

Blueprint for a Greener Future

Sustainability Report 2023

Publisher

BEEAH

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About this Report

GRI 2-3, 2-4

The Sustainability Report 2023 reflects our commitment to transparently and consistently communicating our sustainability journey to stakeholders across our cities of operation. This report marks the second in our annual series, following the release of our inaugural Sustainability Report 2022, published in 2023. Covering the period from January 1 to December 31, 2023, this report highlights BEEAH's progress, performance, challenges and innovations in driving meaningful environmental and social impact.

Prepared with reference to the Global Reporting Initiative (GRI) Standards 2024 version, the report encompasses our sustainability performance across the United Arab Emirates and the majority of our operations in the Kingdom of Saudi Arabia and Egypt. We have adopted a comprehensive approach to identify and address key material issues, guided by internal priorities, stakeholder expectations, industry trends and relevant reporting frameworks.

The data presented in this report has been collected from across our organization in alignment with established reporting guidelines. Data restated for the reporting period is included in relevant pages, accompanied by explanations.

This report outlines our efforts to integrate circular economy principles, pioneer sustainable solutions, implement innovative approaches, care for our people and communities, and foster robust governance frameworks to address global challenges.

The report serves as both a benchmark for our achievements and a roadmap for the actions we will continue to take toward a sustainable future.

Our analysis of sustainability activities focuses on material issues that are of high or medium importance to BEEAH's business impact and stakeholder interests. This targeted approach ensures the relevance and value to our stakeholders while supporting long-term sustainability goals and business resilience.

The Sustainability Report 2023 has been approved by BEEAH's Group CEO and Vice Chairman, and executive leadership, underscoring our commitment to governance and accountability in sustainability reporting.

This annual report is available as a downloadable PDF on our official website. For further information or inquiries, please contact us at

info@beeahgroup.com

Driving Sustainable Progress: A Message from the Group CEO and Vice Chairman

GRI 2-22



“We are BEEAH, relentlessly advancing the journey to sustainability, turning our vision into tangible actions to ensure a sustainable quality of life for present and future generations”

**Khaled Al Huraimel,
Group CEO & Vice Chairman**

“At BEEAH, sustainability is not about a future state, but a commitment fundamental to our operations in the present. We are working towards a greener, smarter, and more sustainable world.”

As we present the Sustainability Report 2023, I am filled with pride in how far we have come on our sustainability journey, while remaining persistent in our ambition to combat some of the century's most pressing environmental challenges, including climate change. As the region's sustainability pioneer, our success stems from our ability to align our business strategies with solid environmental ambitions, demonstrating that economic growth and sustainability can thrive hand in hand. This report reflects BEEAH's unwavering commitment to shaping a sustainable future through bold leadership, strategic collaborations, an ambitious workforce, continuous innovation, and purposeful action.

In 2023, we continued to solidify our position as a leader in sustainability in the MENA region, innovating solutions with emphasis on circularity, resilience, and social responsibility. At the same time, we have laid the groundwork for strong and sustainable growth in our emerging focus areas, including Energy, Technology, Healthcare and Real Estate.

Our operations have been expanding beyond the UAE, with strengthening partnerships in the Kingdom of Saudi Arabia and Egypt. BEEAH's geographical growth underscores our ability to scale impactful initiatives, integrate innovative technologies, and inspire change within and beyond our industries.

This report highlights our activities and progress in advancing landfill diversion, implementing Net-Zero goal, improving resource efficiency, reducing environmental

impact, and creating value for communities and stakeholders alike. Guided by the Global Reporting Initiative (GRI) Standards, it details the material issues that matter most to our business and stakeholders, ensuring transparency and relevance in our approach.

We are persistent in our ambition to achieve Net-Zero by 2040 within our operations, in line with the COP28 consensus, UAE's Net-Zero by 2050 Strategic Initiative and the global 1.5 degrees Celsius ambition. This journey is not just about reducing our emissions but also about recognizing and amplifying the emissions we help reduce, avoid, or eliminate for our customers. Whether through converting waste into valuable resources or providing advanced recycling solutions, or leveraging AI to enhance operations, every action we take aims to contribute to a cleaner, more resilient planet.

A key pillar of our success lies in the extraordinary efforts of our people. Their dedication to excellence and innovation has allowed us to remain agile, adaptable, and impactful during 2023, a year that saw economic and environmental challenges. Together, our services and solutions, and our people and partners, are demonstrating how ambition, expertise, and collaboration can drive meaningful change.

Looking ahead, we recognize that our role and contributions are more critical than ever. As businesses and communities navigate an evolving global landscape, we remain steadfast in our mission to pioneer transformative solutions and foster a sustainable tomorrow.

We have defined our focus areas of Environment, Energy, Technology, Healthcare and Real Estate, enhancing our efforts and outlining sustainable outcomes in industries that are critical for the next era and our collective progress.

I invite you to explore this report to gain insights into our achievements, strategies, and the steps we are taking to tackle challenges head-on. The report documents our non-financial disclosures within environmental, social and

governance practices and performance for the year 2023. Your feedback is invaluable as we continue to refine our vision and impact.

Thank you for your trust and support in helping us build a better future.

Khaled Al Huraimel

Group CEO & Vice Chairman

Enhancing Environmental Management: A Message from CEO – Environment



“True sustainability is about transforming challenges into opportunities and ensuring that every step we take today contributes to a better tomorrow.”

**Fahad Ali Fahad Shehail,
CEO - Environment**

As the CEO of Environment, a key focus area for BEEAH that is closely aligned with our annual sustainability report, I am proud to say that 2023 has brought us the opportunity to set new benchmarks in environmental stewardship and operational excellence. Our journey towards a sustainable future is driven by our unwavering dedication to innovation, collaboration, and community engagement.

Over the past year, we have made significant strides in waste management, recycling, and green mobility. Our efforts have not only reduced environmental impact but also created new opportunities for sustainable growth. We have expanded our operations to new regions, fostering partnerships that amplify our impact and drive collective action towards a zero-waste future.

One of our key achievements has been the successful implementation of advanced waste-to-energy technologies. By converting waste into alternative fuels and materials, complemented by waste-to-energy, we are not only reducing landfill dependency but also contributing to the circular economy.

While waste segregation at the source remains a key focus, and we continue to encourage individuals and businesses to support circularity, we have also been advancing scalable, high-impact recycling processes. These initiatives are designed to enhance resource recovery and promote a true circular economy, where waste is no longer discarded but repurposed into valuable materials.

Within our waste management complex, we've been expanding our capacity to treat all major waste types. We now operate specialized recycling facilities for municipal solid waste as well as commercial and industrial waste,

recovering valuable material and producing alternative fuels and metals that help reduce emissions in high-pollution sectors. Moreover, we've integrated AI and robotics to improve the accuracy and quality of material recovery, developed technologies to monitor waste flow across our complex, and launched digital platforms to streamline the trading of recyclables, speeding up the introduction of recovered materials into the circular economy.

Today, we have reached one of the world's highest landfill diversion rates of over 90% in the emirate of Sharjah alone, and achieve key milestones across our Environment focus area towards minimizing our carbon footprint and promoting renewable energy solutions.

In addition to technological advancements, we have placed a strong emphasis on community engagement and education. Our outreach programs have empowered communities to adopt sustainable practices, creating a ripple effect that extends beyond our immediate operations. By fostering a culture of sustainability, we are inspiring the next generation of environmental leaders.

Our achievements are a testament to the hard work and dedication of our team, partners, and stakeholders. Together, we have transformed challenges into opportunities, setting a precedent for what can be achieved when we unite for a common cause. As we move forward, we remain committed to pushing the boundaries of what is possible, ensuring that sustainability remains at the forefront of our mission.

Looking ahead, we are excited to explore new frontiers in sustainability. As always, our focus will be on leveraging technologies, striving for new benchmarks in operational excellence, and expanding our positive impact into new territories. We'd like to thank our partners, who continue to inspire us to create a lasting positive impact on the environment and society.

Fahad Ali Fahad Shehail
CEO - Environment

Together for a Sustainable Future: A Message from the Group Chief Sustainability Officer



"By choosing sustainability, innovation, and action, we are working together to leave a positive legacy for future generations. Let us "choose sustainability, innovation, and action."

**Mohamed Al Hosani,
Chief Sustainability Officer - Environment**

At BEEAH, sustainability is the driving force behind everything we do, from integrated waste and environmental management to renewable energy, transportation, healthcare, real estate, education and research. Within our Environment focus area, sustainability has an exceptional focus, since we are not only concerned for sustainability within our own operations but are also committed to achieving positive environmental impact on behalf of our partners and communities.

In this report, we disclose where we stand on this journey, where we aim to go, and our commitment to working tirelessly for a sustainable future, supported by the strength of our unified team, governance and policies.

With climate change, resource depletion, and biodiversity loss shaping the world's most urgent challenges, BEEAH remains persistent in its commitment to enabling environmental transformation. Through our business, we aim to create sustainable cities, reducing environmental impact, and empowering businesses and communities to adopt more responsible practices. By embracing the principles of the circular economy, we are maximizing resource efficiency, minimizing waste, and fostering a regenerative approach to economic growth. We have implemented technologies and sustainable practices to reduce environmental footprint and set new benchmarks in the industry.

Our operational and strategic initiatives are centered on landfill diversion, carbon footprint reduction, and

decarbonization. These efforts are supported by technologies and sustainable practices that not only drive excellence within our own organization, but also set new standards for industries, such as advanced waste-collection and recycling waste-to-energy systems, optimized resource recovery, and integrated renewable energy sources, contributing significantly to regional and global sustainability goals.

This year we made significant milestones to protect environment and care for our people. By ensuring efficient resource utilization, minimizing waste, and reintegrating materials into production cycles, we have prioritized landfill diversion, achieving a 90% diversion rate in 2023. We continue to hold 'Great Place to Work' title this year, showcasing our achievement in employee welfare. Additionally, we are committed to achieving Net-Zero by 2040, as a major step that increase our focus and responsibility.

As Chief Sustainability Officer, I am proud to lead a team that exemplifies innovation, integrity, and dedication. At BEEAH, sustainability is more than a goal – it's the lens through which we view every decision is made, and every action is taken. It is embedded in our culture, shaping the way we innovate, collaborate, and deliver impact.

We are committed to transform the challenges of today into the opportunities of tomorrow.

Mohamed Al Hosani
Chief Sustainability Officer - Environment

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BEEAH at a Glance

BEEAH at a Glance

GRI 2-1, 2-2, 2-6

BEEAH was established in 2007 as a public-private partnership waste management company in the emirate of Sharjah, UAE. Our initial focus was on addressing environmental issues through waste management. Over the years, we have expanded our scope and rebranded ourselves as BEEAH Group, an international holding company with diverse business units.

Our headquarters in Sharjah, stands out as an iconic symbol of our commitment to sustainability and technological excellence. Today, we are redefining sustainability and environmental innovation, committed to creating a cleaner, greener future for the UAE and beyond.

Our 5 Focus Areas

Over the past years since inception, we have expanded from a workforce of over 60 to a workforce of over 10,000 employees expanding services from the UAE to the Kingdom of Saudi Arabia and Egypt. With the aim to achieve zero waste to landfill, net-zero by 2040 and improve the quality of life of our community, our workforce operates within 5 key focus areas: Environment, Energy, Technology, Real Estate and Healthcare.

In the environmental sector, we are pioneering solutions that promote a cleaner, healthier world. We tackle waste management challenges and operate several advanced facilities, including a large Material Recovery Facility and specialized recycling plants for tires, construction waste, and industrial materials. By collaborating with partners and offering educational programs, BEEAH works to increase environmental awareness and improve waste management practices.

Towards Zero Waste to Landfill & Zero Emission

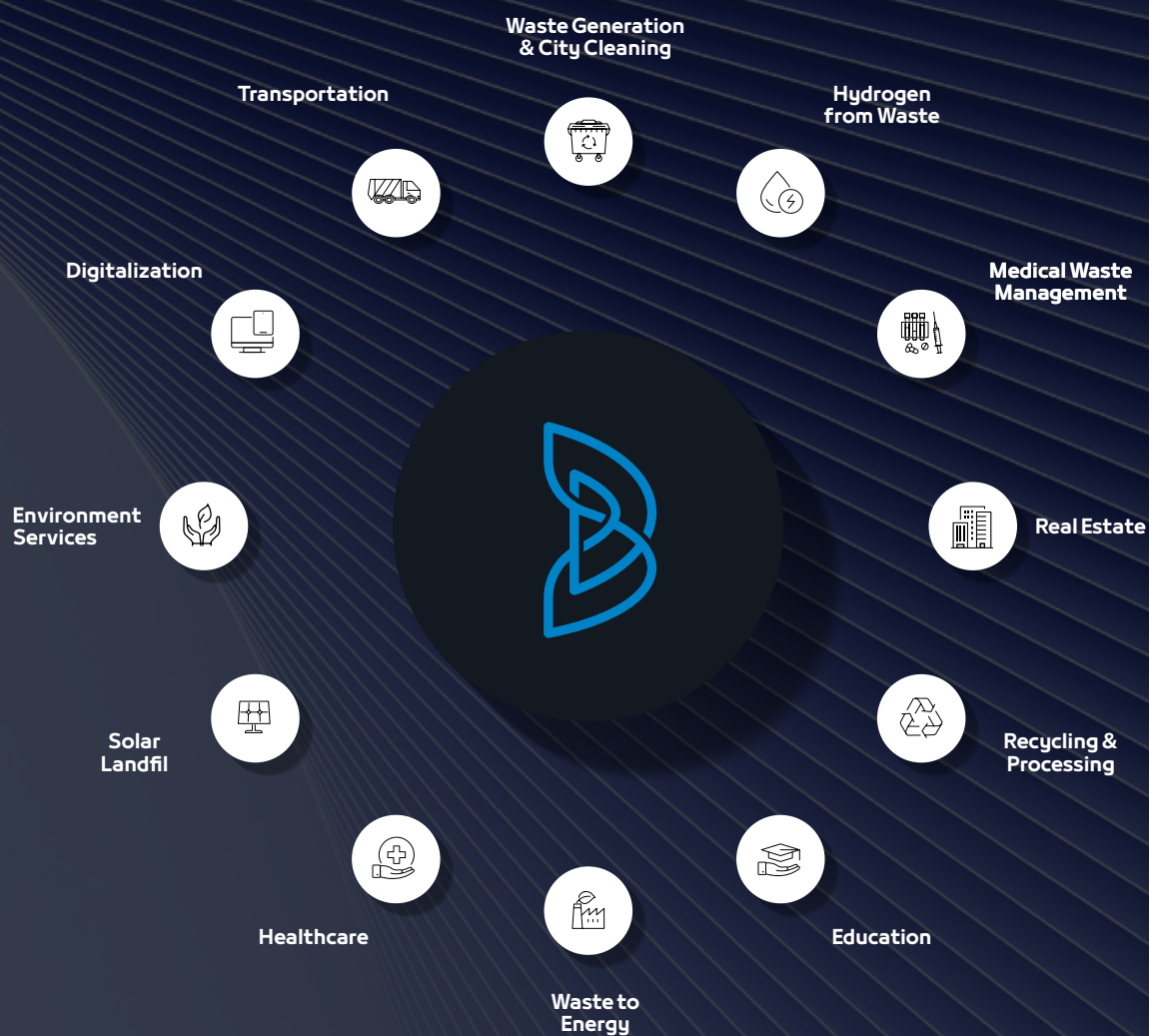
We are on the pathway to achieving our ambitious goal of zero waste to landfill and have committed to a net zero emissions by 2040. In 2023, we have achieved a 90% landfill waste diversion rate in Sharjah, one of the highest in the world. We are striving to achieve our goals by converting wastes into resources through our recycling facilities, advancing into renewable energy through our waste-to-energy plant, sustainable transportation, and future projects. Leveraging advanced technologies like AI and robotics, we have significantly improved waste processing.

Beyond the UAE

We launched our first international operations in Al Madinah to enhance waste management and support the city's sustainability goals in line with Saudi Vision 2030. Our collaboration with the Saudi Investment Recycling Company (SIRC) and ALMQR Development Company through the Mostadam joint venture further strengthens our impact.

In Egypt, with our partnership with the Administrative Capital for Urban Development (ACUD), we deliver comprehensive waste management solutions and support the ambitious goal to achieving an 80% landfill diversion rate, in alignment with Egypt Vision 2030.

We are BEEAH



Established in
2007
in the UAE

Public-private
50%
partnership

Operation in
3
countries UAE-KSA-Egypt

Achived
90%
waste diversion

Business in
5
Key focus areas

Over
10,000
employee

Our Operations Geography

GRI 2-1



Serving

3

Countries in the MENA Region

Serving Over

14

Municipalities in the MENA Region

Over

10,000

Committed Employees

Egypt

Waste Collection & City Cleansing

UAE

- Waste Collection & City Cleansing
- Recycling
- Energy
- Environmental Consultancy
- Education
- Mobility
- Digital Ventures

KSA

Waste Collection & City cleansing

Our Corporate DNA

Our Vision, Mission & Purpose

Our Vision

To pioneer a sustainable future for the UAE, Middle East and beyond.

Our Mission

We act as catalysts in pivotal industries crucial to humanity's future

Environment

Energy

Technology

Healthcare

Real Estate

Our Values

innovation | Integrity | Excellence | Resilience | Care

Supporting Global Climate Solutions

BEEAH at COP 28

At the 28th Conference of the Parties (COP28), held at Expo City Dubai from November 30 to December 12, 2023, we proudly participated as a climate supporter to advance sustainable solutions and accelerate global climate progress. As a sustainability pioneer in the UAE, we showcased our sustainable initiatives in clean energy, waste management, material recovery, and smart city innovations while engaging with global leaders to drive actionable climate solutions.

Throughout COP28, we highlighted our efforts in building a low-emission, climate-resilient future by demonstrating the potential of circularity, clean technology, and sustainability-driven partnerships. With a presence of our booth in the Green Zone's Technology and Innovation Hub, we engaged with delegates, industry leaders, and policymakers to discuss innovative environmental solutions.

Our Group CEO and Vice Chairman Khaled Al Huraimel took part in the Business & Philanthropy Climate Forum (BPCF), where he addressed the challenges and

opportunities in applying emerging technologies to the waste industry. He emphasized BEEAH's investments in waste-to-energy and waste-to-hydrogen solutions, underscoring their role in achieving a circular economy and reducing carbon emissions.

Key Announcements at COP 28

One of the major announcements made at COP28 was launching the development of our Hydrogen from Waste plant, leveraging patented technologies to convert hard-to-recycle municipal solid waste into fuel-cell grade hydrogen at a low, commercially feasible cost. This initiative represents a significant step forward in both waste management and sustainable energy production.

BEEAH also unveiled the MENA region's first landfill-to-solar project in collaboration with Masdar and the Sharjah Electricity, Water & Gas Authority (SEWA). This initiative will transform the Al Sajaa landfill, which is set to achieve 100% waste diversion, into a solar farm producing up to 120 MW of clean energy.



Introducing Voluntary Recycling Credits (VRC)

In a move for global waste management, we introduced the world's first Voluntary Recycling Credits (VRC) Initiative. Supported by the UAE Ministry of Climate Change & Environment (MOCCA) and developed in collaboration with key players, the VRC Initiative provides a transparent global incentive system to increase recycling rates and mitigate environmental impacts worldwide.

Driving Circularity in EV Battery Recycling

During COP28, we announced the development of the UAE's first EV battery recycling plant. The facility, located within BEEAH's Waste Management Complex, will refurbish and recycle up to 30,000 lithium batteries annually, converting them into sustainable Energy Storage Systems (ESS). By saving up to 30,000 tons of emissions per year, this initiative aligns with the UAE's Net Zero by 2050 Strategic Initiative and supports the growth of future-ready, emissions-free mobility networks.



Our Commitment to a Net-Zero Future

We have committed to achieving Net-Zero GHG emissions by 2040 for our operations in the UAE. This commitment is in line with the consensus achieved at COP28 UAE and the UAE's Net-Zero by 2050 strategic initiative and targets of the Paris Agreement. With 16 years of expertise since our inception in 2007, our operations and activities made progress in driving towards Net-Zero.

The cornerstone of our strategy is our continuous effort to achieve 100% landfill diversion. Currently, we have achieved a 90% diversion rate in the emirate of Sharjah, significantly reducing the emirate's dependence on landfill and supporting the reduction of landfill emissions, which account for 60% of greenhouse gases in the UAE's waste management sector. In the near future, we aim to reach our goal of complete landfill diversion.

Beyond landfill diversion, our other projects also contribute to our Net-Zero vision. Our waste-to-energy plant in Sharjah produces 30MW of power, enough to supply 28,000 homes and offsets 450,000 tons of CO₂e emissions annually. Currently, the plant is preparing for its phase 2 expansion, effectively doubling the plant's annual output to 60 MW, while processing up to 600,000 tons of hard-to-recycle waste annually and displacing up to 1 million tons of CO₂ emissions annually. Additionally, new initiatives such as solar landfill project and Hydrogen-from-Waste plant are designed to further reduce emissions and promote the clean energy transition.

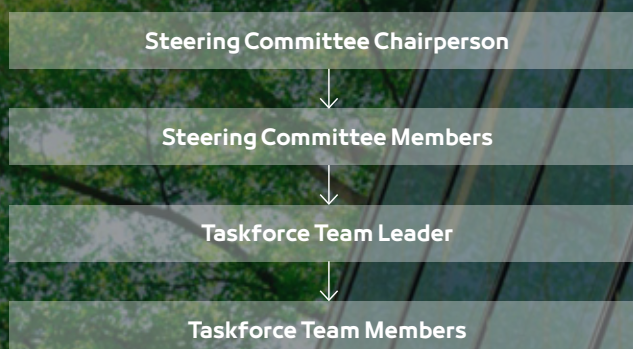
Our commitment to Net-Zero emissions by 2040 is a testament to our leadership in sustainability and innovation. By building on existing strategies and adopting new technologies, we aim not only to contribute to UAE's national sustainability goals but also to set a benchmark for environmental responsibility across the region.

Net Zero Taskforce Committee

An internal Net-Zero Taskforce was formulated as a pivotal step in our commitment to achieving Net-Zero emissions by 2040. This committee plays a key role in driving transformational change within BEEAH, ensuring our Net-Zero ambitions are realized. By fostering meaningful collaboration, providing strategic oversight and implementing actionable solutions, the taskforce is at the forefront in our road to Net-Zero.

The taskforce operates under the guidance of the Steering Committee, led by the Chairperson, along with its members. The steering committee ensures the feasibility and alignment of strategies and initiatives undertaken by the Net-Zero Taskforce, ensuring an effective and progressive roadmap to decarbonization.

The taskforce committee consists of members from internal stakeholders across different departments, representing a wide range of skills and expertise. Under the leadership of the taskforce team lead, this diverse team is united by a shared commitment to reducing greenhouse gas emissions and supporting our Net-Zero goals.



Our Tomorrow

GRI 2-6

Redefining Real Estate with Sustainability & Innovation

Building on the success of our Headquarters, designed by Zaha Hadid Architects, we are committed to creating smart, self-sufficient environments that set new benchmarks for green architecture. Our real estate services will encompass end-to-end project development and management solutions, ensuring excellence across a project's lifecycle—from conceptual planning and detailed design to vendor selection, construction oversight, and post-construction evaluation. Leveraging advanced technologies such as AI, cloud integration, and intelligent

automation, our development will prioritize efficiency, resource optimization, and reduced environmental impact.

Beyond project management for external stakeholders, we are developing future-ready communities designed with a focus on sustainability, innovation, and well-being. These developments aim to create thriving, modern ecosystems that support net-zero ambitions while enhancing the quality of life for residents and businesses alike. Through strategic investments in sustainable infrastructure, we are shaping cities of the future where people, technology, and the environment coexist in perfect balance.



Exploring Modern Healthcare Solutions

We aim to redefine modern healthcare by integrating innovation, technology, and sustainability to create future-ready healthcare solutions. With a commitment to enhancing patient care and strengthening healthcare networks, we are pioneering developments that merge medical advancements with environmental responsibility.

A key initiative is the Jawaher Boston Medical District in Sharjah, developed in partnership with Mass General Brigham and Dana-Farber Cancer Institute. This healthcare ecosystem will offer world-class, patient-centered care across a wide range of specialties, including lifestyle medicine, disease prevention, oncology, women's health, pediatrics, cardiovascular, neurosciences, behavioral health, and rehabilitation. Designed to extend care beyond hospital walls, the district will integrate

healthcare into homes, schools, workplaces, and communities, ensuring a holistic and accessible approach to well-being.

The 266-bed hospital will incorporate advanced digital platforms, the latest research, and medical practices to meet the healthcare needs of individuals and communities across their lifespan.

The hospital will feature a canopy design fitted with solar panels to achieve net-zero energy goals and a lush forest of thousands of native and adapted trees to harness nature's role in healing.

Reinforcing this vision, we and our partners have appointed the award-winning Renzo Piano Building Workshop (RPBW) as the architectural firm for this project. Through these initiatives, we aim to set a new benchmark for sustainable, technology-driven medical excellence.



2023 Sustainability Highlights

Launched Voluntary Recycling Credits (VRC) initiative at COP28, marking world's first standard to incentivize recycling globally

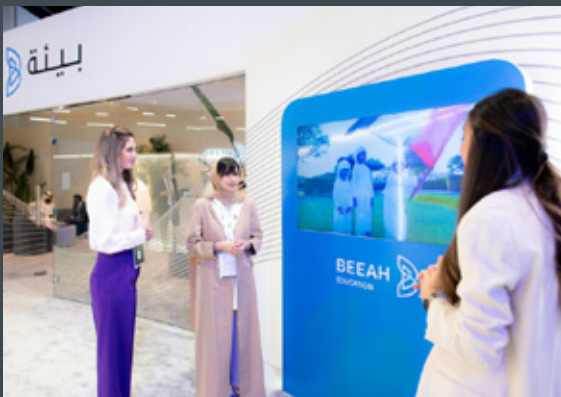


BEEAH, Masdar and SEWA announced development of region's first landfill to solar project at COP28

Achieved 90% waste diversion in the emirate of Sharjah

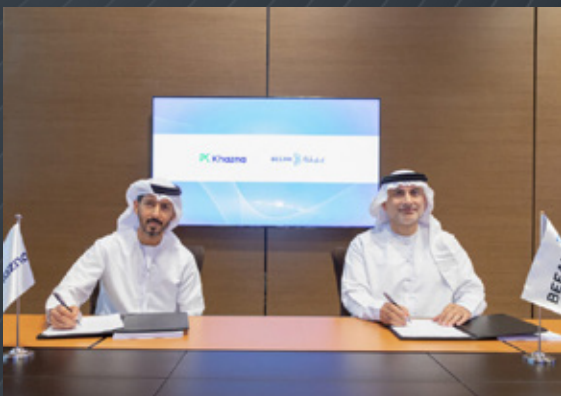


Developing Jawaher Boston Medical District in partnership with medical institutions from US



Launching dedicated education programs to educate, enable and recognize individuals, companies and government entities to shape a sustainable future.

Enhancing recycling and material recovery by adding two new facilities



Advancing digital infrastructure in Sharjah to build Sharjah's first data center

BEEAH, UAE Ministry of Energy and Infrastructure and AUS agreed to launch EV battery recycling facility



re.life hits milestone with a recorded trade of over 150,000 tonnes of recyclable materials

Sharjah Waste-to-Energy plant achieves major milestones towards zero-waste by processing 100,000 tons of waste within its first year of operations



BEEAH, ISWA and Roland Berger partner to develop first certified global standard for recycling credits in support of UAE'S COP28 ambitions

Unveiling the region's first AI vision cameras to enhance city cleaning and waste management



Partnership with Ajman University to launch sustainability competition

BEEAH enters strategic partnership with KSA's SIRC and ALMQR, establishing a sustainable waste management company to advance circularity in Madinah



BEEAH hosts 'Sustainovation Summit' to unveil actionable insights ahead of COP28

BEEAH and Dulevo International Sp sign MoU to champion sustainability through the future pioneer awards



BEEAH and ACUD form joint venture to revolutionize waste management in Egypt's New Administrative Capital

BEEAH announces commitment to achieving Net-Zero emissions by 2040



2023 Awards & Recognitions

Great Place to Work™
BEEAH

Recognising
Khaled Al Huraimel
Middle East Waste
& Recycling Awards

Sustainability & Clean Tech
E-Business Awards
by Entrepreneur
Middle East

Blueprint of the Future
Award for BEEAH HQ
Johnson Controls

Research & Innovation Award
for Sharjah waste-to-energy
Facility
UAE Ministry of Energy

Deal of the Year
Export Finance
IJ Global Awards

LEED Platinum
Certification
BEEAH HQ

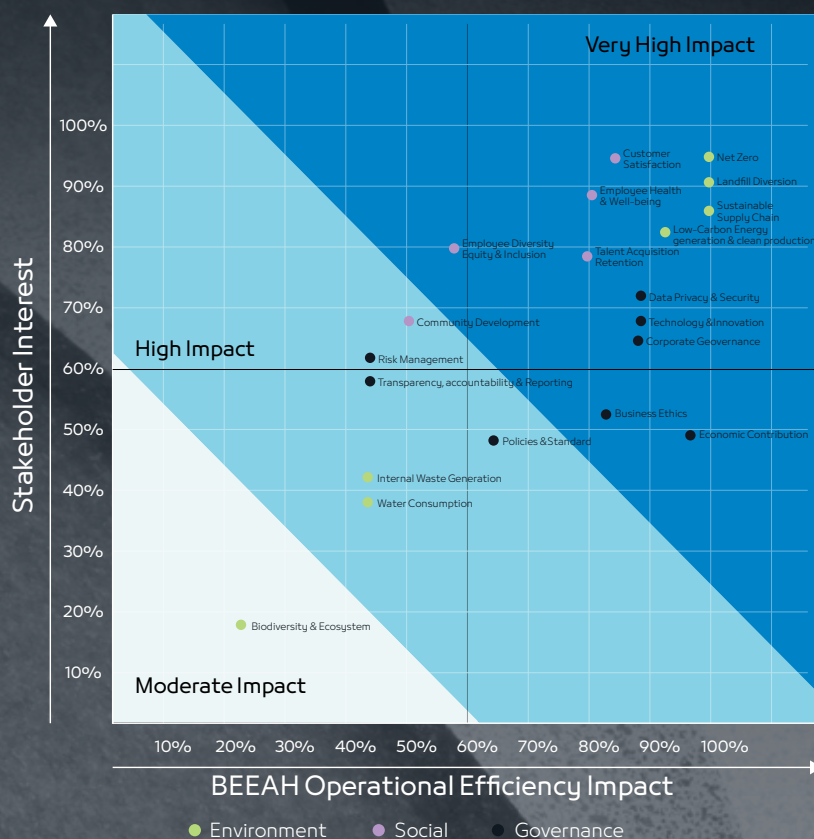
B2B Platform of the Year
for re.life market
E-Business Awards
by Entrepreneur Middle East

Future Fit Seal
for waste-to-energy
UAE Ministr for
Government Development
& the Future Awards



Prioritizing Sustainability Through our Materiality Matrix

GRI 3-1, 3-2, 3-3



The Sustainability Report of 2023 has been developed and structured using a materiality matrix. BEEAH's materiality matrix is the result of a comprehensive assessment process to identify and prioritize the most critical environmental, social and governance topics for our organization. This process helps us focus on topics that are strategically important to both our company and stakeholders.

The assessment evaluates topics based on their significance to stakeholders and their impact on BEEAH's operational efficiency. The analysis incorporates internal stakeholder insights and global benchmarking to align with current and emerging trends.

The matrix highlights 21 material topics that guide our sustainability strategy and reporting. These topics are prioritized across three tiers - very high, high, and

moderate Impact - based on their relative impact. Material topics in the top-right quadrant reflect the highest operational and stakeholder impact.

This matrix enables BEEAH to focus on what matters most, ensuring efficient resource allocation and strategic alignment. It illustrates the interconnectedness of priorities such as employee well-being, technology, and business ethics.

As BEEAH's sustainability approaches evolve, we remain committed to periodically revisiting and refining our materiality matrix. This ensures our priorities remain aligned with emerging challenges and opportunities, reinforcing our role as a sustainability pioneer. Through this approach, we create long-term value for stakeholders while driving impactful sustainable change.

A Landmark of Sustainability and Innovation



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



Our Headquarters

Our headquarters, located at Sharjah, UAE, is a beacon of innovation and sustainability, designed to set a benchmark in environmentally responsible practices. As a LEED Platinum certified building, it reflects our commitment to energy efficiency, resource optimization, and integration of advanced technologies to minimize our footprint.

The building features advanced energy management systems, blinds on the first floor and lighting in meeting rooms are sensor-operated, adjusting automatically to ambient and outdoor light levels. In addition, thermostats optimize cooling by adapting temperatures based on occupancy levels, ensuring energy efficiency. A photo sensor relay is used for the boundary lights in order to make them functional, considering the intensity of ambient conditions.

Energy Efficiency

Our headquarters utilizes renewable energy sources, with electricity consumption powered primarily by clean energy systems. In 2023, renewable energy consumption reached 75,247.57 kWh, which marks an increase when compared to 121,861.98 kWh in 2022, reflecting enhanced renewable capacity and operational efficiency.

This reflects our ongoing effort to reduce dependency on non-renewable sources. Photovoltaic (PV) systems integrated with Tesla inverters enhance energy efficiency, supporting key building operations such as irrigation systems, electric vehicle chargers, curb lights, and security infrastructure. The PV farm operates as an off-grid system, ensuring resilience and sustainable energy use. Meanwhile, purchased electricity consumption remained 4,939,324 kWh in 2023.

A total of **4,939,324** kWh of purchased electricity consumption at HQ in 2023

Renewable Energy Consumption in kWh at HQ

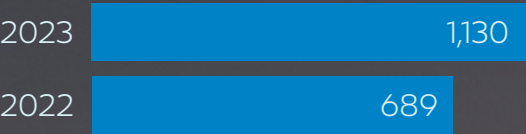
2023	121,861.98
2022	75,247.57

Water Conservation and Management

The building consumed 19,858 m³ of water in 2023. The volume of recycled water used rose significantly with 1,179 m³ of water use in 2023 compared to 689 m³ in 2022. Our headquarters operates a sewage treatment plant, providing treated water for irrigation and Resource Conservation Water System (RCWS) applications. Sensor-based solenoid valves, timers for irrigation systems, and drip tube technologies ensure water usage remains efficient and sustainable.

A total of **19,858** m³ of purchased water consumption at HQ in 2023

Renewable Water Consumption in m³ at HQ



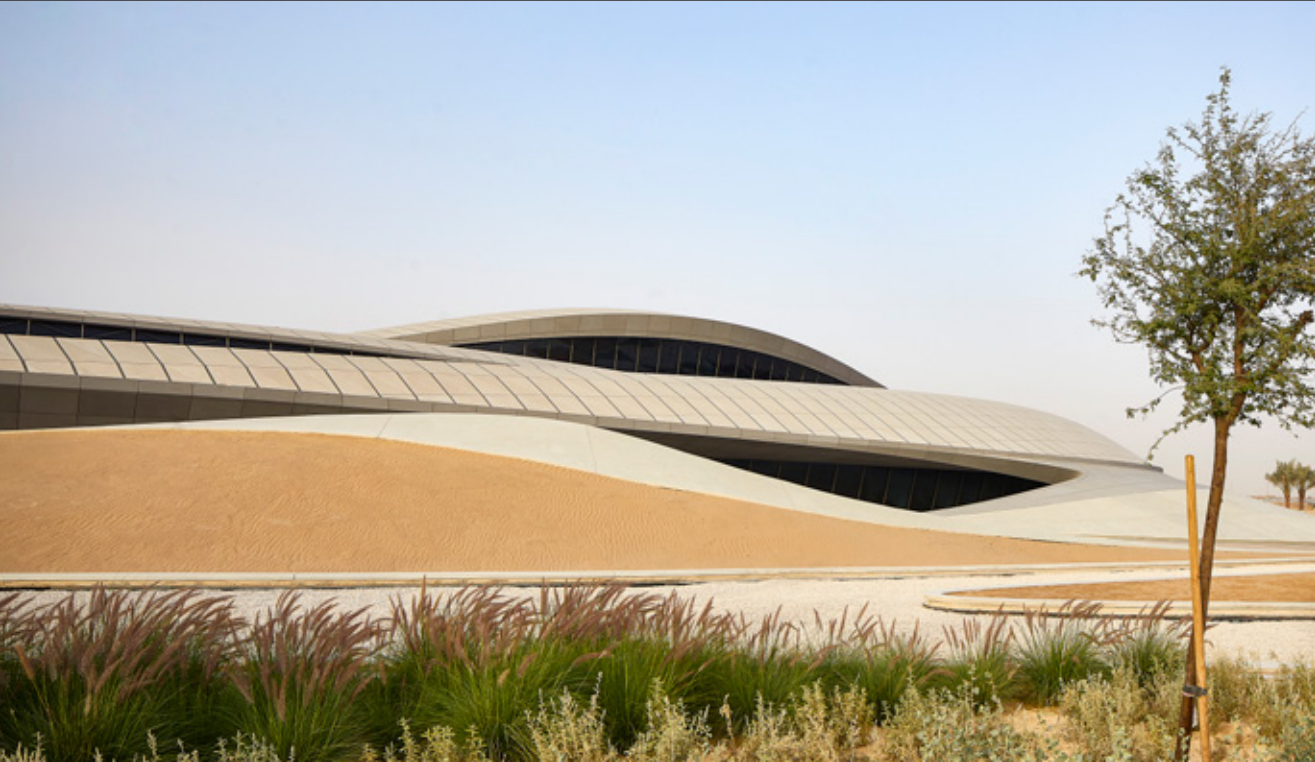
Smart Systems for Sustainable Operations

Our headquarters integrates smart technologies to enhance sustainability. The PV farm cleaning process was initiated to upgrade in 2023 to utilize a solar-powered robotic cleaning system that eliminates water use, improving energy generation efficiency while conserving resources.

The Building Management System is undergoing control upgrades, enhancing the HVAC system's efficiency and enabling more precise monitoring of energy consumption. IoT sensors and AI-enhanced analytics provide real-time data on occupancy patterns, air quality and energy use, ensuring the building operates at optimal efficiency.

Well-Being and Environmental Comfort

Aligned with WELL certification principles, the headquarters prioritizes occupant health and productivity. The building features systems that regulate air quality, water, light and thermal comfort, fostering balance between environmental sustainability and human well-being.



Leadership & Accountability in our Sustainability Journey

GRI 2-9, 2-11, 2-12, 2-15, 2-16, 2-23, 2-29



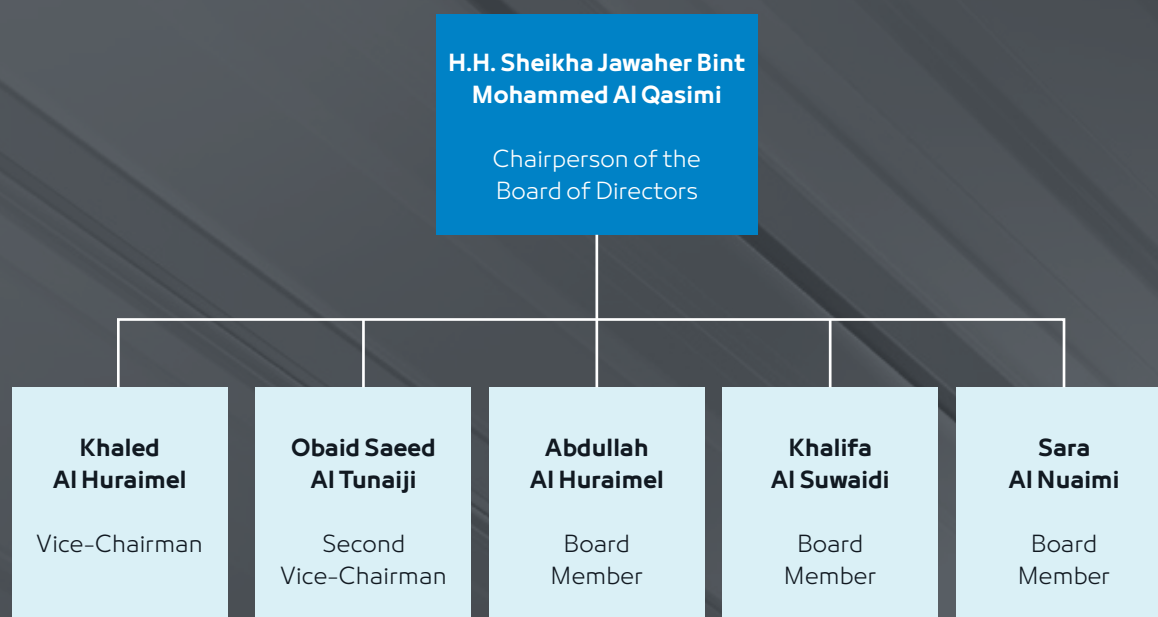
Integration of GRC: A Commitment to Excellence

At BEEAH, governance transcends policies— it's a commitment. Our promise to our stakeholders, our employees and communities, is that we will lead with integrity, champion sustainability, and foster innovation. This report highlights how we have embedded Governance, Risk, and Compliance (GRC) into every facet of our operations, enabling accountability, effective risk management, and continuous improvement.

Since its establishment in 2020, our Governance journey has achieved significant milestones, consistently supporting our significant growth to achieve BEEAH's

strategic objectives by enabling us to integrate the Company's ESG agenda into every facet of our operations and strategic decision-making. By strengthening governance frameworks, embedding ESG considerations into policies, and enhancing risk management practices, we have ensured a seamless alignment between sustainability and corporate objectives.

This journey has reinforced board oversight, improved transparency, and fostered a culture of ethical leadership and accountability. Through ongoing stakeholder engagement, compliance with evolving ESG regulations, and data-driven performance management, our governance journey continues to drive meaningful progress toward a more sustainable and responsible future.



Our Leadership Board

BEEAH's Board of Directors (hereinafter the "Board") meet regularly to oversee progress and make key strategic decisions. It also provides comprehensive oversight of the audit function, encompassing both internal and external audits. The Board ensures that BEEAH is making strides to realize its vision of pioneering a sustainable quality of life in the UAE, the MENA region and beyond. It also ensures that proper governance systems are in place, well designed, and are operating effectively. The Board oversees both external and internal audit functions as part of its responsibilities.

The Board is comprised of members from diverse backgrounds and areas of expertise, bringing a wealth of experience. Chaired by Her Highness Sheikha Jawaher Bint Mohammed Al Qasimi, the Board exemplifies a commitment to diversity and inclusive leadership.

Our Board held several meetings throughout the year under the leadership of our Group CEO and Vice Chairman, Khaled Al Huraimel. Key highlights include:

- Fortifying governance systems to ensure they are operationally effective and reliable.
- Receiving updates on how BEEAH's operations and progress are reflected across industries and markets.
- Reviewing the financial performance which showed success in meeting organizational targets.
- Monitoring progress on strategic objectives, including:

- Achieving zero-waste to landfill in Sharjah.
- Driving AI innovations throughout the organization.

- Determining next steps for upcoming projects across various lines of business.
- Reviewing Governance updates including oversights of internal and external audit.

Governance Function: Enabling Effective ESG Governance

Our 2023 efforts have been directed toward building and stabilizing the ESG governance framework to ensure consistent and reliable operations in 2024. We are laying the foundation for a transformative Governance Function that drives the future of the ESG framework through four interconnected pillars.

We are embedding governance excellence across our operations to strengthen accountability, enhance resilience, and support sustainable growth. We achieved this through strategic oversight and support to the group, cultivating a strong culture of risk management and compliance, providing comprehensive internal audit assurance, and delivering focused advisory and special review services.

This approach ensured continuous building, stabilizing and assurance on transparency, accountability, and effective oversight, shaping a governance framework that advances BEEAH's sustainability ambitions and aligns with its forward-looking strategic objectives.

A Culture of Ethics and Integrity

Ethics are the cornerstone of governance at BEEAH. Our Code of Conduct and Business Ethics Policy serve as foundational principles, guiding every decision and action. This policy fosters a culture of fairness, accountability, and sustainability across all levels of the organization.

Additionally, we launched organization-wide campaigns to educate employees on the importance of ethical conduct. This engagement has fostered a culture where every individual feels empowered to uphold the highest standards of integrity.

Furthermore, this year, we reinforced our commitment to ethical practices by integrating sustainability considerations into every business decision. Aligning our practices with environmental and social responsibility is critical to delivering on BEEAH's sustainability agenda.

Adhering to Compliance Requirements

At BEEAH, we are deeply committed to compliance with internal policies, procedures, laws and regulations. To reinforce this commitment, we launched the Compliance Framework – an organization-wide initiative designed to effectively identify, manage and oversee our diverse compliance obligations.

Recognizing the important role of policies in aligning with our Vision, Mission, Values, Strategy, and applicable laws, we began building the Policy Management Framework. This initiative is designed to establish a structured and systematic approach to developing, maintaining, and updating policies, ensuring they remain aligned with evolving business needs and legal requirements. Our goal is to launch the framework by July 2024, setting a strong foundation for sustainable and effective policy governance.

Speaking Up – Enabling The Culture of Accountability and Transparency

As part of our ongoing commitment to transparency and ethical practices, we are actively working to strengthen our governance framework by fostering an open and speak-up culture.

A key initiative in this effort is the enhancement of our whistleblowing policy, internally referred to as the 'Safeguarding Policy'. This policy serves as a cornerstone of our governance structure, encouraging employees to report concerns or wrongdoing, thereby reinforcing our commitment to accountability and integrity.

To further advance this initiative, we are in the process of digitally enabling the policy through the development of the BEEAH's Ethics Hotline. This platform will empower staff to raise their concerns confidentially and anonymously, ensuring a safe and trusted channel for ethical engagement.

Continuous Improvement

As part of our commitment to continuous improvement, the Governance Function actively engages in training programs and international conferences to stay updated on developments in AI, ESG, and GRC. These events provide opportunities to learn from global trends, share insights, and exchange knowledge, enhancing our performance and aligning with best practices. This year, we participated in several internal and external events, fostering collaboration and exploring market trends across key areas.

Fostering Collaborative and Inclusive Decision-Making

Our Delegation of Authority (DoA) document, approved by the Board, provides a framework for effective decision-making in line with leading governance practices. The DoA requires key decisions—such as those related to procurement, investments, asset disposals, compensation, and recruitment—to be reviewed and approved by dedicated committees.

These committees, comprising senior executives and subject matter experts, promote enhanced collaboration, transparency, and accountability, ensuring that decisions are both inclusive and well-informed.

Planet

Preserving our Home, Sustaining Resources, Sharing Responsibility



Fostering a Cleaner Environment Through Responsible Waste Practices

GRI 2-6, 302-1, 303-1, 303-3, 303-5, 306-1, 306-3, 306-5



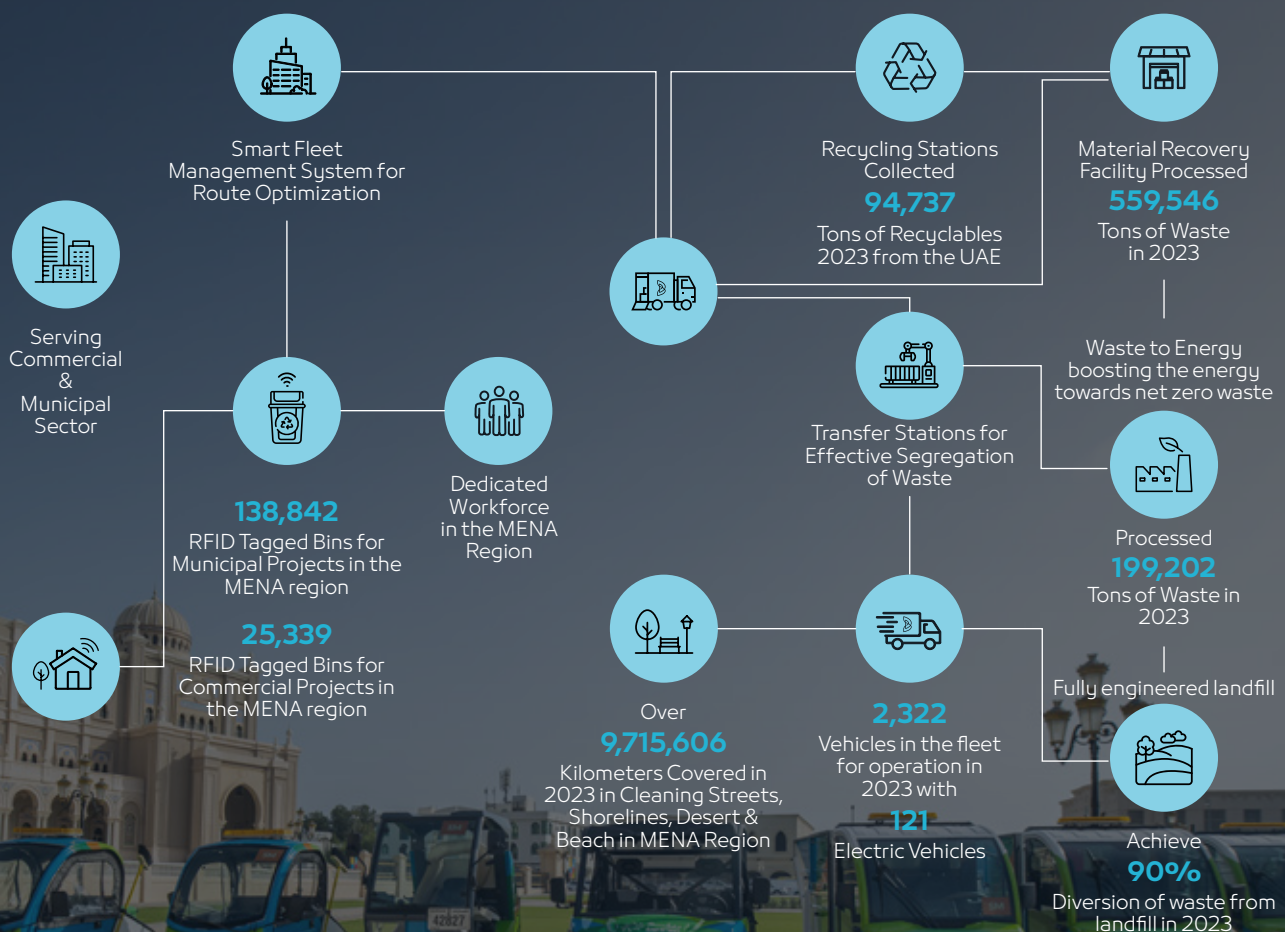
Our Waste Collection & City Cleaning Services

BEEAH's waste collection and city cleaning activities serve municipalities within the UAE, KSA and Egypt. In 2023, our waste collection and city cleaning service was awarded the ISO 10002:2018 certification, showcasing our commitment to quality management and customer satisfaction.

Through innovation, advanced technologies and community engagement activities in waste collection and

city cleaning solutions, we divert waste from landfill and reduce overall carbon footprint thereby contributing to our Net-Zero by 2040 strategy. We have implemented AI-based monitoring, GPS-enabled tracking, and smart bins to optimize operations, enhance resource allocation and improve service delivery..

We also actively engaged with communities by delivering public awareness campaigns and user-friendly digital tools to encourage the adoption of waste reduction and recycling practices.



Our Comprehensive Cleaning Solutions

We are dedicated to maintaining a clean ecosystem through our waste collection and city cleaning services within the MENA region. This includes street cleaning, desert cleaning, beach cleaning, and shoreline cleaning. This is accomplished by deploying innovative vehicles and equipment and through the coordination of our strong and dedicated workforce.

Street Cleaning Operations

Street cleaning operations were carried out using a combination of mechanical and manual methods to ensure thorough and effective results across our operations in municipalities of the MENA region. Through mechanical cleaning, 2,434,173 kilometers of streets across our regional operations were cleaned in 2023 using 178 mechanical sweepers. A total of 4,616 of our employees were dedicated to manual cleaning operations within the MENA region. The total distance covered by manual cleaning across the operational region amounted to 6,370,663 kilometers, which included 4,801,575 kilometers in the UAE, 1,557,820 kilometers within KSA and 11,268 kilometers within Egypt.

A total of **178** mechanical sweepers were deployed in street cleaning of our operations with MENA region in 2023

Cover distance equivalent to **6,370,663 km** in street cleaning of our operation within MENA regions by manual means in 2023

A total of **4,616** employees worked in street cleaning of our operations within MENA region in 2023

Cover distance equivalent to **2,423,173 km** in street cleaning of our operation within MENA regions using mechanical means in 2023

Total km covered in streets cleaning by manual means in 2023

Sharjah City	2,369,215
Hamriyah	98,915
Ajman	155,490
East Coast Region	466,105
Central Region	444,205
Abu Dhabi	496,400
Al Ain	771,245
KSA	1,557,820
Egypt	11,268
Total	6,370,663

Total km covered in streets cleaning by mechanical means in 2023

Sharjah City	777,420
Hamriyah	25,831
Ajman	190,851
East Coast Region	274,419
Central Region	291,668
Abu Dhabi	145,322
Al Ain	284,380
KSA	341,136
Egypt	92,146
Total	2,423,173

Desert Cleaning Operations

In 2023, a total of 35 quad bikes were deployed allowing the team to clean vast desert terrain effectively. In total, 378,615 kilometers of desert was cleaned in 2023 across our operations within the MENA region, showcasing our capability to extend services to even the most remote locations.

Cover distance equivalent to **378,615** km in desert cleaning of our operation in the UAE in 2023

A total of **35** quad bikes deployed for desert cleaning operations within UAE in 2023

Total km covered in desert cleaning in 2023

Sharjah City	9,308
Hamriyah	9,776
Central Region	359,531
Total	378,615

Beach Cleaning Operations

Our beach cleaning efforts aimed to preserve natural habitats and the beauty of the coastlines across the UAE. With 10 specialized beach cleaners, our team cleaned 520,850 kilometers of beaches across the nation, supporting a thriving environment for marine life and ensuring pristine conditions for visitors and the public.

Cover distance equivalent to **520,850** km in beach cleaning of our operation in the UAE in 2023

A total of **10** beach cleaners deployed for beach cleaning operations within UAE in 2023

Total km of beach covered in 2023

Sharjah City	486,086
Hamriyah	7,296
Ajman	12,948
East Coast Region	11,741
Abu Dhabi	2,779
Total	520,850

Shoreline Cleaning Operations

We extend our cleaning operations to shorelines and water bodies with the aim to prevent litter and pollutants from accumulating in marine habitats. Using a fleet of 9 boats, we covered 22,277 kilometers in 2023 for cleaning operations within the Sharjah emirate.

Cover distance equivalent to **22,277** km in shoreline cleaning of our operation in Sharjah emirates in 2023

A total of **9** boats deployed for shoreline cleaning operations within Sharjah emirates in 2023

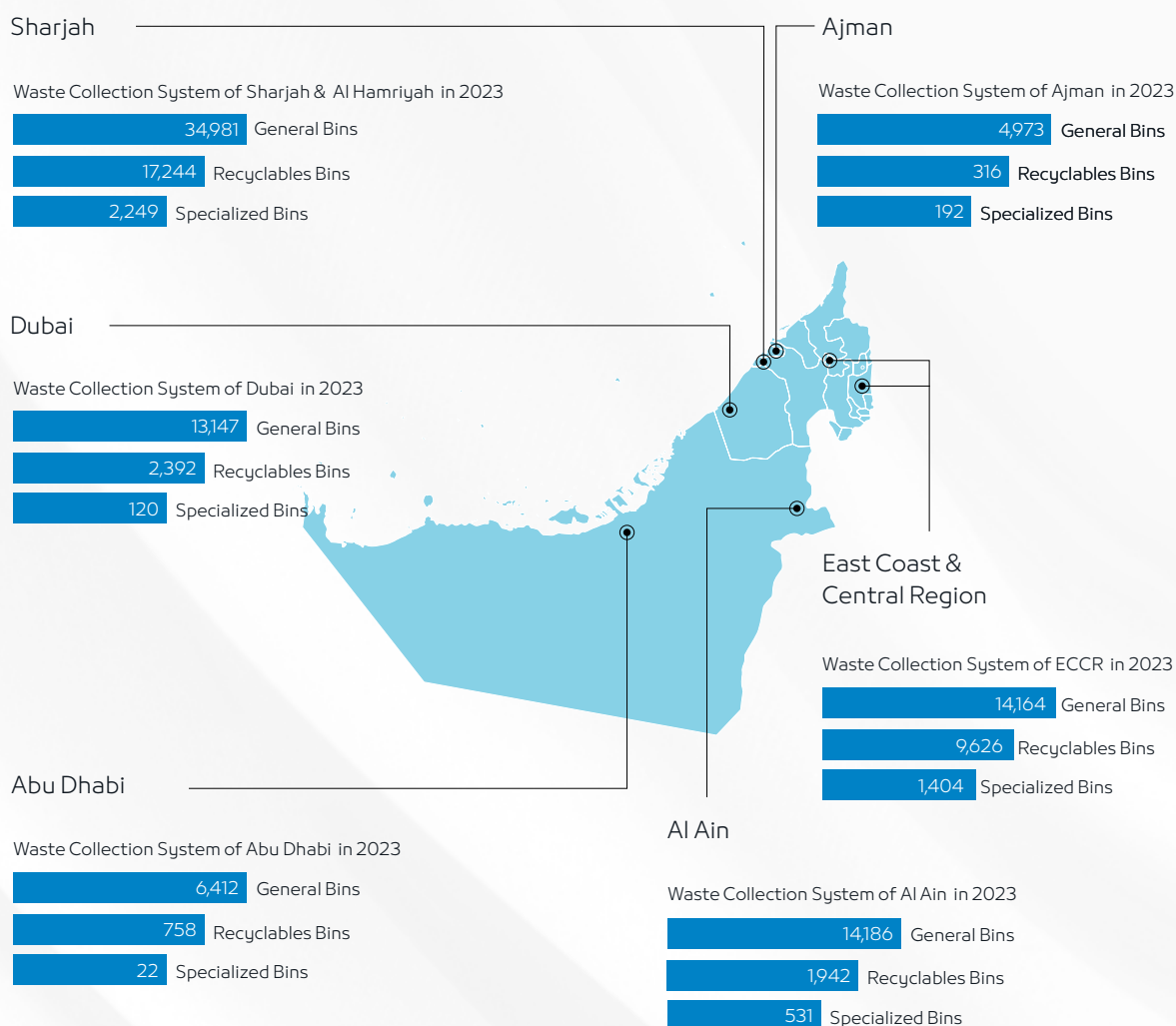
Total km covered in desert cleaning in 2023

Sharjah City	18,263
Hamriyah	787
East Coast Region	3,226
Total	22,277

Municipal & Commercial Waste Management

In 2023, our waste collection activities within the UAE, KSA and Egypt continued incorporating innovations and technologies. The services included municipal and commercial. Municipal operations within the MENA region included Sharjah City, Al Hamriyah, Al Bataeh, Al Madam, Mleiha, Al Dhaid, Khorfakkan, Dibba Al-Hisn,

Kalba, Ajman, Abu Dhabi Lot 1, and Abu Dhabi Lot 7 (Al Ain) within the UAE; three regional municipalities Al Madinah Al Munawwarah in KSA; and New Administrative Capital for Urban Development (AUCD) in Egypt. Additionally, our commercial operations included Dubai, Sharjah and Abu Dhabi projects.



Sharjah City & Al Hamriyah Operations

Sharjah & Al Hamriyah operations encompass both municipal and commercial waste management. Municipal operations cover regions of Sharjah City and Al Hamriyah. In 2023, we continued to lead Sharjah City in efficient waste management practices. We deployed 47,983 municipal bins and 6,491 commercial bins. The municipal bins included 28,509 bins for general waste, 17,229 for recyclables, and 2,245 specialized bins which included smart bins, 3-stream bins, Used Cooking Oil (UCO) bins, smart compaction bins and Reverse Vending Machines (RVMs). The commercial bins included 6,472 general bins, 15 bins for recyclables, and 4 specialized bins.

A total of 386,106 tons of general waste and 7,843 tons of recyclables from municipal operations were collected using these bins across the city. To support these operations, 617 vehicles, including electric and conventional vehicles, were deployed in the region.

A total of
386,106
tons of general waste collected from
municipal operations in Sharjah & Al
Hamriyah in 2023

A total of
7,843
tons of recyclables collected from
municipal operations in Sharjah & Al
Hamriyah in 2023

A fleet of
617
vehicles deployed for services in
Sharjah & Al Hamriyah in 2023

East Coast & Central Region Operations

The East Coast regions of our operations included municipalities of Khor Fakkan, Dibba Al-Hisn and Kalba

while the Central region included municipalities of Bataeh, Al Madam, Mleiha, and Al Dhaid. In 2023, we deployed a total of 25,819 bins including 14,164 bins for general waste, 9,626 bins for recyclables and 1,404 specialized bins. A total of 432 vehicles were used to support operations in the region including electric and conventional fuel vehicles.

A fleet of
432
vehicles deployed for services in
ECCR in 2023

Ajman Operations

We continued our commitment to effective waste management in Ajman. A total of 93,319 tons of general waste and 747 tons of recyclables were collected in 2023 from Ajman municipality by deploying 4,973 general bins, 316 recyclable bins, and 192 specialized bins. Operations in Ajman deployed a fleet of 52 vehicles in 2023.

A total of
93,319
tons of general waste collected from
municipal operations in Ajman in 2023

A total of
747
tons of recyclables collected from
municipal operations in Ajman in 2023

A fleet of
52
vehicles deployed for services in
Ajman in 2023

Al Ain Operations

In 2023, we enhanced waste management operations in Al Ain municipality. A fleet of 293 vehicles were deployed for services in Al Ain. A total of 16,659 bins were used for collection, which included 14,186 for general waste, 1,942 for recyclables, and 531 specialized bins improving collection efficiency and resource segregation.

A fleet of
293
vehicles deployed for services in Al Ain in 2023

A fleet of
218
vehicles deployed for services in Abu Dhabi in 2023

Dubai Operations

In Dubai, our operations are commercial. We deployed a total of 15,659 bins including 13,147 general waste bins, 2,392 recyclables bins, and 120 specialized bins supported by 98 vehicles for effective transportation of collected waste.

A fleet of
98
vehicles deployed for waste collection operations in Dubai in 2023

Abu Dhabi Operations

In Abu Dhabi, our operations covered both municipal and commercial operations. Effective waste management is ensured by equipping the city with 4,003 municipal bins and 3,189 commercial bins. The municipal bins included 3,423 general bins and 580 recyclables bins. Commercial bins included 2,989 general bins, 178 recyclables bins, and 22 specialized bins. A total of 218 vehicles supported operations.



Kingdom Of Saudi Arabia Operations

In 2023, we maintained our position as a key waste management partner for Al Madinah Al Munawwarah City of KSA, delivering municipal waste collection and street cleaning services across 75% of the city's area. A total of 1,055,040 tons of waste was collected in the region, including 1,055 tons of bulky waste. We placed 38,097 bins for waste collection. The fleet used for these operations consisted of 543 vehicles.

A total of
1,055,040
tons of waste collected from
municipal operation in KSA in 2023

A total of
38,097
bins deployed for waste collection
operations in KSA in 2023

A fleet of
543
vehicles deployed for waste
collection operations in KSA in 2023

Egypt Operations

In 2023, we continued our waste management and city cleaning operations in Egypt's New Administrative Capital, further expanding our services to meet the growing demand. The area served in 2023 included the first-phase development of 40,000 acres, covering 100% of the government district employees and 60% of the R3 New Capital population.

A total of 1,468 tons of waste was collected, including 520 tons of bulky waste. We placed 800 bins for municipal waste management, with 400 bins designated for general waste and the remaining 400 for recyclables. The fleet utilized for collection operations consisted of 16 vehicles.

We provided specialized waste management services during several major events in the New Administrative Capital. At the Youth of Egypt Celebration at People's Square, we managed waste services for over 5,000 young attendees. For the Cairo Peace Summit 2023, we supported waste management efforts at this high-level international summit, attended by representatives from over 30 countries and the UN Secretary-General. Additionally, during the Zayed Charity Marathon, which saw 31,000 participants, we ensured efficient waste management, helping maintain cleanliness throughout the event.

During COP28, we formed a joint venture with the Administrative Capital for Urban Development (ACUD) to manage waste in Egypt's New Administrative Capital for the next 30 years. This venture will focus on waste collection, recycling, and establishing recycling factories. It aims to achieve an 80% landfill diversion rate, contribute to sustainability, and implement modern technologies. The company will support Egypt's Vision 2030 and enhance waste management systems across the capital.

A total of
1,468
tons of waste collected from
municipal operation in Egypt in 2023

A total of
520
tons of bulky waste collected
through operation in Egypt in 2023

A total of
800
bins deployed for waste collection
operations in Egypt in 2023

A fleet of
16
vehicles deployed for waste
collection operations in Egypt in
2023

Generating Value From Recyclables Through Recycling Stations

We have established an extensive network of recycling centers across the UAE, contributing to waste diversion from landfill and promoting a circular economy. These centers are located in urban and rural areas of Sharjah, Ajman, Abu Dhabi, and Al Ain, ensuring accessibility to communities and businesses alike.

In 2023, the recycling stations collected 94,737 tons of recyclables, promoting waste segregation and

recycling practices in the region. Recycling stations collect recyclables such as mixed metals, aluminum cans, used batteries, plastic, PET bottles, glass, small home appliances, bulbs & lamps, e-waste, paper, and cardboard. In 2023, quantities of recyclables collected through recycling stations included 42,545 tons from Sharjah City, 6,205 tons from Ajman, and 45,987 tons from Abu Dhabi.

Tons of recyclables collected through recycling station in 2023

Sharjah City	42,545
Ajman	6,205
Abu Dhabi	45,987
Total	94,737

A total of **94,737** tons of recyclables collected through recycling stations within UAE in 2023



Door-To-Door Recycling

Our door-to-door recycling system was initiated with the aim to prioritize convenience and accessibility and thereby to encourage residents to actively participate in source segregation from their home. In this type of waste collection system, we have provided residents with separate bins for general waste and recyclables. In 2023, a total of 386 households were covered under door-to-door recycling system, with 386 bins supplied specifically for recyclables and 388 bins for general waste. The initiative spanned an area of 48 square kilometers in the City of Sharjah in the year 2023 and included 159

community awareness sessions to educate residents about proper waste segregation and the importance of recycling. The initiative reflects our commitment to drive sustainable waste management practices from the community level.

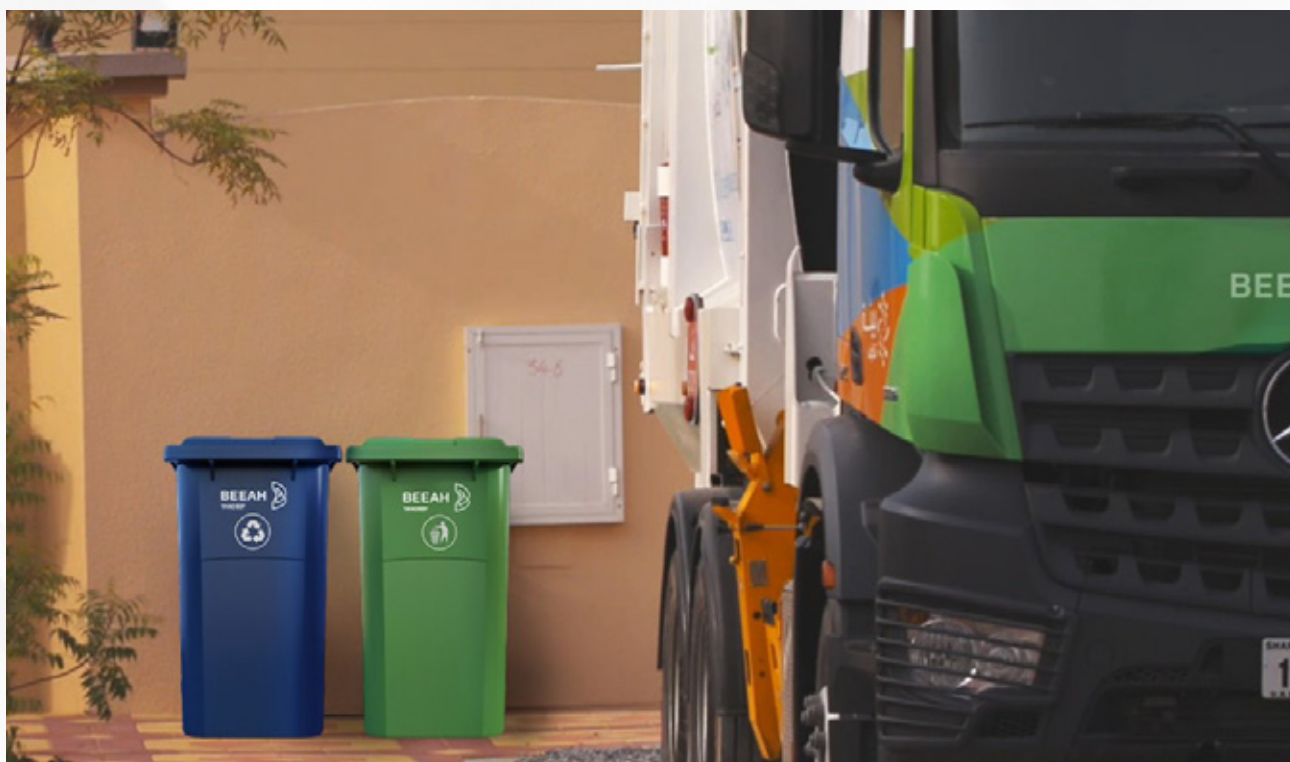
A total of
159
communal sessions delivered in 2023

A total of
386
household covered under the
initiative of door-to-door recycling in
2023

A total of
388
bins supplied for general waste
for door-to-door recycling in 2023

A total of
48
sq. km in Sharjah covered under the
initiative of door-to-door recycling
in 2023

A total of
386
bins supplied for recyclables for
door-to-door recycling in 2023



Managing Bulky Waste

Our 'You Call, We Haul' service continues to provide efficient solution for the collection and management of bulky waste. This was initiated in Sharjah as a free-of-cost service. Today, we are collecting bulky waste from KSA and Egypt, too.

In 2023, we collected 3,451 tons of bulky waste across Sharjah City. This was made possible through the fulfilment of 14,268 service requests we received in our

call center from residents and organizations. A total of 1,055 tons of bulky wastes were collected from KSA while 520 tons in Egypt in the same year.

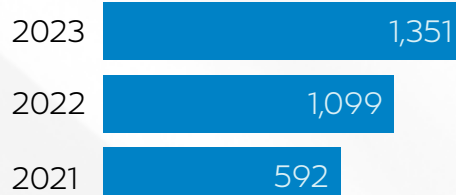
Tons of Bulky Waste Collected form Mena Region



Raising the Bar of PET Bottle Recycling Through Clean Collection Initiatives

In collaboration with multinational beverage producers, we continue to enhance PET bottle collection. Our continuous work with key players aims to amplify the impact of this initiative, ensuring that PET bottle waste is effectively managed and transformed into valuable resources. Through this initiative a total of 1,351 tons of PET bottles collected were from the UAE.

Tons of PET bottles collected through collaborative initiative from UAE



Incentivizing Recycling Efforts Through RVM

In 2023, we have deployed Reverse Vending machines (RVMs) to collect aluminum and plastic wastes at strategic locations across Sharjah. This initiative optimized waste collection mechanisms and explored innovative ways to incentivize and reward public participation in recycling. Between July and December 2023, the RVMs facilitated the collection of 33,754 kg of recyclables, incentivizing 9,212 users. By ensuring the effective collection and recycling of aluminum and plastics, the initiative reduced the demand of virgin materials, minimizing negative environmental impact by 205,891 kg of CO₂.

A total of
33,754
kg of recyclables collected through
RVM from July to December 2023



Driving Circularity in the Aluminium Industry

In 2023, we were honored to support the Aluminum Recycling Coalition, an initiative launched at Emirates Global Aluminum. The coalition aims to create long lasting impact by

promoting aluminum recycling at the ground level among UAE consumers, shaping regulatory frameworks to support sustainable practices and enhance the country's aluminum recycling infrastructure. Through our participation, we reinforced our dedication to drive a circular economy and achieving a sustainable future.



Enhancing Community Safety Through our Emergency Services

We continue to ensure emergency preparedness, deploying specialized teams and a fleet of rapid-response vehicles to respond to critical situations within our areas of operation across the MENA region.

This fleet includes street washers, recovery trucks, shovel backhoes, pickups and crane trucks, enabling us to address a wide range of emergencies. In 2023, we managed a total of 4,058 incidents across Sharjah, Central Region, Abu Dhabi, Ajman, KSA and Egypt.

Number of emergency response services delivered in 2023

Sharjah City & Ajman	3,337
Central Region	159
Abu Dhabi	444
KSA	96
Egypt	22
Total	4,058



Swiftly Responding to the 2023 Flooding In UAE

Our dedicated fleet of rapid response vehicles and street cleaning crews worked tirelessly 24/7 during the rainfall and storm events that hit the UAE in 2023. Our team removed obstructions and restored city areas to full operational capacity. This included removing uprooted trees and foliage from pedestrian pathways and roadways.



Specialised Fleet for Collection and Cleaning

We operate a diverse range of fleet to handle various aspects of waste collection and cleaning activities. This ranges from autonomous litter vacuum cleaners and electric desert cleaning vehicles to electric waste collection trucks. A total of 2,269 vehicles were deployed in services in 2023.

Out of this 121 are electric vehicles. In 2023, the total volume of fuel consumed by vehicles in the fleet amounted to 25,617,059 liters of fuel while the electricity consumed by e-vehicles amounted to 289,878 kWh for operations across the MENA region. Water consumed for cleaning the fleet amounted to 3,667,704 gallons of potable water in the UAE, 3,085,529 gallons of recycled water in Egypt and 1,928,456 gallons of recycled water in KSA.

Performance Metrics of Fleet Across Mena Region Operations in 2023

Metrics	Quantity	Unit
No. of vehicles for collection	2,269	-
Fuel consumed by all vehicles in the fleet	25,617,059	liters
Electricity consumed by e-vehicles	289,878	kWh
Portable water used for cleaning in the UAE	3,667,704	gallons
Recycled water used for cleaning in KSA	1,928,456	gallons
Recycled water used for cleaning in Egypt	3,085,529	gallons



Innovation in Waste Collection and City Cleaning

Fleet Odometer Equalization

To optimize vehicle usage, reduce the overuse of specific vehicles, and prevent under-utilization across our fleet, we launched the Fleet Odometer Equalization Project in 2023. This initiative promoted the rotation of vehicles between routes, helping to distribute mileage evenly among similar vehicles. As a result, we achieved a more balanced deployment of our fleet, extending the lifespan of our assets.

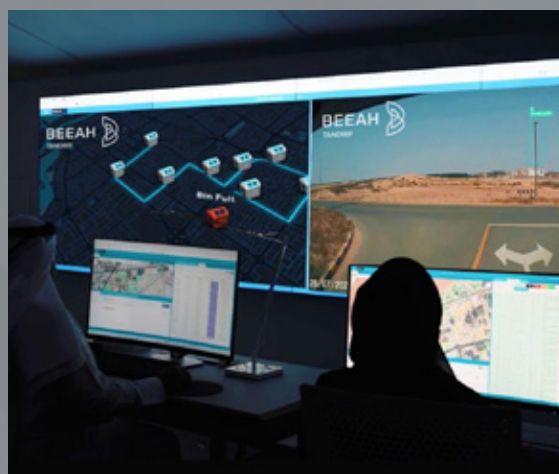


Revolutionizing City Cleaning Operations Through Driverless Mechanical Sweepers

Modernizing city cleaning operations, we have introduced driverless mechanical sweepers in 2023. These autonomous vehicles deliver high-precision cleaning while maximizing operational efficiency and minimizing environmental impact. By integrating autonomous systems into city cleaning, we continue to lead in implementing smart solutions that align with our vision of creating cleaner, safer and more sustainable cities.

AI City Vision for Waste Collection & City Cleaning

In 2023, we had the region's first AI City Vision, revolutionizing waste management and city cleaning operations. This innovative system integrates artificial intelligence and 360-degree cameras on waste collection vehicles, providing real-time panoramic views to enhance road and pedestrian safety, identify obstacles, and prevent accidents. The AI technology also monitors waste bin status to prevent overflows and optimizes collection routes, ensuring cleaner cities with reduced environmental impact.



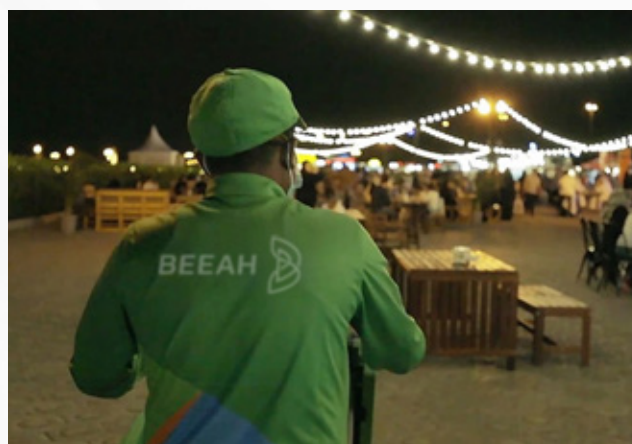
Reward Program for our Frontline Workforce

We attribute our success to the dedication and hard work of our frontline workforce, including laborers and drivers. To recognize their contributions and foster a culture of appreciation and motivation, we launched a reward program aimed at incentivizing exceptional performance. Initially introduced by our waste collection and city cleaning team for drivers in 2022, the program was expanded in 2023 to include laborers. Operating on a quarterly basis, the program selected 25 drivers and 50 laborers for recognition, rewarding them with cash prizes as a token of appreciation. In 2023 alone, 200 laborers and 100 drivers were honored through this initiative.



A total of
100
drivers received rewards in 2023

A total of
200
laborers received rewards in 2023



Overall customer satisfaction survey in 2023 in the uae

Municipal Clients	99%
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Citizen's Survey 2023

Net Promoter Score (NPS)	+81
Customer Satisfaction Survey (CSS)	95%
Post-contact Customer Satisfaction Survey	94%

Surveys For Customer Satisfaction

We are committed to exceed expectations and create long-term value for all stakeholders. Our customer satisfaction is measured through our call center and customer surveys. In 2023, our Net Promoter Score (NPS) marked +81, our Customer Satisfaction Survey (CSS) marked 95%, and our post-contact customer satisfaction survey recorded 94%. Among municipal clients in the UAE, we achieved 99% overall customer satisfaction rate, reflecting our ability to address the unique needs of our clients.

Resource Reclamation

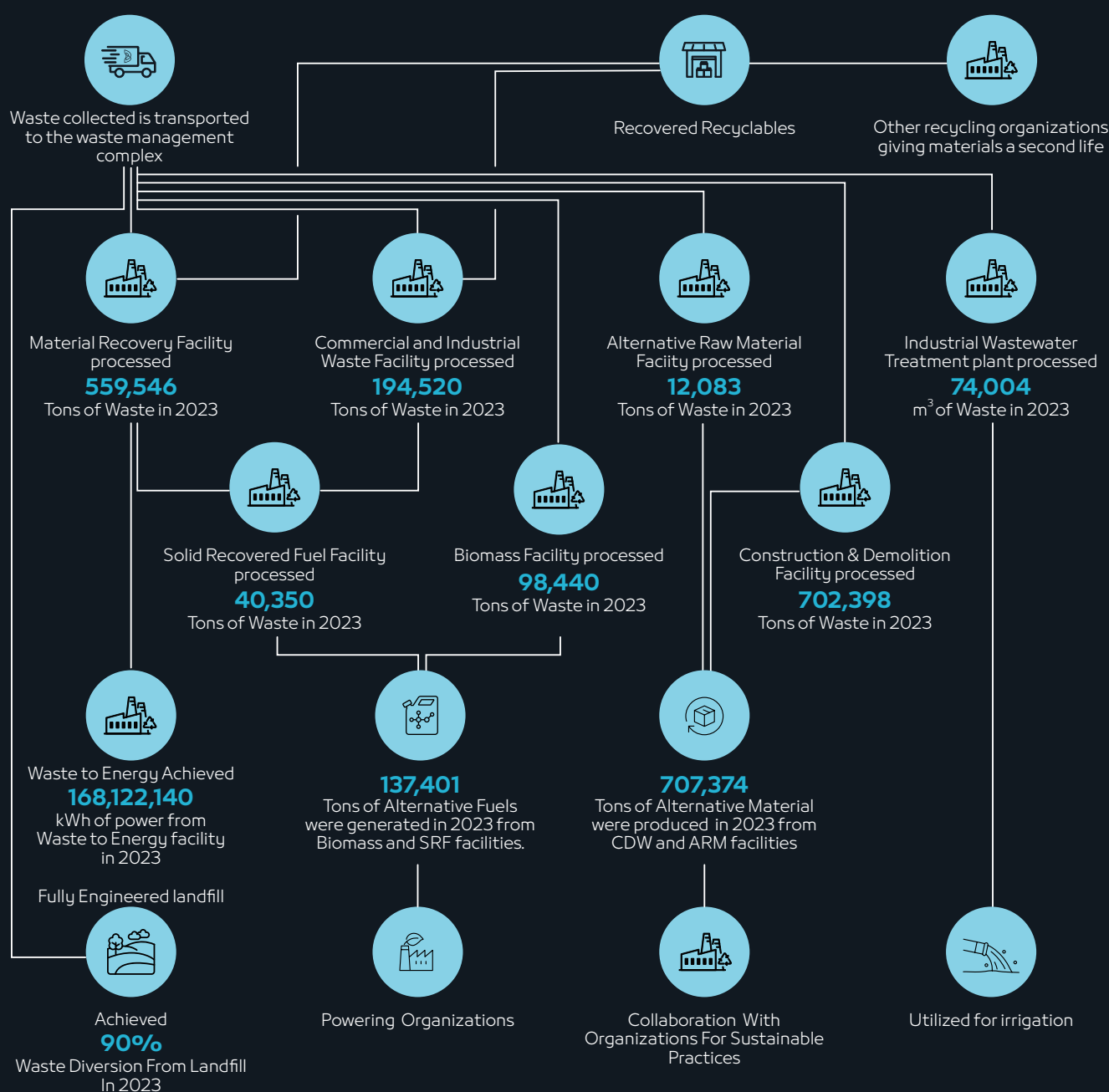
GRI 2-6, 306-1, 306-2, 306-4



Our Transition Towards Circularity

Recognizing the need to address the unsustainable consumption of natural resources and its detrimental

impact on the environment, we prioritize responsible resource management in our waste management operations. By recognizing a circular economy approach, we aim to reduce carbon emissions, minimize environmental footprint, and conserve valuable resources.



Our resource recovery operations are driven by the goal of transforming waste into valuable resources. By maximizing resource recovery and minimizing waste, we contribute to a more sustainable future.

Our recycling division leads our comprehensive waste management operations, overseeing a network of recycling and waste treatment facilities that provide integrated solutions for material recovery and processing. Recycling division collaborates with industry-leading partners to extend its recycling services through joint ventures with Evogreen, specializing in industrial and marine waste treatment and recycling, and B&A Waste Management, focusing on industrial waste management solutions. Additionally, our medical waste treatment facility, operated by Wekaya, and our waste-to-energy facility, powered by Emirates Waste to Energy, drive us closer to our zero-waste-to-landfill target.

Advancing Towards a Circular Economy

Waste management serves as a cornerstone of our environmental commitment and a component of the circular economy. By viewing waste as a valuable resource, we repurpose materials and reduce reliance on landfills, aligning with both national sustainability goals and global environmental imperatives.

BEEAH is dedicated to aligning with the UAE's Green Agenda 2030 and Circular Economy Policy 2021-2031. We actively contribute to SDG 12: Responsible Consumption and Production by prioritizing recycling, waste reduction, and energy recovery.

In 2023, our recycling division achieved an approximate waste diversion rate of 90%. This demonstrates a

significant commitment to resource conservation and waste minimization.

In 2023, a total of 1,136,180 tons of waste were diverted for recycling and 439,590 tons for other recovery operations, resulting in a combined total of 1,575,770 tons of waste recovered, reflecting progress in recycling and recovery efforts*.

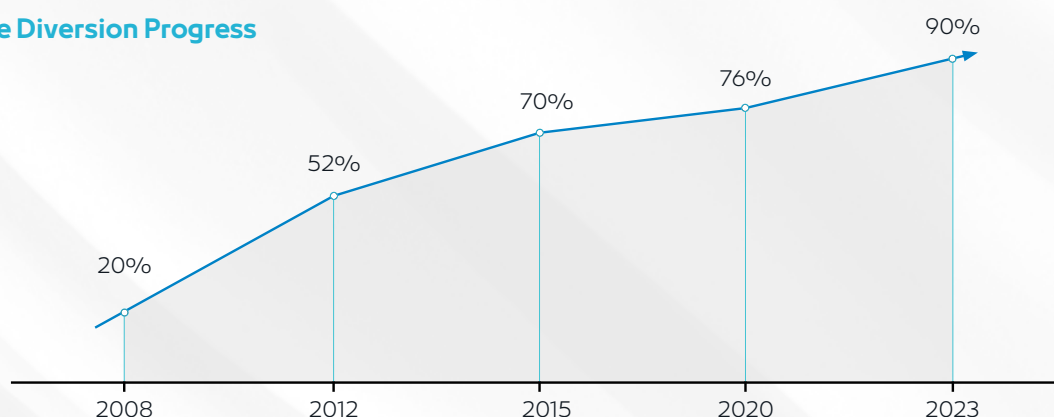
Waste management data is collected and monitored through Recycling BI, a digital solution that integrates data from our recycling facilities. It provides real-time data on waste quantity, composition, material recovery rates, processing efficiency, and other key performance indicators, helping us track progress toward our 100% landfill waste diversion goal.



2023 Waste Diversion in Tons*

Waste Diverted for Recycle	1,136,180
Waste Diverted for other recovery operations	439,590
Total Waste recovered	1,575,770

Our Waste Diversion Progress



*Waste quantities are recorded at each stage of processing, and materials passing through multiple facilities may be counted more than once.

Repurposing Waste

Waste recovery is central to our efforts in driving the circular economy. By transforming waste into valuable resources and repurposing materials as raw inputs for new products, we significantly reduce landfill dependency and maximize resource efficiency. This approach not only minimizes the demand for virgin resources but also reduces greenhouse gas emissions and our overall environmental impact.

Our Material Recovery Facility (MRF) and Commercial and Industrial (C&I) facility recover a diverse range of commercial and post-consumer materials, transforming them into valuable inputs for new products.

Our MRF, recognized as third-largest Material Recovery Facility in the world and a leading producer of recyclables



in the region, offers an extensive portfolio of recovered materials. The C&I facility complements these efforts by handling a wide range of commercial and industrial waste streams.

To enhance our recovery capabilities, we invest in advanced technologies such as automation, AI, and robotics. These advancements enable us to efficiently sort, process, and recover a wider range of materials, maximizing their value and minimizing waste.

In 2023, our MRF processed approximately 559,546 tons of waste, a 13% increase compared to the previous year. The C&I facility processed around 194,520 tons of waste, a remarkable 148% increase year-on-year. The C&I facility also improved its recovery rate, increasing from 36% to 65%, demonstrating our commitment to maximizing resource recovery.

A total of **559,546** tons of waste was processed by MRF in 2023, marking a **13%** increase compared to the previous year

A total of **194,520** tons of waste was processed by C&I in 2023, marking a **148%** increase compared to the previous year

Materials Recovered from the MRF in Tons

	2021	2022	2023
Plastics	9,081	13,585	14,765
Papers	8,565	5,766	6,810
Metals	2,379	2,324	1,350

In 2023, from our MRF and C&I facilities, 18,115 tons of plastic were recovered, marking a 7% increase compared to the previous year. Additionally, 3,550 tons of metal were recovered, comprising 3,100 tons of ferrous metals and 450 tons of non-ferrous metals, with non-ferrous metal recovery showing a 31% growth compared to 2022. A total of 8,500 tons of wood and 20 tons of fibers were recovered. Tire recovery experienced a boost, with 350 tons recovered, representing a 55% increase. Furthermore, a total of 9,410 tons of paper was recovered,

with paper specifically from the MRF showing an 18% increase compared to 2022.

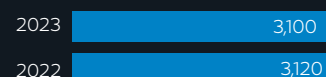
Materials Recovered from MRF and C&I Facilities in Tons



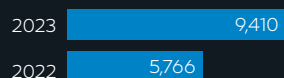
Plastics



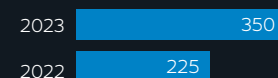
Ferrous Metals



*Papers



Tyres



Fibers



Woods



Non-Ferrous Metals



55%

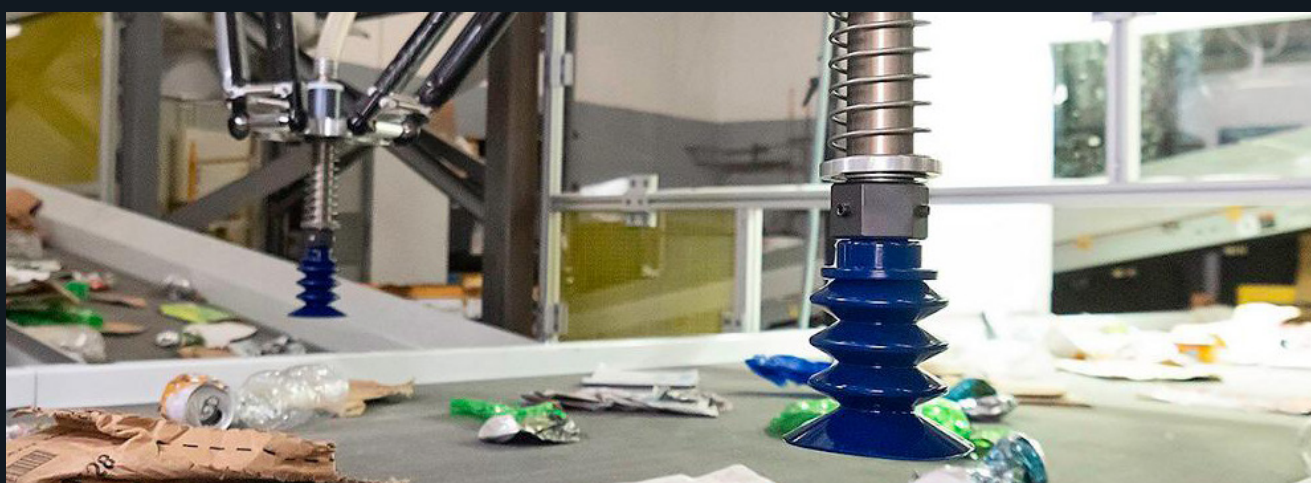
increase in tire recovery from MRF and C&I facilities compared to 2022

31%

increase in non-ferrous recovery from MRF and C&I facilities compared to 2022

7%

increase in plastic recovery from MRF and C&I facilities compared to 2022



* the quantity of recovered paper for 2022 reflects only the paper recovered from MRF

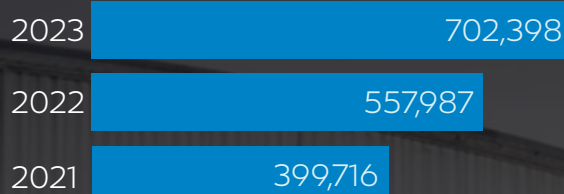
Our Recycling and Recovery Solutions in 2023

Our facilities, such as the Construction and Demolition Waste Recycling Facility (CDW), Biomass Facility, Solid Recovered Fuel Facility (SRF), Industrial Wastewater Treatment Plant (IWWTP), and Alternative Raw Material Facility (ARM) provide solutions for diverse industries, fueling the continuous recovery of materials and aligning with the principles of a circular economy.

Recycling of Construction and Demolition Waste

In 2023, a total of 702,398 tons of construction and demolition waste was processed, achieving nearly 99% efficiency and producing approximately 695,374 tons of crushed aggregates. This reflects a 25% increase in processed waste compared to the previous year.

Total Construction and Demolition Waste Processed in Tons at CDW



Conversion of Hazardous Materials into Alternative Raw Materials

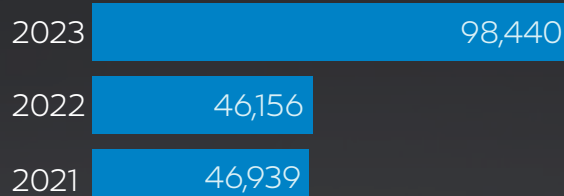
Processed around 12,083 tons of hazardous waste to produce 12,000 tons of alternative raw materials for the cement industry, supporting sustainable manufacturing practices.

A total of
12,083
tons of waste processed
at ARM facility in 2023

Production of Alternative Fuels

Our Biomass Facility and Solid Recovered Fuel Facility processed 98,440 tons and 40,350 tons of waste, respectively. The Biomass Facility generated 97,455 tons of alternative fuel, while the Solid Recovered Fuel Facility produced 39,946 tons. The Solid Recovered Fuel Facility recorded a significant 61% increase in generated fuel compared to the previous year. These fuels primarily serve the cement industry while also supporting other sectors in achieving regulatory compliance and sustainability goals.

Total Cellulose and Carbon-based Waste Processed in Tons at Biomass Facility



Total Waste Processed in Tons at SRF Facility



A total of
137,401
tons of alternate fuels were generated
in 2023
from SRF & Biomass facilities

A total of
707,374
tons of alternate raw materials were
produced in 2023
from CDW & ARM facilities

Recycling and Treatment of Industrial Wastewater

During the reporting period, 74,004 m³ of industrial wastewater was recycled and treated, resulting in approximately 70,300 m³ of treated water utilized for irrigation, reducing freshwater consumption. However, the volume of industrial wastewater processed for recycling decreased by 5% compared to the previous year.

Total Industrial Wastewater Processed for Recycling in Cubi Meters at IWWTP

2023	74,004
2022	78,000



Our Future Landfill Solution

We are committed to transforming landfill management through sustainable solutions that prioritize resource recovery and environmental stewardship.

Landfill Mining at Kalba Landfill

The Kalba Landfill will be excavated to recover valuable resources such as metals, plastics, and

construction materials. This process will reduce landfill volume while generating useful materials for processing into soil amendments and construction aggregates, promoting circular economy practices. Additionally, the reclaimed land will be handed over to the Kalba City Municipality for redevelopment into an industrial zone, supporting sustainable land use

Medical Waste Management Through Our Wekaya Operations

For the management of hazardous medical waste, our Wekaya venture continues its operations adhering to the international standards set by the World Health Organization (WHO) and the Ministry of Health (MOH). Guided by a “no harm” philosophy, we prioritize both community health and environment protection. Using advanced technologies and process, we ensure that harmful emissions are prevented, with systems like Continuous Emission Monitoring Systems (CEMS) in place to monitor and thereby control pollutants.

In 2023, a total of 3,485 tons of medical waste were collected across the UAE from 829 clients with 2,999 tons from Sharjah, 80 tons from Umm-Al-Quwain, 380 tons from Fujairah and 26 tons from Ajman emirates. Tons collected include 2,470 from hospitals, 412 from medical centers, 87 from clinics and 516 from other sector clients. A significant portion of the collected waste was infectious, highly infectious, chemical and pharmaceutical waste which amounted to 2,645 tons, 161 tons, 13 tons and 439 tons respectively.

Beyond managing medical waste, we emphasize capacity building with the healthcare sector. Training programs on medical waste management, tailored for



healthcare workers and medical waste officers, were conducted to raise awareness about regulations, proper handling and storage practices.

Currently, we reuse 90% of treated medical plastic wastes, which was processed by Solid Recovered Fuel (SRF) facility to refurbish cement factories with alternative fuels. This helps in saving fuel costs and promotes a greener environment by diverting waste from landfills.

The collected wastes are treated by sterilization using autoclave. Few quantities are incinerated to completely burn hazardous medical wastes. The remaining sterilized waste is either shredded for recycling or sent to the SRF facility. In 2023, a total of 3,008 tons of waste were sterilized through autoclave while 19 tons is incinerated.

Tons Of Medical Waste Collected From Different Waste Generators In 2023

Hospitals	2,470
Medical Centers	412
Clinics	87
Other sectors	516
Total	3,485

Tons Of Medical Waste Collected From UAE In 2023

Sharjah	2,999
Umm-Al-Quwain	80
Fujairah	380
Ajman	26
Total	3,485

A total of
3,485
tons of medical waste collected in
2023

A total of
3,008
tons of medical waste autoclaved in
2023

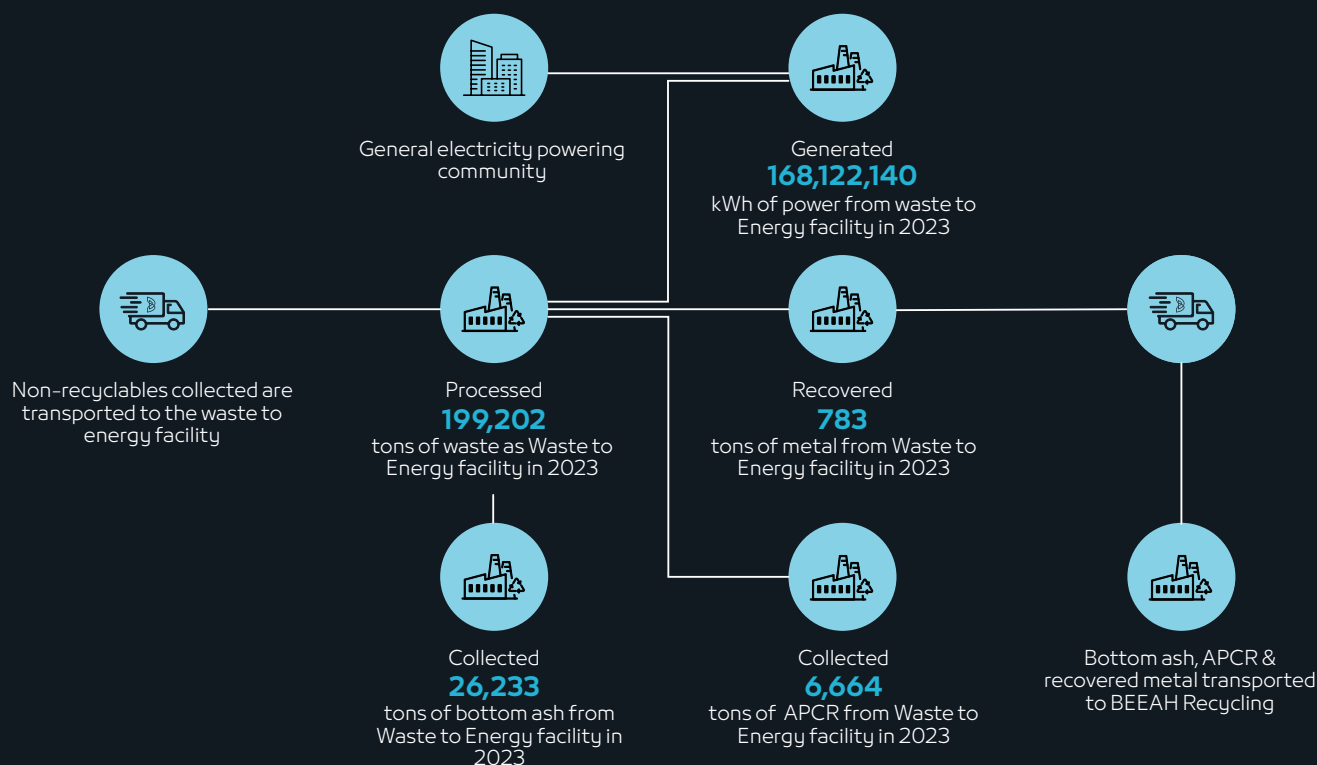
A total of
19
tons of medical waste incinerated in
2023

Clean Energy for a Sustainable Future

GRI 2-6, 306-1, 306-2, 306-4



Our Renewable Energy Project



Our Waste To Energy Project

Our Waste to Energy plant, inaugurated in 2022, represents a pivotal step forward in our Net-Zero by 2040 strategy and zero waste to landfill goals. Achieving a major milestone, the Waste to Energy plant commenced commercial operations in April 2023. Throughout its performance, the plant has met compliance standards with performance guarantees set during the planning and contracting phases, including targets for plant availability, power generation and waste incineration. In its first year of operations, the plant processed 199,202 tons of waste, successfully diverting 14% of the total waste received by BEEAH from landfills.

In 2023, the waste-to-energy plant generated 168,122,140 kWh of clean energy and exported 145,727,094 kWh to the national grid. These contributions support the region's transition to renewable energy and

reflect the plant's operational efficiency, highlighted by its waste throughput of 10.5MJ/kg.

Operationally, the plant utilized 22,395,046 kWh of renewable energy (generated from the plant itself), 249,343 liters of diesel, and 13,040m³ of water. Out of the total water used, 481.3 m³ is potable while the remaining was recycled water.

Operational Performance of the Plant in 2023

Renewable energy used	22,395,0446 kWh
Diesel used	249,343 liters
Potable water used	481.3 m ³
Recycled water use	12,558.7 m ³

Recovering Resources

The plant recovered 783 tons of metal for recycling. A total of 26,233 tons of incinerator bottom ash and 6,664 tons of Air Pollution Control Residue (APCR) was also recovered demonstrating our commitment to resource recovery and sustainable waste management.

A total of
145,727,094
kWh of energy exported to the
national grid from WTE plant in 2023

A total of
14%
waste received in BEEAH diverted to
WTE plant in 2023

Fostering Community Engagement

Beyond technical performance, the plant made a significant impact on community engagement. More than 10 delegations visited the facility, gaining valuable insights into Waste-to-Energy process and promoting its role towards a Net-Zero future.

A total of
10
delegates educated on the operations
of waste-to-energy

A total of
10.5
MJ/Kg of waste throughput from
waste-to-energy plant in 2023



Our Waste to Hydrogen Project

Aligning with Net-Zero by 2040 strategy, our waste to hydrogen project aims at addressing global challenges like carbon emission and fostering the transition to a low-carbon economy.

The project will convert municipal solid waste into hydrogen-rich syngas, subsequently refined into low-carbon hydrogen. This green hydrogen produced will have diverse applications across key industries, including sustainable transportation, industrial manufacturing, and energy production. Potential off-takers include steel industries, hydrogen vehicle manufacturers, fleet operators, and sustainable aviation fuel producers.

The project is set to be developed in 3 phases, with expected commissioning milestones in 2027, 2029 and 2031, processing up to 82,000 tons of waste annually by its final phase.



Phase 1 will treat
27,000
metric tons of waste
per year

Phase 2 will treat
55,000
metric tons of waste
per year

Phase 3 will treat
82,000
metric tons of waste
per year

Our Solar Landfill Project

Aligning with the UAE's 2030 agenda for sustainable development, our solar landfill project focuses on the sustainable capping and closure of our Al Sajaa Landfill located in Sharjah. This project will convert 53 hectares of the area into solar energy facility, making it first of its kind in the region. The series of solar photovoltaic panels installed in the landfill area will be capable of producing 120MW of power. The project is set to be completed in three phases. By transforming a previously unusable site into a productive asset, the project addresses the challenges associated with closed landfills while optimizing land use and contributing to clean energy goals.

A total of
120
MW power generation capacity
per year for solar landfill



Enabling Sustainable Solutions

GRI 2-6



Our Consultancy Arm

Our Environmental Services team works to assist public and private sectors in addressing the complexities of environmental sustainability. By combining industry research, digital tools, and innovative approaches, the division delivered key outcomes in 2023, applying technical expertise and research to support ecological stewardship and address environmental concerns.

Delivering Environmental Compliance and Stewardship

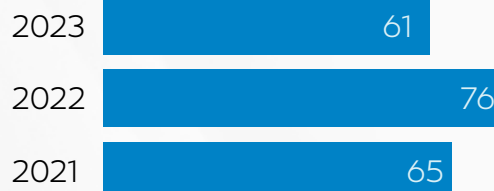
In 2023, BEEAH assessed the environmental performance of over 223 projects and industries through Environmental Impact Assessments (EIA), Environmental Risk Assessments (ERA), and Environmental and Social Impact Assessments (ESIA). Additionally, 201 environmental monitoring assessment studies were conducted. As the designated environmental consultant for Hamriyah Free Zone Authority (HFZA), we reviewed 15 EIAs submitted by other consultants in 2023.

We prioritize health, safety, and environmental resilience by supporting organizations in managing risks effectively. In 2023, we conducted 19 Quantitative Risk Assessments (QRA) and 61 health and safety audits for industries including petroleum, construction, and manufacturing.

A highlight of our compliance efforts in 2023 was our role as the independent environmental consultant for

the Layyah Canal Marine Works Project in Sharjah. This infrastructure initiative aimed to enhance water quality and circulation in the Khalid Lagoon by connecting it to the Arabian Gulf. We conducted an ESIA and developed a Construction Environmental Management Plan (CEMP) to ensure adherence to environmental regulations during the planning, construction, and operational phases. The assessment focused on minimizing ecological impacts and preserving aquatic ecosystems.

Total Health and Safety Audits conducted



A total of
223
EIA, ERA, and ESIA studies were
conducted in 2023

A total of
15
EIA studies were reviewed in 2023

A total of
201
environmental monitoring
assessment studies were
conducted in 2023

A total of
19
QRA studies were conducted
in 2023

Investigation of a Site Leak

In 2023, we conducted an incident investigation following a pipeline oil leakage at a client site. The investigation assessed the root cause of the incident, analyzed soil contamination, and proposed corrective actions to prevent recurrence. A detailed soil analysis report and a waste management plan were developed, with a focus on restoration of the sites.



Advancing Waste Management

In 2023, we developed solid waste management plans for key projects, including the Central Business District in AlJada, Sharjah; Club Drive, Dubai Hills Estate, and Greenside Residence in Dubai Hills Estate. These plans addressed waste collection logistics, recycling, and waste minimization, promoting sustainable practices and aligning with circular economy principles.

We also partnered with Etihad Water & Electricity to manage 57 tons of waste from their Central Store in the Al Sajaa Industrial Area, Sharjah. This included 13 tons of desalination filters, 14 tons of batteries, and 30 tons of chemicals and other hazardous waste. Activities included evaluation, segregation and transferring the waste to our Waste Management Complex for processing.

Additionally, we facilitate hazardous waste permits for Sharjah City, ensuring proper compliance and management of hazardous materials. In 2023, a total of 181 hazardous waste permits were issued to industries within Sharjah City.

Digital Platforms for Environmental Oversight

Our Waste Disposal Permitting System, launched in collaboration with HFZA, issued 490 waste permits in 2023. In partnership with the Sharjah Port Authority, the Marasi Waste Manifest System enabled digital tracking of waste in the maritime sector, with 1,182 waste manifests issued at Khalid and Khorfakkan Ports, ensuring transparent and efficient waste management processes.

A total of
1,182
waste manifest issued through the
Marasi Portal in 2023

A total of
490
waste permits were issued through the
Waste Permit Portal of Hamriyah Free
Zone in 2023

A total of
181
hazardous waste permits were issued
to industries in Sharjah city in 2023

Expanding Environmental Consultancy

In 2023, we expanded our consultancy services to a wider range of clients, including government sectors, with the launch of our Istisharat service. Istisharat focuses on compliance studies, environmental monitoring, and digital solutions.

In 2023, we signed a 10-year contract with Sharjah City Municipality to enhance municipal environmental services. Under this contract, Istisharat is responsible for conducting

ISTISHARAT

ENVIRONMENTAL CONSULTANCY

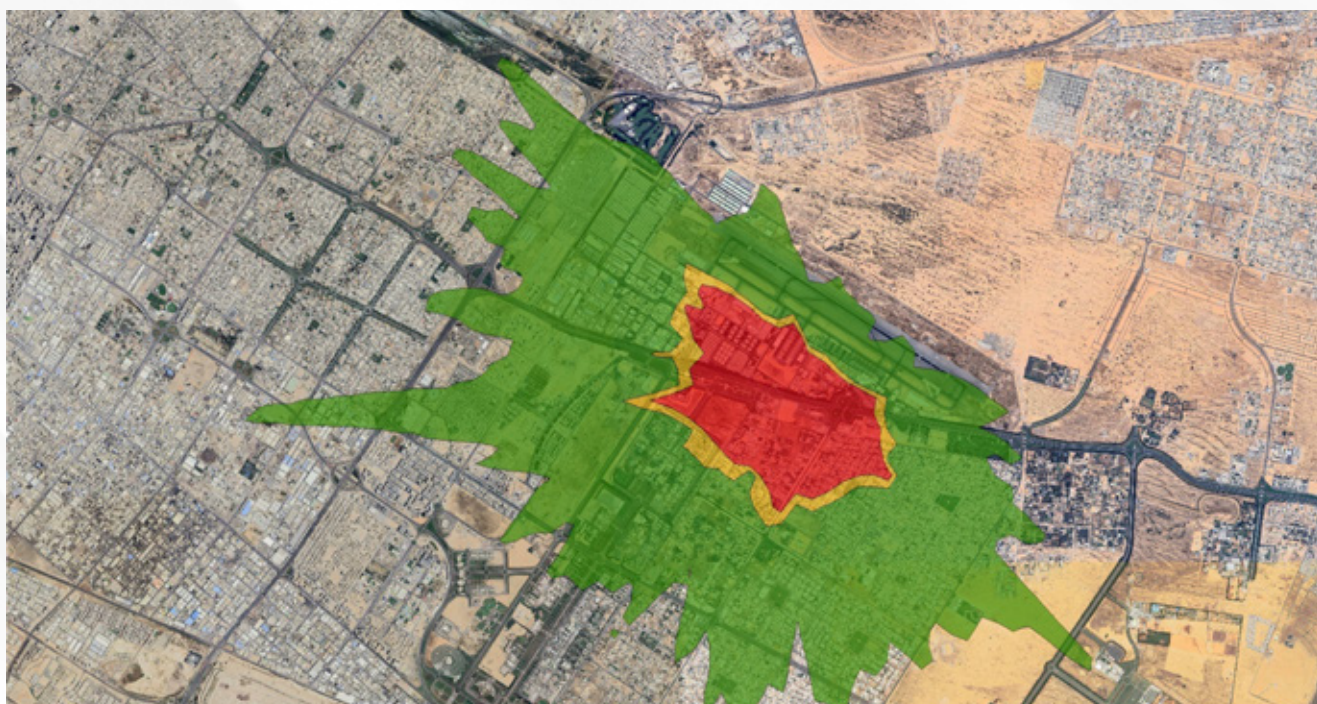
environmental studies, monitoring industries, auditing compliance, and developing a digital platform for waste and environmental management. Additionally, Istisharat will create database to track industries, enabling the development of more customized solutions and improving decision-making processes.

Strengthening Environmental Monitoring

Our ISO/IEC 17025:2017-accredited Environmental Testing Laboratory conducted monitoring activities for 391 projects in 2023, supporting various studies. These included monitoring parameters such as air quality, noise, and other environmental factors, contributing to 212 environmental monitoring assessment studies, 166 EIA studies, and 13 ERA studies.

In 2023, the laboratory also performed an odor dispersion modeling study for Sharjah International Airport to assess and manage emission impacts from infrastructure projects.

Environmental Testing Laboratory delivered
391
projects in 2023



Our Research and Scientific Publications

Our dedication to environmental sustainability extends beyond service delivery. Our research efforts focus on generating valuable data and insights to support sustainable decision-making. In 2023, we published studies on the Life Cycle Assessments of facemasks used during the COVID-19 pandemic and the environmental impacts of facemasks in the industry. In line with the UAE Vision 2031, our research aims to contribute to sustainability dialogues, offering actionable insights for policymakers and industries.



Update to Abu Dhabi's Air Emissions Inventory

The Update Air Emissions Inventory in Abu Dhabi project was conducted for the Environment Agency – Abu Dhabi (EAD) in collaboration with a UK-based environmental consultancy. This project provided an updated emissions inventory for 2015, estimates for 2022, and projections through 2050, following the methodologies outlined in the EMEP/EEA Guidebook 2023.

The study analyzed emissions across five key sectors: stationary energy, transport, industrial processes and product use, agriculture, and waste. Data was collected from over 250 industries for industrial combustion, along with contributions from key non-industrial stakeholders such as the road transport, rail, aviation, shipping, electricity, solid waste management, and sewage waste sectors. Emission mapping provided detailed spatial data across 1 km x 1 km grid cells.

The project recommended Monitoring, Reporting, and Verification (MRV) system to enhance data accuracy and adopted methodologies, transitioning from tier 1 to higher tiers in

several areas. The completed inventory offers policymakers valuable insights, aligns with Abu Dhabi's sustainability goals, and serves as a foundation for evidence-based decision-making and strategic planning to improve air quality and achieve environmental sustainability.

Analysis emission across
5
key sectors

Data collected from over
250
industries and key stakeholders

Provided emissions projections
up to the year
2050

People

Building an Inclusive, High-Performance Culture for a Better Tomorrow



Fostering a Safe, Inclusive & Growth Oriented Workforce

GRI 2-7, 2-19, 2-25, 2-26, 2-29, 201-3, 20-1, 202-2, 302-1, 302-4, 303-1, 303-5, 401-1, 401-2, 401-3, 402-1, 405-1



Our Employee Highlights

With over 10,000 employees in the MENA region, our workforce is the backbone of our operations. We are committed to continuously improving the quality of employment, ensuring that our employees thrive both professionally and personally.

As a result, we were awarded 'Great Place to Work™' in 2023 demonstrating our positive work culture, where trust, respect and employee well-being are paramount.

Our employee count reaches 10,052 full-time equivalents (FTE) in 2023 across the MENA region operations which comprises 9,931 males and 121 females. A total of 6,949 employees works in the UAE, 3,003 in the KSA and 100 in Egypt. In 2023, we hired 4,752 new employees across our organizations in UAE, KSA, and Egypt. Out of this 2,545 are young employees under the age group of 30 years.



A total of
9,227
blue-collar males in the
workforce in 2023

A total of
6,949
employees working in the UAE

A total of
703
males excluding blue-collar in the
workforce in 2023

A total of
3,003
employees working in KSA

A total of
122
females in the workforce in 2023

A total of
100
employees working in Egypt

A total of
10,052
FTE employee in the MENA region

A total of
3,817
turnover within workforce in 2023

A total of
4,752
new hires within workforce in 2023

29%
voluntary turnover rate in 2023

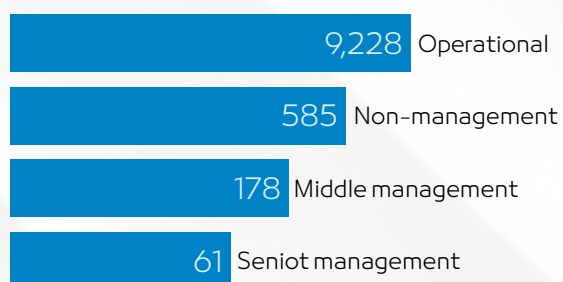
Over
40+
Nationalities working together

8.9%
involuntary turnover rate in 2023

Workforce by Professional Contract Type

Permanent	Temporary
10,052	25

Workforce by Professional Category



New Hires in 2023 by Region

UAE	2,320
KSA	2,432

New Hires in 2023 by Gender

Male	4,731
Female	21

Workforce Turnover in 2023 by Gender

Male	3,800
Female	17

Workforce Turnover in 2023

Voluntary	2,918
Involuntary	899

New Hires in 2023 by Age Group

< 30	2,320
30-50	2,432
>50	13

Emiratization

We are committed to supporting the UAE's national agenda by promoting Emiratization. In 2023, the workforce constituted 19 Emiratis in senior management positions, with a gender breakdown of 13 males and 6 females. A total of 122 UAE nationals currently work at BEEAH.

To attract and nurture young Emirati talent, we offer the 'RISE' program. This 12-month program provides a comprehensive professional development experience, equipping participants with necessary skills and knowledge to kick-start their careers. In 2023, a total of 10 talented individuals were enrolled under RISE program.

A total of
19
Emiratis in senior management positions
in 2023

A total of
122
Emiratis in workforce in 2023

A total of
6,827
Expats in workforce in 2023

Local Community Presence in KSA & Egypt

Supporting the Nitaqat program of KSA, BEEAH had 97 nationals as employees in 2023. Similarly, at our operations in Egypt, 100% of employees are Egyptian nationals. By actively engaging with local communities, we aim to:

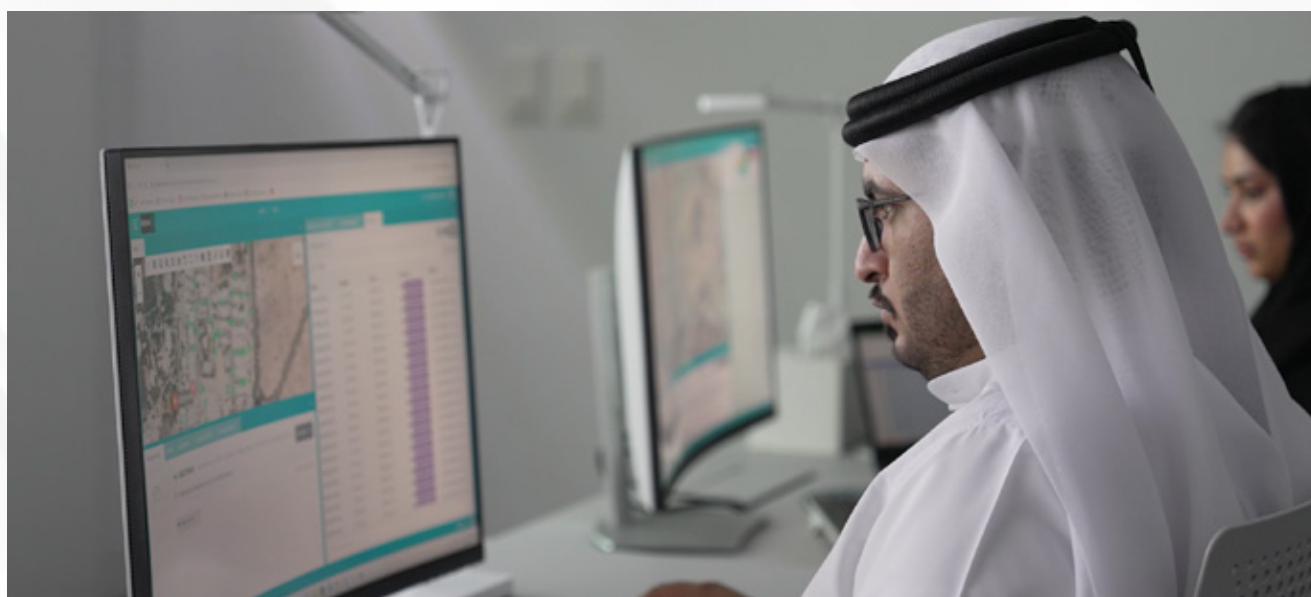
- Ensure compliance with government laws and regulations.
- Increase economic benefits of local communities.
- Gain valuable insights into needs and preferences of the communities.

Workforce in KSA in 2023

Locals	97
Expats	2,906

Workforce in Egypt in 2023

Locals	100
Expats	-



Diversity, Equity & Inclusion at BEEAH

We foster an equitable work environment where every individual is valued and respected. Our policies are committed to a workplace free from discrimination in all aspects of employment, including compensation, benefits and training. Discrimination based on religion, gender, diversity, race, color and other protected characters is strictly prohibited.

Our commitment to diversity, equity and inclusion is reflected in our diverse workforce within MENA region, representing various nationalities, genders and age groups. More than 40 nationalities work together at BEEAH. Our age diversity includes 4,000 employees below 30 years of age, 5,677 employees between 30-40 years of age and 375 of them above 50 years of age.

We prioritize the advancement of women within our organization. In 2023, women with our organization held 7 senior management, 49 middle management, 63 non-management and 1 operational position.

Between
30 & 50 years of age
5,677
FTE employee in the MENA region
in 2023

A total of
56
females in management positions in
2023

Below 30 years of age
4,000
FTE employees in the MENA region
in 2023

A total of
63
females in non management positions
in 2023

Above 50 years of age
375
FTE employees in the MENA region in
2023

A total of
1
female in operational
position in 2023



Our People Centric Approach

At BEEAH, we strive to maintain a positive, productive and supportive work environment by ensuring that all employees have opportunity to voice their concerns and receive fair treatment. This commitment is reflected by our grievance policy and performance management system.

The grievance policy is designed at BEEAH to resolve concerns that employees face during their tenure. We aim to address these matters informally wherever possible by enabling open dialogue between employees and line managers. When informal resolution is not viable, a formal grievance procedure ensures fairness and compliance with statutory requirements of the UAE and Sharjah laws and regulations. Our grievance policy is based on core

principles of fairness and compliance, voice without fear, confidentiality, right to appeal, and prompt resolution.

We value on creating a culture of continuous improvement and recognition, ensuring every team member is empowered to reach their full potential. This is achieved through our performance management strategy through which employees' performance is reviewed annually. In 2023, we launched the Behavioral Competencies Framework to help guide our performance management system, individual development plans and career progression. The competencies framework consists of 4 clusters: core values, leadership, managerial, and individual contributors competencies. This comprehensive review allows employees to reflect on their achievements, receive constructive feedback, and set clear objectives for the future.



Work-Life Balance

Prioritizing our people above all, we promote a healthy work-life balance for all employees. Recognizing the diverse nature of our operations, we have implemented a flexible policy tailored to the specific needs of different roles and departments. These include options such as flexible start and end times and compressed working hours during summer, Fridays, and the month of Ramadan. These are separate from additional leave benefits such as parental leaves. To promote work-life balance, we conducted various events and initiatives. Few activities from 2023 include:

The Power of Healthy Self-Talk

– a session aimed to discover immense impact of healthy self-talk on personal growth and empowerment

Ramadan Padel Tournamen

– an opportunity for employees to socialize and have fun with their colleagues while celebrating the spirit of Ramadan

Happy Thursdays

– initiative by our Happiness Committee which immerse employees with games and other activities to de-stress and recharge them

Emirati Women's Day Celebration

– a day with relaxation and creativity to celebrate achievements of Emirati women

Mindfulness + Positive Anchoring

– a workshop providing techniques to master a positive mindset within our employees

The Movember Campaign

– series of sessions with webinars for men's health awareness as part of International Men's Day

We prioritize health and security of all employees by providing medical insurance. Employees enjoy other perks depending on their grade of employment and eligibility criteria. These benefits include accommodation for labor-grade employees, annual air ticket allowances, visa-related expenses for dependents, midday breaks for outdoor workers during summer, pension schemes for UAE and GCC nationals, educational allowance, transportation support, annual bonus rewards, hospitality benefits, discount coupons and more.

We support employees in achieving a balance between work and family responsibilities through our parental leave policies. In 2023, a total of 13 employees comprising 5 male and 8 female availed of parental leave. All male employees returned to work after their leave, reflecting 100% return-to-work among men. For female employees, 5 out of 8 returned to work in the same year, resulting in a rate of 62.5%.

62.5%

of return-to-work rate among women for the year 2023 after parental leave

100%

of return-to-work rate among men for the year 2023 after parental leave

Parental Leave in 2023

Male	Female
5	8



Building a Culture of Growth and Excellence

GRI 2-6, 404-1, 404-2, 404-3



Our Training & Development Initiatives

We continue to underscore our commitment to employee development and driving organizational excellence through our training and development initiatives. In 2023, we expanded our efforts in employee training and development, marking an increase in both training hours and employee participation compared to the previous year. We delivered a total of 10,408 training hours to 817 employees, showcasing our growth from the 5,591 training hours provided to 417 employees in 2022.

The training programs in 2023 were strategically diversified to address corporate, technical and leadership skill development, ensuring comprehensive coverage of employee needs. This included 2,528 hours dedicated to corporate skills across 36 sessions, 2,775 hours focused on technical skill expertise through 46 sessions, and 288 hours targeted at departmental collaboration.

The program comprises 14 modules delivered in collaboration with 3 universities. Each of the 20 participants completed 300 hours of training, which encompassed 3 e-learning modules and a capstone project.

Total Hours of Employee Trained



Total Number of Employee Trained



Our Future Leadership Program

To nurture talent and foster leadership excellence, we launched the Future Leadership Program (FLP) in 2023. This program is a strategic initiative aimed at identifying and cultivating high-potential employees to prepare them for leadership roles that contribute to achieving our vision of pioneering a sustainable quality of life.

A total of
5,062
hours of corporate training in 2023

A total of
3,101
hours of leadership training in 2023

A total of
2,245
hours of technical training in 2023

A total of
20
employees participated
in FLP in 2023

A total of
300
hours completed by participants
through FLP in 2023

Spanning 11 months, the program included workshops, training sessions, and capstone projects led by experienced trainers. Participants also benefit from cross-departmental collaboration. The program comprises 14 modules delivered in collaboration with 3 universities. Each of the 20 participants completed 300 hours of training, which encompassed 3 e-learning modules and a capstone project.

Waste Management Training for Operatives

Our technical training venture, the Institute of Environmental Management and Sustainability (IEMS), implemented a series of technical and operational training programs aimed at enhancing efficiency in waste management. These initiatives were tailored to meet the needs of both internal and external stakeholders. In 2023, a total of 568 training hours were delivered to 915 delegates. The driver training and development program plays a key role, with sessions conducted across various

regions. In KSA, 199 delegates completed 144 hours of training, while in UAE 624 delegates participated in 352 hours of training. For external clients, specialized training programs addressed critical aspects of waste operations.

Programs to Drive Environmental Change

IEMS introduced a range of certification programs designed to build expertise in sustainability, waste management and circular economy. These programs were structured for both internal and external stakeholders. Over a total of 62 training hours, 87 delegates participated in these professional certification programs. The IEMS award in waste and environmental management (level 1) provided knowledge to 9 delegates through 24 hours of training. Similarly, the certification program in plastic pollution offered 8 delegates 16 hours of training. Additionally, the professional certification program on circular economy for business engaged 11 internal delegates in 8 hours of training.

A total of
568
hours of waste management training
delivered in 2023

A total of
62
hours of professional certification
training delivered in 2023

A total of
915
delegates trained on waste
management in 2023

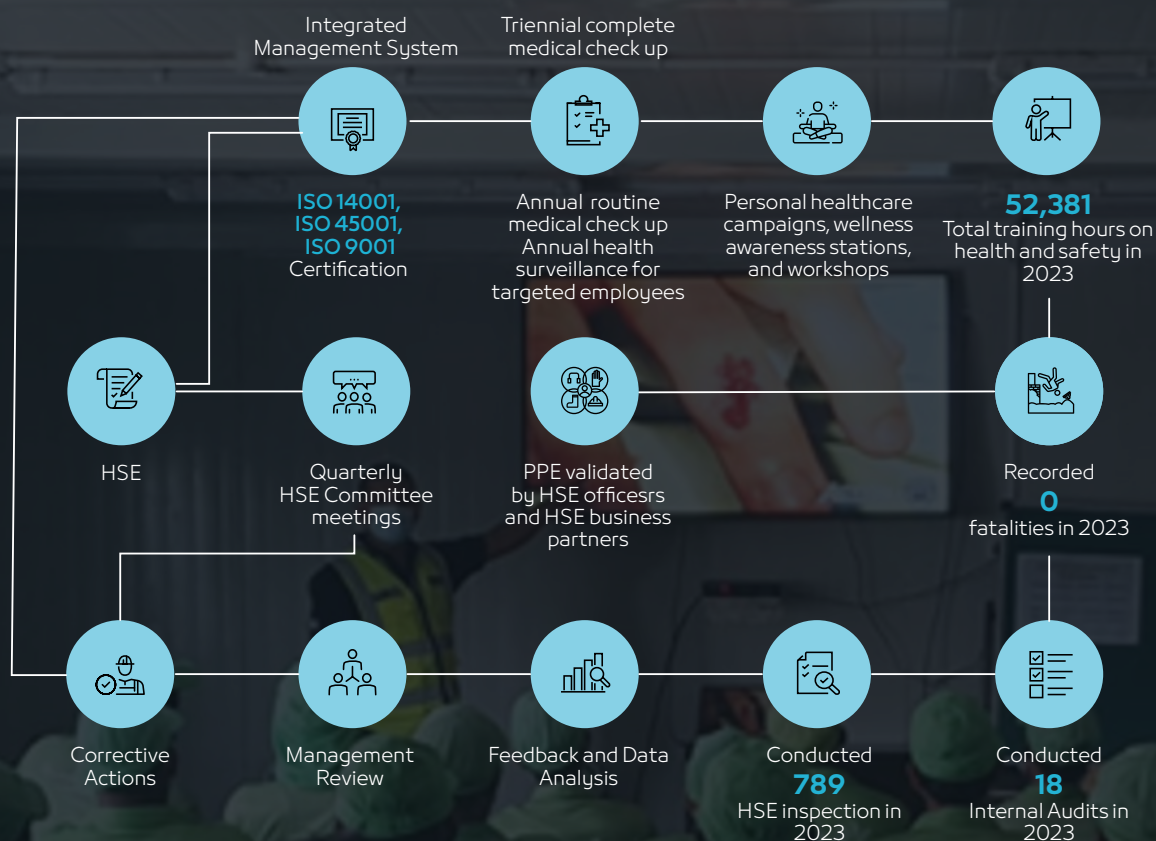
A total of
87
delegates trained under professional
certification program in 2023



Building a Culture of Wellbeing and Safety

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

Our Commitment to Safety and Wellness



Prioritizing Our People's Safety

Demonstrating our commitment to health, safety, and environmental excellence, BEEAH has adopted a Health, Safety, and Environment Management System (HSEMS). This system includes an Integrated Management System (IMS) aligned with ISO 14001:2015, ISO 45001:2018 and ISO 9001:2015 frameworks.

Our IMS, based on internationally recognized ISO frameworks, is fully integrated across BEEAH. Reinforcing our adherence to global standards, ISO certifications were achieved across divisions and teams included those in the BEEAH Headquarters, the Head Office, The Waste Management Complex, within our Waste Collection and City Cleaning operations, at our Transfer Station, in our Dubai Operation Depot, and in Ajman.

At BEEAH, we foster resilient and secure work environments. We have an all-encompassing Health, Safety, and Environment (HSE) Policy, detailing our dedication to ensuring the well-being and safety of our employees, contractors, and visitors. 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.

These regulations and standards are diligently reviewed by our HSE team and the Chief Executive Officer (CEO) of Wekaya to ensure that we identify, assess, and comprehend all applicable health and safety hazards according to current legislation.

Major HSE Legislations and International Standards that we follow

Federal Laws

Federal Decree by Law No. 33 of 2021 Regarding the Regulation of Employment Relationships and its Amendments

Federal Law No. 24 of 1999 Regarding Protection and Development of the Environment

Federal Law No. 7 of 1999 Regarding Health and Safety in the Workplace

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

Ministerial Resolution No. (711) of 2016 Concerning Occupational Health and Safety Officers Employment in the Construction and Industrial Sectors

Ministerial Order No. 401 of 2015 Concerning the Determination of Afternoon Working Hours

Ministerial Order No. 32 of 1982 on Determining Prevention Means and Measures to Protect Workers from Work Hazards

Local Laws and Regulations

Executive Council Resolution No. (15) Of 2021 Regarding Sharjah Occupational Safety and Health System

Decree of the Crown Prince, Chairman of the Executive Council No. (42) of 2009 Concerning The Environment, Health and Safety Management System

Local Order No. 61 of 1991 Concerning Environment Protection Systems in the Emirate of Dubai

International and Local Standards

ISO 14001:2015

ISO 45001:2018

ISO 9001:2015

ILO-OSH 2001

UAE OHSMS National Standard (AE/SCNS/NCEMA 6000:2016)

Abu Dhabi Occupational Safety and Health System Framework (ADOSH-SF)

Proactive Safety Management



Hazard Identification and Risk Assessment

At BEEAH, we are dedicated to creating a safe and secure working environment for all employees, in alignment with UN SDG Goal No.8 and the 'Forward Economy' pillar of UAE Vision 2031. A multi-layered approach is adopted to ensure comprehensive hazard identification and risk assessment. Daily rounds, monthly inspections, and annual risk assessments are conducted for all processes across teams at BEEAH and its ventures. We maintain a Risk and Opportunity Register to systematically record, assess, monitor, and plan for risks and opportunities relevant to our operations, to ensure all identified risks and opportunities are documented and addressed. Additionally, a change management process has

been implemented to address potential impacts on workforce health and safety when introducing a new element. BEEAH's risk management program, equipment management procedure, incident reporting procedure, workplace management, and risk assessment process are all designed and implemented in compliance with relevant legislation, as outlined in the HSE legislation table.

To further protect our workforce, BEEAH conducts regular exposure monitoring for a range of workplace conditions, including noise levels, air quality, gas detection, temperature, and illumination. We also utilize advanced thermal imaging to detect potential hazards and conduct thermographic inspections. If any non-conformities are identified, thorough investigations are conducted, and corrective actions are promptly implemented.

HSE Audit and Inspections Program

BEEAH's internal HSE audit program has grown consistently, with 13 audits conducted in 2021 and 18 completed in 2023 across our various facilities and sections. To maintain rigorous standards, all internal audits are conducted exclusively by trained professionals certified as 'Lead Auditors' or 'Internal Auditors.' The frequency of these audits is determined by factors such as process performance, findings from previous audits, customer satisfaction, non-conformities, and the success of corrective actions. Alongside our internal efforts, we successfully completed an external audit for ISO 14001:2015 and ISO 45001:2018 in 2023, carried out by internationally certified Lead Auditors.

The inspections cover a wide range of BEEAH operations, including Recycling and Tandeeef services, accommodations, and maintenance workshops at their facilities in Sharjah, Dubai, ECCR, and Abu Dhabi. Notably, the number of inspections conducted in 2023 reached 789, representing a significant 26% increase from the previous year.

Competent and certified safety officers, holding Level 3 certificates in occupational health and safety, lead our HSE team in conducting comprehensive HSE inspections across all our facilities. We ensure meticulous documentation of inspection data, reflecting our steadfast commitment to transparency and accountability.

HSE Inspections



26%
increase in HSE inspections
compared to 2022

Internal HSE Audits



20%
increase in internal HSE audits
compared to 2022

Incident and Non-Conformance Management

At BEEAH, we are committed to identifying and addressing the root causes of non-conformities to eliminate them and prevent recurrence. We ensure consistent monitoring of occupational accidents, cases of ill health, and near misses to maintain a safe workplace.

Non-conformities are promptly reported, and thorough investigations are carried out by our safety committee in collaboration with employees. Root causes are systematically identified, and corrective and preventive actions are planned and implemented, often with the support of internal or external experts.



Empowering Workers: A Safety-First Approach

We have established protocols to enable workers to promptly report any work-related hazards or potentially dangerous situations (PDS). In 2023, a new system was introduced, allowing all workers to report hazards directly by scanning a QR code, with training provided on its use. Workers also have the opportunity to report hazards during routine inspections and by contacting their HSE partner.

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, who can report hazards during the quarterly meetings.

As part of BEEAH's HSEMS, employees are entitled to a safe and secure workplace. If they perceive any condition as unsafe or posing a risk to their well-being, they have the right to leave the workplace without facing any form of interrogation or reprisal. Employees are encouraged to immediately report such concerns to the designated Health and Safety Officer. BEEAH guarantees no repercussions for employees who report safety concerns or exercise their right to refuse unsafe work. These rights and reporting procedures are thoroughly explained during induction training and clearly documented within our HSEMS.

Commitment to Continuous Improvement in HSEMS

Our HSEMS is built on the principle of continuous improvement, starting with the establishment of our corporate and HSE policies, setting clear objectives, and identifying Occupational health and safety (OHS) hazards and environmental impacts. Insights from audits, performance metrics, and risk assessments are analyzed against defined KPIs to identify areas for enhancement. Through a structured management review process, we evaluate the overall effectiveness of our continuous improvement program. This includes reviewing corrective actions implemented and tracks progress towards achieving corporate-level improvement goals.

BEEAH is committed to safeguarding the health and safety of employees, contractors, and visitors, as detailed in our comprehensive HSE Policy. Responsibility for HSE concerns rests with the GCEO, supported by CEOs, directors, managers, employees, and contractors across the organization. Our HSE Policy is communicated to all employees through training, internal communications, and annual performance reviews, with adherence monitored through audits and assessments. Adherence to the HSE policy is ensured through self and third-party assessments, including a triennial HSE review conducted to identify any organizational changes that may impact the effectiveness of our HSEMS. Process effectiveness and integration are continuously measured and evaluated through documented reviews, internal audits, and data analysis. The effectiveness of corrective actions is also assessed and reported.



Ensuring Employee Health and Well-Being

BEEAH maintains a robust employee health program, including annual health assessments from doctors covered by insurance, and triennial checkups during visa issuance, vaccinations for waste-handling workers, and health surveillance. Health surveillance is conducted for employees exposed to occupational hazards such as chemicals and excessive noise, ensuring compliance with regulatory requirements.

We uphold strict confidentiality of employee health information. All data is securely maintained within the hospital, limiting BEEAH's access to condition and treatment details only.

Our HSE team determines Personal Protective Equipment (PPE) requirements for each activity, guiding selection and approvals. PPE usage and effectiveness are monitored through inspections, assessments and employee interviews.

Cultivating a Culture of Engagement

We actively engage workers in hazard identification, risk assessments, and incident investigations, incorporating their valuable insights into effective resolutions. Employees are also involved in the development and periodic review of our HSE policy and objectives, as well as in root cause analysis and the formulation of corrective and preventive actions for non-conformities. Engagement is facilitated through individual and group meetings, as well as various communication methods such as emails, surveys, and more. Regular consultation is further supported by HSE committee meetings, which are integral to our organizational structure. HSE committees, established for all divisions, serve as collaborative platforms for management and worker representatives to address concerns and gather feedback. Outcomes are shared with all employees through their representatives. HSE committees meet quarterly, and detailed records of discussions, action plans, and responsibilities are maintained to ensure transparency and proper tracking.

19
HSE committees

Safety Performance and Goals

We use key performance indicators to track our safety progress, with our key objective being to reduce Lost Time Injuries (LTI) and maintain the LTI rate below the industry average through our integrated management system.

We successfully maintained zero fatalities throughout our operations in 2023. In our Sharjah operations, we reduced the number of LTIs by 22% compared to the previous year. Consequently, the Lost Time Injury Frequency (LTIF) also decreased by 22% year over year. However, when comparing 2022 to 2023, there was a 31% increase in medical treatment cases and a 24% rise in first aid cases.

In 2023, we maintained 100% incident reporting. The most common type of work-related injury recorded in 2023 was hand injuries. In response, we implemented enhanced control measures to mitigate risks and reduce such incidents. Notably, no high-consequence injuries were recorded in 2023.



ZERO
fatalities recorded across all operations in 2023

22%
reduction in Lost Time Injuries compared to 2022

Data-driven decision-making plays a crucial role in shaping our health and safety strategies. We analyze trends and statistical data related to non-conformities, environmental aspects, obligations, targets, objectives, corrective actions, monitoring and measurement results,

audit findings, and compliance data. This approach ensures informed and responsible management decisions. We also engage workers in HSE performance development, strengthening safety across our operations.

Safety Performance for Employees*

Year	2021	2022	2023
Total Number of Recordable Incidents	220	318	320
Number of Lost Workdays	239	135	180
Accident Severity Rate (ASR)**	3.1	2.0	2.73
Cumulative Working Hours	15,370,774	13,206,125	13,205,765
Number and Rate of Fatalities as a Result of Work-Related Injury	0	0	0
Number and Rate of High-Consequence Work-Related Injuries	0	0	0
Number of Lost Time Injuries (recordable)	81	185	144
Lost Time Injury Frequency (LTIF) ***	1.05	2.8**	2.18
Number of Medical Treatment Cases	77	42	55
Number of First Aid Cases	51	54	68
Number of Restricted Work cases	0	0	0
Number of Occupational Illness Cases	0	0	0
Number of Dangerous Occurrences	1	0	0

* The data presented is specific to operations within Sharjah City.

** 2022 LTIF was revised based on 200,000 hours worked.

***The rates have been calculated based on 200,000 hours worked.



Equipping our People with Quality Training

At BEEAH, we are committed to enhancing the skills and knowledge of our workforce through comprehensive HSE training programs. Our HSE team develops and implements impactful training and awareness initiatives tailored to meet the needs of all employees.

To ensure employees have the necessary skills to perform their jobs safely, we actively involve non-managerial staff in identifying training needs. Our flexible training approach combines in-house sessions for core skills with external seminars and specialized courses for advanced competencies. All safety officers and HSE business partners at BEEAH hold 'Train-the-Trainer' certifications, ensuring high-quality training delivery. Training effectiveness is continuously evaluated and documented to track progress and impact.

In 2023, our objective was to provide HSE training to 90% of all workers, and we achieved 89%. Our induction training for new employees familiarizes them with company policies, goals, and HSE standards. The total health and safety training hours reached 52,381, marking a 151% increase from 2022. This significant rise reflects both our deepened commitment to continuous learning and workplace safety, and the expansion of our workforce with the addition of new operation area (Al Ain) during 2023.

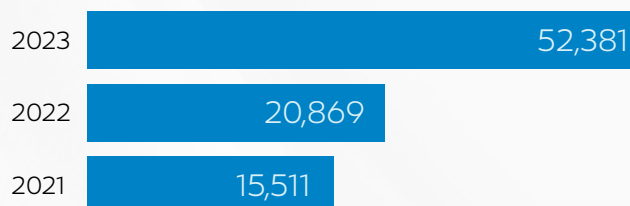
In 2023, training programs were conducted across our Sharjah, ECCR, Dubai, Abu Dhabi Ajman and Al Ain and divisions, covering a wide range of topics. These topics included heat stress awareness, road safety, safe use of equipment, behavior-based safety, risk assessment, emergency response, workplace ergonomics, stress management, and others.

To reinforce workplace safety, we conduct biweekly toolbox talks (TBTs) before each shift, delivered by supervisors. Safety officers train supervisors to conduct these sessions effectively and provide them with relevant materials. All TBT sessions are documented and tracked to ensure consistency and impact.

BEEAH allocates dedicated time during work hours for training and supplies employees with study materials. Training sessions are conducted in both classroom and field environments, depending on the topic and learning needs.

To ensure effective communication, training and instructions are primarily delivered in Hindi/Urdu for over 90% of our blue-collar workforce. For Arabic-speaking employees, bilingual colleagues facilitate communication, ensuring inclusivity and comprehension across all teams.

Total Training Hours on Health & Safety



151%

increase in total HSE training hours
from 2022 to 2023

89%

of the overall workforce covered by
training in 2023



Enhancing Safety & Reducing Cut Injuries

At one of our recovery facilities, a safety assessment identified a need to reduce cut injuries among employees. A comprehensive safety program was launched to address this challenge and enhance operational efficiency.

Robust approach was implemented focusing on three key areas:

- **PPE Upgrade:** Enhanced cut-resistant gloves and sleeves were introduced, and a mandatory glove use policy was reinforced.
- **Enhanced Training:** Launched comprehensive safety training programs to reinforce best practices in handling sharp objects.
- **Improved Near Miss Reporting:** A new near miss reporting system was introduced utilizing QR codes.

Impact:

- Cut-related injuries reduced by 77% following the implementation of control measures. PPE compliance improved to 90%, ensuring employees consistently use the appropriate protective gear.
- Increased safety awareness across teams, leading to better handling practices and a safer work environment.

Healthcare Services and Initiatives

At BEEAH, we ensure all employees have access to comprehensive non-occupational medical and healthcare services, in alignment with Federal Decree Law No. 33 of 2021 concerning the Regulation of Labor Relations. These services are managed by our HR team through health insurance coverage. Medical professionals visit employee camps daily to address healthcare needs and issue referrals for specialized care when required. Overall medical coverage is provided through medical insurance cards.

In 2023, we conducted key health and safety initiatives, including a heat stress campaign that trained 3,509 employees across 96 sessions on prevention, symptoms, and emergency response. The global handwash campaign, aligned with WHO's theme "Clean hands are within

reach," educated 1,022 employees on proper hygiene through seven sessions with practical demonstrations and giveaways. Additionally, the Road Safety Campaign engaged 3,618 employees in 74 sessions focused on safe driving practices and emergency response.

Wellness awareness webinars were conducted throughout the year, covering a range of topics, such as mental wellness awareness with a session on "Beat The January Blues," guidance on "Eating Healthy & Staying Fit During Ramadan," practical advice on "Keeping Your Lungs Healthy," insights on maintaining a healthy digestive system, and a special Men's Health Awareness session focused on anxiety and depression.

October was designated as health & wellness awareness month, promoting employee well-being through healthy snacks, mindfulness workshops, and meditation sessions aimed at fostering positive lifestyle changes.



Emergency Preparedness and Response

We provide ongoing emergency response training for our intervention teams and managers, covering a range of skills. In 2023, this included circuit training, rescue dummy training, roof and ground operations, and breathing apparatus practical training (BAPT). Employees also participated in fire drills and realistic accident simulations to develop essential self-protection and team coordination skills. Our firefighting crew receives rigorous training, including confined space procedures and fire simulations, ensuring a high level of readiness. In 2023, we conducted 27 scheduled and 28 unscheduled emergency drills, reinforcing our commitment to preparedness.

To mitigate potential HSE risks, our HSE team has developed a comprehensive Emergency Management Plan, overseen by the CEO Wekaya and the Facilities Manager. This plan assigns responsibilities to the Emergency Response Team, which includes trained Fire Wardens and First Aiders. The plan's effectiveness is regularly evaluated through drills.

BEEAH prioritizes the safety and well-being of our labor camp residents. We conduct kitchen fire safety drills, organize training sessions, and implement self-care campaigns to equip employees with the necessary skills to manage potential risks and accidents in any setting.

A total of
27
scheduled emergency drills were
conducted in 2023

A total of
28
unscheduled emergency drills were
conducted in 2023

Driving Positive Impact in our Neighborhoods

GRI 203-1, 413-1, 413-2



Our Community Engagement Activities



BEEAH Academy of Sustainability

In 2023, our Academy of Sustainability delivered educational sessions aimed at inspiring action and fostering awareness across society. Over 50 sessions were conducted, focusing on corporate training, school engagement, and academic partnerships. These initiatives reached more than 1,600 students, instilling sustainability awareness among the younger generation.

Over
1600
were educated on sustainability in
2023

A total of
50
educational sessions conducted in
2023

Future Pioneers Award

Future Pioneers Award (FPA) is our initiative to recognize individuals and organizations that demonstrate outstanding leadership in sustainability and positive environmental actions, serving as inspiration for them and others to adopt similar practices. In 2023, a total of 14 winners were recognized. The award attracted 631 applicants in the same year.

The Great Battery Challenge

To promote environmental protection and circularity among young communities, we introduced The Great Battery Challenge competition in 2018. It engaged schools across the UAE to safely recycle used batteries thereby raising awareness about the hazards of improper disposal. In 2023, a total of 91 schools participated in this initiative collecting 2,063 kilograms of batteries. As a token of their effort, 9 schools were awarded across 3 categories: small, mid-size, and large schools.

A total of
91
schools participated in the Great Battery Challenge in 2023

A total of
2,063
kilograms of used batteries were collected in 2023



Over
631
individuals participated in Future Pioneer Awards in 2023

Over
14
winners were awarded Future Pioneer Award in 2023

Sustainability for Entrepreneurship & Innovation Competition

In 2023, we launched sustainability competition for university students under the theme of "Sustainability for Entrepreneurship and Innovation". This initiative was aimed to encourage university level students to present creative and innovative solutions for pressing environmental challenges. The competition saw 89 student registrations in 2023 and celebrated 3 winners for their contributions in sustainability.

A total of
89
students participated in sustainability for Entrepreneurship & Innovation competition in 2023



Fostering Environmental Awareness

In 2023, we conducted two awareness campaigns in Al Madinah Al Munawwarah to promote environmental responsibility through community engagement.

To raise awareness about environmental responsibility and the importance of cleanliness, we launched the Li'annahu Watani campaign in collaboration with the Madinah Regional Municipality, local municipalities, and Our Children Charity Association. Over three days, 150 volunteers and local community members participated in waste collection and tree planting activities, reinforcing the significance of maintaining a clean and sustainable environment.

To instill environmental consciousness among young students, we organized a Children's Day Campaign in partnership with the Ministry of Municipalities and Rural Affairs – Alawali District. This initiative engaged 300 primary school students in hands-on activities, with

tree planting as the main focus. Through this interactive experience, students learned the significance of maintaining a clean environment and the role of greenery in enhancing their communities.

Supporting Health and Community Wellbeing

In line with our commitment to foster healthier communities, we hosted Pink Caravan at our Headquarters in 2023. This initiative, organized by the Friends of Cancer Patients (FOCP), continues to champion the cause of breast cancer awareness through free screenings and education on the importance of early detection. By providing a platform for this initiative, we aimed to empower individuals with knowledge and tools to prioritize their health and well-being.

ION, our sustainable transport venture supported Pink Caravan by deploying vehicles from its electric fleet to raise awareness about this event.

A total of
300
Primary School Students engaged in
the Children's Day Campaign in 2023

A total of
150
Volunteers and Community Members
participated in Li'annahu Watani
Campaign in 2023



Prosperity

Driving Innovation, Creating
Value, Fostering A Sustainable
Economy...

Environmental & Social Responsibility in Supply Chain

GRI 2-6, 204-1, 308-1, 308-2, 414-1, 414-2



Our Procurement Practices

At BEEAH, we strive to embed responsible business practices into our operations, guided by our procurement policies, due diligence, and supplier evaluation and selection program. Our procurement strategy aligns with our ambitious goal of achieving Net-Zero emissions by 2040. We focus to build a sustainable supply chain that minimizes environmental impacts and promotes positive social outcomes.

In 2023, we took significant steps toward this goal, including the greenfield reimplementation of our Enterprise Resource Planning (ERP) system and the integration of a source-to-pay platform. These initiatives aim to integrate sustainability into our procurement practices by incorporating sustainability scores into supplier evaluations at every stage of procurement. Additionally, supply chain structure will be changed to implement demand planning systems that prioritize sustainability when scheduling shipments and planning orders and improving warehousing systems to reduce environmental impact.

As part of our commitment to sustainable procurement, we are exploring potential partnerships with leading platforms for evaluating and improving suppliers' sustainability performance. We also aim to transition our supplier prequalification process to an online portal, streamlining the assessment of environmental and social criteria.

A Continuous Improvement Journey in our Supply Chain

Our supply chain is composed of a wide range of suppliers, including contractors, wholesalers, service providers, manufacturers, and distributors of direct goods and services. In 2023, we engaged with over 857 suppliers, with a total purchase volume of over AED 475 million. These relationships are predominantly long-term, emphasizing collaboration and mutual growth. We aim to foster a sustainable and resilient supply chain by continuously evaluating and improving our procurement practices, emphasizing environmental and social sustainability.

A total of
100%
of new suppliers screened using environmental criteria in 2023

A total of
100%
of new suppliers screened using social criteria in 2023



Relationship with our Suppliers

80% of our procurement spend is concentrated on 87 key suppliers that provide manufacturing services, consulting, distribution, and maintenance-related goods and services. These suppliers have established long-term relationships with BEEAH, with an average relationship tenure of four years. Notably, 143 of our suppliers have been with us for nearly nine years, reflecting our commitment to long-lasting, mutually beneficial partnerships.

Total Purchase Volume (In AED) On Suppliers Around The World	
UAE	449,990,343
North America	16,887,774
Europe	6,659,090
Asia	1,289,665
Oceania	230,736
Africa	10,679

Over
475
million AED of total purchase volume in 2023

A total of
857
suppliers worldwide in 2023

Sourcing from Local Suppliers

In 2023, we continue our commitment to local suppliers, with 95% of our procurement spend allocated to local suppliers which marks 0.47% increase when compared with 2022. Through this approach we not only aim to support the UAE economy but also strengthen our ties with suppliers across 21 countries worldwide. We support local businesses and foster economic growth in the region by directing 37% of our procurement spending towards Small and Medium Enterprises (SMEs).

A total of
95%
of procurement spending budget spent on local suppliers in 2023

A total of
5%
of procurement budget spent on foreign supplier in 2023

Suppliers across
21
countries worldwide in 2023

A total of
37%
of procurement budget spend towards SMEs in 2023



Sustainable Procurement Criteria

In line with our sustainability objectives, 100% of new suppliers in 2023 were screened for environmental and social criteria. Additionally, we assessed 513 new suppliers for environmental impacts, identifying and rejecting 343 with significant actual or potential negative environmental impacts. These suppliers were primarily SMEs and startups that are not yet at the stage of obtaining environmental certifications, such as ISO 14001, which addresses processes related to emissions, waste, water, and other environmental factors. These suppliers may not yet be fully certified but are actively seeking

collaboration with BEEAH.

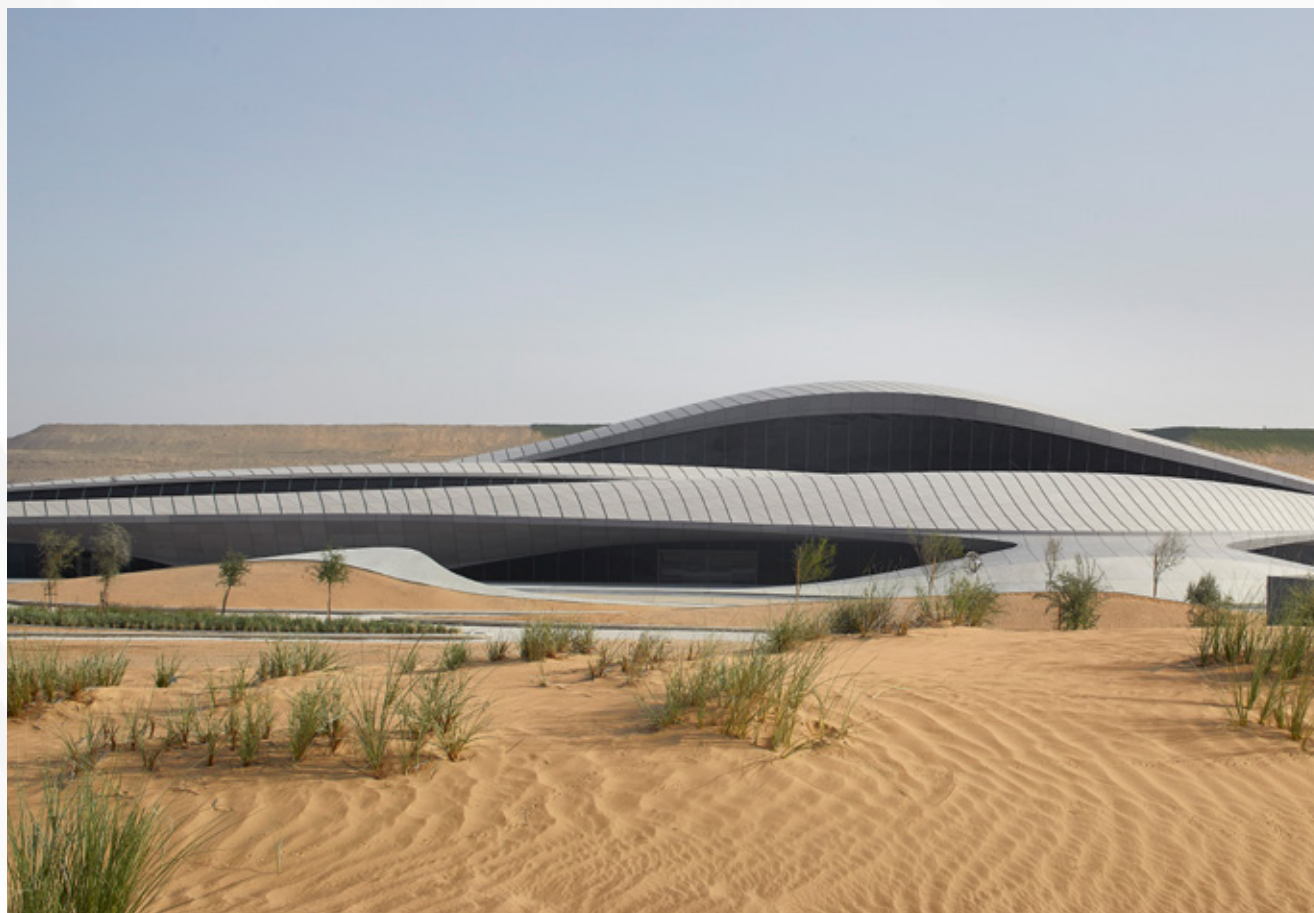
By the end of 2023 we improved our prequalification criteria to screen new suppliers based on social criteria, emphasizing on the importance of ethical practices, labor rights, community impact and availability of grievance policies for employees working with our suppliers.

Supplier selection in BEEAH is based on two core criteria:

1. Compliance with relevant local and national laws regarding occupational health and safety, employee benefits, and provision of health-related benefits.
2. Compliance with relevant local and national laws and regulations with regards to environmental aspects and whether suppliers are ISO14001 certified.

A total of
513
suppliers assessed for environmental
impact in 2023

A total of
343
suppliers identified as having
significant negative environmental
impact in 2023



Digitalizing Recyclables Trade & Logistics

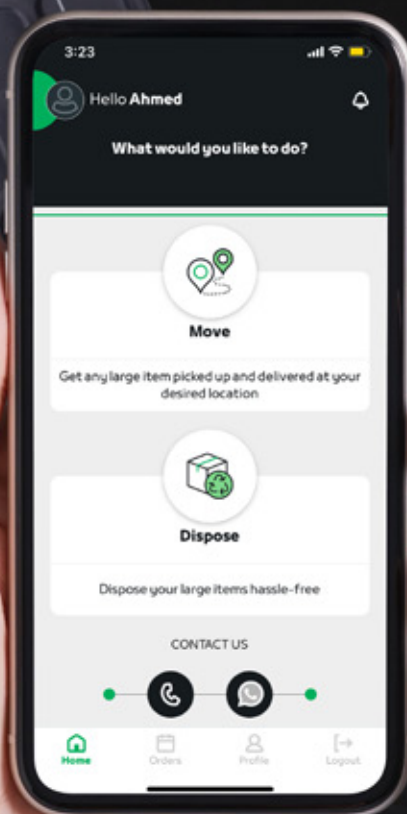
GRI 2-6, 306-2



re.life

re.life, a BEEAH digital venture, continues to perform as an innovative digital platform launched in 2020, providing transformative solutions in logistics and recyclables trading.

Through our two platforms – re.life market and re.life collect – we empower individuals and businesses alike to embrace convenience, sustainability and efficiency in their daily operations. re.life market enables buying and selling of recycled commodities while re.life collect offers logistic services for moving goods.



Transforming the Recyclables Trade Through re.life Market

re.life
market

re.life Market has facilitated business-to-business buying and selling of recovered commodities. Since its inception in 2021, the platform has revolutionized the recyclables trade by enabling direct connections between buyers and sellers, eliminating intermediaries and streamlining the supply chain.

The platform was recognized as 'B2B Platform of the Year' in 2023 for our performance in transforming recyclables trading. In 2023, we expanded our customer

base of re.life market to 187 and facilitated 1,013 trades, selling a total of 94,581 tons of materials. The trades were evenly split between domestic (50%) and export (50%) markets, operating in countries such as the UAE, Pakistan, Jordan, Kuwait, Egypt, South Africa, Turkey and India. The materials traded included 56,677 tons of cardboard and paper, 15,947 tons of plastic, 15,632 tons of ferrous metals, 2,942 tons rubber, 1,371 tons of wood, 1,134 tons of non-ferrous metals, 628 tons of glass and 251 tons of electronics.

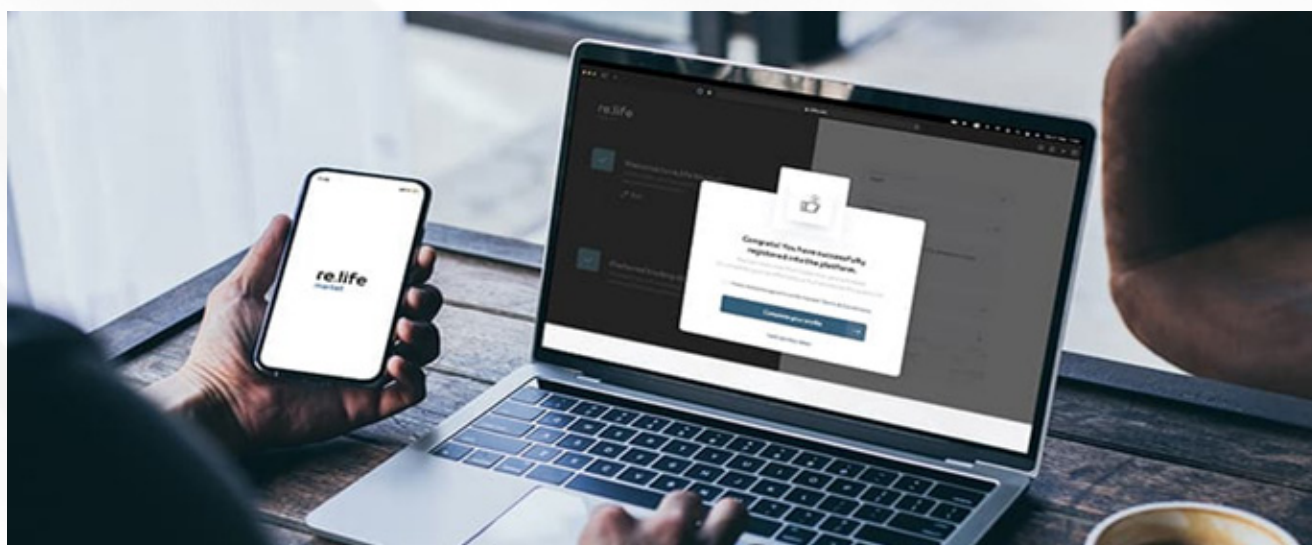
A total of
94,582
tons of recycled materials traded in
2023

A total of
187
customers in the platform in 2023

A total of
1,013
numbers of trades in 2023

Tons of Recycled Materials Traded In 2023

Cardboard & Paper	56,677
Plastic	15,947
Ferrous metals	15,632
Rubber	2,942
Wood	1,371
Non-ferrous metals	1,134
Glass	628
Electronics	251
Total	94,582



Redefining Logistics Through re.life Collect

re.life collect redefines logistics by offering reliable, affordable, and on-demand moving services for both individuals and enterprises. From home shifts and cross-border shipping to bulky item disposal, the platform has consistently delivered tailored solutions to meet diverse needs.

With its user-friendly mobile application and diverse fleet of vehicles, re.life collect ensures logistics solutions

re.life
collect

are efficient, sustainable, and aligned with BEEAH's commitment to innovation and digitalization.

In 2023, we provided 3,860 cross-border services, 29 home shifts, and 7,833 domestic services, serving 137 clients. We have a fleet of 1,557 vehicles, including electric and conventional vehicles driven by 1,557 trained drivers.

A fleet of
1,577
vehicles in re.life collect platform in
2023

A total of
3,860
cross-border services delivered in
2023

A total of
7,833
domestic services delivered in 2023

A total of
29
homeshifts services delivered in 2023



Caring for our Employees

We believe in fostering a sense of belonging and care for our workforce. As part of our commitment to their well-being, we organized a special Eid lunch for our out-sourced drivers to show our appreciation for their hard work. In addition, when unforeseen issues caused prolonged waiting time for drivers, our team took swift action to support those affected. We set up a small camp, ensuring that all drivers had access to food and water during this challenging period.



Driving Innovation for a Sustainable Future

GRI 2-6



EVOTEQ

Our Digital Venture EVOTEQ

EVOTEQ is dedicated to empowering industries, governments, and economies to thrive through traceability and transparency. With a focus on secure supply chain solutions, EVOTEQ delivers AI-augmented technologies that combat counterfeiting and optimize operations for a more resilient future.

In addition to supply chain solutions, EVOTEQ's objective is to deliver comprehensive digital solutions that address complex challenges and drive sustainable growth. Its services range from digital consulting and program management to solution design and implementation, with platforms specifically designed to enhance customer experiences and optimize operational efficiency. EVOTEQ collaborates with a diverse range of clients, including government entities, healthcare organizations, and large enterprises. EVOTEQ serves various markets, focusing on sectors such as healthcare, logistics, education, transportation, and public services.

A Commitment to Innovation and Sustainability

Since the last reporting period in 2022, EVOTEQ has remained committed to addressing regional challenges through innovative digital solutions. EVOTEQ has continued to develop and launch new digital platforms and services across various sectors.

Securing the Pharmaceutical Supply Chain

Building on the success of the Tatmeen program, EVOTEQ, in partnership with the Ministry of Health and Prevention, enhances pharmaceutical tracking from manufacturers to end-users, ensuring safety and authenticity. In 2023, registered pharmaceutical products increased by 32%, and connected medical

institutions grew by 15% compared to the previous reporting period. The platform has tracked millions of packages, significantly enhancing supply chain visibility and enabling timely interventions.

Covering
8,800
registered pharmaceutical products

Serving
5,482
active users

Over
6,160
medical institutions connected
to Tatmeen platform

Over
128M
packages tracked on the Tatmeen
platform since inception

A Smarter Approach to Waste Management

The Amana Madina Waste Management project introduced a digital platform optimizing processes with systems for complaints, vehicle tracking, contracts, and fleet management, boosting efficiency and sustainability.

Transforming Municipal Services

Through the ongoing Sharjah City Municipality Digitalization Project (SAPEQ), over 500 Sharjah City Municipality services will be digitized, streamlining operations and improving user experience across 35 integrated entities.

Enhancing Security with Smart Surveillance

The Tandeef Smart Surveillance project employs autonomous drones for 24/7 monitoring at the BEEAH Waste Management Complex, reducing errors and costs while ensuring comprehensive asset and project security.

Building Strong Partnerships

Since the last reporting period, EVOTEQ has significantly enhanced its collaborations with leading technology providers, focusing on smart technology and data-driven solutions. Key partnerships include a Memorandum of Understanding (MOU) to introduce traqpharma solutions to Egypt. Additionally, EVOTEQ has partnered with event organizers to participate in regional events and host roundtable discussions with customers in the MENA region, aiming to explore the potential of the traq traceability platform across diverse sectors and new verticals.

SAPEQ

is the largest municipal digitalization program in the region

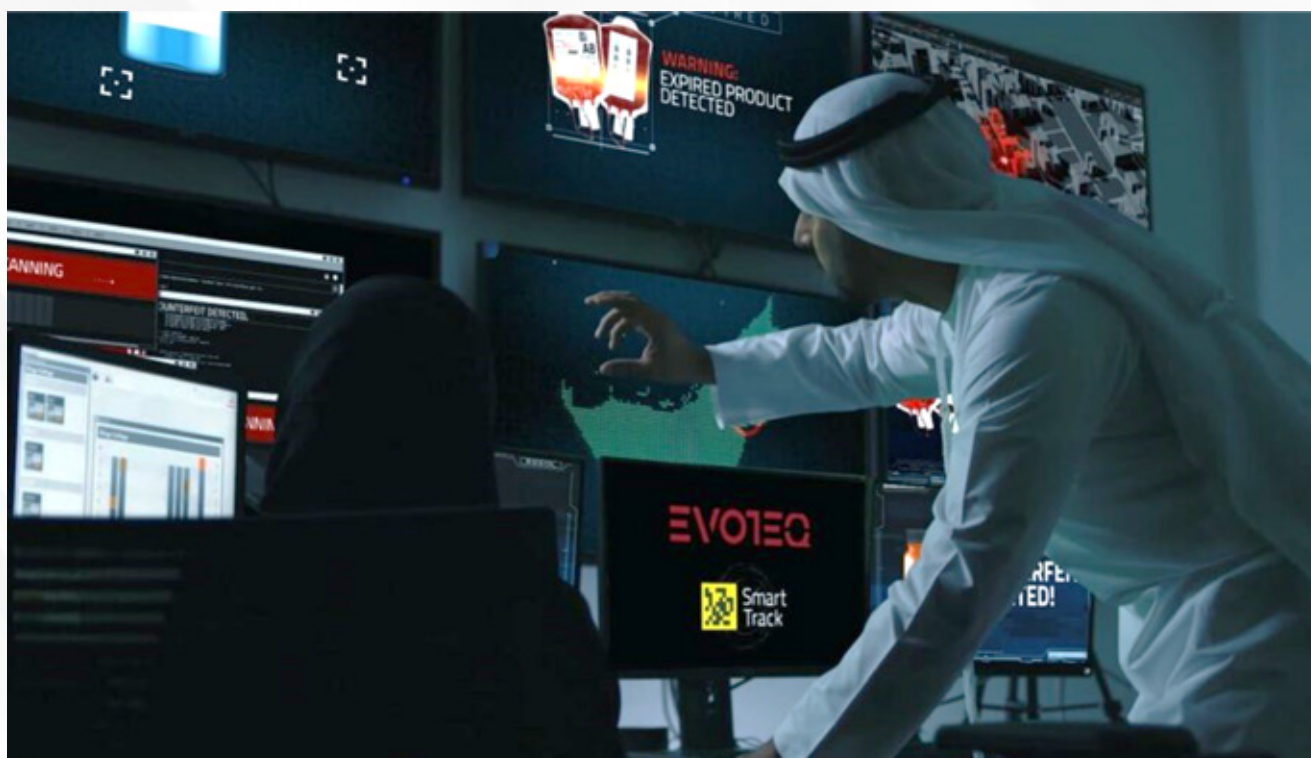
Over
500

services will be transitioned to digital platforms

Over
35

entities will be integrated

Connects contractors, companies, citizens, residents, and government entities



Accelerating Sustainable Mobility

GRI 2-6



Our Mobility Joint Venture ION

ION continues to spearhead the transition to green transportation in the UAE, building upon its strong foundation established in 2018. ION provides accessible, safe, and delightful customer experiences across its range of services, while delivering smart, carbon-neutral, and effective commercial and public transport solutions. ION aims to create sustainable transport frameworks and raise environmental awareness within communities, encouraging the benefits of sustainable mobility.

Transport Solutions

ION is advancing sustainable mobility through tailored solutions for both personal and industrial use. For personal travel, ION promotes multi-modal, door-to-door transport systems designed to integrate efficiency and sustainability.

For industrial applications, ION offers electric vehicle (EV) chauffeured and leasing services. The chauffeured service provides reliable, comfortable, and eco-friendly transport for executive travel and events, while the leasing service enables businesses to adopt EVs with flexible terms that include maintenance and operational support. These initiatives help reduce carbon emissions and make sustainable transportation more accessible to organizations.

Access to EV charging infrastructure is included as part of ION's leasing and chauffeured service packages, ensuring smooth operations and optimal fleet performance.

Additionally, ION collaborates with international partners to provide alternative fuel value chains for mobility applications, including charging stations. ION also provides installation, management, and maintenance of EV charging stations.

Fleet and Energy Consumption

In 2023, ION's fully electric fleet, consisted of 10 Tesla models and 6 Chevrolet Bolts. During the reporting period, the fleet consumed 466.1 MWh of electricity while achieving a total cumulative distance of 3,107,214 kilometers.

As part of our broader sustainability strategy, ION continues to make a measurable impact on both the environment and the economy. Through innovations in sustainable transport, ION is actively supporting the UAE's goal of achieving carbon neutrality, while also creating more sustainable mobility options for businesses and individuals alike.

ION's electric fleet includes
16
vehicles in 2023

A total of
466.1
MWh of energy was used for
charging the fleet in 2023

A total of
3,107,214
km was covered in 2023

Appendix

GRI Content Index

Statement of use

BEEAH has reported the information cited in this GRI content index for the period (January 1, 2023 to December 31, 2023) with reference to GRI Standards

GRI 1 used

GRI 1: Foundation 2021

GRI Standards	Disclosure Number	Disclosure Name	Page Ref./Direct Response
GRI 2: General Disclosure 2021			
1. Organization and its reporting practices	2-1	Organizational Details	Pg 9: BEEAH at a Glance. Pg 12: Our Operation Geography. Pg 27: A Landmark of Sustainability & Innovation
	2-2	Entities included in the organization's sustainability reporting	Pg 9: BEEAH at a Glance.
	2-3	Reporting period, frequency and contact point	Pg 9: BEEAH at a Glance.
	2-4	Restatements of information	Pg 9: BEEAH at a Glance.
2. Activities and workers	2-6	Activities, value chain and workers	Pg 9: BEEAH at a Glance. Pg 18: Our Tomorrow Pg 34: Fostering A Cleaner Environment Through Responsible Waste Practices Pg 49: Resource Reclamation Pg 56: Clean Energy for a Sustainable Future Pg 59: Enabling Sustainable Solutions Pg 71: Building a Culture of Growth & Excellence Pg 88: Environmental & Social Responsibility in Supply Chain Pg 91: Digitalizing Recyclables Trade & Logistics Pg 94: Driving Innovation for a Sustainable Future Pg 96: Accelerating Sustainable Mobility

	2-7	Employees	Pg 65: Fostering a Safe, Inclusive & Growth Oriented Workforce
	2-8	Workers who are not employees	Not Applicable
3. Governance	2-9	Governance structure and composition	Pg 29: Leadership & Accountability in our Sustainability Journey
	2-11	Chair of the highest governance body	Chair of the governance body is not the senior executive of the organization
	2-12	Role of the highest governance body in overseeing the management of impacts	Pg 29: Leadership & Accountability in our Sustainability Journey
	2-15	Conflicts of interest	Pg 29: Leadership & Accountability in our Sustainability Journey
	2-16	Communication of critical concerns	Pg 29: Leadership & Accountability in our Sustainability Journey
	2-19	Remuneration policies	Pg 65: Fostering a Safe, Inclusive & Growth Oriented Workforce
4. Strategy, policies and practices	2-22	Statement on sustainable development strategy	Pg 4: Driving Sustainability Progress: A Message from Group Chief Executive Officer
	2-23	Policy commitments	Pg 65: Fostering a Safe, Inclusive & Growth Oriented Workforce
	2-25	Process to remediate negative impacts	Pg 65: Fostering a Safe, Inclusive & Growth Oriented Workforce
	2-26	Mechanisms for seeking advice and raising concerns	Pg 65: Fostering a Safe, Inclusive & Growth Oriented Workforce
	2-27	Compliance with laws and regulations	Nothing to report in 2023
5. Stakeholder engagement	2-29	Approach to stakeholder engagement	Pg 29: Leadership & Accountability in our Sustainability Journey Pg 65: Fostering a Safe, Inclusive & Growth Oriented Workforce

GRI 3: Material Topics 2021

	3-1	Process to determine material topics	Pg 26: Prioritizing Sustainability through our Materiality Matrix
	3-2	List of material topics	Pg 26: Prioritizing Sustainability through our Materiality Matrix
	3-3	Management of material topics	Pg 26: Prioritizing Sustainability through our Materiality Matrix

GRI 201: Economic Performance 2016

	201-1	Direct economic value generated and distributed	Not disclosed
	201-2	Financial implications and other risks and opportunities due to climate change	Not disclosed
	201-3	Defined benefit plan obligations and other retirement plans	Pg 65: Fostering a Safe, Inclusive & Growth Oriented Workforce

GRI 202: Market Presence 2016

	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Pg 65: Fostering a Safe, Inclusive & Growth Oriented Workforce
	202-2	Proportion of senior management hired from the local community	Pg 65: Fostering a Safe, Inclusive & Growth Oriented Workforce

GRI 203: Indirect Economic Impact 2016

	203-1	Infrastructure investments and services supported	Pg 83: Driving Positive Impact in our Neighborhoods
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GRI 204: Procurement Practices 2016

	204-1	Proportion of spending on local suppliers	Pg 88: Environmental & Social Responsibility in Supply Chain
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GRI 205: Anti-corruption 2016

205-3	Confirmed incidents of corruption and actions taken	No cases of corruption-related incidents were detected in 2023
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GRI 206: Anti-competitive Behavior 2016

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Nothing to report in 2023
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GRI 302: Energy 2016

302-1	Energy consumption within the organization	Pg 27: A Landmark of Sustainability & Innovation Pg 34:: Fostering A Cleaner Environment Through Responsible Waste Practices
302-2	Energy consumption outside of the organization	Nothing to report in 2023
302-3	Energy intensity	Not Yet Disclosed
302-4	Reduction of energy consumption	Pg 27: A Landmark of Sustainability & Innovation
302-5	Reductions in energy requirements of products and services	Pg 27: A Landmark of Sustainability & Innovation

GRI 303: Water and Effluents 2018

303-1	Interactions with water as a shared resource	Pg 27: A Landmark of Sustainability & Innovation Pg 34:: Fostering A Cleaner Environment Through Responsible Waste Practices
303-3	Water withdrawal	Pg 34:: Fostering A Cleaner Environment Through Responsible Waste Practices
303-5	Water consumption	Pg 27: A Landmark of Sustainability & Innovation Pg 34:: Fostering A Cleaner Environment Through Responsible Waste Practices

GRI 306: Waste 2020

	306-1	Waste generation and significant waste-related impacts	Pg 34: Fostering A Cleaner Environment Through Responsible Waste Practices
	306-2	Management of significant waste-related impacts	Pg 49: Resource Reclamation Pg 56: Clean Energy for a Sustainable Future Pg 91: Digitalizing Recyclables Trade & Logistics
	306-3	Waste generated	Not yet disclosed
	306-4	Waste diverted from disposal	Pg 49: Resource Reclamation Pg 56: Clean Energy for a Sustainable Future
	306-5	Waste directed to disposal	Pg 34: Fostering A Cleaner Environment Through Responsible Waste Practices

GRI 308: Supplier Environmental Assessment 2016

	308-1	New suppliers that were screened using environmental criteria.	Pg 88: Environmental & Social Responsibility in Supply Chain
	308-2	Negative environmental impacts in the supply chain and actions taken	Pg 88: Environmental & Social Responsibility in Supply Chain

GRI 401: Employment 2016

	401-1	New employee hires and employee turnover	Pg 65: Fostering a Safe, Inclusive & Growth Oriented Workforce
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg 65: Fostering a Safe, Inclusive & Growth Oriented Workforce
	401-3	Parental leave	Pg 65: Fostering a Safe, Inclusive & Growth Oriented Workforce

GRI 402: Labor/Management Relations 2016

	402-1	Minimum notice periods regarding operational changes	Pg 65: Fostering a Safe, Inclusive & Growth Oriented Workforce
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GRI 403: Occupational Health and Safety 2018

	403-1	Occupational health and safety management system	Pg 73:: Building a Culture of Wellbeing & Safety
	403-2	Hazard identification, risk assessment, and incident investigation	Pg 73:: Building a Culture of Wellbeing & Safety
	403-3	Occupational health services	Pg 73:: Building a Culture of Wellbeing & Safety
	403-4	Worker participation, consultation, and communication on occupational health and safety	Pg 73:: Building a Culture of Wellbeing & Safety
	403-5	Worker training on occupational health and safety	Pg 73:: Building a Culture of Wellbeing & Safety
	403-6	Promotion of worker health	Pg 73:: Building a Culture of Wellbeing & Safety
	403-9	Work-related injuries	Pg 73:: Building a Culture of Wellbeing & Safety
	403-10	Work-related ill health	No cases of work-related ill-health occurred in 2023

GRI 404: Training and Education 2016

	404-1	Average hours of training per year per employee	Pg 71: Building a Culture of Growth & Excellence
	404-2	Programs for upgrading employee skills and transition assistance programs	Pg 71: Building a Culture of Growth & Excellence
	404-3	Percentage of employees receiving regular performance and career development reviews	Pg 71: Building a Culture of Growth & Excellence

GRI 405: Diversity and Equal Opportunity 2016

405-1

Diversity of governance bodies and employees

[Pg 29: Leadership & Accountability in our Sustainability Journey](#)
[Pg 65: Fostering a Safe, Inclusive & Growth Oriented Workforce](#)

GRI 406: Non-discrimination 2016

406-1

Incidents of discrimination and corrective actions taken

BEEAH did not face any legal action or any recorded incident in relation to discrimination within organization in 2023

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 2023.

GRI 408: Child Labor 2016

408-1

Operations and suppliers at significant risk for incidents of child labor

BEEAH'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'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 2023

GRI 413: Local Communities 2016

413-1

Operations with local community engagement, impact assessments, and development programs

[Pg 83: Driving Positive Impact in our Neighborhoods](#)

413-2

Operations with significant actual and potential negative impacts on local communities

[Pg 83: Driving Positive Impact in our Neighborhoods](#)

GRI 414: Supplier Social Assessment 2016

	414-1	New suppliers that were screened using social criteria	Pg 88: Environmental & Social Responsibility in Supply Chain
	414-2	Negative social impacts in the supply chain and actions taken	Pg 88: Environmental & Social Responsibility in Supply Chain

GRI 416: Customer Health and Safety 2016

	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No known incidence in 2023
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GRI 417: Marketing and Labeling 2016

	417-2	Incidents of non-compliance concerning product and service information and labeling	Nothing to report in 2023
	417-3	Incidents of non-compliance concerning marketing communications	Nothing to report in 2023

GRI 418: Customer Privacy 2016

	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints received
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Alignment with the United Nations Sustainable Development Goals

BEEAH works on aligning with the United Nations Sustainable Development Goals (SDGs) into its operations, initiatives, and strategy. Our efforts focus on environmental, social, and economic impact, particularly in areas most relevant to our work. Through innovation and responsible practices, we contribute to a more sustainable future for our community, region, and beyond.



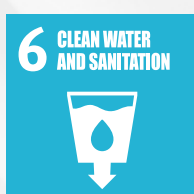
We prioritize the health and well-being of our employees by integrating robust health, safety, and environmental standards across our operations. Employees receive health benefits and access to healthcare services. We conduct regular health and safety inspections, provide targeted training sessions, and run awareness campaigns for our workforce. We extend our commitment to workplace safety by providing health & safety audits to other organizations. Looking ahead, we are investing in modern healthcare solutions through the Jawaher Boston Medical District in Sharjah.



We support education and professional growth through training programs, internships, and sustainability-focused initiatives. Our Academy of Sustainability delivers educational programs through corporate training, school engagement, and academic partnerships. Our Institute of Environmental Management and Sustainability provides technical training and certification programs in sustainability, waste management, and the circular economy.



We are committed to promoting gender diversity and inclusivity in the workplace. Our efforts focus on increasing the representation of women in leadership positions and fostering an equitable work environment.



We contribute to cleaner environments and improved sanitation through effective waste management and recycling initiatives. By operating industrial wastewater treatment plants, we recycle water and promote its reuse, reducing freshwater consumption. At our headquarters, a Sewage Treatment Plant provides clean water for irrigation and other uses. We also reuse water within our operations to further reduce consumption and enhance efficiency.

7 AFFORDABLE AND CLEAN ENERGY

We support the transition to clean and renewable energy through innovative projects and sustainable practices. Our waste-to-energy facility converts non-recyclable waste into electricity. At our headquarters, solar panels provide renewable energy, reducing reliance on conventional power sources. Additionally, we announced a waste-to-hydrogen project and a solar landfill project to expand renewable energy and repurpose a closed landfill.

8 DECENT WORK AND ECONOMIC GROWTH

We contribute to economic growth by expanding into new areas, fostering economic diversity, and creating opportunities for employment and innovation. We provide both blue-collar and white-collar jobs, supporting workforce development. Through our business operations, we empower traders by facilitating business operations and economic activity.

9 INDUSTRY INNOVATION AND INFRASTRUCTURE

We leverage technology and innovation to enhance sustainability and efficiency. Our digitally integrated headquarters, smart waste collection systems, and robotic waste sorting improve operations. Through EVOTEQ, we develop technology-driven solutions that strengthen digital systems, while ION provides carbon-neutral transport solutions.

10 REDUCED INEQUALITIES

We promote an inclusive and diverse workplace, bringing together employees from over 40 nationalities, backgrounds, and beliefs. By fostering equality and providing equal benefits, we create a fair and collaborative work environment where everyone has the opportunity to contribute and grow.

11 SUSTAINABLE CITIES AND COMMUNITIES

We contribute to sustainable cities by managing waste, promoting recycling, and maintaining cleaner environments. Our LEED Platinum-certified headquarters sets a benchmark for green buildings and urban sustainability. Through ION, we support the transition to green transportation, while EVOTEQ develops digital solutions to societies. Our real estate services leverage technology for efficiency, resource optimization, and reduced environmental impact, with future projects centered on developing sustainable and innovative communities.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Our waste management and recycling initiatives support responsible consumption and production by reducing waste, promoting recycling, and ensuring safe disposal of materials. Through re.life, we encourage circular economy practices by providing recycled products. To raise awareness and develop recycling habits, we have installed recycling and introduced RVMs, and 3-stream smart bins to promote responsible waste disposal.



We reduce greenhouse gas emissions through waste diversion and energy conversion, with waste-to-energy initiatives minimizing landfill waste and carbon emissions. We assess suppliers for environmental responsibility and we also carried out a project for Environment Agency - Abu Dhabi to update Abu Dhabi's air emissions inventory. We participated in COP28, engaging in climate action discussions. To achieve Net Zero by 2040, we established a Net Zero Taskforce to drive emissions reduction.



We help protect marine ecosystems through beach cleanups and maritime waste management initiatives. The Marasi Waste Manifest System enables digital tracking of maritime waste, improving transparency and supporting efforts to reduce marine pollution. We support sustainable waste solutions to protect marine environments.



We support terrestrial ecosystem protection through desert site cleanups and sustainable waste management practices. Our engineered landfill is designed for minimal environmental impact, with efforts underway to convert it into Solar Landfill. Through environmental assessments and monitoring, we help industries comply with regulations and reduce their impact on land ecosystems.



We promote transparency and accountability through strong governance practices. Our anti-corruption and bribery policies ensure ethical business conduct, while our whistleblowing policy provides employees with a secure platform to report concerns and uphold integrity.



Collaboration is key to achieving sustainability goals. By partnering with businesses and government agencies, we advance initiatives that promote environmental and social progress. We are a member of the Aluminum Recycling Coalition, the World Energy Council, and the National Hydrogen Strategy Committee, contributing to sustainable energy and circular economy efforts. Through EVOTEQ, we collaborate with government authorities to enhance digital solutions.



For a Better Tomorrow

WWW.BEEAHGROUP.COM