainable future.

185,432

Tons of waste collected from
Abu Dhabi operations in 2021

188,341

Tons of waste collected from
Abu Dhabi operations in 2022

Ajman Operations

Our services extend to the districts of Al Rashidhiya, Liwara, Al Nuaimi, Al Nakhil and Al Rumailah in the emirate of Ajman, providing waste collection, city and beach cleaning, street sweeping and bin disinfection services. In the year 2022, we collected around 139,965 tonnes of waste originating from residential, commercial and industrial sources within the emirate.

116,892

Tons of waste collected from
Ajman operations in 2021

139,965

Tons of waste collected from
Ajman operations in 2022

Kingdom of Saudi Arabia Operations

In 2020, Tandeef was recognised as a waste management partner for the city of Al Madinah- Al Munawwarah, covering 75 % of its area, and serving a population of over 1,603,487 people. With a strong workforce of 4,104 people, of which 3,362 people operate in waste collection and cleaning services. We work closely with the Madinah Regional Municipality to support Madinah's transition to a sustainable city of the future.

Collected a total of
~2,000,000
Tons of waste in 2022

We are a team of
4,104
Workforce in KSA

Serving a total of
75%
Of the population in the
city of Al Madinah-Al
Munawwarah in KSA

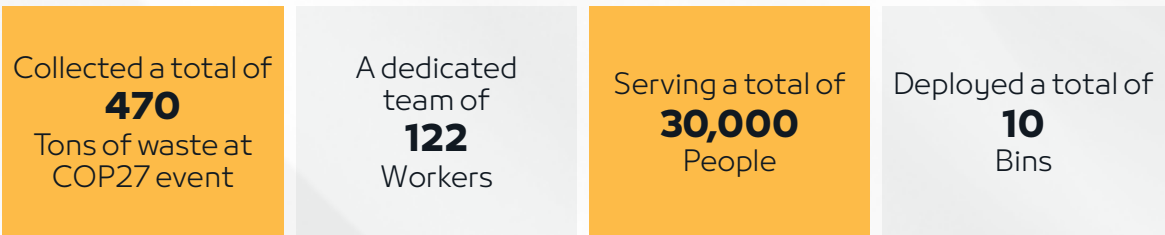
Egypt Operations

BEEAH commenced waste management and city cleaning operations in Egypt’s New Administrative Capital starting March 2021, serving 15% of its total population. We have a strong workforce of 80 workers committed to delivering prompt and effective waste collection services in the New Administrative Capital. Many community recycling initiatives and outreach programs have been conducted to spread awareness amongst the community. In 2022, a total of 830 tons of waste were collected. Our target is to achieve a waste diversion from landfill rate of 90%.



Proud Waste Management Partner at COP27

BEEAH Tandeef in partnership with Green Planet Company in Egypt, was the designated waste management partner for the global COP27 event. We commenced a few days prior to COP27, where over 100 heads of state and 35,000 participants from all over the world have congregated to accelerate towards global climate targets.



Waste Types Collected During COP27	
Glass	25%
Cardboard	20%
Food	25%
Plastics	10%
Wood	5%
Others	15%

BEEAH Tandeef has taken care to ensure world-class delivery of waste management services in the Sharm El Sheikh Convention Centre, where COP27 was being held. The convention centre was deployed with 686 bins and 122 personnel to maintain cleanliness and ensure proper disposal of waste. As shown in the table, recyclable resources amounted to up to 60% of the total waste collected during the event. Beyond the COP27 venue, we also addressed the municipal solid waste needs of the entire city.

Solar-powered, smart bins, 3 stream bins have been deployed at various locations in Sharm El Sheikh. Recycling stations, including 1 mobile and 1 stationary, have been placed strategically to collect different types of waste, with separate streams for recyclables, e-waste, as well as organic waste and mixed waste.

Waste and recycling points also serve as educational centres for local communities, informing people on proper waste disposal techniques and encouraging waste segregation at the source. Apart from serving Convention Centre, we carried out waste management and public cleansing services in the numerous tourist hotspots in the desert and beach areas. Washing and inspection of bins and preventative maintenance were conducted periodically.



A total of 31 different types of eco-friendly vehicles comprising, mechanical sweepers and vacuum vehicles, street washing vehicles and beach cleaning vehicles, were deployed during the event. The health and safety of the workers were ensured. Ducati electric mobile waste collection units streamlined the operations on main and internal roads, streets, and sidewalks, offering workers shade from direct sunlight. The portfolio of vehicles caters to the unique environmental and infrastructural demands of the city's high-density areas as well as public and community spaces. Skilled crewmembers are positioned in desert areas to pick up litter, empty and clear bins, as well as sweep streets, roads, sidewalks, parking areas, public transport points, roundabouts and paved pathways. Depending on the area, crewmembers use advanced waterjet-enabled vehicles, manual street washing services and specialised safari vehicles.

Through its participation in COP27, BEEAH Group is looking to support large-scale climate action, share insights on solutions for sustainable, smart cities, and accelerate towards sustainability targets set by the UAE and the world.

Commercial Collection

Apart from municipal waste collection operations, we handle the needs of public and private organizations of all sizes and sectors, across the UAE through our commercial collection operations. We serve several notable and key commercial clients in the emirate of Sharjah, Dubai and Abu Dhabi. In 2022, we served 4,696 commercial clients across the UAE collecting a total tonnage of 515,443 tons of waste. Additionally, we provide workshops and training sessions for our clients.

410,055

Tons of commercial waste collected from Sharjah, Dubai & Abu Dhabi in 2021

515,443

Tons of commercial waste collected from Sharjah, Dubai & Abu Dhabi in 2022

Number of Clients in Commercial Collection Operations

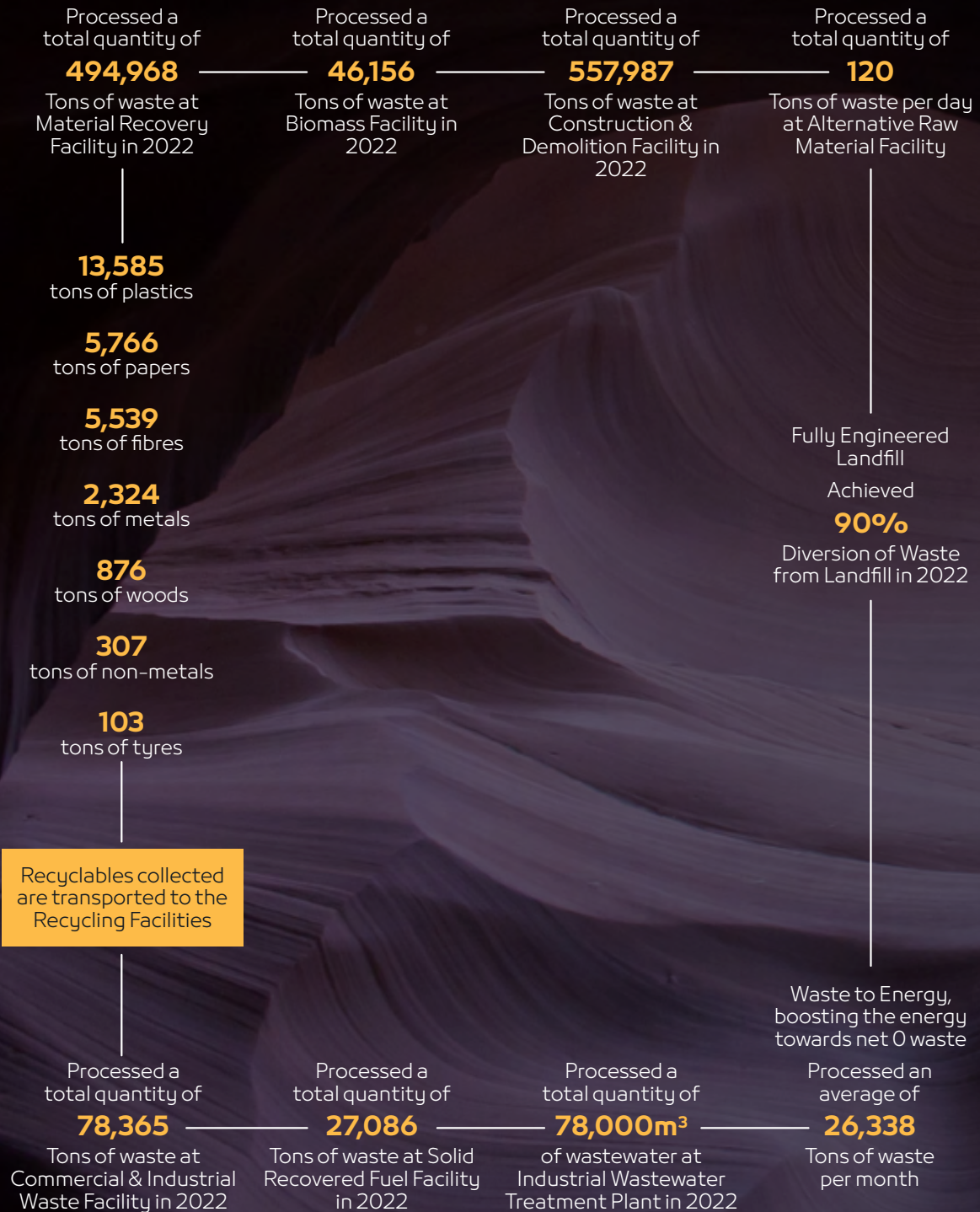
	2021	2022
Sharjah	3,503	3,926
Dubai	565	674
Abu Dhabi	87	96

Resource Recovery

GRI 2-6, 306-2, 306-3, 306-4, 306-5



The Transition to a Circular Economy



BEEAH Group is diligently contributing to the United Nation's Sustainability Development Goals (SDG) for responsible consumption and production. We are committed to recycling waste and transitioning towards a circular economy. Our recycling operations are managed by our BEEAH Recycling vertical, overseeing a total of 8 recycling facilities and collaborating with world class leaders to extend our recycling services. In addition, the medical waste treatment facility and the waste to energy plant operated under Wekaya and BEEAH Energy respectively are contributing to our zero waste to landfill target.

The recyclables collected through our eco-friendly collection fleets are directed to various facilities based on the type of waste. Our Material Recovery Facility (MRF) stands as the third largest in the world, processing over 494,968 tons of waste in 2022. This facility recovers materials such as papers, fibers, metals, woods, non-metals, and tyres. These materials are then resold through re.Life, our digital platform business. Our Biomass facility specializes in treating cellulose and wood-based waste processing over 46,156 tons in 2022. To address construction and demolition waste, our Construction and Demolition Waste Recycling Facility (CDW) processed 557,987 tons of waste in 2022.

The recycled products from CDW are reintroduced into the economy as useful construction products, working to effectively close the loop. In our dedication to preserving the marine ecosystem, consistent with the UN's SDG 14 for Life Below Water, our Alternative Raw Material (ARM) Facility collects and converts marine waste into valuable alternative raw materials. Apart from marine waste, ARM also receives industrial waste for treatment. Meanwhile, our Commercial and Industrial waste facility processed 78,365 tons of industrial waste and our Solid Recovered Fuel facility processed 27,086 tons recovering 36,588 tons of alternative fuel for use by the cement industries. Additionally, our Industrial Wastewater Treatment Plant treated 78,000 cubic meters of industrial and chemical liquid in 2022, ensuring proper disposal and recycling of wastewater into irrigation water.

Quantity of Waste Diverted for Reuse in Tons		
2020	2021	2022
79,510	644,322	590,101

Quantity of Waste Diverted for Recycle in Tons

2020	2021	2022
644,322	590,101	771,889

Quantity of Waste Diverted for Recovery in Tons

2020	2021	2022
541,385	528,348	625,537

Contributing to diversion of waste from landfill, we directed 590,101 tons of waste for reuse, 771,889 tons for recycling and 625,537 tons for recovery operations in 2022. This progress marked waste diversion from landfill rates of 76% and 86% for 2022 and 2023, respectively. This has been made possible through the continuous directing of waste from landfill to our recycling facilities and waste to energy plant.

To further our commitment towards sustainability, in 2022, we produced 70,787 tons of alternative fuels and 3,080 tons of alternative raw materials. During the same year, we utilized 633m³ of treated effluents from Qatra Sharjah sewage treatment plant for irrigation and other purposes, considerably reducing our reliance on freshwater resources.

Produced
70,787
Tons of alternative fuels
in 2022

Produced
3,080
Tons of alternative raw
materials in 2022

Utilised
633 m³
Of treated effluents in
2022

Closing the Loop With Our Recycling Facilities



Maximizing Resource Potential Through Our Material Recovery Facility

Our MRF is the third-largest Material Recovery Facility in the world, capable of processing over 500,000 tons of municipal solid waste annually. We use a combination of manual, mechanical and automatic sorting techniques to recover plastics, ferrous and non-ferrous metals, fibers, and others. Our MRF is one of the largest producers of recyclables in the region producing 13,585 tons of plastics, 5,766 tons of papers, 5,539 tons of fibers, 2,324 tons of metals, 876 tons of woods, 307 tons of non-metals and 103 tons of tyres in the year 2022 alone. These diverse recycled materials are directed for various uses and applications which resulted in substantial savings. In the year 2022, a total of 494,968 tons of MSW were processed from the facility. Our MRF is retrofitted with some of the advanced recovery technology designed to optimize performance and effectively sort different types of waste based on size, density, spectral in line analysis and other key characteristics. In 2018, we achieved a milestone as our MRF was considered as the largest producer of recovered plastic in the world.

3rd Largest
Material recovery
facility in the
world

Processed
494,968
Tons of MSW in
2022

Utilised
**World's
Largest**
Producer of
recovered plastics

Started &
recovered
30,000
Tons per annum
of recyclables for
recycling

Materials Recovered From the Facility in Tons for 3 Consecutive Years

	2020	2021	2022
Plastics	8,158	9,081	13,585
Papers	13,798	8,565	5,766
Metals	1,420	2,379	2,234

Total Quantities of Recovered Materials in Tons From MRF in 2022

Plastics	13,585
Papers	5,766
Fibers	5,539
Metals	2,324
Woods	876
Non-metals	307
Tyres	103

Biomass Facility – From Cellulose to Alternative Fuel

Launched in 2020, our Biomass Facility produces alternative fuel through processing of cellulose and carbon-based waste. Our biomass plant has a daily capacity of 200 tons of waste. A total equivalent to 46,156 tons of such wastes were processed in the year 2022. By processing this waste, our biomass facility produces wood chips that are used as alternative fuels by cement factories and paper mills. This helps considerably to reduce the use of fossil fuels in these factories which otherwise would have contributed to increased carbon footprint. Moreover, the savings on energy consumption bills is in support of the transition to circular economy.

46,939

Tons of cellulose & carbon-based waste processed at biomass facility in 2021

46,156

Tons of cellulose & carbon-based waste processed at biomass facility in 2022

Promoting Circular Economy Through Our Construction & Demolition Waste Recycling Facility

All the collected construction and demolition waste in the Sharjah city is transported and treated at our Construction and Demolition Waste Recycling Facility (CDW). In the year 2022, a total of 557,987 tons of such waste was received at the facility and the same quantity was recycled, displaying a recycling efficiency of more than 98%. These waste materials are recycled into crushed aggregates which are sold back into the market for use in backfilling, road construction, in pavements and walkways and in making construction materials such as interlocks and curb stones.





Alternative Raw Material Facility - On the Road to Eliminating Marine Waste

Our Alternative Raw Material Facility was developed in the year 2020 in a partnership with Polyeco Group, a global environmental protection company. Advanced recycling techniques are used to treat marine-related hazardous waste and industrial wastes. The waste is recycled into Alternative Raw Materials (ARM) which are used by cement plants as feedstock. The facility marks the first dedicated marine waste treatment facility in the region, with a daily capacity of 120 tons of waste per day. The facility follows zero residue standard, certified by DNV GL and uses patented technology in the treatment process.



The Sustainable Recycling of Commercial & Industrial Waste

We treat commercial and industrial waste at our Commercial and Industrial Waste Treatment Facility (C&I) thereby diverting them away from the landfill. The facility has a daily capacity of 500 tons of waste, is designed to process industrial waste with a 34 % recovery rate and is equipped with robotics for effective sorting of waste. We processed 78,365 tons of waste in 2022 and produces plastic car parts, wood, tyres, PET, paper, cartoon, aluminum, and mixed film. It also produces light and oversized residue, which is then sent to the Solid Recovered Fuel (SRF) facility for further processing into an alternative green fuel.





End Products From Alternative Raw Material Facility in Tons

Plastics	3,287
Woods	8,693
Fibers	2,175
Ferrous Metals	796
Non-Ferrous Metals	36
Tyres	122

Solid Recovered Fuel Facility - Helping Key Industries Incorporate Alternative Fuel

Launched in 2022, our Solid Recovered Fuel Facility (SRF) was built as a solution to treat unrecyclable solid waste and assist the cement industries in achieving their regulatory obligations of incorporating at least 10% alternative fuel as stipulated by MOCCAIE Ministerial Decree no.98 of 2019. The raw waste is treated and converted to alternative fuel that is used by cement plants as an alternative source of fuel. Most of the raw material for SRF comes from C&I facility of BEEAH Recycling. Our SRF has a capacity to treat 40,207 tons of waste per year. A quantity equivalent to 27,086 tons of waste was treated at the facility in 2022, producing 24,702 tons of alternative fuels.

Processed

27,086

Tons of waste in 2022 at solid recovered fuel facility

Generated

24,702

Tons of alternative fuel in 2022 at solid recovered fuel facility

Industrial Wastewater Treatment Plant - Reducing Stress on Water Resources

Operating since 2018, our Industrial Wastewater Treatment Plant (IWWTP) was established to treat industrial and chemical liquids. This restricted the improper disposal of wastewater and resulted in the reuse of treated wastewater for irrigation purposes, reducing consumption of the already scarce freshwater resources. Our facility has the capacity to treat 300m³ of wastewater per day. In the year 2022, a quantity of 78,000m³ of wastewater water was recycled.

We take utmost measures to prevent environmental contamination. Chemical and biological treatments and further physical filtrations ensure the proper treatment of wastewater at our facility. Additionally, sludge dewatering is also performed, and continuous physio-chemical analysis of the treated wastewater is conducted to ensure water quality conformity with set standards.

Recycled

78,000m³

Of wastewater in 2022 at Industrial Wastewater Treatment Facility

Extended Solutions Through International Partnerships



Wekaya - Pioneers in Medical Waste Management

We manage medical waste through our medical waste management facility, Wekaya, which was established as a joint venture between BEEAH Group and Green Planet. Operating in accordance with guidelines of the World Health Organisation (WHO) and the Ministry of Health (MOH), we treat medical waste by utilising 'no harm' treatment systems, along with anti-pollution systems, and equipped with Continuous Emission Monitoring System (CEMS) to ensure compliance with set regulations. Our facility actively ensures that no dioxins or harmful gases are released during the treatment of medical waste. Currently we operate in the emirates of Sharjah, with plans of expansion in other emirates of the UAE as well.

We have collected a total quantity of 3,335 tons of medical waste in 2022, which included 2,943 tons of infectious waste, 210 tons of highly infectious waste, 10 tons of chemical waste and 171 tons of pharmaceutical waste.

Quantities of Different Medical Waste Collected in 2022 (in tons)	
Infectious Waste	2,943
Highly Infectious Waste	210
Chemical Waste	10
Pharmaceutical Waste	171

We take utmost care at our facility to ensure proper handling of medical waste. Autoclaving is used to sterilize medical wastes, while incineration at 1000 degree Celsius is used to completely combust the hazardous wastes. The resulting by-products, bottom ash and fly ash, are sent to the landfill for final disposal. For biomedical and infectious wastes, we utilize high pressure and vacuum autoclave systems designed according to the American Society of Mechanical Engineers (ASME) Boiler and Pressure Vessel Code (BPVC). In 2022, a total of 238 tons of hazardous medical waste were incinerated, and 3,082 tons were autoclaved. Currently, our method of treating this medical waste includes recycling treated medical plastic wastes, which are sent to our Solid Recovered Fuel (SRF) recycling facility for alternative fuel production. This approach not only saves fuel costs but also contributes to the UAE’s Green Agenda 2030. In 2022, a total of 649 tons of shredded plastic waste were recycled through SRF.



In accordance with Ministry of Health (MOH) waste management policy, we use High Density Polyethylene (HDPE) leak proof bins with lids for collection at medical centres, hospitals and clinics. We implement regulatory provisions for labelling of waste collection bags to distinguish infectious and highly infectious wastes from other categories of medical waste.

Yellow biohazard bags with thickness of 100 microns, marked with biohazard symbol is used for infectious waste while red bags with appropriate caution symbol is used for highly infectious waste. We provide medical waste collection services to hospitals, medical centres, clinics, and other sectors throughout Sharjah. In the year 2022, we collected 2,605 tons of waste from hospitals, 384 tons from medical centres, 141 tons from clinics and 238 tons from other sectors.

Quantity of Medical Waste Collected in 2022 from Different Waste Generators (in tons)	
Hospitals	2,605
Medical Centres	384
Clinics	141
Other Sectors	238





B&A
WASTE MANAGEMENT

A BEE'AH & AMBIENTHESIS JOINT VENTURE

B&A Waste Management - A Partnership for Extended Industrial Waste

To extend our management of industrial waste, B&A waste management was established in 2020 as a joint venture between BEEAH Group and Ambienthesis from Italy. To deliver end-to-end solutions for industrial waste management, B&A covers a wide range of services. This includes the design, construction and management of plants and waste to energy facilities, as well as environmental management services that cover treatment, recovery, and disposal of hazardous waste through soil and groundwater remediation efforts. Currently, B&A operates industrial wastewater treatment plants and landfills. Our clients span a diverse spectrum including government entities, municipalities, oil and gas industries, manufacturing companies, ports, and various industrial enterprises within free zones. materials for industrial use.

Established in 2020

In a joint venture between BEEAH & Ambienthesis - B&A operates Industrial Wastewater Treatment Plants & Landfills



A BEEAH + POLYGREEN JOINT VENTURE

Evogreen - Solving the Pollution of Marine Ecosystems

As a part of our effort to keep the Arabian Gulf waters clean and protect its maritime environment, Evogreen was established in 2021 as a joint venture between BEEAH Group and Polygreen from Greece. This new business venture offers marine environmental management services and addresses a spectrum of maritime waste and pollution issues. Evogreen also provides oil spill response services, management of distressed vessels, cargo and abandoned containers including recycling or recovery solutions, repair or refurbishment works, green ship recycling and operating an environmental laboratory.

Evogreen operates BEEAH's Alternative Raw Material facility situated within our waste management complex in Sharjah, treating maritime waste and marine-related hazardous waste and generates alternative raw materials for industrial use.

Services Provided:

Oil Spill Response Services

Green Ship Recycling

Recovery & Repair Services

Management of Distressed Vehicles, Cargo or Containers

Our Sustainable Disposal

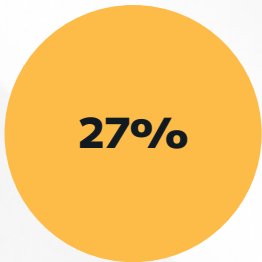


Transforming Our Landfill

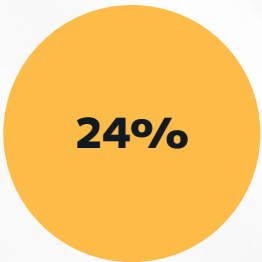
BEEAH Recycling oversees the management of 4 landfills dedicated to solid waste in Sharjah City, Al Dhaid, Kalba and Al Madam and 1 for hazardous waste disposal in Al Sajaa, Sharjah. Within our solid waste landfill, we accommodate cells for Municipal Solid Waste (MSW) with a capacity of 3,293,511 m³ as well as Commercial and Industrial waste (C&I) with a capacity of 1,312,395 m³ and for construction and demolition waste. For hazardous waste, we maintain a landfill capacity of 150,000 m³, that is designed with double lining for enhanced protection.

Capacity of Our Landfills in Cubic Meters	
MSW Landfill	3,293,511
C&I Landfill	1,312,395
Hazardous Waste Landfill	150,000

Our landfill at Al Sajaa, Sharjah is a fully engineered landfill. Once we have achieved our target of zero-waste to landfill in the near future, the landfill will no longer be needed and hence converted into a solar park aimed at maximizing the potential of land resources and renewable energy. By redirecting waste to our recycling facilities and waste to energy plant, we have made significant stride in achieving our vision of a zero-waste future. This shift has resulted in reduction of waste deposited in our landfill, with landfill diversion rate currently standing at more than 90% (76% in 2022). At the end of 2022, only 24% of waste was directed to the landfill, signifying our contribution to considerably reducing methane emissions from landfill operations.



Of waste directed to landfill in 2021



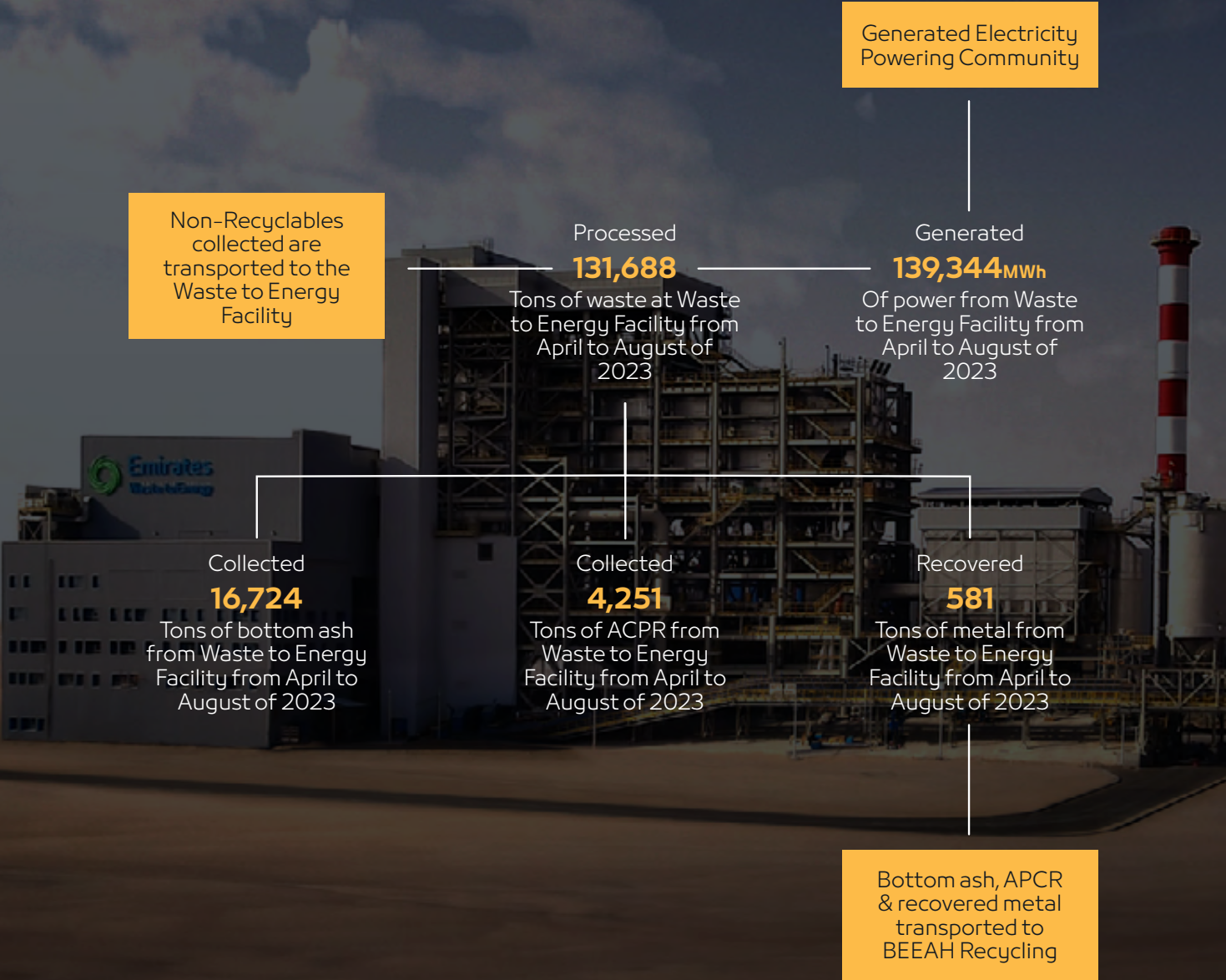
Of waste directed to landfill in 2022

From Landfill to Power

GRI 2-6, 2-28, 306-2, 306-4



The Generation of Energy From Waste



The BEEAH Energy vertical oversees the harnessing of clean energy in aim of reducing our carbon footprint. This will contribute to the goal of the UAE National Energy Strategy to raise the percentage of clean energy in the total energy mix to 30% by 2031. To divert waste from landfill and to reach our goal of zero-waste future, the Emirates Waste to Energy Company was incepted in 2017. The company was formed through a joint venture between BEEAH Energy and Masdar making it the UAE's first dedicated venture for waste-to-energy development. The company aims to develop waste-to-energy facilities across the region for zero-waste solutions.

Our Waste to Energy facility, situated in Sharjah, marks the inaugural project of the Emirates Waste to Energy Company. The facility was inaugurated in May 2022 and commenced operations in April 2023. Prior to its operation, rigorous testing rounds were conducted to ensure efficient and smooth functioning of the facility. The facility has the capacity to process 300,000 tons of waste annually, diverting it away from landfill while simultaneously generating 30MW of clean energy. This amount is equivalent to meeting the power needs of 28,000 homes. Additionally, the facility has the capacity to avoid CO₂ emissions by 450,000 tons per annum.

Emission Calculation at Waste to Energy Plant in August		
Parameter	ELV (mg/Nm ³)	Average Emission
HCl	10	3.26
SO ₂	50	6.21
CO	100	5.05
TOC	10	0.05
NOX	200	161.76
HF	1	0
NH ₃	10	0.03
DUST	10	1.93

Diverting the Waste Away From the Landfill

One of the challenges in diverting waste away from the landfill is dealing with the non-recyclable waste. We have efficiently redirected these non-recyclables to our waste to energy facility. Our fleet of eco-friendly vehicles carries this waste to the facility every month since the start of operations in April 2023. We received and processed a total of 24,451 tons and 27,524 tons of waste at the facility in the months of April and August, respectively. These quantities consistently exceeded our monthly targets.

After the processing of waste, a net electricity of 139,344MWh was transported to the Sharjah electrical grid within these 5 months of 2023. In the month of April, 14,800 kWh were generated, while a total of 19,494,182 kWh of electricity power were generated and exported to the grid in August.

UAE's First
Waste to Energy
Facility

Inaugurated in
2022

Started
operation in
2023

Achieved
90%
Diversion from
Landfill in 2023

Quantity of Waste Received & Processed at the Facility (in tons)		Net Electricity Power Export to the Grid (in KWH)	
April	24,451	April	14,800,000
May	27,687	May	20,629,800
June	23,741	June	39,301,919
July	28,285	July	59,903,454
August	27,524	August	19,494,182

Resource Recovery From Residue of Waste to Energy (Bottom Ash, Fly Ash, & Metals)

During the processing of waste to energy, bottom ash and Air Pollution Control Residue (APCR), also known as fly ash are collected. These residues are then transferred to BEEAH for commercial utilization, where they undergo proper recycling and are incorporated back into the economy.



A total of 16,724 tons of bottom ash & 4,251 tons of APCR were collected during the months of April (beginning of operations) till August of 2023.

Apart from collecting residues, metals are also recovered from the facility during waste to energy operation. The collected metals are reintroduced into the economy. A total of 581 tons of metals were recovered in the period from April to August 2023, with 92 tons being recovered in April and 104 tons in August of 2023.

Quantity of Bottom Ash Collected at the Facility (in tons)		Quantity of APCR Collected at the Facility (in tons)		Quantity of Metal Recovered at the Facility (in tons)	
April	2,703	April	681	April	92
May	3,302	May	875	May	139
June	2,961	June	716	June	127
July	3,883	July	988	July	119
August	3,875	August	991	August	104

Projects Under Development for Clean Energy Production

Carbon Capture Utilization & Storage From Waste to Energy Flue Gases

The Sharjah Waste to Energy Plant is helping us meet zero-waste and net-zero targets. So, we are continuously looking for ways that the plant itself embodies the highest standards of zero waste as well as net-zero. This is why we are currently exploring carbon capture technologies.

- The carbon emissions produced in the operations of the waste-to-energy plant is significantly lower than traditional power production, however, we want it to be zero.
- The flue gas from the plant can be recovered and then used to extract and supply CO₂

By introducing carbon capture at the Sharjah Waste to Energy plant, we can create an example for zero-waste, net-zero power production and achieve several milestones:

- Introducing a new technology for the first time in the region
- Support UAE's net-zero strategy more directly
- Remove carbon dioxide produced by the equivalent of 150,000 cars
- Support the economy with new revenue from flue gas sales
- The carbon extracted from the flue gas is a biogenic quality, which can be captured and utilized in hydroponic farms
- Flue gas containing biogenic carbon can be used to fill depleted oil well

Transforming Landfill to Solar Park - Our Sustainable Future

As we are heading to zero-waste future, our landfill would no longer be required. Recyclable waste is processed at BEEAH Recycling facilities, while non-recyclables are directed to the waste to energy facility, continuously decreasing our dependency on landfill usage.

Emirates Solar Energy Company will convert our landfill in Al Sajaa, Sharjah into a solar farm. The farm will have the capacity to generate 120MW of power, making it the first of its kind in the Middle East. The project will be developed in two phases, covering a total of 63 hectares of the land.

In the first phase of the project, the landfill area will be converted into 52 hectares of solar panels, with a projected output of 90MW. The second phase will expand the solar park area by an additional 11 hectares, producing approximately 20MW of power.

1st of its Kind
In the Middle East

Will have capacity to
generate
120MW
Of power

To be developed over
2 Phases
Of treated effluents
in 2022

Waste to Hydrogen Project - Fuel of the Future

To further advance waste diversion from landfills and work towards a zero-waste future, BEEAH Energy developed a concept to build waste-to-hydrogen plant in the near future as part of its renewable energy strategy. This further contributes to the United Nation's SDG7 for clean energy and UAE Energy Strategy 2050 which aims to triple the contribution of renewable energy to the energy mix by 2030.

The partnership was consolidated between BEEAH Group, Chinook Sciences from UK, and Air Water from Japan to build a waste to hydrogen facility capable of converting wood waste and plastics to fuel-cell grade green hydrogen. The green hydrogen produced will be transferred to an adjacent fueling station to power our future hydrogen vehicles. The concept represents an effort to close the loop of the circular economy, where the waste is transformed to hydrogen, which in turn will fuel our collection fleet and this collection fleet will again transport waste to the facility. The plant will be the first of its kind in the Middle East.

1st of its Kind
In the Middle East

Will produce
Fuel-cell
Grade green hydrogen

Our Membership Associations



Proud Membership with United Nation's Energy Compact Network

BEEAH Energy is an active participant in the United Nation's Energy Compacts network. The Energy Compacts represents voluntary commitments of action, with specific targets and timelines to drive progress on achievements of SDG7 on affordable and clean energy. This initiative is considered as one of the high impact initiatives of the United Nations and we are proud to be a participant. Through our waste to energy initiative, we are contributing to the achievement of UN SDG7 by driving action on closing energy access gaps, phasing out coal-fired power, and decarbonizing our energy system. We have also contributed to economic growth, creation of job opportunities, and ensuring sustainable development. Our progress is showcased in the UN Annual Energy Compact Progress Report published in 2022.



World Energy Council Membership - Working Towards Successful Energy Transition

The World Energy Council is a network for energy professionals and stakeholders to promote sustainable supply and use of energy for the greatest benefit of all. Through this platform, the members collaborate on various energy-related issues, including energy policy, technology development, energy security and environmental sustainability. Covering all aspects of the energy sector, the council serves as a principal network of energy leaders, pioneers and practitioners. BEEAH Group is a member of the technical team within the national committee at the World Energy Council, representing the UAE in the council. Our key responsibilities include active participation in the development of global reports, representing the country's energy interests and engaging in knowledge-sharing workshops.

National Hydrogen Technical Committee

The UAE's National Hydrogen Strategy aims to strengthen the UAE's position as a producer and supplier of low emission hydrogen by 2031. It will support the contribution of low carbon local industries to achieve climate neutrality.

BEEAH Group is a proud member of the National Hydrogen Strategy committee led by the Ministry of Energy and Infrastructure (MOEI). Through our membership, we are contributing to the national strategy building for the hydrogen roadmap.



Sustainable Aviation Fuel (SAF) Committee

The UAE Sustainable Aviation Fuel Committee is a public and private collaboration with the aim of transforming the aviation sector into a low carbon energy hub.

BEEAH is a proud member of the SAF committee led by the Ministry of Energy and Infrastructure (MOEI) and General Civil Aviation Authority. Through this collaboration, the UAE National SAF Roadmap was launched with key principles and activities to decarbonize the aviation industry.



Environment Services

GRI 2-6



BEEAH's Consultancy Arm

Services in Areas of:

Compliance & Environmental Responsibility

Environmental Laboratory

HSE Consultancy

Sustainability, Net Zero & Innovation

BEEAH Environmental Services (BES) is a vertical of BEEAH Group that is at the forefront of solving environmental challenges and providing expert advice to clients. We manage our ISO 17025 certified laboratory and a team of 29 dedicated environmental experts ready to serve a broad range of industries and organizations. Our expertise spans in areas such as air quality, soil and water investigations, environmental studies, net zero consultancy, HSE consultancy, and environmental monitoring services. Apart from this, our environmental experts are committed to contributing their expertise in a diversity of environmental areas and projects. With our 7 ambient air quality monitoring stations distributed throughout the city of Sharjah, we gather ambient air quality data on a 24/7 basis. In addition, we actively disseminate knowledge within the scientific community by publishing research articles in renowned peer-reviewed scientific journals.

A total of
7
Ambient air quality
stations

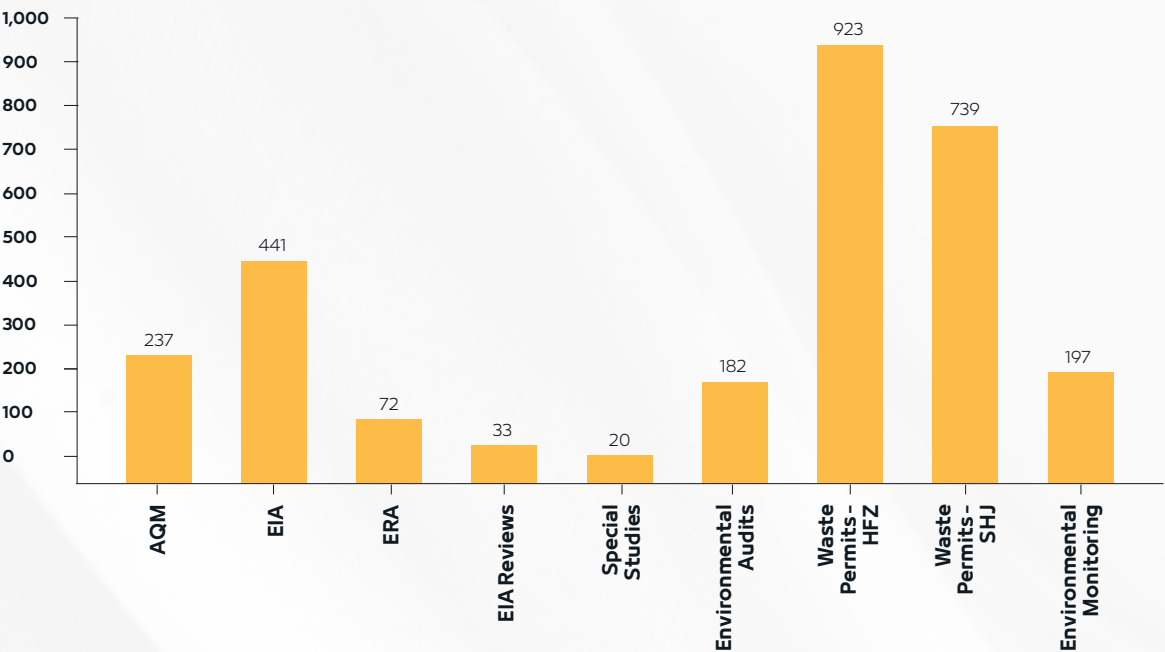
ISO
17,025
Certified Laboratory

A team of
29
Environmental
Consultants



Compliance & Environmental Responsibility

Types of Studies Completed
2020-2022



A total of **34**
Environment impact
assessments done in 2022

A total of **4**
Environment risk assessment
done in 2022

Our team of experts assist industries in addressing their environmental challenges and achieving the highest level of environmental compliance. Additionally, environmental assessments encompass a range of services including Environmental Impact Assessment (EIA) studies, Environmental Risk Assessment (ERA) studies, Strategic Environmental Impact Assessments (SEA), Ecological Surveys and more. We develop Operational Environmental Management Plans (OEMP), and Construction Environmental Management Plans (CEMP) to guide the sustainable operation and construction of facilities while ensuring the protection of valued environmental components (soil, water, air, flora, fauna, etc).

Our EIA and ERA services have been provided throughout the UAE such as the Strategic Environmental Assessment for the masterplan of Jebel Jais Regeneration Project in Ras Al Khaimah. In the Kingdom of Saudi Arabia, we have developed waste management plans for key government clients in 2022. Since 2020, we have completed 441 EIA and 72 ERA studies. A total of 38 environmental assessments including EIA & ERA were completed in 2022 alone. Additionally, as the designated environmental consultant in the Hamriyah Free Zone (HFZ), we have reviewed 18 EIA reports delivered by other consultants in the same year. Furthermore, we have issued digital waste disposal permits in Sharjah and Hamriya Free Zone (HFZ) amounting to 1,662 since 2020.

HSE Consultancy

To help organisations identify, assess and manage health and safety risks while establishing and executing HSE management systems, we provide HSE consultancy services in a range of areas. Our expertise encompasses Quantitative Risk Assessment (QRA), Occupational Health Risk Assessment (OHRA), Hazard Identification and Hazard and Operability (HAZOP), incident investigation and many more. We tailor HSE plans and Environmental Health & Safety (EHS) manuals to meet individual client expectations. In 2022, a total of 76 health and safety audits have been conducted for industries in the petroleum, construction, fabrication, food and manufacturing sectors.

A total of
65

Health & safety auditing done in 2021

A total of
76

Health & safety auditing done in 2022

Front-Runners in Environmental Quality Assurance

Our Environmental Laboratory offers an extensive array of services covering various aspects of environmental monitoring. This includes air quality monitoring, noise and vibration monitoring, groundwater monitoring, soil testing, stack emissions monitoring, air dispersion modelling, greenhouse gas (GHG) emissions and inventory assessments. Specifically in the realm of air quality, we provide a wide spectrum of services, including ambient, indoor, and stack monitoring, along with carbon foot printing and dispersion modelling. Our commitment to monitoring environmental parameters ensures that air-emitting industries adhere to both local and international regulatory requirements and standards. Additionally, our laboratory is ISO 17025 accredited and equipped with portable air and noise monitoring devices to support our monitoring efforts.

Ambient Air Quality Monitoring Network (AAQMN) for Sharjah

BEEAH identified a pressing need for AAQM in Sharjah and established the Ambient Air Quality Monitoring Network (AAQMN) for the emirate. We established six permanent AAQM stations and one mobile AAQM station across Sharjah. This initiative aligns with the environmental sustainability goal set forth in the UAE Vision 2031. We are continuously monitoring key parameters including Sulfur Dioxide(SO₂), Nitrogen Dioxide(NO₂), Carbon Monoxide (CO), Ozone(O₃) and Particulate Matter with a diameter of 10 micrometers or less (PM₁₀) since 2017. Monitoring results from 5 AAQM stations for 2022 is provided hereunder.

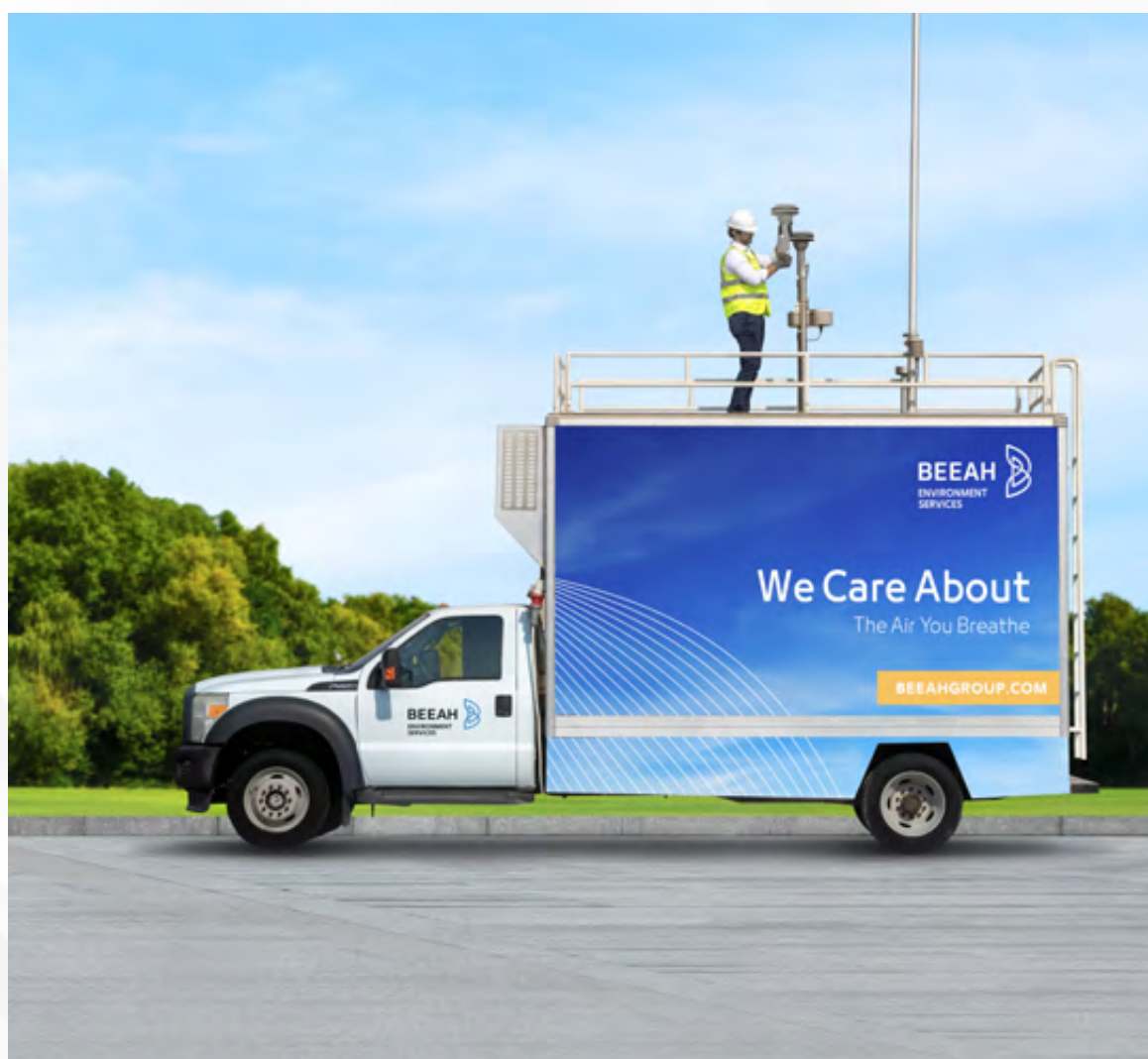


Air Quality Monitoring Services Provided:

- Sharjah’s Ambient Air Quality Monitoring Network
- Ambient Air Quality Monitoring
- Stack Emissions Monitoring
- Emissions Dispersion Monitoring
- Carbon Foot Printing
- Emission Inventories
- Indoor & Workspace Air Quality Monitoring

AAQ Monitoring Results of 2022

Parameters Monitored	AQMS No.1	AQMS No.2	AQMS No.3	AQMS No.4	AQMS No.5
SO ₂	0.45	5.90	1.96	0.71	2.73
NO ₂	0.04	-	82.35	49.23	40.24
CO	0.73	0.44	0.29	0.18	0.35
O ₃	16.33	8.84	16.70	59.69	43.69
PM ₁₀	25.80	30.33	23.81	104.76	144.12



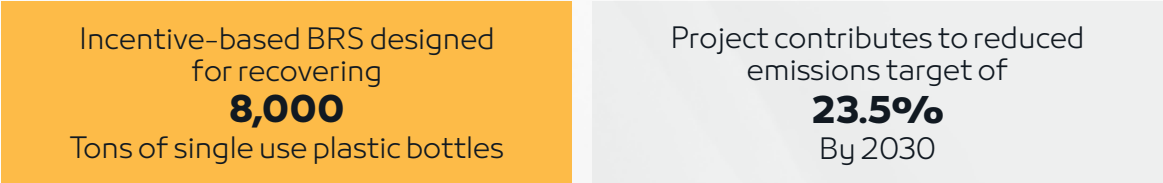


Sustainability, Net Zero & Innovation

Our service offerings in the sustainability, Net Zero, and innovation domains encompass a wide array of services, including Sustainability Advisory & Reporting, Green Economy Strategy and Framework Development, Environmental and Climate Change Consultancy, Net Zero Strategy Formulation and Implementation, Energy and Water Efficiency Audits, Emission Inventories, Assessing Investment Impacts on the Environment, Environmental, Social, and Governance (ESG) Solutions, Circular Economy Initiatives, Geographic Information Systems (GIS) and Remote Sensing Applications, Carbon Footprint Assessment and Carbon Credit Services, Decarbonization Strategy Development, Life Cycle Assessments, Stakeholder Engagement and Consultation, and Market Feasibility Studies.

Road to Zero Waste: Incentive Based Bottle Return Scheme

BEEAH played a pivotal role in crafting the design, governance, and management facets of the Abu Dhabi Incentive Based Bottle Return Scheme (BRS), which was commissioned by the Environmental Agency of Abu Dhabi (EAD) for addressing the pressing environmental issues stemming from single-use plastic materials. This project as part of the Abu Dhabi Single Use Plastic Policy (2020), aimed at recovering 50% of all post-consumer single-use PET water bottles within Abu Dhabi, thus emphasizing the UAE’s dedication to slashing emissions by 23.5% by 2030. We designed the BRS for the recovery of 8000 tons of single use plastic bottles to achieve the EAD’s goal of collecting 20 million single-use plastic bottles per year for recycling. To ensure the success of the BRS, extended producer responsibility (EPR) inclusion was proposed.



Air Emission Inventory

BEEAH Environmental Services (BES), in partnership with AETHER LTD, UK, is creating the updated Air Emissions Inventory for the entire emirate of Abu Dhabi. The project involves the collection of air emissions data from more than 1200 industries and 12 economic sectors, emissions calculations, projections, and mapping. This Inventory has led to the creation of over 50 high-definition sector- and pollutant-specific Air Emission Maps. The inventory encompass data from the 2022 calendar year (with updates from 2015 where needed). It adopts the methodologies from the 2019 EMEP/EEA Emissions Inventory Guidebook, utilizing the best available tools and practices to ensure a superior quality air emissions inventory and emission mapping. Additionally, it will provide future projection scenarios to assist policymakers and decision-makers.



Digitalizing Our Services

To improve traceability and reduce paperwork, we have introduced various online platforms, including waste disposal permit platform, waste manifest platform, waste collection tracking platform, and others.

In 2022, we launched Marasi, a new online platform in partnership with Sharjah Port Authority. Marasi is a complete solution that integrates all waste management requirements, from arrival at the port, to transportation, and final processing. It ensures safe management of hazardous and non-hazardous waste at Sharjah ports. This helps stakeholders to have accurate and timely information on waste generation, transport, treatment and disposal.

Our Scientific Publications

Echoing the UAE Vision 2031's emphasis on innovation and world-class health standards, BEEAH's dedication to environmental sustainability spans beyond mere services. Our research efforts delve into pivotal domains such as environmental management's interplay with SARS-CoV-2 spread, as well as the impact of COVID-19 lockdown on air quality. These investigations provided indispensable data for global leaders and emphasized BEEAH's vanguard role in environmental academia. The adjacent table lists out our publications in the scientific community.

Title of Publication	Journal
SARS-CoV-2 in the environment: Modes of transmission, early detection and potential role of pollutions	Science of the Total Environment 744,140946 - 2020
Elucidating the role of environmental management of forests, air quality, solid waste and wastewater on the dissemination of SARS-CoV-2	Hygiene and Environmental Health Advances 3,100006 - 2022
COVID-19 lockdown and the impact on mobility, air quality, and utility consumption: a case study from Sharjah, United Arab Emirates	Sustainability 14,1767 - 2022
Effects of the COVID-19 lockdown and recovery on people's mobility and air quality in the United Arab Emirates using satellite and ground observations	Remote Sensing Applications: Society and Environment 26, 100757 - 2022
Life cycle assessment studies to evaluate the sustainability of various facemask used during COVID-19: A UAE case study	Journal of Environmental Chemical Engineering 11 (5), 110491 - 2023
Understanding the environmental impacts of facemasks: a review on the face mask industry and existing life cycle assessment studies	Sustainable Environment Research 33 (1), 1-19 - 2023

Our People

Our People

Building a Great Place to Work & Serving Our Community

To Know More About Our People, Check Out This Chapter for:

A spotlight on our people

Health & safety

Nurturing our people - training & development initiatives

Caring for our community

A Spotlight on Our People

6,219
Employees from
the UAE in Our
Workforce

40+
Countries
Nationalities
Working Together

137
UAE Nationals
Working with Us

5,562
Blue Collar
Employees in Our
Workforce

Fostering a Culture of Employee Care

20,865
Hours of Training
Delivered to Our
Employees

15
Internal Audits
Conducted in
2022

624
Health & Safety
Inspections
Performed

1.68
LTIF Recorded in
2022

Training & Development Initiatives

5,591
Hours of Skill
Development
Trainings
Provided to
Employees

471
Employees
Received Skill
Development
Training

258
Hours of
Professional
Development
Training Received

287
Employees From
the UAE Received
Professional
Development
Training

A Spotlight on Our People

GRI 2-7, 202-2, 401-1, 401-2, 405-1



Our Workforce at 31 December 2022

	2020	2021	2022
Female	104	107	110
Male	5,062	5,574	6,109

Workforce by Professional Categorization

	2020	2021	2022
Blue Collar	4,691	5,159	5,662
White Collar	475	522	557

Number of Emiratis & Expats

	2020	2021	2022
Emiratis	121	132	137
Expats	5,046	5,549	6,082

Employee Distribution by Geography			
	2020	2021	2022
Asia	64	63	62
Asia	4,872	5,364	5,891
Europe	8	9	8
Middle East	211	232	245
North America	4	3	3
Other	8	9	9

A Great Place to Work

At BEEAH Group, we are committed to recognizing our people as our most valuable asset. We empower our employees meeting all their needs to serve our customers, our community and our environment to the best of their effort. From managing operations to working in facilities and working with customers, our employees are the key success factors to our business. Our core pillars to prioritize our people include employee well-being, diversity, equity and inclusion, professional development and work-life balance. As a result of our continuous thrive to empower our employees, we have been awarded the “Great Place to Work” certification in 2023.

Revitalizing & Recharging Our Employees

BEEAH Group is committed to the well-being of our employees, and we have taken many initiatives and programs to help them de-stress and recharge. One of our most successful initiatives is the Happiness committee which organizes games, tournaments, and other activities for our employees to enjoy. We also regularly hold outdoor events where our employees can socialize and relax. In addition, we offer employees discount vouchers, special gifts, and staycations as a way to show our appreciation for their hard work.

To help employees develop their skills and knowledge, we have launched the Ma'an Campaign, which offers a variety of initiatives and programs, including employee success factors, trainings, graduate programs, and new Human Capital policies. We believe that our employees are our most valuable asset, and we are committed to providing them with the resources and support they need to succeed.

Main Employee Figures

At BEEAH Group we believe in doing work that has lasting impact on our people and community. In 2021, we were a total of 5,681 employees in Sharjah and by the end of 2022 we have grown to 6,219 employees. The majority of employees are blue collar workers with 5,562 in total, including 5 females and 5657 males in the year 2022. In total, there are 105 and 452 female and male white collar employees, respectively as of 2022.

A total of
5,681
Employees in 2021

A total of
6,219
Employees in 2022

Workforce by Professional Categorization						
	2020		2021		2022	
	Male	Female	Male	Female	Male	Female
Blue Collar	4,682	9	5,151	8	5,657	5
White Collar	380	95	99	423	452	105

110
Females in our Workforce in 2022

6,109
Males in our Workforce in 2022

Emiratization at BEEAH

BEEAH Group is committed to contributing to the UAE's Emiratization Initiative by incorporating UAE nationals into our company and enhancing their career opportunities. As of 2022, we employ a total of 137 Emirati nationals, 48 of whom were females and 89 were males. This represents a significant increase from previous years, and we are proud to play a role in supporting the UAE's national workforce.

48
Females of UAE Nationals in our
Workforce in 2022

89
Males of UAE Nationals in our
Workforce in 2022

Number of Emiratis			
	2020	2021	2022
Female	45	48	48
Male	76	84	89

Diversity, Equity & Inclusion

We are dedicated to fostering a diverse and inclusive workplace where every individual feels respected and valued regardless of their background. We promote equal opportunities for career growth, irrespective of gender, race, ethnicity, or other characteristics. We have employees from around the world, covering more than 40 nationalities. By the end of 2022, we had 62 employees from Africa, 5891 employees from Asia, 8 employees from Europe, 245 employees from the Middle East, 3 employees from North America and 9 employees from other areas. A total of 6,082 employees including 62 females and 6020 males are expats working at our company contributing to its diversity and inclusion initiative.

Number of Expats			
	2020	2021	2022
Female	59	59	62
Male	4,986	5,490	6,020

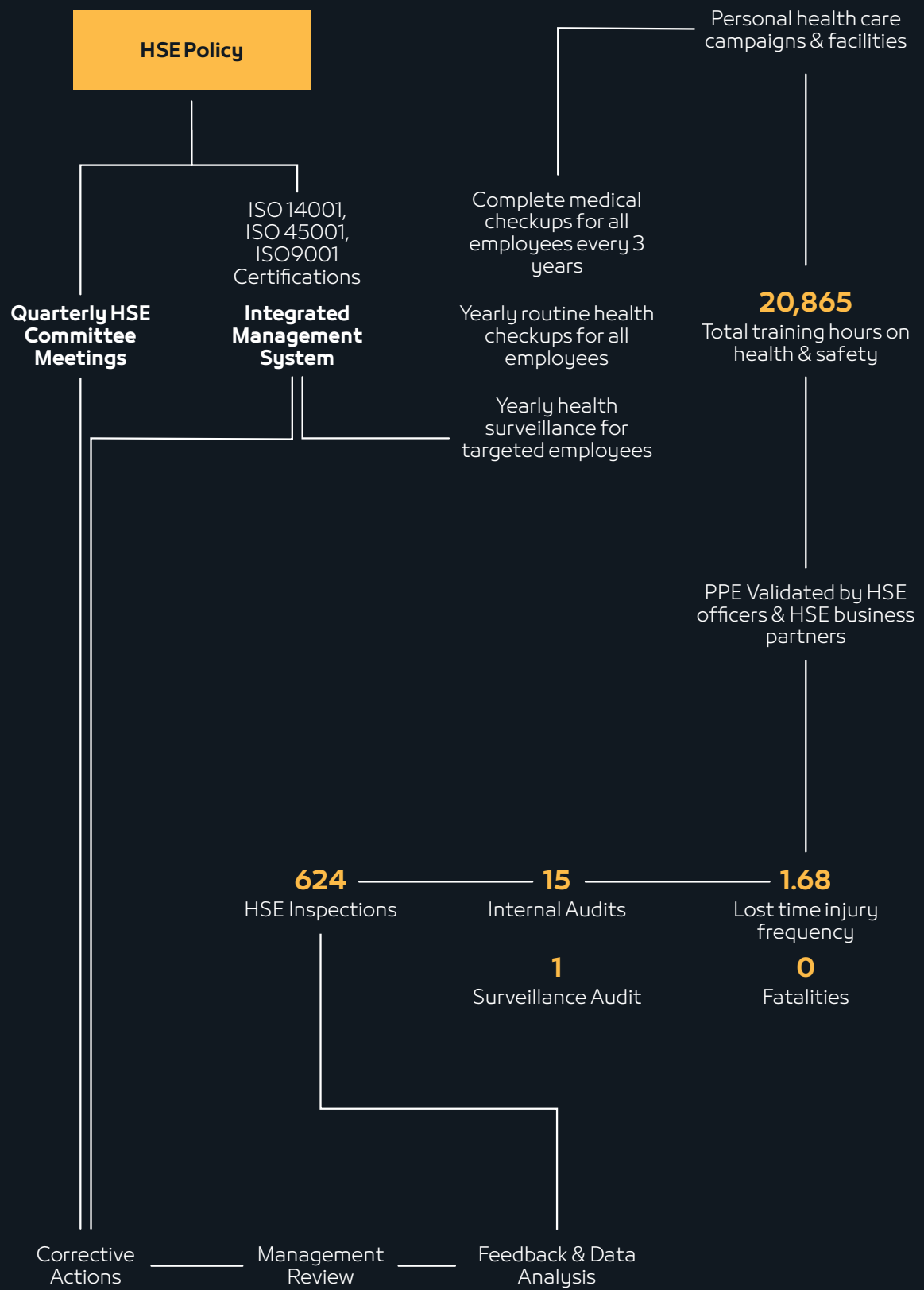
Workforce at 31 December by Country			
	2020	2021	2022
Afghanistan	2	2	2
Algeria	1	1	1
Australia	1	1	1
Bahrain	3	4	4
Bangladesh	107	140	170
Canada	1	1	0
Comoros	32	29	26
Egypt	26	30	31
Ethiopia	3	3	3
France	1	2	2
Ghana	0	1	1
India	2,379	2,633	2,973
Iran	2	2	2
Iraq	2	2	0
Jordan	19	21	22
Kenya	0	0	2
Kuwait	1	1	0
Lebanon	10	13	14
Morocco	6	5	5
Nepal	1,325	1,328	1,459
Oman	11	11	12

Workforce at 31 December by Country			
	2020	2021	2022
Pakistan	987	1,190	1,225
Palestine	8	7	8
Philippines	69	71	63
Poland	1	1	1
Portugal	1	0	0
Saudi Arabia	4	3	3
Singapore	2	2	1
Somalia	1	1	1
South Africa	2	2	2
Spain	2	2	2
Sri Lanka	5	4	1
Sudan	14	17	20
Syria	12	14	16
Tunisia	2	2	2
Turkey	1	1	0
UAE	110	121	128
Uganda	3	3	2
United Kingdom	4	4	5
USA	4	4	4
Yemen	5	4	5

Fostering a Culture of Employee Care

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-9





Safety & Wellness at the Core of Everything We Do

GRI 403-1, 403-9

At BEEAH Group our utmost priority is the safety and wellbeing of our employees. We believe that providing a healthy and safe work environment is not just a legal obligation but a fundamental responsibility towards our most valuable asset – our people.

We compile all pertinent health and safety-related legal prerequisites, obligations, regulations, and Approved Codes of Practice (ACoPs) into our Compliance Obligations and Evaluation Register. All these regulations and standards are diligently reviewed by our Health, Safety, Security and Environment- Managing Director (HSSE MD) to ensure that we identify, assess, and comprehend all applicable health and safety hazards according to current legislation.

Major Occupational Health & Safety (OHS) Legislations & International Standards that We Follow	
Federal Laws	Description
Federal Decree by Law No. 33 of 2021 Regarding the Regulation of Employment Relationships and its Amendments	Aims to create a more fair and balanced employment relationship between employers and employees in the UAE. This law repealed the previous Federal Law No. 8 of 1980 (Federal Decree Law No. 33 of 2021 Regarding the Regulation of Employment Relationship and its amendments)
Ministerial Order No. 4/1 of 1981, on Defining Works That Are Hazardous or in Which it is Permissible to Reduce the Legally Decided Working Hours	Pertains to the reduction in regular working hours for hazardous/ dangerous works (https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/68086/129814/F-82054294/ARE68086%20Eng.pdf)
Ministerial Resolution No. (711) of 2016 Concerning Occupational Health and Safety Officers Employment in the Construction and Industrial Sectors	This law requires establishments employing 500 or more workers in the construction and industrial sectors to employ at least one Emirati citizen as an occupational health and safety officer (https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/104220/129808/F500613108/ARE104220%20Eng.pdf)

Ministerial Order No. 401 of 2015 Concerning the Determination of Afternoon Working Hours	Determines the working hours that are performed outdoors and under the sun (https://www.ilo.org/dyn/natlex/natlex4.detail?p_isn=101816&p_lang=en)
Ministerial Order No. 32 of 1982 on Determining Prevention Means and Measures to Protect Workers from Work Hazards	Requires employers to take steps to protect their workers from hazards in the workplace (https://www.mohre.gov.ae/handlers/download.ashx?YXNzZXQ9NDMwNQ==)
Local Laws & Regulations	Description
Executive Council Resolution No. (15) Of 2021 Regarding Sharjah Occupational Safety and Health System	Occupational Safety and Health Sharjah (OSHJ)- the first occupational health and safety system ever passed in the Emirate (https://spsa.shj.ae/en/osh-documents)
Local Order No. 61 of 1991 Concerning Environment Protection Systems in the Emirate of Dubai	Comprehensive law that regulates environmental protection in Dubai, including occupational health and safety (OHS) (https://www.dm.gov.ae/municipality-business/)
International Standards	Description
ISO 14001:2015	Environmental Management System – Requirements
ISO 45001:2018	Occupational Health & Safety Management Systems – Requirements
ISO 9001:2015	Quality Management Systems (QMS)
ILO-OSH 2001	Health and Safety Management System Guidelines

Ensuring the Safety of Our People

Occupational Health, Safety, and Environment Management System (HSEMS)

In January 2018, BEEAH proactively developed and implemented an integrated management system (IMS) that focuses on occupational health, safety, and environment (HSE). Our IMS is aligned with international best practices by using the ISO 14001:2015 and ISO 45001:2018 frameworks. We have implemented our IMS across the entire BEEAH Group, with numerous divisions, including BEEAH Headquarters, Head Office, The Waste Management Complex, Tandeeef, Transfer Station, Dubai Operation Depot, and Emirates Waste to Energy, holding above stated ISO certifications. In addition to these criteria, our services and market operations align with global benchmarks, encompassing ISO 9004:2000 (Guidance for Performance Improvements in EMS), ISO 9001:2015 (Guidelines for Implementation of QMS), and ISO 19011:2011 (Guidelines for Auditing) as applicable.

We verify our conformance to the IMS through a formal assessment and review process conducted by our Health, Safety, and Environment (HSE) Team. Our HSE team includes CEO, health managers, safety manager, fire manager, division managers, safety officers, first aiders, fire fighters, and fire team leaders.

Health + Safety Targets & Key Performance

BEEAH aims to create a safe workplace, free of accidents, and has set a goal of reducing Lost Time Injuries (LTI) by 70 % in 2022 compared to 2021 and to continue with zero fatal accidents. We also have the goal of attaining LTI<0.5 by 2025 to enhance safety and security for our people. To achieve this target, we have deployed our above stated integrated management system.

Safety Targets & Progress Achieved in 2022

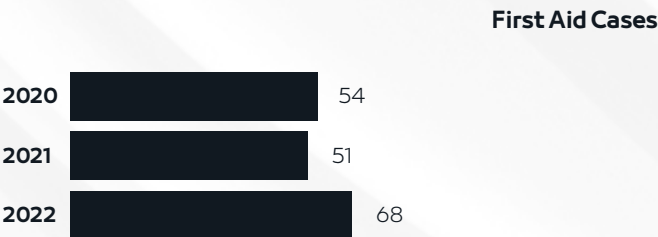
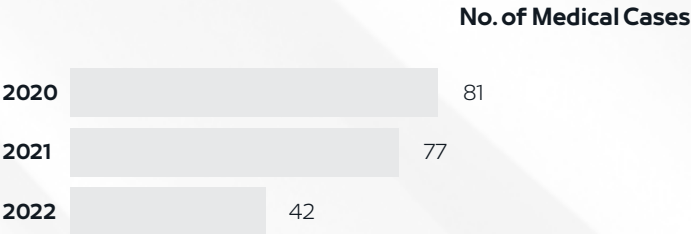
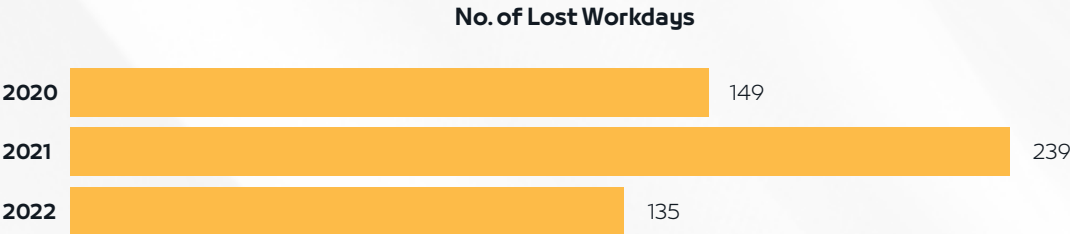
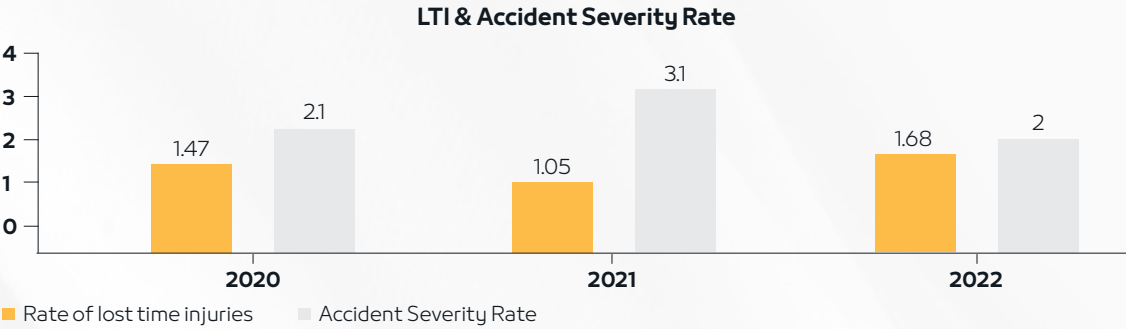
While our goal of achieving zero fatalities was met, we fell short of our target to reduce Lost Time Injuries (LTI). In 2022, we achieved 100% incident reporting, which was an improvement compared to previous years; however, this contributed to the increase in LTIs. When comparing 2021 and 2022, there was a decline in our medical treatment cases whereas there was a slight increase in first aid cases. Our lost workdays dropped from 239 (in 2021) to 135 (in 2022) resulting in reduction of accident severity rate (ASR) from 3.1 to 2.0.

As part of the decision-making process, we at BEEAH use trends and statistical data related to non-conformities, environmental aspects, obligations, targets, objectives, and corrective actions, as well as, monitoring and measurement results, audit results and compliance data, to ensure that objective, and responsible management decisions are made. Also, BEEAH ensures consultation and participation of workers in the formulation of HSE performance.

Performance	2020	2021	2022
Total no. of incidents (recordable)	283	220	318
Number of lost workdays	149	239	135
Accident severity rate (ASR)*	2.1	3.1	2.0
Cumulative working hours	14,109,732	15,370,774	13,206,125
Number of fatalities as a result of work-related injury	0	0	0
Number of occupational illness cases	0	0	0
Number of lost time injuries**	104	81	185
Lost time injury frequency (LTIF)	1.47	1.05	1.68
Number of medical treatment cases	81	77	42
First aid cases	68	51	54
Number of restricted work cases	0	0	0
Number of occupational illness cases	0	0	0
Dangerous occurrences	0	1	0

*ASR = (Number of lost workdays/cumulative working hours)*200,000

**LTIF = (Number of LTIs/cumulative working hours)*200,000



Safety As a Core Value

GRI 403-2, 403-4

Hazard Identification & Risk Assessment

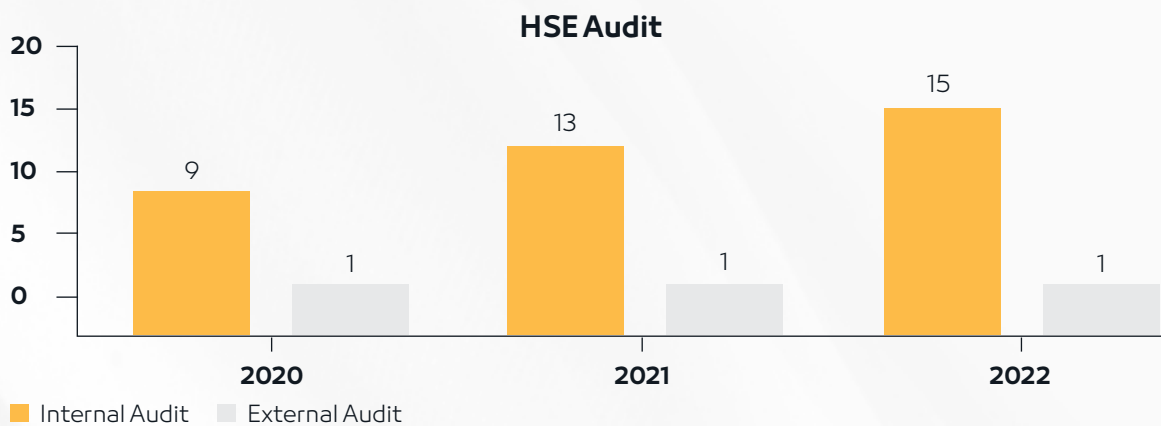
Our commitment to provide safe and secure working environment for all workers is in harmony with both UN SDG Goal No.8 and the 'Forward Economy' pillar of UAE Vision 2031. To identify work related hazards, our HSE team carryout daily rounds, monthly inspections and annual risk assessments for all processes for each of the divisions of BEEAH group separately. Our HSE team uses the Risk and Opportunity Register to help record, assess, respond, review, report, monitor and plan for the risks and opportunities that we perceive to be relevant and are retained as documented information.

Furthermore, we have implemented a change management process for introducing new elements (substances, plant, machinery, equipment, processes, premises) that may affect workforce health and safety. We verify and ensure that BEEAH's risk management program, equipment management procedure, incident reporting procedure, workplace management, and risk assessment process are in compliance with Ministerial Order No. of 32 of 1982 and Federal Decree by Law No. 33 of 2021 as highlighted in OHS legislation table as well as with Federal Law No. 24 of 1999 on the Protection and Development of the Environment.

Additionally, we carry out exposure monitoring for noise, air quality, gas detection, thermal conditions, and illumination within our workplaces. Any identified non-conformities are thoroughly investigated, and corrective measures are promptly implemented to ensure a safe working environment for our employees.

HSE Audit Program

Our Internal HSE audits are conducted by individuals who have undertaken 'Lead Auditor' training or 'Internal Auditor' as a minimum. The audit frequency is based upon process performance trends, results from previous audits, levels of customer satisfaction, rates of non-conformity and corrective action, etc. to ensure that our organization focuses on the aspects that affect product, service, and process conformity the most. In the years 2020, 2021, and 2022, we have had a steady rise in the number of internal audits conducted, increasing from 9 to 13 and then to 15. Our external annual surveillance HSE audits are conducted by certified Lead auditor from international body once every year.



HSE Inspections

Our dedicated HSE team undertakes comprehensive HSE inspections across all our facilities and are conducted by competent and certified safety officers who have Level 3 certificate in occupational health and safety. Furthermore, meticulous records of the inspection data are diligently maintained, underscoring our commitment to transparency and accountability in our operations.

Inspections are conducted in our facilities including Sharjah Tadweer, Sharjah Tandeef, Dubai Operations, East Coast and Central Region (ECCR) Tadweer, ECCR Tandeef, Dubai & Sharjah Accommodations, Abu Dhabi Workshop and Yard, Abu Dhabi Lot 1 sectors, Al Raha accommodation, and Abu Dhabi Commercial. The total number of inspections conducted in 2021 and 2022 for all these facilities are 624 and 589, respectively.



Monthly Inspection Counts for 2021 & 2022



Safeguarding the Rights of Workers

Your Voice Matters: Enabling Workers to Report Hazards

We established protocols to enable workers to promptly report any work-related hazards or potentially dangerous situations (PDS). HSE committees are established for each facility, with the safety officer serving as the committee's facilitator, and the manager or their designated representative acting as its caretaker. The committee includes representatives from both the workers and the drivers. Should any concerns be raised within the committee, an action plan will be developed to address and resolve them.

Processes for Workers to Report Work Related Hazards & Hazardous Situations



Protecting Employees From Reprisal

Under the purview of both UAE Labor Law and BEEAH's Occupational Health and Safety Management Systems (OHSMS), our employees enjoy specific entitlements. If they perceive their workplace as unsafe, with potential risks to their well-being, they have the right to exit the workplace without facing any interrogation. They can promptly report this concern to the designated Health and Safety Officer responsible for their well-being. These officers are committed to verifying and mitigating any potential threats, and there will be no repercussions for employees reporting such hazards or concerns. These rights and procedures are comprehensively covered during our induction training and are clearly stated in our OHSMS under workers consultation and participation.

Incident Investigation, Non-Conformity, Corrective & Preventative Action

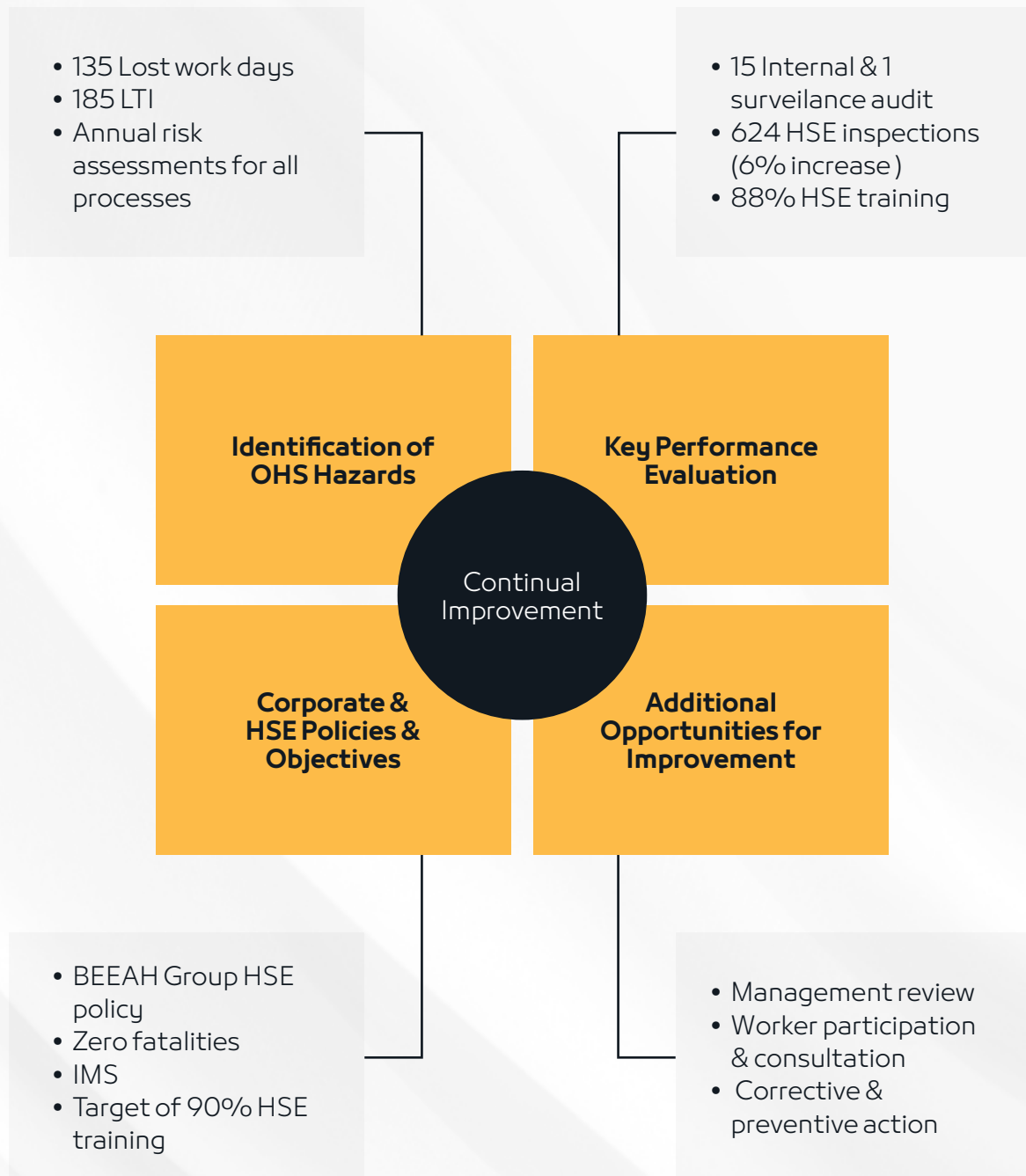
BEEAH takes ongoing action to eliminate non-conformity causes and prevent their recurrence.



Tackling Language Barriers

Over 90% of our blue-collar workforce primarily communicates in Hindi/Urdu, with limited proficiency in English and other languages. As a result, the majority of our training and instructions are conducted in Hindi/Urdu. Less than 10% of our workers communicates in Arabic. To address this language diversity, employees who are bilingual in both English and Arabic serve as translator.

Evolving Every Day



Our Quest for Improvement

BEEAH HSEMS and its processes are designed around the principle of continual improvement. The continual improvement process begins with the establishment of our corporate and HSE policies and objectives and identification of OHS hazards and environmental impacts. Internal and external audit data, process performance data and risk assessment data are then compared against objectives or KPIs to identify additional opportunities for improvement. Through our management review process, the overall effectiveness of continual improvement program, including corrective actions taken, as well as the overall progress towards achieving corporate level improvement objectives, is assessed.

Illustrating this commitment with an example from 2022, one of our primary objectives was to attain a 100% incident reporting rate. Our Facility Managers, Department Heads and Supervisors ensured that monthly inspections of each facility were conducted before 12th of each month and the inspection report was shared with the management to do the closeout. Upon thorough review, it was observed that in 2022, we had successfully achieved



Management Approach

Our commitment to the health and safety of our employees, tenants, contractors, and visitors is outlined in our comprehensive Health, Safety and Environmental Policy. Our Group Chief Executive (GCEO) takes full responsibility for safety, health, and environmental concerns at BEEAH, and this obligation is successfully maintained through the collaboration and assistance of all CEOs, directors, managers, employees, contractors, and visitors.

Our HSE policy is communicated to all employees at all levels throughout our organization via training, regular internal communications, and reinforcement during annual employee performance reviews. Employee understanding of our policies and objectives is determined during internal audits and other methods deemed appropriate.

BEEAH Group ensures adherence to its stated HSE Policy and demonstrates compliance through self and third-party assessments. A health, safety, and environmental review is conducted every 3 years ahead of re-certification to determine any changes to BEEAH which may affect the intended outcomes of our OHSMS.

The effectiveness and integration of each process and its subsequent output is measured and evaluated through documented reviews, regular internal audit inspections, and data analysis. The appropriateness and effectiveness of any corrective action reviewed during these processes are reported as necessary to Top management.

Caring for Our People's Health Above All

Our commitment to providing quality health care services, health coverage, medicines, and vaccines aligns with UN Sustainable Development Goal No.3 (SDG 3), which aims to ensure healthy lives and promote well-being for all. It is also aligned with the "forward society" pillar of the 'We the UAE vision'.

We have established a comprehensive health program including periodical medical checkups. This program includes annual health assessments conducted by our gatekeeping doctors, which are covered by our insurance. Furthermore, health checkups are conducted every three years during the visa issuance process. In addition to routine health assessments, we provide vaccination programs for workers who directly handle waste, such as those working at our Material Recovery Facility. These workers receive vaccinations against hepatitis, tetanus, and influenza.

Health Programs:

Annual Medical Examinations

Complete Health Checkups in Every 3 Years

Vaccinations

Health Surveillance for Occupational Hazards



To meet regulatory requirements, we provide health surveillance for employees exposed to specific occupational hazards, particularly those related to chemicals or excessive noise, in Abu Dhabi. While this is a legal requirement in Abu Dhabi, we are actively working towards implementing this best practice in our Sharjah divisions by 2024, even though it is not legally mandated in the emirate.

At BEEAH, we prioritize the confidentiality of our employees' personal health information. All personal health data and injury reports are securely maintained within the hospital, ensuring that we do not have direct access to this sensitive information. In cases of illness or injury, our access is limited to details concerning the condition and treatment / medicine provided. We do not have access to test results or comprehensive health histories.

Personal Protective Equipment (PPE): Our Armor Against Workplace Hazards

Our HSE team reviews each activity/requirement to determine the appropriate PPE. They provide guidance on selection and provide approvals for PPE. Usage of PPE by workers while at work and its effectiveness are ensured and analysed through inspections and PPE assessment forms. Designated HSE business partners visit each BEEAH facility to interview employees and assess the provided PPE. The assessment covers whether the PPE is effective, comfortable, and needs any changes.

Ensuring Worker Engagement In Our Integrated Management System

We actively involve our workers in hazard identification, risk assessments, and incident investigations to gather valuable insights for effective resolutions. Workers' input is also sought during the development and periodic review of our HSE policy and objectives. Additionally, workers play an active role in root cause analysis and the creation of corrective and preventive actions when addressing non-conformities. These consultations take various forms, including individual and group meetings, as well as both direct and indirect communication methods, such as letters, emails, surveys, and more.

Worker Consultation:

Hazards & Risks Assessments

Incident Investigation

Review of HSE Policy & Objectives

Addressing Non-Conformities

Additionally, we foster ongoing consultation through our HSE committee meetings, which serve as collaborative platforms involving both management and worker representatives. These committees are an integral part of our organizational structure. For instance, the HSE committee for our Dubai commercial operations includes representatives from various roles such as operations manager, supervisor, safety partner, first aider/nurse, worker representatives, and operation controller. Likewise, dedicated HSE committees are instituted for all divisions, guaranteeing the inclusion of pertinent worker representation. These committees serve as channels for aggregating feedback and addressing concerns. The discussions held within these committees are efficiently disseminated to all employees through their designated representatives.

To ensure transparency and accountability, these HSE committee meetings are conducted quarterly for each division within BEEAH. Detailed records, including meeting logs, minutes of meetings, attendee details, meeting objectives, discussed matters, action plans, and responsible individuals, are meticulously maintained for reference and follow-up

Quarterly HSE Committee Meetings



Equipping Our People With the Best Schooling





The Managing Director of HSE, along with dedicated HSE officers, spearheads the creation and implementation of impactful training and awareness initiatives for all workers to improve their skills and knowledge on HSE matters. To ensure that all workers have the skills they need to do their jobs safely, we involve non-managerial staff in identifying training needs. If any worker lacks the necessary skills, we provide tailored training to help them develop them.

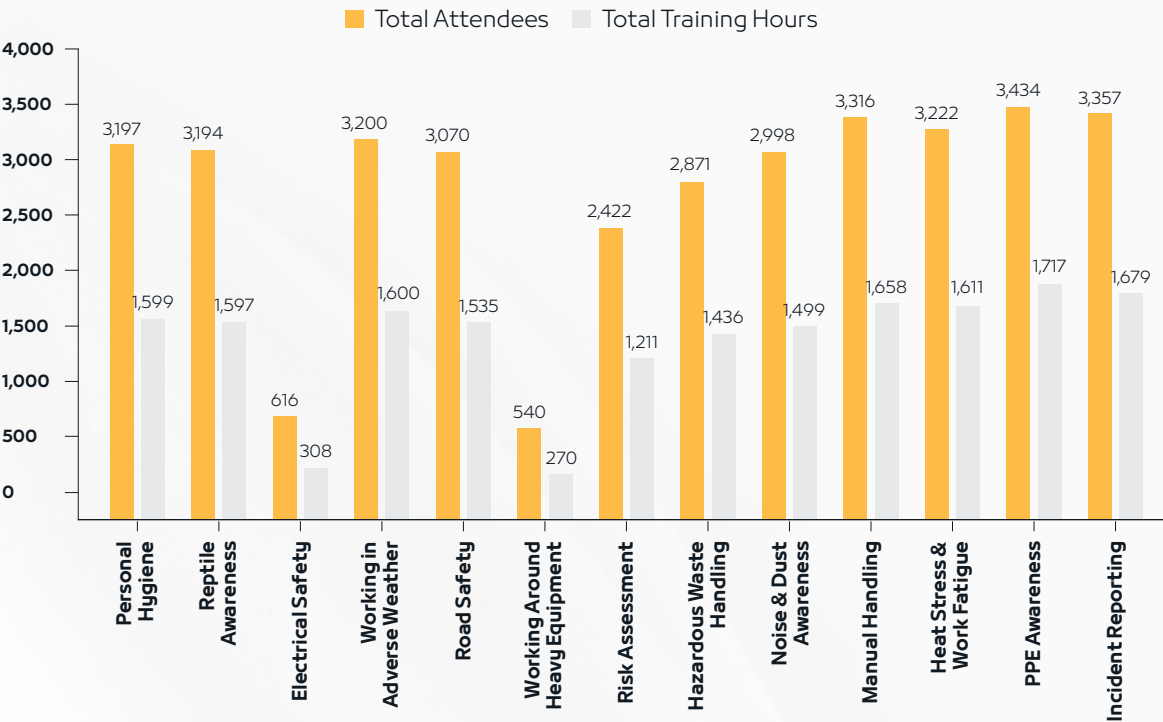
We use a flexible approach to training, balancing in-house training for core skills with external seminars or courses for specialized skills. This helps our team members develop and maintain the skills they need for their jobs. We evaluate and track our training to ensure that it is effective. In the year 2022, our training objective was to provide HSE training to 90% of all workers, and we achieved an overall training rate of 88% for our workforce.

We provide induction training to all our new employees to familiarize them with our policies and goals. We also provide awareness training, combining in-house sessions with external resources for specialized topics. We evaluate and document our awareness training initiatives to gauge their impact. The total number of training hours dedicated to health and safety saw a substantial increase of 35% from 2021 to 2022.



All safety officers and HSE business partners within BEEAH holds ‘train the trainer’ certification. In the year 2022, BEEAH conducted training programs in its Dubai, Sharjah, ECCR and Abu Dhabi divisions, covering a wide range of topics. Details of topics covered in our training curriculum along with total attendees and total training hours for various divisions of BEEAH Group are presented in below tables.

Training Details for Sharjah, ECCR & Dubai Divisions



Furthermore, we conduct biweekly toolbox talks (TBT) lasting 5-10 minutes before each shift, a responsibility entrusted to supervisors. To prepare supervisors for TBT delivery, our safety officers provide them with training, and we maintain records of these sessions. Subsequently, supervisors are equipped with TBT materials and take charge of delivering these training sessions to our workforce.

We allocate dedicated time within their work hours for training and also supply them with essential study materials. Venues (field or classroom) are allocated appropriate to the training needs.



Health Care Services & Events



Health promotion services and programs offered to workers to address major non-work-related health risks shows BEEAH's commitment in following UN SDG Goal 3. It is also in harmony with the 'Forward Society' component of the 'We the UAE' framework.

We ensure that 100% of our employees have access to non-occupational medical and healthcare services as mandated by Federal Decree Law No. 33 of 2021 concerning the Regulation of Labor Relations. This benefit is managed by our HR team in coordination with insurance providers and is made possible through health insurance. As part of this coverage, medical professionals provided by the insurance visit our camps for two hours each day to attend to the needs of our residents. If a situation requires specialized care beyond their capacity, they will issue referral letters to connect patients with specialist doctors. Overall medical coverage is facilitated through the use of medical insurance cards.

Health and safety campaigns

With a dedication to introducing innovative endeavours, our company has successfully executed a range of campaigns, including promoting awareness about heat stress, observing Global Handwash Day, addressing manual load handling, and more. We orchestrate awareness campaigns tailored for our workforce. Heat stress awareness is conducted across different facilities of BEEAH by it's HSE team throughout the consecutive years from 2020-2022.



BEEAH also successfully organized global handwashing campaigns for 2021 and 2022. In 2022, these campaigns were held in seven different locations, where our HSE team demonstrated best practices for handwashing and emphasized the importance of good personal hygiene to BEEAH employees. Throughout the month-long campaign, a handwashing competition was open to all workers, and 1400 workers participated. They created handwashing videos and shared them on WhatsApp. All videos adhering to the correct handwashing procedure were entered into a draw, and winners were randomly selected. In total, 38 earbuds were awarded to the winners.

In the year 2021, 12 mobile phones were presented to the winners, and 1200 mugs were provided as giveaways.





Guardians of Safety

Taking on Emergency Action

BEEAH organizes training on emergency response of the intervention team and other managers. This training included fire extinguishing techniques, use of fire protection equipment, use of self-contained breathing equipment, etc. In addition, through fire drills and real accident simulations, the employees learned action and self-protection skills, as well as how to handle individual and team reactions.

Also, we have our dedicated firefighting crew who have undergone rigorous training to be ready for eventualities such as fires at our landfill. From confined space training to fire simulations, our crew are on standby 24/7 to tackle fires and support safe and healthy operations.

Emergency Management

Our HSE team has identified potential emergency management pertaining to our business operations which may lead to an undesired environmental impact or health and safety risk. The HSSE Managing Director and the Facilities Manager are responsible for ensuring that procedures and practices are established for preventing and responding to emergency management.

The Emergency Management Plan is jointly owned by the HSSE Managing Director with responsibilities assigned to a dedicated Emergency Response Team, which includes trained Fire Warden and First Aiders, and is periodically tested during regular drills.

Safety in Labour Camps

Our commitment to valuing lives takes form through actions like conducting drills to enhance kitchen fire safety in accommodation, organizing training sessions, and running self-care campaigns.

These kinds of initiatives help train employees to handle potential risk situations arising from accidents occurring anywhere in any circumstances.

Nurturing Our People – Training & Development Initiatives

GRI 2-6, 2-29, 205-2, 402-2, 404-1, 404-3



Empowering Growth of Our Employees Through Internal Trainings



Technical hours



Corporate hours



Leadership hours



Delivered

5,591

Hours of corporate skill development training for our employees in 2022

Trained

471

Employees in 2022

At BEEAH Group our employees receive professional training through our BEEAH Education vertical. BEEAH Education oversees the development and implementation of corporate training and professional development programs. Our internal training programs include skill development through in-person training and comprehensive online learning platforms, such as LinkedIn learning. Since 2020, we delivered 14,202 hours of career and performance enhancement trainings to 1,359 of our employees. In 2022, a total of 5,591 hours of training were delivered to 471 of our employees. We covered sessions on business management, communication, leadership development, health and safety, finance and strategic skill development through our training.

Technical training is a critical component of employee development and skill enhancement. We have invested 2,775 learning hours in more than 30 different training programs. These programs have been distributed across various departments, including a few certification programs.

Corporate programs are organized structured learning initiatives by BEEAH, including behavior and soft skills training programs. These programs are designed to enhance the knowledge, skills, and competencies of employees, enabling them to perform their jobs more effectively. We have implemented more than 20 such initiatives, totaling 2,528 learning hours.

Managerial leadership programs are designed to develop and enhance the leadership skills, knowledge, and competencies of individuals in various roles within BEEAH. Additionally, we have collaborated with an international business school to enroll our C-Level delegates.

IEMS Academy



Providing Professional Training to Our Employees & External Clients

Apart from internal corporate trainings, under BEEAH Education there is a commercial business unit called Institute of Environmental Management and Sustainability, Middle East (IEMS Academy), established since 2017. The IEMS Academy, Middle East is a professional, technical and vocational training institution, which offers industry specific conformity assessments, professional certification programs and NOCN, UK affiliated three levels of qualification in the areas of sustainability, environmental management and integrated waste management. These advanced learning opportunities are open to both internal employees and external clients.

IEMS Academy has partnered with world-class accreditation bodies including National Open College Network (NOCN), a market-leading international Awarding Organisation (AO) and Government-approved End Point Assessment Organisation (EPAO) along with Continuous Professional Development - CPD, United Kingdom to ensure professional credibility of their offerings.

Since 2017, this business unit has delivered 258 hours of professional development programs to 332 employees in UAE and Oman including both internal employees and external clients. They have delivered technical industrial training to 2,328 waste management operatives in UAE and KSA.

IEMS Academy, Middle East is a designated center for Waste management conformity assessments registered under Abu Dhabi Quality and Conformity Council (ADQCC) in Abu Dhabi, UAE. They have conducted 4,223 conformity assessments for waste management operatives in Abu Dhabi for examining the competency of waste management operatives against ADQCC performance criteria within Abu Dhabi. The internal training for waste management operatives was mainly concentrated on Laborers, Street Cleaners, Heavy Duty Drivers, Mechanical Sweeper Drivers and Field Supervisors during the past three years. A total of 96 hours of driver training and development programs were delivered to 300 delegates in KSA while 138 hours were delivered to 287 delegates across the UAE in 2022. Additionally, ADQCC Conformity Assessments has been conducted for 725 delegates in 2022.

<p>258</p> <p>Hours of professional development & technical skills enhancement training delivered by IEMS Academy in 2022</p>	<p>300</p> <p>Employees trained across KSA in 2022</p>	<p>287</p> <p>Employees trained across UAE in 2022</p>
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Professional Development Training Conducted by IEMS Academy for Our Employees

	Training Hours	Total Participants
2020	48	24
2021	24	9
2022	24	13

Waste Management Operatives Training Conducted by IEMS Academy for Our Employees

	Training Hours	Total Participants
2020	232	289
2021	60	121
2022	234	587

ADQCC Conformity Assessments Conducted in 2022

Training Description	Number of Participants
ADOT 102 Street Cleaner	480
ADOT 103 Waste Collection Labourer	70
ADOT 104 Waste Collection Vehicle Operator	153
ADOT 105 Waste Services Field Supervisor	18
ADOT 106 Mechanical Street Sweeper	4
Driver	-

Caring for Our Community

GRI 2-29, 413-1



ACADEMY OF
SUSTAINABILITY
PIONEERED BY BEEAH EDUCATION

We connect with thousands of students and teachers across more than 700 schools in the UAE through our Academy of Sustainability. The academy, previously known as the BEEAH School of Environment (BSOE), was launched in 2010. It is another unit under BEEAH Education, where our goal is to institutionalize, incentivize, and encourage sustainable actions from the grassroots level among schools and communities, aligning with United Nations's SDG4 for quality education.

We utilize online and offline platforms, including environmental lesson plans, interactive games and videos, presentations, workshops, awareness sessions and competitions to nurture behavioral change for a sustainable future. We successfully launched several programs and initiatives under the Academy of Sustainability including The Great Battery Challenge and Future Pioneers Award.

The Great Battery Challenge

The Great Battery Challenge is an initiative launched by BEEAH Education's Academy of Sustainability in collaboration with Duracell Batteries in 2018. This battery recycling competition targets schools across the UAE, aiming to combat battery pollution, divert batteries from landfills, and instil recycling habits in young students. The initiative played a great role in diverting discarded batteries away from landfill and preventing environmental pollution due to improper disposal. The competition which began in Sharjah, has currently expanded nationwide.

In 2022, BEEAH Education marked the third edition of the Great Battery Challenge. Over 160 schools participated in the competition collecting over 2000 kilograms of used batteries. The schools were supplied with special bins to collect and deposit batteries. The third edition marked the expansion of the competition with highest ever participation and an impressive quantity of collection.

Future Pioneers Award



The future Pioneers Award (FPA), previously known as the Environmental Excellence is an international award launched by BEEAH Education's Academy of Sustainability. It aims to acknowledge innovative ideas and projects that have the potential to shape the future of sustainability. The award is open to individuals and entities of all demographics and stakeholder groups, including schools and university students, professionals from diverse industrial sectors as well as government bodies, institutions, and corporate organizations to showcase their unique initiative that can inspire environmental action.

A total of
1,962

Schools participated in
Environment Excellence School
Award competition since 2018

In 2021, a total of
56

Winners were awarded
Environment Excellence School
Award since 2018

BEEAH Proudly Supported the Arabian Ocean Rowing Team

BEEAH supported the Arabian Ocean Rowing Team in their incredible journey to row across the Atlantic Ocean. The team aimed to raise awareness of the need to preserve marine life. The group of 3 men rowed across the Atlantic Ocean in 2022 from La Gomera in the Canary Islands to Antigua in the Caribbean Sea, covering 5000 kilometres. They completed their mission in 42 days, 7 hours and 35 minutes. Noteworthy, the expedition is in collaboration with United Nations Environmental Programme (UNEP) entitled "Clean Oceans", the first of its kind launched in the UAE and aims to raise awareness on the importance of sustainability, reducing marine waste and protecting oceans while encouraging reliance on alternatives to single-use plastic bags. During the journey the team was provided with the basic supplies required for the immersion, including solar power to operate equipment, fresh seawater, frozen food and other supplies.

The team has been training rigorously for nearly two years to prepare for the adventure. They rowed for two hours at a stretch followed by an hour's break. The 900kg boat carried a solar-powered desalination machine, satellite phones, enough food for three people, a complete safety and medical kit and a foldable safety raft in case of emergency. BEEAH is indeed the first UAE-based organization to launch a dedicated maritime waste recycling facility and we are committed to the preservation of our seas and marine life and we are proud to support the campaign led by group of young people with high environmental sense.

Our Prosperity

Our Prosperity

The Story of Our Sustainable Growth

To Know More About Our Prosperity, Check Out This Chapter for:

- Our customers
- Our assets
- Our procurement practices - a path of responsible sourcing
- Our sustainability governance framework

Our Customers			
92% Overall Customer Satisfaction	81% Net Promoter Score	99% Satisfied Clients from Municipal Sector	Recording the Customer's & the Citizen's Satisfaction
Our Assets			
8 Recycling Facilities in the UAE	5 Landfills in the UAE	7 Air Quality Monitoring Stations	111 Electric Vehicles in the UAE
Procurement Practices			
5,383 Suppliers Worldwide	94.53% Of Procurement Budget for Local Suppliers	5.47% Of Procurement Budget for Foreign Suppliers	Environmental Criteria for Screening Suppliers

Our Customers

Seeking Excellence in Customer Satisfaction

At BEEAH Group, our customer satisfaction is our top priority in implementing the company’s strategy and fostering business growth. We measure customer satisfaction through our call center data and customer surveys. In 2022, our Net Promoter Score (NPS), derived from surveys measuring promoters to detractors among the citizens of the UAE, reached 81%, with 88% being promoters and 7% detractors. Regarding complaints, our customer satisfaction survey achieved 92% satisfaction rate in 2022. The survey included questions on satisfaction with call center responses, resolution of complaints, and overall rating of BEEAH Tandeef services.

Furthermore, we conducted surveys to assess the service satisfaction of our clients with BEEAH Tandeef. The municipal project questionnaire survey covered various projects in Sharjah city, Sharjah University City, Ajman, Al Hamriya, Al Batayeh, Al Madam, Al Maliha, Al Dhaid, Khorfakkan, Dibba Al Hisn and Kalba. The overall customer satisfaction survey recorded 99% in the UAE.

Overall Customer Satisfaction Survey in 2022 in the UAE	
Municipal Clients	99%

Citizen’s Survey 2022	
Net Promoter Score (NPS)	81%
Customer Satisfaction Survey (CSS)	92%

Our Assets

GRI 2-29,203-1



We operate a network of integrated waste management facilities in the UAE, starting from our material recovery facility and ending with waste to energy facility. In between, we operate the biomass facility, alternative raw material facility, solid recovered fuel facility, and more, all aimed at promoting circular economy, preservation of resources, and diverting waste from landfill.

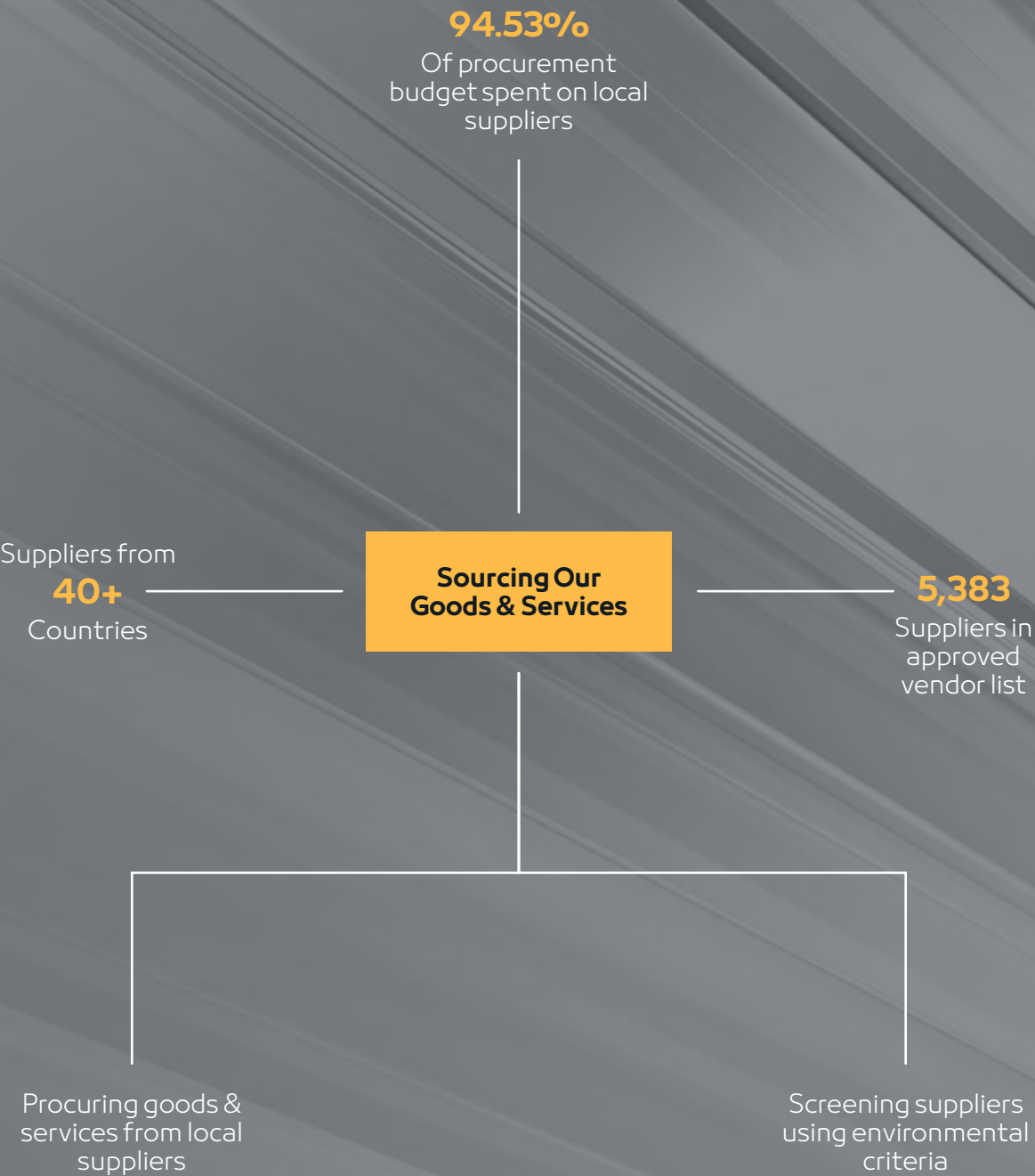
In 2022, we have invested in expanding our eco-friendly collection fleet. We also launched a commercial and industrial facility with robotics in the same year. Furthermore, we began operating our waste to energy plant in 2022, a key step towards achieving our goal of a zero-waste future.

At BEEAH Group, we always have been committed to investing in building our assets to better serve our stakeholders. Through our fleets and facilities, we collectively manage waste collection and treatment services. Our investment in converting our landfill to solar parks is yet another approach of our promotion to a sustainable quality of life.

111 Electric Vehicles	48 EV in Street Cleaning	31 Quad bikes
7 Air Quality Monitoring Stations	5 Landfills	5 Recycling Stations in Sharjah
1 Waste to Energy Plant	1 C&I Facility	1 Solid Recovered Fuel Facility
1 IWWTP	1 C&D Facility	1 Alternative Raw Material Facility
1 Material Recovery Facility	1 Medical Waste Treatment Facility	1 Biomass Facility

Our Procurement Practices

GRI 2-6, 204-1, 308-1



A Path of Responsible Sourcing

The Procurement Department at BEEAH Group enhances and encourages the local manufacturers to further develop infrastructure and support growth within the UAE. The benefits from local manufacturing are varied but our vision is to establish relationships with organizations that invest in manufacturing facilities as well as developing an advanced and talented workforce.

We are further looking to reduce our environmental footprint by using local rather than international companies where the supply chain & logistics impact is kept at a minimal. We have further experienced a better engagement with our supply base purely based on the fact they are a local entity and have the ability to develop innovations and advancements knowing BEEAH Group is a market leader and innovator.

In 2022, we spent a total of 94.53% of the procurement budget on local suppliers while 5.47% was spent on foreign suppliers. The top countries we deal with are the United States, Spain, Great Britain, Italy, and Mexico since these countries enforce sustainable procurement acts on suppliers. We procured a total of 94.2% of products and 94.86% of services from local suppliers. The budget spent on all foreign suppliers dealt with as displayed in the adjacent table pertains to BEEAH Group's operations in the UAE.

Percentage of Budget Spent on Foreign Suppliers Worldwide	
USA	2.03%
Spain	0.90%
UK	0.86%
Italy	0.57%
Mexico	0.19%
Germany	0.18%
India	0.09%
Kuwait	0.07%

94.53%

Of procurement budget was spent on local suppliers

5.47%

Of procurement budget was spent on foreign suppliers

Percentage of Budget Spent on Foreign Suppliers For Products

North America	2.14%
Europe	3.13%
Asia	0.38%
Africa	0.03%
Others	0.11%

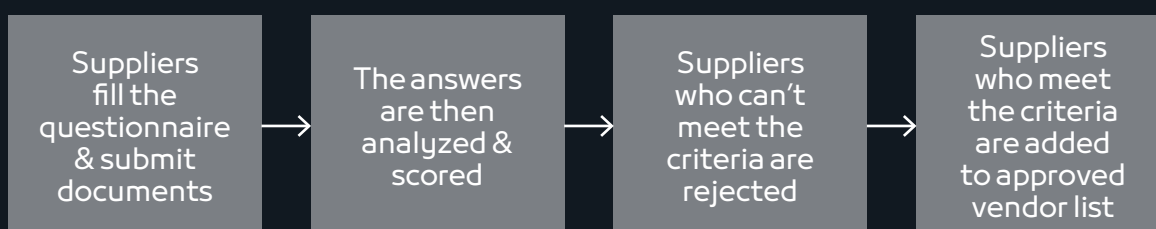
Percentage of Budget Spent on Foreign Suppliers For Services

USA	1.93%
UK	1.61%
Mexico	0.39%
Italy	0.26%
Germany	0.23%
India	0.18%
Ireland	0.13%
Finland	0.07%
Austria	0.04%
Switzerland	0.04%
Cyprus	0.04%
Portugal	0.04%
Oman	0.03%
Netherlands	0.03%
China	0.02%
Egypt	0.02%
Spain	0.02%
South Africa	0.02%
Slovakia	0.01%
Singapore	0.01%
Mauritius	0.01%
Lebanon	0.01%
Greece	0.01%
France	0.01%
Bahrain	0.01%



Environmental Criteria for Sustainable Procurement

We have embarked on an aggressive and proactive process of ensuring the environmental credentials of our suppliers are embedded in the ethos of BEEAH Group. All of our new suppliers are screened using environmental criteria where they are required to validate their credentials with supporting information. Those suppliers who do not meet the criteria are given a lower score and hence a lower chance of a contract award. However, BEEAH Group is leading a program to work with all the low-scoring vendors on how they can look to increase their environmental credentials by changing their internal business practices. Our automated process allows communication with all suppliers who do not meet the environmental criteria at the pre-qualification or registration stage. Only when a supplier is able to demonstrate and qualify their Environmental Credentials do we look to engage with them on a commercial basis.



The criterion for environmental screening includes availability of HSE manager, availability of environmental certification such as ISO14001, due diligence for conviction of breaching any environmental legislation in the last five years and due diligence for environment related criminal or civil act.

To qualify the screening process, suppliers are asked to fill a questionnaire and provide necessary documents. The supplier's answers are then analysed and scored. If the supplier has any environmental breach or conviction, the score will be automatically failing. On the other hand, if the supplier meets the criteria, they are added to our approved vendor list.

Our Sustainability Governance Framework

GRI 2-9, 2-12, 2-13, 2-14, 2-16, 2-26, 2-27, 205-2



As part of better Governance practices, BEEAH Group's Board of Directors, takes into consideration the interests of all BEEAH's Group stakeholders including shareholders, employees and all third parties. The Board meets regularly to assess and oversee progress towards the realization of BEEAH Group's vision of pioneering sustainable quality of life in the MENA region and beyond.

Promoting Ethical Practices

At BEEAH Group, we take our commitment to sustainability seriously, and our Code of Conduct and Business Ethics Policy plays a pivotal role in propagating this commitment throughout the Group. The policy serves as a guiding light for all employees, emphasizing the importance of responsible and ethical business practices and deeply ingraining sustainability in our decisions and actions at every level. It fosters a culture of transparency, integrity, and social responsibility, enabling us to make environmentally conscious choices, engage in fair and equitable business dealings, and contribute positively to the communities we serve.

Our Code of Conduct and Business Ethics Policy is not just a document; it is a reflection of our unwavering dedication to a more sustainable and ethical future.

Our Internal Audit Procedures

To improve Group's Governance structure, the Board established BEEAH Group's Internal Audit department ("GIA") in 2021. As an independent, objective assurance and consulting activity the GIA assists BEEAH in achieving its objectives and enhancing and protecting value by bringing a systematic and disciplined approach to evaluate and improve the effectiveness of Governance, Risk Management, Compliance processes.

GIA's mandate is governed by a Charter approved by the Board which ensures that it has access to resources and is adequately positioned within the organization to function independently and objectively.

In carrying out its work, the GIA follows better global practices including risk-based methodology. Risk-based internal auditing is a strategic approach to ensure that internal audit activities are tailored to focus on high-risk areas.

Further, to leverage specialized skills, drive continuous learning, and to offer the agility and scalability demanded by the dynamic business landscape, the GIA operates on a “co-source model” engaging industry-leading third-party professional consulting services firms and subject matter experts as part of its strategy.

Adhering to Compliance Requirements

At BEEAH Group, we prioritize strict adherence to internal policies and procedures and governmental regulations. As such, we instituted the Compliance Framework – a corporate-wide initiative designed to effectively oversee and manage our diverse range of compliance responsibilities.

The framework provides an overarching structure that articulates the process for identifying, recording, evaluating, prioritizing, and monitoring compliance requirements, thus creating an integrated, strategic, and consistent approach to managing the Group’s compliance obligations including standards of good corporate governance and ethical conduct.

Collaborating With the Governance Leaders for a Sustainable Future

To advocate corporate sector reforms required to address sustainability issues within the UAE, the BEEAH Group joined hands with the UAE Internal Auditors’ Association (“IAA”) in 2021 as its exclusive sustainability partner. As the Governance leader, the IAA is an advocate for the internal audit profession in the UAE and is affiliated with the Institute of Internal Auditors (“IIA”) – a global professional association of internal auditors headquartered in the United States of America with more than 230,000 international members.

Several senior executives from the Group, including the Group CEO, Group Chief Internal Audit Officer, Group Managing Director Procurement and Director of Environment Services, have shared insights as keynote speakers at conferences, events and seminars previously held by the IAA, including the Great Audit Minds (GAM) conference held in Nov ’23, the first of its kind organized in the region outside the United States. In addition to the IAA, we have participated in events organized by other professional bodies and leading local conglomerates such as the Association of Certified Fraud

Examiners (ACFE) and ADQ, respectively to raise awareness on ESG, the relevant challenges and related implementation options.

Our collaboration with the IAA and other professional bodies empowers us to help drive change and remain at the forefront of emerging governance trends. In addition to providing a platform to heighten awareness, exchange valuable insights concerning sustainability and promote widespread adoption as a regional sustainability leader through several initiatives, including the introduction of BEEAH's sustainability award at the GAM conference, these events enable us to remain abreast of and implement industry-leading Governance developments.

Fostering the 'Speak-Up' Culture

In line with our commitment to transparency and ethical practices and to foster an open and speak-up culture, our Group maintains a robust whistleblowing policy (internally referred as "Safeguarding Policy"), which is an integral part of our governance structure. This policy encourages employees to report any concerns or wrongdoing, thus safeguarding our commitment to accountability and integrity.

To further enhance its transparency and engagement, the policy is being digitally enabled through a BEEAH Group's Ethics Hotline that will enable staff to raise their concerns confidentially and anonymously.

Our dedication to this essential component of governance reflects our steadfast commitment to sustainability, ethics, and responsible corporate citizenship.

Collaborative & Inclusive Decision Making to Manage Impact on Environment, Economy & People

In line with leading Governance practices, the Board has endorsed a Delegation of Authority document ("DoA") that serves as a guiding framework for decision making. The DOADoA mandates certain key decisions to be approved by various committees, including procurement, investment, asset disposals, compensation, recruitment which are made up of groups of senior executives and subject matter experts to drive better collaboration, transparency and accountability in decision making. The DoA is tested and reviewed regularly to ensure it continue to cater to the growth and the strategy of the Group while maintaining a robust internal control system.

Appendix

Converging With UN's SDG

The United Nation's Sustainability Development Goals include a set of 17 goals developed in 2015 for achieving a more sustainable and equitable world by 2030. BEEAH Group is deeply committed to these goals and actively contributes to their achievement. As a leader in environmental management, we promote carbon neutrality. By focusing on strategic partnerships and aligning our actions with the SDG's we strive to make a meaningful and lasting impact on our journey towards a sustainable future.



- Benefits received by the employees (insurance etc)
- Employees are provided with many health benefits including medical insurance, maternity and paternity leave and healthcare for their well-being.
- Conducted awareness campaigns for workers such as the "Pink Caravan".
- Prioritizing well-being of our workforce, smart bracelets were developed to check on their health and electric litter pickers was introduced to protect them from direct sunlight.
- Provides training sessions for the safety of the workers in the workplace.
- Conducts health and safety inspections to ensure worker's safety.



- Organized or sponsored employee training programs and professional development opportunities.
- Offered internships programs for University students.
- BEEAH Education initiative is a major contributor to quality education in the region. It aims to engage students and communities in environmental responsibility, waste management, and sustainability through interactive programs, workshops, and resources.
- BEEAH Education programs aim to instill a culture of environmental consciousness and sustainable living in the younger generation, providing them with the knowledge and skills necessary to protect and sustain their environment in the future.
- By fostering environmental education, BEEAH is not only improving understanding of sustainability but also empowering the next generation to take action towards a more sustainable future.



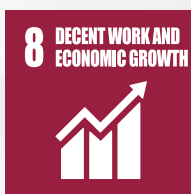
- Increased the representation of women in leadership positions.



- By managing waste effectively and promoting recycling, BEEAH contributes to cleaner environments and indirectly to improved sanitation.
- With the operation of wastewater treatment plants, BEEAH Group have recycled wastewater and encouraged its use thereby reducing the consumption of freshwater.
- BEEAH headquarters deploys STP to provide clean water for use in irrigation and other purpose.



- BEEAH has a waste-to-energy facility that transforms non-recyclable waste into electricity, contributing to the generation of clean energy for the city of Sharjah.
- BEEAH Group headquarters have solar panels generating renewable energy thereby making use of clean and affordable energy. The headquarters was awarded with LEED platinum certification.
- Announced waste to hydrogen project to contribute further renewable energy source within the community.
- Announced solar park project to close the landfill and convert it has a source of renewable energy.



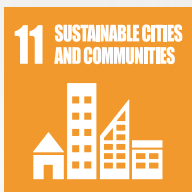
- As a major company, BEEAH provides numerous jobs in the region, contributing to economic growth and adequate work.
- Re.life serves as a platform for a large number of traders thus promoting their operations and their economy.
- BEEAH Tandeef opens door of job opportunities for many including both blue collar and white collar jobs and plays a great role in the economy generation of the company.



- BEEAH has shown commitment to innovation in waste management and recycling, using advanced technology and infrastructure to handle waste and reduce environmental impact.
- BEEAH headquarters is an innovative building integrating artificial intelligence. The headquarters operates using cloud and artificial intelligence features, developed and deployed by technology experts, Microsoft, Johnson Controls and Evoteq.
- Evoteq contributes to SDG 9 by being digital transformation company. Evoteq delivers infrastructure services, cloud and platform services, and smart city and IoT solutions.
- Introduced digital innovation for enhancing operational efficiency in waste collection including route optimization, geotagged bins, smart bracelets, and many more.
- Incorporated robotic system to automatically detect, identify and separate different types of waste in C&I recycling facility.



- Fostered partnerships with or woman-owned businesses.
- Our workforce incorporates more than 40 nationalities of different race and religion. We share a platform where everyone works together with equal benefits.



- BEEAH tandeeef is in the forefront to collect the waste and clean the city.
- BEEAH's work in waste management and recycling directly contributes to making cities and communities more sustainable.
- BEEAH's headquarters, designed by the late Dame Zaha Hadid, is a LEED Platinum certified building. This building is an embodiment of sustainable architectural design, featuring renewable energy generation, a minimal water waste system, and materials chosen for their low environmental impact. The headquarters sets a precedent for green buildings and urban sustainability in the region.
- By promoting and implementing sustainable building practices in its own infrastructure, BEEAH helps to drive sustainable development in Sharjah and the UAE at large, fostering a culture of environmental responsibility.
- BEEAH Group provides sustainable transportation by supporting transition to green vehicles in UAE through the launch of ION.



- Through its recycling initiatives and waste-to-energy plant, BEEAH promotes responsible consumption and production practices.
- Re.life provides customers with recycled products at affordable prices, promoting responsible consumption and production amongst them.
- BEEAH Tandeef promotes circular economy and provides awareness for the residents on responsible consumption and production. Recycling stations have been placed in various locations to develop recycling habits within the community.
- Different types of bins including UCOs, RVMs, 3stream smart bins, to promote recycling practices in people have been provided.
- BEEAH Recycling facilities encompass 8 recycling facilities to recycle different types of recyclables. A special facility operates to treat hazardous waste.



- By diverting waste from landfills and converting it into energy, BEEAH helps to reduce greenhouse gas emissions, which contributes to climate action.
- Supporting climate action by publishing research studies in international journals.
- Our suppliers are assessed under environmental criteria to ensure the products and services will not effect the environment.



- BEEAH Tandeef, the waste collection and city cleansing vertical of BEEAH Group is responsible for public cleansing services such as beach clean ups.
- Supported marine conservation efforts of organizations.
- Considering the life below water and solving the pollution of marine ecosystem, Evogreen was launched to offer marine environmental management services and to address maritime waste and pollution issues.



- BEEAH Tandeef, the waste collection and city cleansing vertical of BEEAH Group is responsible for public cleansing services such as desert sites clean ups.
- Considering the life on land, BEEAH Group's landfill is fully engineered. Efforts are taken to close the landfill and convert it into solar park.



- Fostered a culture of transparency and accountability.
- Implemented robust anti-corruption and bribery policies.
- Established whistleblowing policy encourage employees to report any concerns or wrongdoings.



- Partnership with International Solid Waste Association
- Engaged in partnerships with other businesses, NGOs, or government agencies to promote sustainability.
- Participated in local, national, or international sustainability initiatives.
- Engaged in partnership with a goal of protecting marine ecosystem.
- Evoteq partnered with government authority with a goal of serving the people at the best. The launch of tatmeen serves 10.8 million people with availability of pharmaceuticals and medical products.
- Member of World Energy Council to promote sustainable supply and use of energy for the greatest benefit of all.
- Member of National Hydrogen Strategy committee to strength UAE’s position as a producer and supplier of low emission hydrogen by 2031.

GRI Content Index

Illuminating Our Reporting Journey

This Sustainability 2022 report references the GRI 1: Foundation 2021, and other Disclosures listed in the table. The table includes Disclosures reported in full or partly.

GRI Standards	Disclosure Number	Disclosure Name	Page Ref./Direct Response
GRI 2: General Disclosure 2021	2-1	Organizational Details	Pg 4: Welcome to BEEAH Group Pg 23: BEEAH Group Success Story Pg 28: We serve the MENA region Pg 31: Embodying innovation & sustainability – our iconic headquarters
	2-3	Reporting period, frequency and contact point	Pg 8: About this report
	2-4	Restatements of information	N/A
	2-6	Activities & workers	Pg 23: BEEAH Group Success Story Pg 34: Evoteq – our digital transformation company Pg 36: Re.life – Market place at the tip of your fingers Pg 40: ION- our innovation in mobility Pg 44: Clean & Green – The sustainable management of waste Pg 71: Resource Recovery – The Transition to a Circular Economy Pg 87: From Landfill to Power- The Generation of Energy from Waste Pg 97: Environment services – BEEAH's consultancy arm Pg 141: Nurturing our people – Training & Development initiatives. Pg 152: Our procurement practices – a path of responsible sourcing

	2-7	Employees	Pg 4: Welcome to BEEAH Group Pg 110: A spotlight on our people
	2-8	Workers who are not employees	Nothing to report in 2022
	2-9	Governance structure & composition	Pg 156: Our Sustainable Governance Framework
	2-11	Chair of the highest governance body	Chair of the highest governance body is not the senior executive and hence there is no conflict of interest
	2-12	Role of the highest governance body in overseeing the management of impacts	Pg 156: Our Sustainable Governance Framework
	2-13	Delegation of responsibility for managing impacts	Pg 156: Our Sustainable Governance Framework
	2-14	Role of the highest governance body in sustainability reporting	Pg 156: Our Sustainable Governance Framework
	2-16	Communication of critical concerns	Pg 156: Our Sustainable Governance Framework
	2-22	Statement on sustainable development strategy	Pg 9: Embracing Sustainability for a better future: BEEAH Group's CEO message
	2-26	Mechanisms for seeking advice and raising concerns	Pg 156: Our Sustainable Governance Framework
	2-27	Compliance with laws & regulations	Pg 156: Our Sustainable Governance Framework

	2-28	Membership Associations	Pg 87: From landfill to Power – The generation of energy from waste – Our membership association
	2-29	Approach to stakeholder engagement	Pg 141: Nurturing our people – Training & Development initiatives. Pg 146: Caring for our community Pg 150: Our customers
	2-30	Collective bargaining agreements	Not yet disclosed
GRI 201: Economic Performance 2016	201-1	Direct economic value generated & distributed	Not yet disclosed
	201-2	Financial implications & other risks & opportunities due to climate change	Not yet disclosed
	201-3	Defined benefit plan obligations and other retirement plans	Not yet disclosed
	201-4	Financial assistance received from government	N/A
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	There is no minimum salary specified in the UAE Labor Law
	202-2	Proportion of senior management hired from the local community	Pg 110: A spotlight on our people
GRI 203: Indirect Economic Impact 2016	203-1	Infrastructure investments and services supported	Pg 12: 15 Years of Progress Pg 151: Our Assets
	203-2	Significant indirect economic impacts	Pg 12: 15 Years of Progress Pg 151: Our Assets

GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Pg 152: Our procurement practices – a path of responsible sourcing
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	BEEAH Group follows our governance procedures to address any risks relating to corruption.
	205-2	Communication and training about anti-corruption policies and procedures	Pg 141: Nurturing our people – Training & Development initiatives. Pg 156: Our Sustainable Governance Framework
	205-3	Confirmed incidents of corruption and actions taken	No cases of corruption-related incidents were detected in 2022
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Nothing to report in 2022
GRI 301: Materials 2016	301-1	Materials used by weight or volume	N/A
	301-2	Recycled input materials used	N/A
	301-3	Reclaimed products and their packaging materials	N/A
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Pg 31: Embodying innovation & sustainability – our iconic headquarters
	302-2	Energy consumption outside of the organization	Not yet disclosed
	302-4	Reduction of energy consumption	Pg 31: Embodying innovation & sustainability – our iconic headquarters

GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	N/A
	303-2	Management of water discharge-related impacts	N/A
	303-3	Water withdrawal	N/A
	303-4	Water discharge	N/A
	303-5	Water consumption	Pg 31: Embodying innovation & sustainability – our iconic headquarters
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not yet disclosed
	304-2	Significant impacts of activities, products and services on biodiversity	Not yet disclosed
	304-3	Habitats protected or restored	Not yet disclosed
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not yet disclosed
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Not yet disclosed

	305-2	Energy indirect (Scope 2) GHG emissions	Not yet disclosed
	305-3	Other indirect (Scope 3) GHG emissions	Not yet disclosed
	305-4	GHG emissions intensity	Not yet disclosed
	305-5	Reduction of GHG emissions	Not yet disclosed
	305-6	Emissions of ozone-depleting substances (ODS)	N/A
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Pg 71: Resource Recovery – The Transition to a Circular Economy Pg 123: From Landfill to Power- The Generation of Energy from Waste
	306-3	Waste generated	Pg 44: Clean & Green – The sustainable management of waste
	306-4	Waste diverted from disposal	Pg 36: re.life – Market place at the tip of your fingers Pg 44: Clean & Green – The sustainable management of waste Pg 71: Resource Recovery – The Transition to a Circular Economy Pg 87: From Landfill to Power- The Generation of Energy from Waste
	306-5	Waste directed to disposal	Pg 44: Clean & Green – The sustainable management of waste Pg 71: Resource Recovery – The Transition to a Circular Economy

GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria.	Pg 152: Our procurement practices – A path of responsible sourcing
	308-2	Negative environmental impacts in the supply chain and actions taken	No known incidents in 2022
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Pg 110: A spotlight on our people
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg 110: A spotlight on our people
	401-3	Parental leave	Pg 160: Converging with UN's SDG
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	As per local law
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Pg 116: Fostering a Culture of Employee Care
	403-2	Hazard identification, risk assessment, and incident investigation	Pg 116: Fostering a Culture of Employee Care
	403-3	Occupational health services	Pg 116: Fostering a Culture of Employee Care
	403-4	Worker participation, consultation, and communication on occupational health and safety	Pg 116: Fostering a Culture of Employee Care

	403-5	Worker training on occupational health and safety	Pg 116: Fostering a Culture of Employee Care
	403-6	Promotion of worker health	Pg 116: Fostering a Culture of Employee Care
	403-9	Work-related injuries	Pg 116: Fostering a Culture of Employee Care
	403-10	Work-related ill-health	No cases of work related ill-health occurred in 2022
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Pg 141: Nurturing our people – Training & Development initiatives
	404-2	Programs for upgrading employee skills and transition assistance programs	Pg 141: Nurturing our people – Training & Development initiatives
	404-3	Percentage of employees receiving regular performance & career development reviews	100%
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Pg 110: A spotlight on our people
	405-2	Ratio of basic salary and remuneration of women to men	Not yet disclosed
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	BEEAH Group did not face any legal action or any recorded incident in relation to discrimination within organization in 2022.

GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Nothing to report in 2022
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	BEEAH Group's internal policies and strict supplier selection procedures alleviate risks relating to any compulsory or child labor.
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	BEEAH Group's internal policies and strict supplier selection procedures alleviate risks relating to any compulsory or child labor.
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Nothing to report in 2022
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Pg 146: Caring for our community
	413-2	Operations with significant actual and potential negative impacts on local communities	No known cases in 2022
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Not yet disclosed
	414-2	Negative social impacts in the supply chain and actions taken	No known incidents in 2022
GRI 415: Public Policy 2016	415-1	Political contributions	-
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Not yet disclosed

	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No known incidence in 2022
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	N/A
	417-2	Incidents of non-compliance concerning product and service information and labeling	No known cases in 2022
	417-3	Incidents of non-compliance concerning marketing communications	No known cases in 2022
GRI 404: Training and Education 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints received regarding this in 2022



For a Better Tomorrow

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