

Building ESG Stewardship

Sustainability is an integral, strategically important part of Salik’s business. The Company’s approach to sustainability governance is guided by internal policies and procedures, as well as by national and international frameworks, including the UAE Green Agenda 2030, the United Nations Sustainable Development Goals (SDGs), and the United Nations Global Compact (UNGC)’s Ten Principles.

Sustainability is embedded in Salik’s corporate strategy alongside the Company’s other strategic priorities. Salik has identified three focus areas covering environmental performance, social responsibility, and ethical business conduct, and has established targets for each.

Implementation across day-to-day operations is supported by the Company’s [Sustainability Policy](#), which defines commitments for each focus area and sets out the internal governance arrangements for managing sustainability matters.

During the period 2023–2025, Salik recorded zero regulatory violations and zero fines or penalties related to environmental compliance, labour practices, or ethical business conduct. No related provisions or liabilities were recognised at the end of each fiscal year, reflecting consistent adherence to regulatory requirements.

Salik’s corporate strategy



Reduce carbon footprint and environmental impact				
Green energy usage Plans to increase the share of renewable energy in toll gate energy consumption	Reduced environmental impact Free-flow gates to reduce traffic congestion and save fuel	Digital transformation Paperless strategy	EV incentives Free Salik tags for owners of electric vehicles	Reducing carbon footprint Development in line with Dubai’s goal of achieving net zero emissions by 2050

Performance in 2025

2 new toll gates are net annual producers of solar electricity, exporting 105,255.4 kWh of surplus energy to the grid.	100% services are entirely digital, supported by paperless processes
~90% of Corporate IT services are hosted on Microsoft Azure within a hybrid infrastructure, reducing energy use and on-site hardware reliance	The Company initiated reporting on several Scope 3 categories, strengthening its GHG emissions reporting.

2028 targets

25% of energy consumption to be sourced from renewables	20% GHG emissions reduction	Maintain at least three gates using solar energy
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Contribute to people's happiness, safety, and community development

Social contributions Exemptions to People of Determination, public transport, and school buses	Best-in-class customer service	Focused on human capital Fostering equality and inclusivity
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Performance in 2025

3 new partnerships with NGOs have been established, bringing the total number of partnerships to five.	92% customer satisfaction rate	23.7% female representation in the workforce	Employee Well-being Commitment was published
3 CSR events were organised: Labour Day, Dubai Charity Association collaboration for Eid al-Adha, Moments of Giving. The Company also participated in the EEG's Clean UAE campaign.	Toll fee exemptions apply to all categories of People of Determination, as well as public transport, school buses and emergency services.	Introduced a pilot work-from-home arrangement (two days per week) and flexible working hours.	



Great Place to Work® certification achieved with an employee satisfaction of 94%.

2028 targets

5 partnerships with NGOs

Adopt and showcase best-in-class ESG practices or approaches

Committed to transparency Salik's relationship with the RTA is governed by a transparent Concession Agreement	Robust business ethics Strict ESG screening for all vendors
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Performance in 2025

100% of the Board members are Non-Executive Directors	0 corruption cases and 0 conflicts of interest in 2025	100% of the suppliers were screened against Salik's ESG criteria in 2025.
0 Human rights violations were identified in 2025, supported by the implementation of Human Rights Due Diligence (HRDD) processes as part of Salik's internal governance framework.		Salik ranked in the top 10% of the S&P Global ESG assessment for sustainability practices, placing the Company among the top performers globally within its industry.

2028 targets

100% compliance with the ESG screening

In 2026, the Company plans to expand Scope 3 emissions coverage, and initiate the SBTi target-setting process, while continuing to strengthen climate-related resilience through ongoing risk workshops, infrastructure assessments and the integration of climate considerations into materiality and enterprise risk management processes. Salik also aims to progress towards ISO/IEC 27001 certification while strengthening ESG monitoring and disclosures in line with evolving best practices.

Operationally, Salik will continue monitoring and optimising the performance of solar-powered toll gates, including assessing energy generation and the export of surplus electricity to the grid. Collaboration opportunities with public entities and potential partners will also be explored to advance decarbonisation initiatives.

In parallel, the Company will continue participating in external ESG benchmarks and ratings to reinforce its sustainability positioning.

UN Global Compact – First Communication on Progress (CoP)

In accordance with applicable UAE labour law, trade unions and collective bargaining arrangements are not permitted. Within this legal framework, Salik supports structured employee engagement, open communication, and formal grievance mechanisms to uphold the intent of the UN Global Compact's Labour principles. In 2025, Salik submitted its first [UNGC Communication on Progress \(CoP\)](#), providing a structured disclosure of how the Company embeds the UN Global Compact's Ten Principles in policies, controls, and day-to-day practices:



Human Rights

- Support and respect the protection of internationally proclaimed human rights
- Ensure non-complicity in human rights abuses



Labour

- Uphold freedom of association and effective recognition of the right to collective bargaining
- Eliminate all forms of forced and compulsory labour
- Abolish child labour
- Eliminate discrimination in respect of employment and occupation



Environment

- Support a precautionary approach to environmental challenges
- Undertake initiatives to promote greater environmental responsibility
- Encourage the development and diffusion of environmentally friendly technologies



Anti-corruption

- Work against corruption in all its forms, including extortion and bribery

The CoP establishes a transparent baseline of actions and measurable progress, strengthens internal accountability for ESG data and ownership, and supports ongoing UNGC participant status through regular public reporting.