



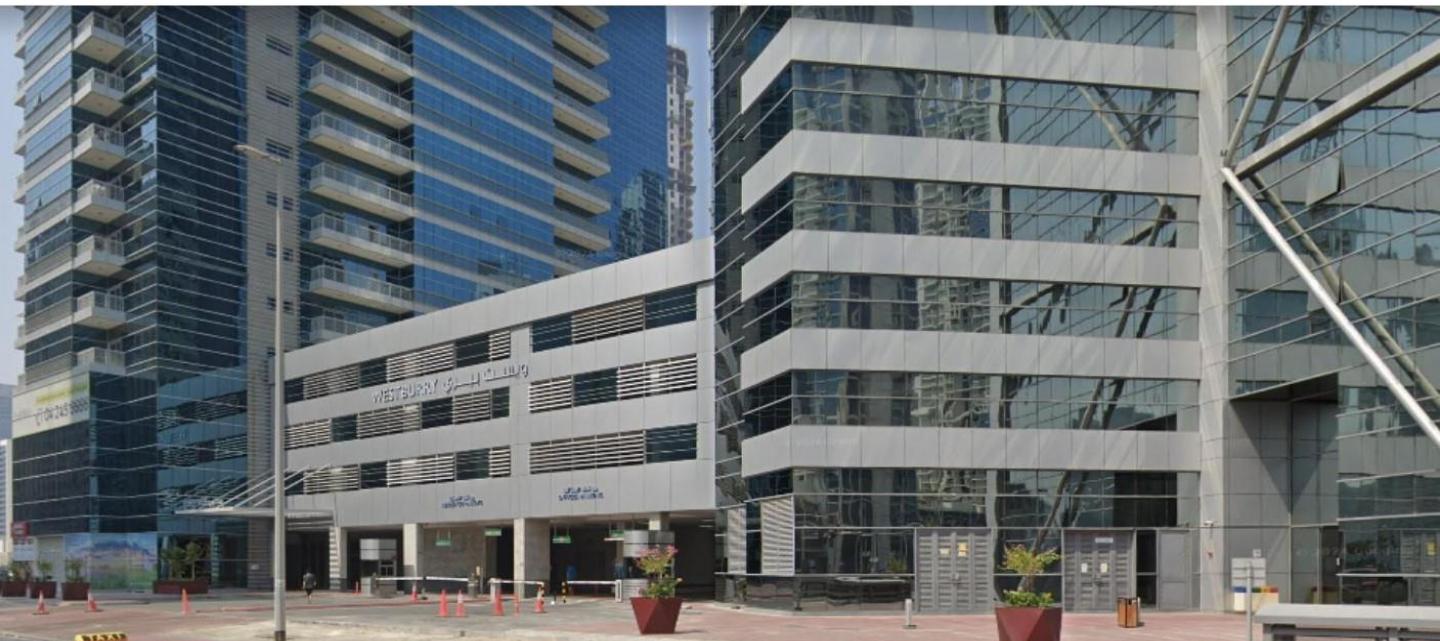
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عضو مجموعة درة

ENGINEERING CONSTRUCTION & RECONSTRUCTION COMPANY L.L.C.

**Engineering Construction & Reconstruction Co. L.L.C**

P.O. Box: 27259, Westbury Commercial Tower, Business Bay, Dubai, UAE.



## **CORPORATE SUSTAINABILITY REPORT**

For the Period: 01<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024

Form No: ECR/ESG/F-070, Rev. 00, Date: 07<sup>th</sup> February, 2025

Issued by: Managing Director

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ENGINEERING CONSTRUCTION & RECONSTRUCTION COMPANY L.L.C.

## Message from the Managing Director

At ECR in UAE, we are proud to present our latest Sustainability Report, marking another significant milestone in our journey towards integrating Environmental, Social, and Governance (ESG) principles into every facet of our operations. As a leading provider of General Contracting and Civil Engineering services, we understand the critical role we play in shaping a sustainable future. This report reflects our unwavering commitment to sustainability, innovation, and excellence in all that we do.

## Embracing Sustainability as a Core Value

Sustainability is not just a buzzword for us; it is a core value that underpins our business strategy. At ECR, we believe that sustainable practices are essential for long-term success and resilience. Our commitment to sustainability is reflected in our efforts to minimize environmental impact, enhance social well-being, and uphold the highest standards of governance.

## Environmental Stewardship

In our industry, the impact on the environment is significant, and we are dedicated to reducing our carbon footprint and promoting environmental stewardship. Over the past year, we have implemented numerous initiatives to improve our environmental performance. Our efforts include adopting energy-efficient technologies, reducing waste through innovative recycling programs, and implementing water conservation measures.

We have also focused on sustainable procurement practices, ensuring that our suppliers share our commitment to environmental responsibility. By selecting partners based on their greenhouse gas (GHG) emissions intensity and reduction efforts, we are fostering a supply chain that prioritizes sustainability.

## Social Responsibility

Our commitment to social responsibility is evident in the way we engage with our employees, communities, and stakeholders. We recognize that our people are our greatest asset, and we are dedicated to creating a safe, inclusive, and supportive work environment. We have introduced comprehensive training programs, health and safety measures, and initiatives to promote diversity and inclusion within our workforce.

Community engagement is another cornerstone of our social responsibility strategy. We actively support local communities through various initiatives, including educational programs, infrastructure development, and charitable activities. Our goal is to make a positive and lasting impact on the communities where we operate.



## Governance and Ethical Practices

Strong governance and ethical practices are fundamental to our success. At ECR, we adhere to the highest standards of corporate governance, transparency, and accountability. Our robust governance framework ensures that we operate with integrity and in compliance with all relevant regulations and standards.

We have also implemented policies to address critical issues such as conflict minerals, anti-bribery and corruption, and fair competition. These policies are designed to uphold our ethical standards and promote responsible business practices across our organization.

## Looking Ahead

As we look to the future, we remain committed to advancing our sustainability agenda and driving positive change within our industry. We will continue to innovate, invest in sustainable technologies, and collaborate with our stakeholders to achieve our ESG goals. Our journey towards sustainability is ongoing, and we are excited about the opportunities that lie ahead.

In closing, I would like to express my gratitude to our employees, partners, and stakeholders for their unwavering support and dedication. Together, we are building a more sustainable and resilient future for ECR and the communities we serve.

Thank you for your continued trust and commitment to our sustainability journey.

Sincerely,

Eng. Mohamed Dorra  
Vice Chairman  
ECR in UAE

## About Us

80+years of delivering premium construction experience.

Decades of experience have laid out the path for a local family owned-business to become a leading international engineering and construction group, home to 9 specialized construction brands and leaving a fingerprint on skylines and building stories as we operate.

## The Story

### FOUNDED IN 1943, ECR GROUP IS AMONG EGYPT'S LARGEST PRIVATE SECTOR COMPANIES.

With a 80-year legacy of delivering quality and upholding brand promise, ECR has been a pioneer in crafting and refining the Egyptian real estate market, stamping a significant mark on its growth and development. Due to our rich heritage, deeply rooted in the construction, development, and tourism sectors - locally and internationally - we are able to initiate a new era with offers on premium residential and mixed-use projects. At ECR, we remain committed to delivering timeless and impeccable properties that capture the essence of luxury living.



## Our Industries



### Engineering & Contracting

The engineering & Construction company “ECR Dorra” is the start of ECR Dorra Contracting and the core of our operations.

ECR Dorra is a GRADE A, design-build general contractor, with 7 branches across the MENA region and operates as a general contractor – responsible for overseeing a construction project and are in charge of both the fine details and major concerns in construction projects

Established in 1943 and has always been a major contributor to national initiatives; rebuilding war affected cities in the 50s, building factories in the 60s, expanding infrastructure in 70s and 80s, and pioneering new cities from the 90s onwards.

#### Scope of work:

1. Budget Estimation and Billing
2. Subcontractor Scheduling
3. Permit and Inspection Requests
4. Materials Procurement
5. Turnkey solutions
6. Design & Build
7. Remodelling & Renovation services
8. Fit out



## Project Management & Consulting

Egyptian Engineering for project management “EEPM” was established by ECR Dorra contracting in 2016. The company has since acquired a reputation of delivering PM services with high standard for Clients of the public and private sectors in Egypt. EEPM has a long-standing experience in managing a variance of projects where a wide range expertise was demanded, such as industrial projects, hotels, residential, commercial buildings, office buildings, urban parks and treatment plants.

### Scope of work:

1. MEP Systems' Design Services
2. Design Optimization Services.
3. MEP Infrastructure Networks Design.
4. IT Solutions.
5. Technical Support.
6. Sustainability Solutions.
7. Value Engineering & Design Review.
8. Pre-Design Management Services.
9. Planning and scheduling
10. Operational Management Consultancy
11. Construction cost estimating and B.O.Q preparation
12. Construction Supervision



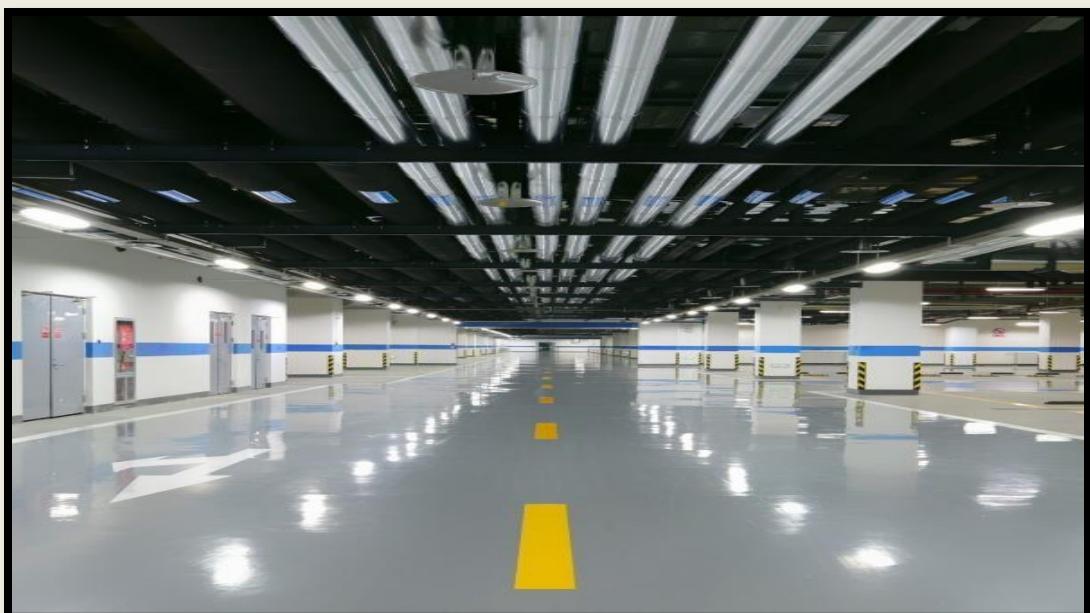


## Construction Chemicals Application & Insolation

SHIELD, formerly known as “Target Contracting,” was established in 2003, to specialize in supplying and implementing building chemical products. In 2018, the company underwent a significant change when it was acquired by ECR Dorra Contracting. Following the acquisition, the company was rebranded and became known as “Shield Specialized Contracting.”

### Scope of work:

1. Insulation Works
2. Protection Works
3. Concrete Flooring Works
4. Repairing Works





## MEP Contracting

EMCO is a professional MEP contracting & facility management company founded in 2003 in Egypt. In 2010 the company expanded to Qatar, and 2012 in Saudi Arabia. EMCO was acquired by ECR Dorra contracting in 2020.

Qatar and Saudi Arabia serve as the expression of success to their first branch in Egypt.

### Scope of work:

1. Project scheduling
2. Cost sheet estimation
3. Tendering preparation
4. Project financial budgeting and projections
5. Hvac systems
6. Firefighting works
7. Fire alarm systems
8. Compressed air systems
9. Electrical works
10. Plumbing works
11. Refrigeration systems
12. Interior decoration work





## Construction Technologies

PILLAR was established as a subsidiary of ECR Dorra contracting in 2017, as an agent of OVM Post-Tensioning Systems in Egypt and North Africa.

### Design, Supply, Installation, Supervision of Post tensioning services in the following disciplines:

1. Pre-stressed concrete flat slabs.
2. Pre-stressed concrete slab on grade.
3. Pre-stressed concrete multi strands system.
4. Pre-stressed concrete for Silos construction.





## Foundations & Heavy Machinery

**SANO Foundations & Heavy Equipment** is a specialized contractor in the field of foundation engineering. SANO was established by ECR Dorra contracting in 2014, with its first branch in Qatar and later expanded to Cairo, Egypt in 2018.

### Scope of work:

1. Anchoring works
2. Compression testing
3. Grouting
4. Piling works
5. Sheet piling works
6. Shoring works
7. Shotcrete works
8. Soil nailing works
9. Stone column works
10. Tension testing





## Wood-Working

“Orabi for furniture Manufacturing” was established by 1985 by ECR Dorra contracting as it's main wood-working and joinery factory. ECR Dorra contracting acquired ITA a pre-existing factory operating since 2002 and merged it with “Orabi”.

Since this shift, their operations have stretched across numerous countries, such as Egypt, Kingdom of Saudi Arabia, Sudan, Emirates, UK, Athens and Nicosia.

### Product line:

1. Living rooms
2. Kitchens
3. Wall cladding
4. Doors
5. Fire-proof doors
6. Bed rooms
7. Reception counters
8. Office furniture
9. Out-door pergolas





## Landscaping

Egyptscape was established in 2012, and began operating as ECR Dorra contracting's landscaping arm in 2022.

### Scope of work:

1. Softscape
2. Hardscape
3. Automated irrigation systems
4. Landscape lighting and water features
5. Residential Landscape contracting
6. commercial Landscape contracting





## Tourism & Fleet Management

Elegance as a subsidiary of ECR Dorra Contracting in 2024, specialized in Travel logistics:

**Their travel logistics are comprised of:**

Booking & Ticketing

Lodging services

Travel solutions for individual, corporate, educational and event-based travelers

In addition to Elegance's travel solutions, it contains its own transportation & fleet management arm known as "Moove"

**Moove's expertise are comprised of:**

1. Transportation logistics
2. Delivery & Courier services
3. Construction & Engineering logistical support
4. Public transportation rental
5. Car rental and leasing

**As well as a high-end experience curated for:**

1. Corporations & Travelers
2. Hotels & Resorts
3. Tour operators
4. Event & Wedding planners
5. Medical institutions
6. Educational institutions





## All Projects

At ECR Dorra Developments, we are a customer-centric company that places a strong emphasis on designing state-of-the-art communities in Egypt. We are committed to understanding the needs and preferences of its customers and creating communities that meet and exceed their expectations.

### Residential Projects

Whether on the east or west sides of the city, we aim to offer you a state of the art quality of life. In addition to designing distinctive architectural concepts and styles that provide tranquility and enjoyment, we offer a variety of buildings and extensive daily life facilities that suit and appeal to a variety of tastes.

We are the embodiment of a visionary development team that encompasses passion, effort and aspiration in order to delight and enrich the residential experience of our communities and homeowners.

### Commercial & Administrative Projects

Across various areas of Sheikh Zayed City, lies our range of state-of-the-art commercial complexes and administrative buildings, that redefine the concept of business and retail hubs.

Our main aim was to develop tailored designs and layouts that catered to the needs and expectations of modern corporations and firms. We're pleased to announce that we've successfully accomplished this objective by attentively listening to the market and delivering on our commitment.

## Our Projects

Administrative Towers  
Residential Towers  
Residential Buildings  
Residential Compounds  
Administrative Buildings  
Commercial Buildings  
Institutions  
Banks  
Hospitals  
Factories  
Hotels & Resorts

## SAFE CONSTRUCTION SITES

We place a strong emphasis on the pivotal role of our workforce in our success. In line with this belief, we are proactively focused on enhancing safety across our construction sites. Our commitment to a secure working environment is demonstrated through the implementation of rigorous rules and regulations. These are specifically tailored to suit the unique conditions of each project location, underscoring our dedication to ensuring safety.

Prior to the initiation of any construction project, we craft a comprehensive Health, Safety and Environment (HSE) Plan, focused on accident prevention. This plan not only delineates project-specific health and safety rules, but also outlines the methods for conducting work safely. It is designed to safeguard the well-being of our personnel, protect property, safeguard the environment, and preserve equipment. This proactive approach not only ensures compliance, but also highlights our unwavering dedication to the holistic welfare of our teams and the preservation of assets at every stage of a project.



We are on the continuous pursuit for innovative methods to enhance on-site safety. This dedication has proven invaluable in challenging times, such as the pandemic. In response to the COVID-19 crisis, we initiated new task forces; allowing for immediate and decisive actions, including the implementation of essential measures, such as the provision of Personal Protective Equipment (PPE), the enforcement of physical distancing protocols, and the organization of vaccination drives.

We extend this commitment externally, in attempt to fulfil our part in contributing to the development of future generations entering this field. We have redeveloped the health and safety module under “ECR Dorra Academy” to equip the next wave of engineers and architects with the necessary knowledge and skills.



In addition, our Sustainability & Innovation Committee collaborated with IRIS VR (US) in trial runs using Oculus devices within the New Giza University Building BIM model, providing valuable insights into the benefits of virtual collaboration for enhanced project visualization, clash detection, design coordination, and communication.

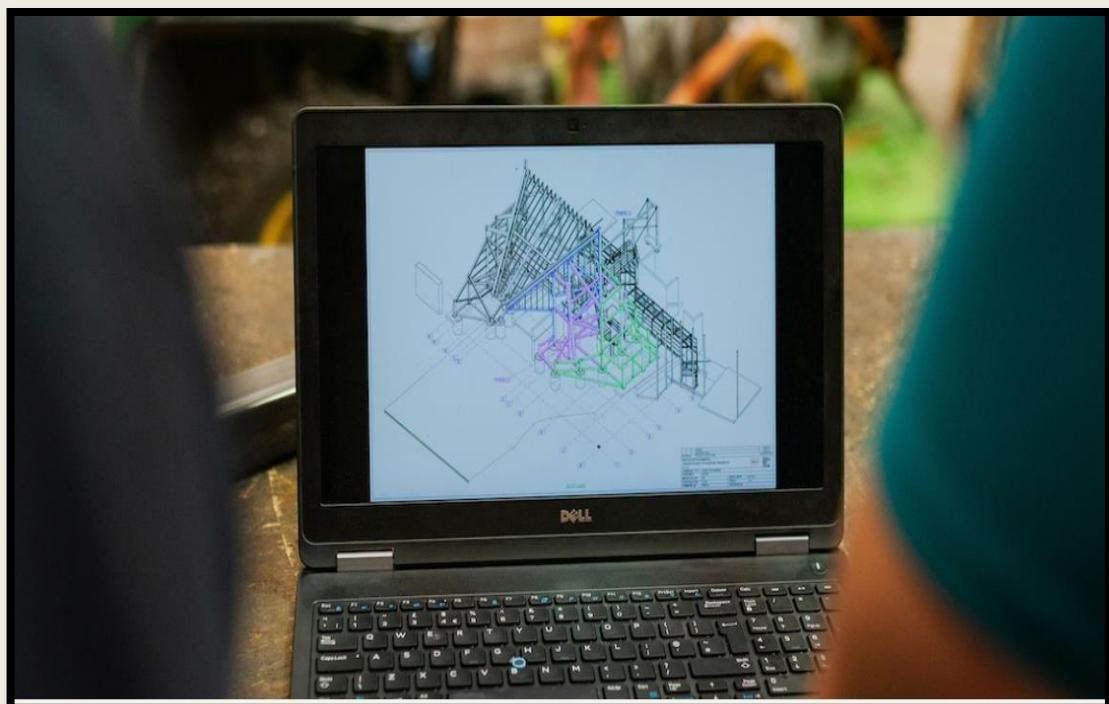
This introduced us to ways in which the integration of Augmented Reality (AR), Mixed Reality (MR) and VR in construction and civil engineering enhances the level of training safety, by allowing our workforce and interns to simulate real-life scenarios in a risk-free environment. Given the high-risk nature of the construction industry, these technological advancements contribute to proactive problem-solving, cost minimization, and maintenance of a safe working environment.

## Sustainability Innovation Committee

ECR contracting established a Sustainability and Innovation committee in 2024. The fourth generation of the company hopes to usher ECR Dorra into the era of sustainability and innovation within the construction industry. Committed to pioneering environmentally conscious practices and embracing cutting-edge technologies, we aim to redefine the future of construction in Egypt, ensuring a sustainable and innovative legacy for years to come.

We are actively researching and exploring the integration of advanced materials, such as self-healing concrete and ultra-high-performance concrete (UHPC), along with the strategic allocation of robotics, computer vision and automation applications on construction sites. Our goal is to enhance construction efficiency, durability, and safety through the adoption of cutting-edge technologies.

The committee is currently assessing the environmental impact of our construction projects, working to minimize carbon footprints, exploring, and implementing sustainable materials, reducing waste, and carrying out eco-friendly construction practices as much as possible.



## The First Step in the Right Direction

Our goal was to secure 100% of one of our factory's electricity supplies from renewable sources. By 2030, we aim to extend this initiative to all production locations, setting a benchmark in the Egyptian industrial sector.

We began with ITA Egypt wood-working factory (our subsidiary) building a solar power station consisting of 474 panels, spread across a 15,000 m<sup>2</sup> area, coupled with inverters totalling 232,680 kWh annually. An application regulates electricity conversion rates, such that any surplus power is seamlessly integrated into the North Cairo Electricity grid. This project is aligned with our commitment to continuous improvement across products, company operations, industry practices, and most significantly - the environment.



## The Second Step in the Right Direction

Initiating a comprehensive research initiative, our company delved into the meticulous examination of monthly construction waste outputs from our sites. This thorough investigation aimed to understand the volume, composition, and environmental impact of construction waste, marking the first step in our commitment to sustainable practices.



In response to our findings, we proactively pursued innovative solutions for waste management. To demonstrate our dedication to environmental stewardship, we strategically established a specialized metal workshop. This facility not only serves as a practical means of repurposing waste but also aligns with our corporate responsibility goals. Here, scrap iron and metal undergo transformation into valuable resources such as rods, poles, and flags, essential for our on-site branding endeavours.

Initiating a comprehensive research initiative, our company delved into the meticulous examination of monthly construction waste outputs from our sites. This thorough investigation aimed to understand the volume, composition, and environmental impact of construction waste, marking the first step in our commitment to sustainable practices.

## A Commitment to Advancement

**Under our initiative, we've embarked on a journey of trial runs, focusing on the integration of innovative technologies directly at our construction sites:**

The committee collaborated with OpenSpace (US)'s local partner Khebrat to conduct pilot trials of their ground-breaking 360-degree site capture technology at our site, the Badya University Project. This innovative approach aims to enhance project documentation, progress verification, coordination, and risk mitigation. The utilization of OpenSpace's advanced features, such as Building Information Modelling (BIM) Compare and AI-powered OpenSpace Track, comes in line with the committee's aim to achieve streamlined communication, efficient QA/QC documentation, and optimized workflows. The successful trial runs allowed the committee to get a better understanding of the benefits of integrating technology as we research the best-suited technological advancements for our sites.

ECR Dorra Academy took students to the Village West site in 2024, where we showcased the application of 360-degree site capture technology by Open Space AI, and their seamless integration with BIM, offering students an immersive experience to explore its potential benefits.

Our commitment to innovation even extends beyond technology, to fostering a culture of resilience and transformation. In 2021, ECR Dorra Contracting presented at the American Society of Civil Engineers (ASCE) AUC Chapter:

A compelling presentation by our ECR Dorra Academy representative, underscored the pivotal role resilience plays as a catalyst for construction business continuity and adaptive transformation.

At ECR Dorra Contracting, the Sustainability and Innovation Committee remains dedicated to exploring new frontiers, through pilot projects, integrating cutting-edge technologies at our construction sites. This initiative reflects our unwavering commitment to excellence, continuous education, and environmental responsibility.

Together, we build the future with innovation as our cornerstone.

## Introduction to Sustainability Report



At ECR in UAE, we recognize the importance of sustainable development in fostering long-term economic growth, environmental stewardship, and social well-being. As a leading provider of general contracting and civil engineering services, we are committed to integrating Environmental, Social, and Governance (ESG) principles into every aspect of our operations. Our sustainability report outlines our efforts, achievements, and future goals in our journey towards sustainability.

## Our Commitment to Sustainability



Sustainability is at the core of ECR's business strategy. We believe that a sustainable approach not only benefits the environment and society but also enhances our operational efficiency and profitability. Our commitment to sustainability is reflected in our policies, practices, and performance metrics, which are aligned with global standards and frameworks such as the Global Reporting Initiative (GRI) and the United Nations Sustainable Development Goals (UN SDGs).

## Environmental Stewardship



Our environmental stewardship is focused on minimizing the ecological footprint of our operations. We implement best practices in waste management, energy efficiency, and resource conservation to reduce our impact on the environment. Key initiatives include:

**Wastewater Management:** We employ advanced technologies to recycle and reuse water, reducing our water consumption and ensuring the quality of wastewater discharged.

**Storm water Pollution Prevention:** Our projects incorporate measures to prevent storm water pollution, protecting local water bodies and ecosystems.

**Emissions Reduction:** We are committed to reducing greenhouse gas emissions through energy-efficient practices and the use of renewable energy sources.

**Dust and Pollution Control:** We implement strict dust mitigation and pollution control measures to ensure air quality and protect the health of our workers and the surrounding communities.

## Social Responsibility



At ECR, we are dedicated to fostering a positive social impact through our operations. We prioritize the health, safety, and well-being of our employees, customers, and communities. Our social responsibility initiatives include:

**Employee Welfare:** We provide a safe and inclusive workplace, offering fair compensation, opportunities for growth, and comprehensive benefits to our employees.

**Community Engagement:** We actively engage with local communities, supporting education, healthcare, and infrastructure development projects that improve the quality of life for residents.

**Human Rights and Diversity:** We uphold the highest standards of human rights, promoting diversity and inclusion within our workforce and ensuring equal opportunities for all.

## Governance and Ethical Practices



Strong governance and ethical practices are the foundation of our sustainability efforts. We are committed to transparency, accountability, and integrity in all our business dealings. Our governance framework includes:

**ESG Integration:** We integrate ESG considerations into our decision-making processes, ensuring that sustainability is embedded in our corporate strategy and operations.

**Compliance and Risk Management:** We adhere to all applicable laws and regulations, and we proactively manage risks to safeguard our stakeholders' interests.

**Stakeholder Engagement:** We maintain open and constructive dialogue with our stakeholders, including employees, customers, suppliers, investors, and the community, to understand their concerns and expectations.



## Looking Ahead

As we look to the future, ECR remains committed to advancing our sustainability agenda. We will continue to set ambitious goals, monitor our progress, and transparently report on our performance. Our sustainability report is a testament to our dedication to building a more sustainable, equitable, and prosperous future for all.

In conclusion, our journey towards sustainability is a continuous process of improvement and innovation. We invite you to explore our sustainability report to learn more about our initiatives, achievements, and the positive impact we are making. Together, we can create a sustainable legacy for generations to come.





## Organizational Details (GRI 2-1)



**Legal Name:** Engineering Construction & Reconstruction Co. L.L.C.

**Nature of ownership and legal form:** LLC

**Location of its headquarters:** P. O. Box 27259, Westbury Commercial Tower,  
Business Bay, Dubai, UAE.

## Entities Included in the Organization's Sustainability Reporting (GRI 2-2)



ECR in UAE, specializing in General Contracting and Civil Engineering, integrates comprehensive ESG reporting across all operational entities. Our sustainability reporting encompasses all business units, including construction projects, engineering services, and corporate offices. This inclusive approach ensures that our ESG performance is accurately reflected, highlighting our commitment to sustainable practices and transparent disclosure. By encompassing all entities, we aim to provide a holistic view of our environmental, social, and governance impacts, reinforcing our dedication to responsible business conduct and continuous improvement in sustainability.



## Reporting Period, Frequency, and Contact Point (GRI2-3)

ECR in UAE, a leader in General Contracting and Civil Engineering, integrates ESG reporting into our operations. Our sustainability reports are published annually, covering the fiscal year from January 1<sup>st</sup> 2024 to December 31<sup>st</sup> 2024. This ensures a consistent and comprehensive overview of our ESG performance. For any inquiries or further information regarding our sustainability efforts, please contact our ESG team at P.O. Box No. 27259, Westbury Commercial Tower, Business Bay, Dubai, United Arab Emirates. We are committed to transparency and open communication with all stakeholders.



## Restatements of Information (GRI 2-4)

ECR in UAE, providing General Contracting and Civil Engineering services, integrates ESG reporting into our operations. Any restatements of information from previous sustainability reports are clearly identified and explained within the current report. These restatements may arise from changes in reporting standards, methodologies, or data accuracy improvements. We ensure transparency by providing detailed explanations for all restatements, reflecting our commitment to accuracy and integrity in our ESG disclosures.



## External Assurance (GRI 2-5)

ECR in UAE, specializing in General Contracting and Civil Engineering, integrates ESG reporting into our operations. To ensure the accuracy and reliability of our sustainability disclosures, we engage independent third-party auditors for external assurance. This rigorous verification process enhances the credibility of our ESG reports and demonstrates our commitment to transparency and accountability. The external assurance covers key environmental, social, and governance metrics, providing stakeholders with confidence in our reported performance.



## Activities, Value Chain, and Other Business Relationships (GRI 2-6)

ECR in UAE, specializing in General Contracting and Civil Engineering, integrates ESG reporting across all operations. Our activities encompass project planning, construction, and engineering services, emphasizing sustainable practices. Our value chain includes suppliers, subcontractors, and clients, all committed to our ESG standards. We prioritize partnerships that align with our environmental, social, and governance goals, ensuring responsible sourcing and ethical business practices. By fostering strong relationships within our value chain, we drive collective progress towards sustainability.

## Employees

(GRI 2-7)



ECR in UAE, a leader in General Contracting and Civil Engineering, integrates ESG reporting into our operations. Our diverse workforce is central to our success, comprising skilled professionals dedicated to excellence and sustainability. We prioritize employee well-being, offering robust training, competitive compensation, and a safe working environment. Our ESG initiatives include promoting diversity, equity, and inclusion, ensuring fair treatment and opportunities for all employees. By fostering a supportive and dynamic workplace, we enhance both employee satisfaction and organizational performance. Total Number of Employees 1500.

## Workers Who Are Not Employees

(GRI 2-8)



ECR in UAE, providing General Contracting and Civil Engineering services, integrates ESG reporting into our operations. In addition to our employees, we engage a diverse group of contractors, subcontractors, and temporary workers who play a crucial role in our projects. We ensure these non-employee workers adhere to our strict ESG standards, including fair labor practices, health and safety protocols, and ethical business conduct. Our commitment to sustainability extends throughout our entire workforce, promoting responsible practices and safeguarding the well-being of all individuals involved in our operations.

## Governance Structure and Composition

(GRI 2-9)



ECR in UAE, specializing in General Contracting and Civil Engineering, integrates ESG reporting into our operations. Our governance structure is designed to ensure robust oversight and strategic direction, comprising a diverse board of directors and executive team with expertise in sustainability, engineering, and business management. The board includes independent directors to maintain objectivity and accountability. ESG matters are overseen by a dedicated committee, ensuring alignment with our sustainability goals. This governance framework supports transparent decision-making, ethical conduct, and continuous improvement in our ESG performance.

## Nomination and Selection of the Highest Governance Body

(GRI 2-10)



ECR in UAE, a leader in General Contracting and Civil Engineering, integrates ESG reporting into our operations. The nomination and selection process for our highest governance body, the Board of Directors, is rigorous and transparent. Candidates are selected based on their expertise, experience, and alignment with our values, including a strong commitment to sustainability and ethical business practices.

Nominees undergo thorough evaluation by the Nomination Committee, ensuring diversity, independence, and strategic leadership qualities. This robust process ensures that our governance body is well-equipped to guide our ESG initiatives and drive sustainable growth.

## Chair of the Highest Governance Body

(GRI 2-11)



The Chair of ECR's highest governance body, Mr. Eng. Mohamed Dorra, oversees strategic direction and ESG integration. With expertise in construction and sustainability, he guides ECR towards ethical practices and environmental stewardship. His leadership ensures alignment between business goals and ESG objectives, fostering transparency and accountability. Through regular communication with stakeholders, the Chair promotes a culture of integrity, innovation, and social responsibility. This engagement enables ECR to address emerging challenges, drive sustainable growth, and deliver value to shareholders, clients, and communities.

## Role of the Highest Governance Body in Overseeing Impact Management

(GRI 2-12)



At ECR, the highest governance body plays a pivotal role in overseeing the management of impacts. Led by Mr. Eng. Mohamed Dorra, the board ensures that ESG considerations are integrated into decision-making processes across all levels. This includes monitoring environmental impact assessments, evaluating social responsibility initiatives, and assessing the economic implications of projects. By setting clear directives and regularly reviewing performance metrics, the board drives accountability and continuous improvement. Their active involvement in impact management reflects ECR's commitment to sustainable practices, risk mitigation, and long-term value creation for stakeholders and the environment alike.

## Delegation of Responsibility for Managing Impacts

(GRI 2-13)



At ECR, responsibility for managing impacts is delegated systematically to relevant departments and individuals. Our ESG integration framework assigns specific roles and accountabilities for environmental, social, and governance aspects. Environmental impacts are overseen by our sustainability team, ensuring compliance with regulations and implementing best practices for resource efficiency and pollution control. Social impacts, including community engagement and labor practices, are managed by our HR and CSR departments, fostering inclusivity and ethical standards. Governance impacts, such as risk management and transparency, fall under the purview of our executive leadership, ensuring alignment with global standards and stakeholder expectations.

## Role of the Highest Governance Body in Sustainability Reporting (GRI 2-14)



ECR's highest governance body, chaired by Mr. Mr. Eng. Mohamed Dorra, plays a crucial role in sustainability reporting. They oversee the development and implementation of our ESG reporting framework, ensuring accuracy, transparency, and alignment with global standards such as GRI. By reviewing and approving sustainability reports, the board demonstrates its commitment to accountability and stakeholder engagement. They also provide strategic guidance on ESG initiatives, driving continuous improvement and long-term value creation. Through their leadership, ECR integrates sustainability into its core operations, fostering resilience, innovation, and positive impact on society and the environment.

## Conflicts of Interest (GRI 2-15)



At ECR, we are committed to transparency and ethical conduct, including managing conflicts of interest effectively. Our policies require employees and board members to disclose any potential conflicts promptly. We maintain strict protocols to assess and address such conflicts, ensuring fair decision-making and safeguarding the interests of stakeholders. This includes regular training on conflict identification and resolution. Additionally, our governance structure includes independent oversight to mitigate conflicts and uphold integrity in all business dealings. ECR's proactive approach to managing conflicts of interest reinforces trust and accountability, underpinning our commitment to responsible business practices.

## Communication of Critical Concerns (GRI 2-16)



At ECR, communication of critical concerns is a fundamental aspect of our governance and sustainability practices. We have established channels and procedures for employees, stakeholders, and the community to raise and address critical issues promptly. Our management team regularly engages with stakeholders to understand their concerns and prioritize actions for resolution. Transparent reporting mechanisms, including our ESG reports, ensure that critical concerns are communicated effectively and transparently to relevant parties. We are committed to proactive dialogue, continuous improvement, and building trust through open communication, fostering a culture of responsibility and accountability at all levels of our organization.

## Collective Knowledge of the Highest Governance Body (GRI 2-17)



ECR's highest governance body, comprising experienced professionals in construction, engineering, and sustainability, brings a wealth of collective knowledge to decision-making. This diverse expertise enables informed assessments of ESG risks and opportunities, aligning strategic goals with sustainable practices. Regular discussions and training sessions enhance the board's understanding of evolving ESG trends, regulations, and stakeholder expectations. The collective knowledge of our governance body strengthens ECR's ability to navigate complex challenges, drive innovation, and ensure responsible business practices that deliver value to our stakeholders and contribute positively to the communities we serve.

## Evaluation of the Performance of the Highest Governance Body (GRI 2-18)



ECR's highest governance body undergoes regular performance evaluations to ensure effective leadership and oversight. This process includes assessing the board's strategic direction, decision-making processes, and adherence to ESG principles. Key performance indicators related to sustainability, such as ESG integration, stakeholder engagement, and risk management, are used to evaluate the board's effectiveness. Feedback from stakeholders, including shareholders, employees, and external experts, is also considered in these evaluations. By continuously assessing and improving governance performance, ECR enhances accountability, transparency, and alignment with our sustainability goals, driving long-term value creation and resilience.

## Remuneration Policies (GRI 2-19)



ECR's remuneration policies are designed to align with our commitment to sustainability and responsible business practices. We ensure fair and competitive compensation for employees while considering ESG performance indicators such as environmental impact reduction, social responsibility, and governance practices. Our policies promote transparency by disclosing key metrics used in determining executive and employee compensation. Performance-based incentives are linked to ESG goals, encouraging engagement and accountability in achieving sustainability targets. We regularly review and update our remuneration policies to reflect evolving industry standards, stakeholder expectations, and our commitment to long-term value creation for all stakeholders.

## Process to Determine Remuneration (GRI 2-20)



ECR's process for determining remuneration is thorough and aligns with our commitment to ESG integration. We consider various factors, including individual performance, market benchmarks, and the achievement of ESG targets. Our remuneration committee, comprising independent directors, reviews and approves remuneration packages to ensure fairness and alignment with our sustainability goals. Performance metrics related to ESG performance, such as environmental impact reduction, social responsibility initiatives, and governance practices, are integrated into our remuneration framework. This process promotes accountability, transparency, and incentivizes behaviors that drive sustainable value creation and responsible business practices at ECR.

## Annual Total Compensation Ratio (GRI 2-21)



ECR's annual total compensation ratio reflects our commitment to fair and equitable remuneration practices. We calculate this ratio by comparing the total compensation of our highest-paid individual to the median annual total compensation of all employees. This metric provides insights into our approach to income distribution and highlights our efforts to address income inequality within the organization. By transparently disclosing this ratio in our ESG report, we demonstrate our dedication to responsible remuneration policies that promote fairness, diversity, and inclusivity, contributing to a positive work environment and sustainable business practices at ECR.

## Statement on Sustainable Development Strategy (GRI 2-22)



ECR's sustainable development strategy is integral to our business ethos. We are committed to fostering economic growth, social progress, and environmental stewardship in all our projects. Our strategy emphasizes innovation, efficiency, and collaboration to create sustainable solutions that benefit our clients, communities, and the environment. We prioritize sustainable design, construction practices, and materials sourcing to minimize environmental impact and promote long-term resilience. Through continuous improvement and stakeholder engagement, we strive to achieve sustainable development goals while delivering high-quality General Contracting and Civil Engineering services that contribute positively to society and address global challenges.

## Policy Commitments

(GRI 2-23)



ECR's policy commitments underscore our dedication to sustainability, ethics, and responsible business practices. We have robust policies in place across various areas, including environmental protection, health and safety, labor standards, diversity and inclusion, anti-corruption, and human rights. These policies are integrated into our operations, guiding decision-making, risk management, and stakeholder engagement. We regularly review and update our policies to align with industry best practices, regulatory requirements, and stakeholder expectations. Through these policy commitments, ECR demonstrates its commitment to transparency, integrity, and sustainability, ensuring that our actions uphold the highest ethical and environmental standards.

## Embedding Policy Commitments

(GRI 2-24)



ECR embeds its policy commitments throughout the organization to ensure alignment with our values and ESG principles. We integrate these commitments into our daily operations, project planning, and decision-making processes. Training programs and awareness initiatives educate employees at all levels about our policies and their importance. Regular monitoring and audits assess compliance and identify areas for improvement. Feedback mechanisms enable stakeholders to provide input and contribute to policy refinement. By embedding policy commitments, ECR fosters a culture of accountability, transparency, and continuous improvement, reinforcing our dedication to ethical practices, sustainability, and responsible business conduct.

## Processes to Remediate Negative Impacts

(GRI 2-25)



ECR has robust processes in place to address and remediate negative impacts on the environment, society, and governance. Our proactive approach includes regular risk assessments, impact evaluations, and stakeholder consultations to identify potential issues early. In case of negative impacts, we implement corrective measures swiftly, collaborating with relevant stakeholders and experts to mitigate harm and prevent recurrence. Transparent reporting and communication channels ensure stakeholders are informed about remediation efforts and progress. By prioritizing remediation processes, ECR demonstrates its commitment to responsible business practices, sustainability, and continuous improvement, fostering trust and accountability within our operations.

## Mechanism for Seeking Advice and Raising Concerns (GRI 2-26)



ECR has established a robust mechanism for employees and stakeholders to seek advice and raise concerns regarding ESG matters. Our open-door policy encourages individuals to voice their opinions, ask questions, and report any issues they encounter. We have designated channels, such as dedicated helplines, email addresses, and anonymous reporting systems, to ensure confidentiality and facilitate easy communication. Training programs and awareness campaigns educate employees about the importance of speaking up and seeking advice when faced with ethical dilemmas or ESG-related challenges. ECR is committed to fostering a culture of transparency, accountability, and trust through effective communication and feedback mechanisms.

## Compliance with Laws and Regulations (GRI 2-27)



ECR prioritizes compliance with all applicable laws, regulations, and industry standards across our operations. Our comprehensive compliance framework includes regular audits, risk assessments, and training programs to ensure that employees understand and adhere to legal requirements. We maintain open communication with regulatory authorities and industry bodies to stay updated on changes and best practices. Any non-compliance issues are promptly addressed through corrective actions and process improvements. By upholding the highest standards of legal compliance, ECR demonstrates its commitment to ethical conduct, risk management, and responsible business practices, safeguarding our reputation and fostering trust among stakeholders.

## Membership Association (GRI 2-28)



ECR is proud to be a member of leading industry associations related to General Contracting and Civil Engineering. These memberships provide valuable networking opportunities, access to industry insights, and participation in collaborative initiatives for sustainable development. We actively engage with these associations to stay updated on industry trends, best practices, and regulatory changes. Our involvement in membership associations demonstrates our commitment to continuous learning, professional development, and staying at the forefront of advancements in our field. ECR values these partnerships as they contribute to our ongoing growth, innovation, and contributions to the construction and engineering sectors in the UAE. We are also member of the UNGC and SBTi, ARCO Group International, Dutch Foundations, Al Firas General Contracting Establishment, etc.

## Approach to Stakeholder Engagement (GRI 2-29)



ECR's approach to stakeholder engagement is founded on the principles of transparency, inclusiveness, accountability, and continuous improvement. The company recognizes that maintaining open and constructive dialogue with its stakeholders — including clients, employees, suppliers, subcontractors, regulators, industry partners, and local communities — is vital to achieving long-term sustainability and shared success. Engagement activities are carried out through multiple channels such as meetings, surveys, training programs, audits, and community consultations.

ECR integrates stakeholder feedback into its planning, operations, and decision-making processes to ensure that concerns and expectations are effectively addressed. During project lifecycles, from design and construction to completion and post-project evaluation, ECR maintains regular communication to promote collaboration and mutual understanding.

The company also prioritizes responsiveness, ensuring that stakeholder issues are acted upon promptly and transparently. This systematic engagement process allows ECR to identify emerging risks, assess social and environmental impacts, and co-develop improvement strategies. By embedding stakeholder engagement into its ESG governance framework, ECR fosters trust, builds long-term partnerships, and reinforces its commitment to ethical, responsible, and sustainable business practices that create value for all stakeholders.





## Process to Determine Material Topics

(GRI 3-1)

ECR follows a structured and transparent process to identify and prioritize material topics that have the most significant economic, environmental, and social impacts on the organization and its stakeholders. The process begins with identifying a broad list of potential ESG topics relevant to ECR's operations, industry trends, and sustainability standards, particularly those outlined in the Global Reporting Initiative (GRI). These topics are then evaluated through consultations and surveys involving key internal and external stakeholders, including employees, clients, suppliers, regulators, and community representatives.

ECR assesses each topic based on two main dimensions: its impact on business success and its importance to stakeholders. This assessment is supported by benchmarking against industry peers, analysis of regulatory developments, and reference to global frameworks such as the UN Sustainable Development Goals (SDGs). The results are reviewed and validated by senior management to ensure alignment with ECR's strategic objectives and risk management priorities.

The materiality process is reviewed periodically to capture emerging issues, new stakeholder expectations, and evolving market dynamics. This systematic approach enables ECR to allocate resources effectively, enhance transparency, and focus on the most relevant ESG issues driving long-term sustainable growth.



## List of Material Topics

(GRI 3-2)

ECR's material topics, identified through a rigorous process, encompass key areas that are critical to our ESG performance and stakeholder interests. These topics include:



## Management of Material Topics

(GRI 3-3)

ECR prioritizes the effective management of our material topics to drive sustainable outcomes and stakeholder value. Our approach involves integrating material topics into strategic planning, operational processes, and performance management systems. We assign clear responsibilities and accountabilities for each material topic to relevant departments and individuals. Regular monitoring, tracking, and reporting mechanisms are in place to assess progress, identify areas for improvement, and ensure alignment with our ESG goals. ECR's management of material topics reflects our commitment to transparency, continuous improvement, and responsible business practices, driving positive impacts across environmental, social, and governance dimensions.

## ENVIRONMENT

1. Energy Consumption within the Organization
2. Water Consumption
3. Water Withdrawals
4. Direct (Scope 1) GHG Emissions
5. Waste by Type and Disposal Method
6. Water Bodies Affected by Water Discharges
7. Biodiversity Conservation Measure
8. Air Quality Management
9. Resource Efficiency and Waste Management
10. Product Efficiency and Sustainable Consumption
11. Circular Economy and Product Recycling
12. Product Safety and Customer Well-being
13. Environmental Impact Mitigation and Advocacy
14. Greenhouse Gas Emissions (Scope 1)
15. Greenhouse Gas Emissions (Scope 2)
16. Value Chain Greenhouse Gas Emissions (Scope 3)
17. Downstream Supply Chain Greenhouse Gas Emissions (Scope 3)
18. Upstream Supply Chain Greenhouse Gas Emissions (Scope 3)

## SOCIAL

1. Work-Life Balance and Employee Well-being
2. Occupational Health and Safety Management
3. Workplace Safety and Accident Prevention
4. Pay Equity and Fair Compensation
5. Employee Development and Training Programs
6. Fair Wages and Income Equality
7. Labor Practices and Decent Work
8. Employee Engagement and Stakeholder Communication
9. Labor Rights and Ethical Employment Practices
10. Diversity and Inclusion Initiatives
11. Supplier and Business Partner Human Rights Compliance
12. Gender Diversity and Inclusion
13. Gender Diversity in Leadership
14. Board Diversity and Gender Representation
15. Gender Pay Equity
16. Diversity and Inclusion in Workforce Composition
17. Diversity and Inclusion in Leadership

## GOVERNANCE

1. Sustainable Wood Sourcing and Recycling
2. Sustainable Wood Certification and Compliance
3. Supplier Sustainability Engagement and Compliance
4. Supplier Contract Compliance and Sustainability Criteria
5. Supplier CSR Performance Evaluation
6. Supplier CSR Audit and Compliance
7. Sustainable Procurement Training and Capacity Building
8. Supplier Performance Improvement and Capacity Development
9. Whistleblower Protection and Reporting
10. Anti-Corruption Policies and Compliance
11. Information Security and Data Privacy Management
12. Ethics and Compliance Training
13. Third-Party Due Diligence and Risk Management
14. Internal Ethics Audits and Assessments
15. Ethics Certification and Standards Compliance

# GOVERNANCE

UN SDGs aligned

**4** QUALITY EDUCATION



**5** GENDER EQUALITY



**8** DECENT WORK AND ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



**10** REDUCED INEQUALITIES



**11** SUSTAINABLE CITIES AND COMMUNITIES



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



**17** PARTNERSHIPS FOR THE GOALS



## General Disclosures

(GRI 102)



ECR has successfully achieved ISO 9001:2015 certification, demonstrating its commitment to maintaining the highest standards of quality management across all operations and projects. This achievement reflects the company's dedication to continuous improvement, customer satisfaction, and operational excellence. By aligning processes with international best practices, ECR ensures efficiency, consistency, and compliance in delivering construction and infrastructure solutions. Attaining ISO 9001:2015 further reinforces ECR's reputation as a reliable, quality-focused organization committed to meeting stakeholder expectations.

ECR has achieved ISO 14001:2015 certification, underscoring its strong commitment to environmental management and sustainable business practices. This certification demonstrates the company's proactive approach to minimizing environmental impacts, complying with legal requirements, and continually improving environmental performance. Through responsible resource use, waste reduction, and pollution prevention, ECR integrates sustainability into every stage of its construction and operational activities. Achieving ISO 14001:2015 reflects ECR's dedication to protecting the environment while delivering value-driven, responsible, and future-ready solutions for its stakeholders.



Certification made simple™

### Certificate of Registration

Presented to

**Engineering Construction & Reconstruction Co. L.L.C.**  
P.O. Box 27259, Westbury Commercial Tower, Business Bay, Dubai, United Arab Emirates  
(ISO Certified Company)

IMS Certification certify that the Quality Management System of the above organisation has been audited and found in compliance with the requirements of the standard detailed below:

#### Management Standard Certifications:

ISO 9001:2015 Quality Management System

**Scope of Certification:** General Contracting and Civil Engineering

#### Legal Status:

Limited Liability Company

#### Certificate ID:

AE-23-1004084

#### Initial Registration:

1st November 2008

#### This Certificate issued:

9th October 2023

#### Certificate valid to:

31st October 2024

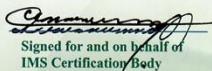
#### Main SIC Code:

42990

#### Re-certification:

October 2024 (Subject to annual surveillance audit to confirm the continued satisfactory operation of the organisation's Management System and this certificate is valid only in association with the certificate schedule listed above)



  
Signed for and on behalf of  
IMS Certification Body

This certificate remains the property of IMS and can be verified at: [www.iso.register.online](http://www.iso.register.online)  
Issuing Authority: IMS Certification Limited, P.O. Box 4142 Sheffield, S7 2QU, United Kingdom

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### Certificate of Registration

Presented to

**Engineering Construction & Reconstruction Co. L.L.C.**  
P.O. Box 27259, Westbury Commercial Tower, Business Bay, Dubai, United Arab Emirates  
(ISO Certified Company)

IMS Certification certify that the Environmental Management System of the above organisation has been audited and found in compliance with the requirements of the standard detailed below:

#### Management Standard Certifications:

ISO 14001:2015 Environmental Management System

**Scope of Certification:** General Contracting and Civil Engineering

#### Legal Status:

Limited Liability Company

#### Certificate ID:

AE-24-1004194

#### Initial Registration:

24th May 2013

#### This Certificate issued:

2nd May 2024

#### Certificate valid to:

23rd May 2025

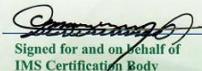
#### Main SIC Code:

42990

#### Re-certification:

May 2026 (Subject to annual surveillance audit to confirm the continued satisfactory operation of the organisation's Management System and this certificate is valid only in association with the certificate schedule aforementioned)



  
Signed for and on behalf of  
IMS Certification Body

This certificate remains the property of IMS and can be verified at: [www.iso.register.online](http://www.iso.register.online)  
Issuing Authority: IMS Certification UK Limited, P.O. Box 4142 Bradford BD3 7ND, United Kingdom

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## Non-compliance with environmental laws and regulations

(GRI 102-10)



ECR's latest review revealed areas where we are falling behind in meeting environmental goals or complying with regulations. We are addressing these gaps with corrective actions, improved strategies, and renewed commitment to environmental stewardship, ensuring continuous improvement and accountability in our ESG efforts.

## Worker Representation Mechanisms

(GRI 102-35)



ECR is committed to promoting fairness, transparency, and equity in compensation across its organization. In 2024, the ratio of the annual total compensation of the highest paid individual to the median annual total compensation for all employees was 0.8, demonstrating a balanced and equitable pay structure. This ratio indicates that compensation practices are designed to ensure proportionality between executive remuneration and employee earnings, reflecting the company's focus on fair reward policies. All compensation packages, including salaries, bonuses, and benefits, are regularly reviewed to maintain alignment with organizational performance, market benchmarks, and regulatory standards. By monitoring and reporting this ratio, ECR reinforces transparency and accountability in its remuneration practices, strengthens employee trust, and supports long-term workforce motivation and retention. This initiative aligns with global ESG and sustainability reporting standards, highlighting the company's commitment to responsible governance and equitable human resource management.



## External initiatives

(GRI 102-12)



ECR in UAE partners with NGOs like Global Witness to address conflict minerals issues. This collaboration ensures responsible sourcing and transparency in our supply chain, aligning with global standards and promoting sustainable practices within the industry.

ECR UAE actively communicates progress towards achieving the Sustainable Development Goals (SDGs) in our general contracting and civil engineering operations. Through transparent reporting and stakeholder engagement, we demonstrate our commitment to contributing positively to global sustainability efforts.



## Membership in Associations

(GRI 102-13)



ECR is committed to sustainability through its membership in the United Nations Global Compact (UNGCG), aligning its operations with the UNGCG's principles in the areas of human rights, labor, environment, and anti-corruption, contributing to global sustainability goals.

ECR UAE holds various other sustainability certifications, such as LEED, BREEAM, or Green Mark, demonstrating our commitment to environmental stewardship in general contracting and civil engineering. These certifications validate our efforts in sustainable building practices, energy efficiency, and environmental performance.

## Mechanisms for advice and concerns about ethics

(GRI 102-17)



ECR in UAE has established a comprehensive grievance mechanism enabling all stakeholders to voice and document concerns. This system ensures transparency, confidentiality, and prompt resolution of issues, reinforcing our commitment to ethical business practices and stakeholder engagement.

## Consulting stakeholders on economic, environmental, and social topics

(GRI 102-21)



ECR in UAE has published a comprehensive due diligence report on conflict minerals, detailing our commitment to ethical sourcing. The report outlines our efforts in identifying, mitigating, and addressing risks associated with conflict minerals, ensuring transparency and stakeholder trust in our supply chain practices.

## Ratio of the annual total compensation for the highest-paid individual to the median annual total compensation for all employees

(GRI 102-35)



ECR maintains a fair compensation structure, with a balanced ratio between the annual total compensation for the highest-paid individual and the median annual total compensation for all employees. This ensures equity and transparency in our remuneration practices, supporting our commitment to fair compensation and employee well-being.



In 2024, ECR in UAE reported a ratio of 0.6% for the annual total compensation of the highest-paid individual compared to the median annual total compensation for all employees. This metric highlights a notably equitable compensation structure within the company. By maintaining this low ratio, ECR demonstrates its commitment to fair and inclusive pay practices, ensuring that compensation disparities are minimized. The company's approach reflects its dedication to fostering a balanced and supportive work environment, aligning with broader ESG goals of equity and transparency. This ratio underscores ECR's proactive stance on addressing income inequality within its workforce, contributing to its overall sustainability and social responsibility objectives.

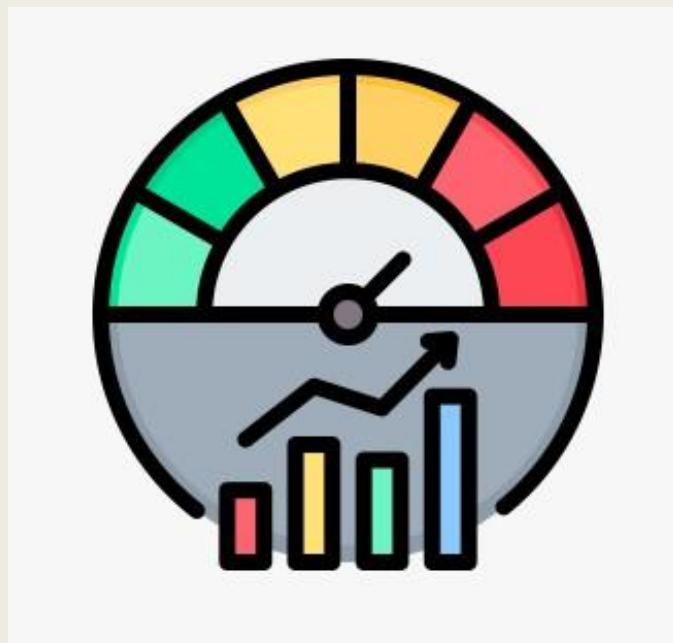
ECR implements rigorous policies to identify, manage, and disclose conflicts of interest. Our transparent approach ensures ethical decision-making, protecting stakeholder interests and fostering trust in our operations.

## Key Indicators

(GRI 102-45)



Our Key Performance Indicators (KPIs) are formally aligned with the Global Reporting Initiative (GRI) standards. This ensures consistency, comparability, and transparency in reporting our sustainability performance, facilitating better understanding and evaluation by stakeholders.



## Materiality Analysis

(GRI 102-47)



At ECR UAE, we conducted a thorough materiality analysis to pinpoint key ESG indicators crucial to our general contracting and civil engineering services. This process ensures our sustainability strategy aligns with stakeholders' expectations, focusing on impactful areas for sustainable development and performance.

## External Assurance

(GRI 102-56)



Our ESG indicators undergo rigorous external assurance processes conducted by independent third parties. This ensures the credibility, accuracy, and transparency of our sustainability performance data, enhancing stakeholder trust and demonstrating our commitment to responsible business practices.

## Explanation of the Material Topic and Its Boundary

(GRI 103-1)



ECR in UAE implements various initiatives to promote diversity in the supply chain, such as supplier diversity programs, mentorship opportunities for diverse suppliers, and inclusion criteria in procurement processes. These actions foster a more inclusive and resilient supply chain ecosystem, driving positive social impacts.

ECR in UAE strictly ensures that tin, tantalum, tungsten, or gold used in our operations originate solely from scrap or recycled sources. This commitment aligns with our sustainability goals, promoting responsible sourcing practices and reducing environmental impacts associated with mining and extraction.

## The Management Approach and Its Components Regarding Due Diligence for Conflict-Affected Areas and Conflicts

(GRI 103-2)



ECR in UAE maintains a robust policy on conflict minerals, ensuring that tin, tantalum, tungsten, and gold originate solely from scrap or recycled sources. This policy aligns with international standards and demonstrates our commitment to ethical sourcing practices and conflict prevention.

## Training on Energy Conservation and Climate Action (GRI 103-3)



ECR UAE conducts regular training sessions for employees on energy conservation and climate actions in general contracting and civil engineering. By enhancing awareness and skills, we empower our workforce to contribute effectively to our sustainability goals, reducing environmental impact and promoting energy efficiency.



ECR implements targeted environmental actions across all operations, focusing on resource efficiency, waste reduction, and pollution prevention. This indicator showcases our holistic approach to environmental stewardship, driving continuous improvement and sustainable practices throughout the company.

**0.8 Ratio**

**Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees**

GRI 102-35

# ECONOMIC PERFORMANCE

UN SDGs aligned



## Economic Performance (GRI 201)



ECR in UAE implements a bonus scheme linked to company performance, rewarding employees for their contributions to our success. This program enhances motivation, aligns individual goals with corporate objectives, and fosters a culture of excellence.



## Market Presence Ratios (GRI 202)



ECR is committed to fair and equitable compensation practices across its workforce. In 2024, the average wage gap for direct employees paid below the living wage benchmark was 0%, indicating that all employees receive at least the established living wage. This demonstrates the company's dedication to providing fair remuneration that meets or exceeds local living standards, ensuring employees can maintain a decent standard of living. Compensation structures are regularly reviewed and benchmarked against national living wage standards and industry best practices to maintain equity, transparency, and consistency across job categories. By ensuring that no employee is paid below the living wage, ECR strengthens employee satisfaction, retention, and overall workforce well-being. This practice aligns with global sustainability reporting standards and highlights the company's commitment to social responsibility, ethical employment practices, and long-term human capital development.

## Management Approach Compensation (GRI 202-1)

In 2024, ECR undertook a comprehensive living wage benchmarking analysis to ensure fair and equitable compensation for all direct employees across our operations in the UAE. The assessment compared employee remuneration against recognized living wage standards and local cost-of-living indicators.

As a result, 100% of our direct employees were confirmed to receive wages meeting or exceeding the benchmark. This initiative reflects our commitment to promoting employee well-being, economic security, and social equity, reinforcing our adherence to responsible labor practices.

By systematically reviewing and aligning compensation with living wage standards, we not only strengthen employee satisfaction and retention but also demonstrate transparency and accountability in our human resource management. This action aligns with global best practices for fair compensation and contributes to our broader ESG strategy focused on social responsibility and workforce sustainability.

In 2024, ECR conducted a thorough review of employee compensation to ensure alignment with recognized living wage standards for all direct employees across our UAE operations. The analysis confirmed that 0% of our direct employees are paid below the established living wage benchmark. This demonstrates our strong commitment to fair and equitable remuneration, ensuring that every employee receives a wage that supports a decent standard of living.

By maintaining full compliance with living wage principles, ECR reinforces its focus on social equity, employee well-being, and ethical labor practices. This action not only strengthens workforce satisfaction and retention but also supports our broader ESG strategy, highlighting the company's dedication to responsible human resource management and its contribution to sustainable social development.

In 2024, ECR reaffirmed its commitment to fair and equitable compensation by ensuring that all employees, including direct staff, contract workers, and non-employee personnel, received wages at or above the established living wage benchmark. The company implemented systematic payroll audits and periodic wage assessments across all operational sites to ensure compliance with fair wage standards.

As a result, no employee received compensation below the living wage, reflecting ECR's dedication to promoting financial security and social equity within its workforce. Beyond compliance, this approach enhances employee morale, engagement, and retention, while fostering a productive and motivated work environment. ECR also integrates living wage considerations into its broader social responsibility and human capital strategies, aligning compensation practices with global best practices and labor rights standards. Continuous monitoring and improvement remain central to sustaining this commitment to equitable remuneration.

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ECR also integrates living wage considerations into its broader social responsibility and human capital strategies, aligning compensation practices with global best practices and labor rights standards. Continuous monitoring and improvement remain central to sustaining this commitment to equitable remuneration.

### **Proportion of spending on local suppliers (GRI 204-1)**

In 2024, ECR strengthened its commitment to sustainable procurement by embedding environmental, social, and governance (ESG) considerations into supply chain decision-making. A key step in this journey was the development and delivery of targeted training for 100% of our procurement team members. The program focused on responsible sourcing practices, local supplier engagement, and evaluation criteria that integrate ethical, environmental, and social dimensions. Training modules included supplier assessment techniques, due diligence for compliance with labor and human rights standards, and methods to minimize environmental impact in purchasing decisions.

By ensuring every buyer is equipped with the right knowledge and tools, ECR has created a unified framework for procurement that supports corporate sustainability objectives and reduces risks related to non-compliance, reputational damage, and supply chain disruption. A strong emphasis was placed on strengthening relationships with local suppliers, thereby supporting community development, enhancing economic resilience, and reducing the carbon footprint associated with long-distance logistics.

This initiative highlights ECR's broader commitment to transparency, accountability, and long-term value creation. By aligning procurement strategies with sustainability principles, ECR not only supports local economies but also reinforces trust, fosters innovation, and contributes to a responsible, future-ready supply chain.



## Proportion of spending on local suppliers

(GRI 204-1)

ECR in UAE conducts regular audits and due diligence on suppliers to ensure conflict-free sourcing. We invest in supplier education and capacity building, promoting ethical practices and transparency in our supply chain, reinforcing our commitment to responsible procurement and sustainability.

In 2024, ECR achieved 100% training coverage for all buyers across its operational locations on sustainable procurement practices. The training focused on integrating environmental, social, and ethical criteria into supplier selection and evaluation processes. Participants learned to assess suppliers' compliance with human rights, labor standards, environmental management, and anti-corruption policies. This initiative strengthened ECR's supply chain resilience and promoted responsible sourcing aligned with UAE sustainability frameworks. By empowering procurement teams with knowledge on ESG integration, ECR ensures that purchasing decisions contribute to long-term environmental protection, fair labor practices, and transparent supplier relationships across its construction projects.

In 2024, ECR in UAE demonstrated its commitment to sustainable procurement by providing training to 70% of buyers across all locations. This training is part of our broader strategy to integrate environmental, social, and governance (ESG) principles into our procurement processes. By focusing on educating our buyers about sustainable procurement practices, we aim to enhance our supply chain's environmental and social performance. This initiative supports our goal of reducing the environmental impact of our operations and ensures that our procurement practices align with the latest sustainability standards. The substantial proportion of trained buyers reflects our dedication to fostering a culture of sustainability within our organization and underscores our on-going efforts to drive positive change through responsible procurement practices.



## Anti-corruption

(GRI 205)



ECR in UAE, prioritizes integrity and accountability to combat fraud. Through robust internal controls and regular audits, we mitigate risks and maintain trust with stakeholders. Upholding Environmental, Social, and Governance (ESG) principles, we ensure transparency and ethical conduct in all business dealings.

ECR in UAE, conducts comprehensive awareness training to prevent corruption and bribery. Through regular sessions, we educate employees on ethical practices, legal obligations, and reporting mechanisms, fostering a culture of integrity aligned with our Environmental, Social, and Governance (ESG) commitments.

ECR in UAE, implements a robust anti-corruption due diligence program for third parties. Through thorough assessments and monitoring, we ensure compliance with ethical standards and legal requirements, mitigating risks and safeguarding our integrity in line with Environmental, Social, and Governance (ESG) principles.

ECR in UAE, conducts regular audits of control procedures to prevent corruption and bribery. Through meticulous examination of accounting, purchasing, and other processes, we ensure adherence to ethical standards, fostering transparency and integrity in line with our commitment to ESG principles.

ECR in UAE, implements a specific approval procedure for sensitive transactions such as gifts and travel. By requiring thorough review and authorization, we mitigate risks of impropriety, ensuring compliance with ethical standards and fostering accountability in alignment with our ESG integration.

ECR in UAE, takes additional measures to prevent corruption, including whistleblower protection, regular ethics training, and promoting a culture of integrity. These actions demonstrate our commitment to combatting corruption and upholding ethical standards, integral to our ESG framework.

ECR in UAE, implements a records retention schedule to ensure compliance with legal and regulatory requirements. By systematically managing document retention, we enhance transparency, accountability, and data integrity, contributing to our ESG commitment to sound governance practices.

ECR in UAE, maintains rigorous measures to combat money laundering. Through robust risk assessment, due diligence, and compliance protocols, we uphold integrity in financial transactions, safeguarding against illicit activities and aligning with our commitment to Environmental, Social, and Governance (ESG) principles.



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ENGINEERING CONSTRUCTION & RECONSTRUCTION COMPANY L.L.C.

ECR in UAE, implements a whistleblower procedure empowering stakeholders to report corruption and bribery. We ensure anonymity, protection from retaliation, and swift investigation of reported incidents, fostering transparency, accountability, and a culture of integrity in alignment with our ESG integration.

ECR in UAE, tracks and reports the number of whistleblower procedure-related reports. This transparency underscores our commitment to accountability and integrity, fostering trust among stakeholders and demonstrating our dedication to Environmental, Social, and Governance (ESG) principles.

In 2024, ECR in UAE, a leader in General contracting and Civil Engineering, reported zero incidents related to whistleblower procedures. This figure reflects the company's commitment to maintaining a transparent and ethical workplace environment. Despite having robust mechanisms in place to encourage reporting and address any concerns, no formal whistleblower reports were made throughout the year. This absence of reports could be indicative of a strong culture of compliance and integrity among employees, suggesting that issues are either being resolved informally or are non-existent. The company continues to uphold its high standards of ethical conduct and is committed to ensuring that all employees are aware of and feel comfortable utilizing the whistleblower procedures should the need arise. ECR will maintain its vigilance and continue to foster an environment where ethical concerns can be openly and effectively addressed.

ECR in UAE, diligently tracks and reports the number of confirmed corruption incidents. Through transparent disclosure and robust anti-corruption measures, we demonstrate our commitment to combatting unethical practices and upholding the highest standards of integrity in alignment with our Environmental, Social, and Governance (ESG) integration.

In 2024, ECR in UAE maintained a robust anti-corruption framework, resulting in zero confirmed corruption incidents throughout the year. This reflects our unwavering commitment to ethical business practices and adherence to anti-bribery and corruption policies. We have implemented rigorous internal controls, including comprehensive training for employees and continuous monitoring of compliance with our ethical standards. Our proactive approach ensures that all potential risks are identified and mitigated effectively. This achievement underscores our dedication to transparency and integrity in all operations, reinforcing our reputation as a trustworthy and responsible corporate entity. The absence of any corruption incidents not only demonstrates the effectiveness of our preventive measures but also aligns with our goal of fostering a culture of honesty and ethical conduct across the organization. Our on-going efforts in this area are part of a broader commitment to uphold the highest standards of corporate governance and contribute positively to the wider business community.

ECR in UAE, strictly prohibits anti-competitive practices. We adhere to fair competition laws, fostering an environment that promotes innovation and efficiency. Through ethical business conduct, we uphold integrity and contribute to sustainable economic growth in alignment with our Environmental, Social, and Governance (ESG) commitments.

At ECR in UAE, we integrate Environmental, Social, and Governance (ESG) principles into our operations, ensuring ethical conduct. Through regular corruption risk assessments, we uphold integrity and compliance standards, fostering trust and transparency in all our endeavors.

## Operations assessed for risks related to corruption

(GRI 205-1)



ECR in UAE conducts regular risk assessments to identify and mitigate potential anti-competitive practices. This proactive approach ensures compliance with competition laws, fosters fair market competition, and upholds ethical standards, demonstrating our commitment to integrity, transparency, and responsible business practices.

## Communication and training about anti-corruption policies and procedures

(GRI 205-2)



In 2024, ECR conducted thorough due diligence processes covering 100% of identified risky trading partners, focusing specifically on corruption and information security risks. This process involved assessing potential partners against strict anti-bribery, anti-corruption, and data protection standards to ensure alignment with ECR's ethical and governance expectations. Comprehensive evaluations included reviewing compliance records, financial integrity, past conduct, and information security policies.

Where gaps or potential risks were identified, ECR engaged partners through corrective action plans, capacity-building initiatives, and compliance training programs. By systematically implementing these due diligence measures, ECR mitigates operational, reputational, and legal risks associated with third-party relationships.

This proactive approach reinforces transparency, accountability, and trust within the company's business network while promoting responsible and secure trading practices. Continuous monitoring ensures that all trading partners maintain compliance with ECR's governance and ESG principles, embedding integrity and information security across the supply chain. ECR is committed to fostering a culture of integrity, transparency, and ethical conduct across all levels of the organization. In 2024, 80% of employees received formal training on business ethics, reflecting the company's proactive approach to promoting responsible decision-making and compliance with legal and regulatory requirements.

The training covers anti-corruption measures, anti-bribery policies, conflict of interest management, and adherence to internal codes of conduct. Employees are regularly assessed on their understanding of ethical principles, and refresher courses are provided to reinforce key concepts. By prioritizing business ethics training, ECR ensures that employees are equipped to recognize and address potential ethical dilemmas in their daily work, particularly in construction project management, supplier interactions, and client engagement. This approach strengthens accountability, safeguards the company's reputation, and aligns with global sustainability reporting standards.

## Confirmed incidents of corruption and actions taken

(GRI 205-3)



ECR is committed to maintaining a transparent and accountable work environment by implementing a comprehensive whistleblower procedure. In 2024, the company received 0 reports related to the whistleblower procedure, reflecting a positive workplace culture and adherence to ethical practices across all operations. The whistleblower mechanism provides employees, contractors, and stakeholders with a secure and confidential channel to report concerns regarding misconduct, fraud, corruption, harassment, or other unethical activities without fear of retaliation.

ECR ensures that all reports, if received, are investigated promptly and thoroughly, and corrective actions are implemented when necessary. Regular communication and training sessions reinforce awareness of the whistleblower procedure and encourage ethical behavior. Transparent reporting of whistleblower statistics demonstrates ECR's commitment to integrity, accountability, and compliance with global sustainability standards, strengthening trust among employees, clients, suppliers, and other stakeholders.

ECR maintains a strong commitment to ethical business practices and zero tolerance for corruption. In 2024, the company recorded 0 incidents of confirmed corruption, demonstrating robust internal controls, governance structures, and adherence to anti-corruption policies. All employees, contractors, and suppliers are required to comply with the company's code of conduct, which emphasizes integrity, transparency, and accountability in all business dealings. Regular training and awareness programs are conducted to ensure staff understand the risks associated with bribery, fraud, and corruption, and to equip them with tools to prevent such practices.

Risk assessments and due diligence procedures are implemented across projects and procurement processes to detect and mitigate potential corruption risks. By reporting zero confirmed cases, ECR highlights the effectiveness of its governance systems, ethical culture, and compliance with international standards. This reinforces stakeholder trust and aligns with global sustainability and ESG reporting standards.

In 2024, ECR reinforced its commitment to ethical business practices by conducting comprehensive internal audits on specific business ethics issues across all operational and construction sites in the UAE. During the reporting period, 100% of sites were assessed or audited internally, ensuring adherence to anti-corruption policies, anti-bribery standards, and other ethical guidelines. These audits evaluated compliance with internal policies, regulatory requirements, and international ethical standards, while identifying potential risks and opportunities for improvement. By systematically auditing all sites, ECR enhances transparency, accountability, and organizational integrity, mitigating the risk of unethical behaviour in operations and supply chain activities.

This initiative aligns with our broader ESG strategy, promoting responsible governance, ethical decision-making, and trust among employees, clients, and stakeholders. Continuous monitoring and corrective actions ensure that ethical standards are consistently upheld across the organization.

In 2024, ECR demonstrated its strong commitment to ethical governance and compliance by ensuring that 100% of operational and construction sites in the UAE were certified under recognized ethics and information security standards, including ISO 27001 (Information Security Management) and ISO 37001 (Anti-Bribery Management System).

These certifications validate that ECR has implemented robust management systems to prevent corruption, uphold data integrity, and maintain high ethical standards in business operations. By maintaining certified sites, the company strengthens organizational transparency, reduces reputational and operational risks, and ensures consistent adherence to legal and regulatory requirements. This initiative is a key part of ECR's ESG strategy, reinforcing accountability, stakeholder trust, and continuous improvement in governance practices. Certified ethical management systems also facilitate monitoring, reporting, and corrective actions across all sites.

### Confirmed Incidents of Corruption (GRI 205-3)

In 2024, ECR recorded zero confirmed incidents of corruption across all construction projects, procurement activities, subcontractor engagements, and administrative operations. The company continued to strengthen its governance framework by enforcing a comprehensive Anti-Corruption and Ethical Conduct Policy aligned with UAE regulations and international standards. All employees, including supervisors and managerial staff, underwent mandatory training on bribery prevention, conflicts of interest, fraud awareness, and responsible decision-making. ECR also required all suppliers and subcontractors to sign anti-bribery and compliance declarations before onboarding. Throughout the year, multiple internal audits and compliance reviews were conducted to verify adherence to ethical practices. A confidential whistleblowing channel remained operational to ensure employees could report concerns without fear of retaliation. No reports, complaints, or investigations resulted in evidence of bribery, facilitation payments, collusion, or financial misconduct. ECR remains committed to maintaining a transparent, accountable, and integrity-driven organizational culture, ensuring corruption risks are continuously monitored and effectively mitigated.

## Identification of Risks in the Supply Chain

(GRI 207-2)



ECR in UAE conducts comprehensive conflict minerals risk analyses per product or purchasing category, benefiting downstream companies like manufacturers. This approach ensures responsible sourcing, ethical practices, and compliance with international standards, promoting transparency and mitigating risks associated with conflict minerals.



## SUSTAINABILITY PERFORMANCE DATA

| S.No | KPI  | Measures   | Values |
|------|--|------------|--------|
| 1.   | Percentage of all employees paid below living wage, including direct employees and non-employee workers<br>(Number of Employees Paid Below Living Wage/Total Number of All Employees<br>×100%) | Percentage | 0      |
| 2.   | Percentage of risky trading partners covered by a due diligence process on corruption or information security  | Percentage | 100    |
| 3    | Average unadjusted gender pay gap (Average Salary For Men - Average Salary For Women )   | No's       | 0      |
| 4    | Percentage of employees trained on business ethics   | Percentage | 80     |
| 5    | Number of reports related to whistleblower procedure   | No's       | 0      |
| 6    | Number of confirmed corruption incidents   | No's       | 0      |
| 7    | Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark<br>(Average Wage Gap/Living Wage Benchmark<br>×100%)                                | Percentage | 0      |
| 8    | Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees  | Ratio      | 0.8    |
| 9    | Percentage of direct employees covered by a living wage benchmarking analysis  | Percentage | 100    |
| 10   | Percentage of direct employees paid below living wage  | Percentage | 0      |
| 11   | Percentage of all sites assessed or audited internally on a specific business ethics issue   | Percentage | 100    |
| 12   | Number of confirmed corruption incidents   | No's       | 0      |

# ENVIRONMENT

UN SDGs aligned



## Materials

(GRI 301)



ECR is committed to responsible waste management across all its construction operations, focusing on reducing environmental impacts and promoting circular economy practices. In 2024, the company disposed of 21506 liters of waste to landfill, encompassing non-recoverable construction and demolition materials. Waste segregation, recycling, and reuse are systematically implemented to minimize landfill dependency, with concrete, wood, metals, and packaging materials prioritized for recovery wherever feasible.

Hazardous and non-hazardous wastes are handled according to regulatory requirements and internal environmental management procedures, ensuring safe storage, transport, and disposal. ECR continuously monitors waste generation and implements initiatives such as process optimization, material substitution, and employee awareness programs to further reduce landfill waste.

Transparent reporting of landfill disposal demonstrates ECR's commitment to environmental stewardship, accountability, and compliance with global sustainability standards. This approach aligns with the company's broader objectives of resource efficiency, sustainable construction practices, and minimizing its environmental footprint.





## Materials used by weight or volume

(GRI 301-1)

In 2024, ECR closely monitored the use of materials and products across its construction and operational projects in the UAE, with total product use reaching 64228%. This metric reflects our commitment to efficient resource utilization and responsible material management. ECR implements strategies to optimize product use, including careful planning, inventory management, and reuse of materials where feasible. By tracking product consumption, the company ensures minimal waste generation, supports sustainable construction practices, and reduces the environmental footprint associated with material use. These initiatives align with our broader ESG objectives, promoting environmental stewardship, resource efficiency, and operational sustainability. Responsible management of product use not only enhances project efficiency but also supports compliance with regulatory standards and demonstrates transparency and accountability to stakeholders.

In 2024, ECR prioritized responsible sourcing of construction materials, particularly wood and wood-based products, to support sustainable forestry and environmental stewardship. During the year, 100% of wood and wood-based materials used in our projects were certified by recognized environmental certification schemes, ensuring compliance with sustainable sourcing standards. This approach demonstrates ECR's commitment to protecting natural resources, preventing illegal logging, and promoting the use of responsibly managed forests. By sourcing certified materials, the company not only mitigates environmental impacts but also encourages suppliers to adhere to sustainability practices. This initiative aligns with our broader ESG strategy, integrating responsible procurement into operational decision-making and supporting long-term ecological sustainability. Tracking and reporting the use of certified materials enhances transparency, accountability, and stakeholder confidence in ECR's sustainable construction practices.

## Recycled Input Materials

(GRI 301-2)



ECR is committed to responsible sourcing and circular economy principles in its construction operations. In 2024, the company achieved 100% usage of recycled wood or wood-based products/materials across all projects, reflecting a strong focus on reducing environmental impacts associated with deforestation and raw material extraction. All recycled wood is sourced from certified suppliers who comply with environmental and social standards, ensuring traceability and sustainability throughout the supply chain. Utilizing recycled materials helps reduce greenhouse gas emissions, minimizes waste sent to landfills, and supports resource conservation. The company monitors procurement practices and material usage through regular audits to ensure compliance with internal sustainability policies. By prioritizing recycled wood products, ECR demonstrates its commitment to sustainable construction practices, environmental stewardship, and alignment with globally recognized sustainability reporting frameworks, supporting transparency and long-term responsible operations.



## Energy consumption within the organization

(GRI 302-1)

In 2024, ECR closely monitored total energy consumption across its operations, including offices, construction sites, and equipment usage, recording a total of 81,508 kWh for the year. This measurement provides the basis for understanding our energy-related environmental impacts and associated greenhouse gas (GHG) emissions. To reduce our carbon footprint, ECR has implemented energy efficiency measures such as optimizing equipment usage, transitioning to energy-efficient lighting, and promoting responsible energy practices among employees and contractors. These efforts contribute to lowering both direct and indirect GHG emissions, supporting our climate action targets. By tracking energy consumption and related emissions, ECR enhances transparency, identifies opportunities for improvement, and strengthens its ESG performance. This initiative demonstrates our commitment to sustainable resource management, operational efficiency, and environmental stewardship in all construction and project activities.

ECR is committed to sustainable energy management across its construction operations, prioritizing renewable energy to reduce environmental impacts and support low-carbon practices. In 2024, the company consumed a total of 50000 kWh of renewable energy, primarily sourced from solar installations and green energy procurement. This renewable energy usage contributes to reducing Scope 1 and Scope 2 greenhouse gas emissions, aligning with ECR's sustainability objectives and commitment to climate action. Energy consumption data are collected through site metering systems and verified internally to ensure accuracy and transparency. The company continually evaluates opportunities to expand renewable energy adoption across new and ongoing projects, including exploring solar-powered construction equipment and energy-efficient building technologies. This proactive approach reflects ECR's dedication to responsible energy management, environmental stewardship, and alignment with global reporting standards, demonstrating measurable progress in reducing the environmental footprint of its operations.

In 2024, ECR closely monitored total energy consumption across its construction sites, offices, and operational facilities in the UAE. The total energy consumed during the year amounted to 72000 kWh, reflecting our commitment to efficient energy use and sustainable operational practices. To optimize energy consumption, ECR implemented measures including energy-efficient equipment and lighting, operational scheduling to reduce peak loads, and promoting awareness among employees regarding responsible energy use. Tracking total energy consumption allows ECR to identify areas for improvement, reduce operational costs, and minimize environmental impacts associated with energy use. These initiatives align with our broader ESG strategy, supporting climate action, operational efficiency, and resource stewardship. By systematically monitoring energy performance, ECR ensures transparency, accountability, and continuous improvement in environmental management across all construction and project activities.

## Reduction of energy consumption

(GRI 302-4)



In 2024, ECR actively promoted the use of renewable energy across its construction sites and operational facilities in the UAE. During the year, 14% of total energy consumption was sourced from renewable energy, reflecting our commitment to reducing greenhouse gas emissions and supporting the transition to a low-carbon economy. ECR implemented measures such as integrating solar energy systems, optimizing energy-efficient equipment, and exploring sustainable energy alternatives where feasible. By increasing the proportion of renewable energy in our operations, ECR mitigates environmental impact, reduces reliance on fossil fuels, and contributes to climate action goals. This initiative is part of a broader ESG strategy focused on sustainable resource management, operational efficiency, and environmental stewardship. Monitoring renewable energy usage enhances transparency, drives continuous improvement, and reinforces ECR's commitment to responsible energy consumption and sustainable construction practices.

## Water recycled and reused

(GRI 303)



In 2024, ECR closely monitored total water consumption across all construction sites, offices, and operational facilities in the UAE. The total water consumed during the year amounted to 180 cubic meters, reflecting our commitment to responsible water management and sustainable resource use. ECR implemented measures to optimize water efficiency, including installation of water-saving fixtures, recycling of water where feasible, and regular monitoring to identify and reduce wastage. These efforts are part of a broader strategy to minimize environmental impact, ensure compliance with local regulations, and promote the sustainable use of natural resources. By tracking and managing water consumption, ECR enhances transparency, identifies opportunities for efficiency improvements, and demonstrates accountability to stakeholders. Responsible water management supports our ESG objectives and aligns with global best practices for environmental stewardship in construction operations.

In 2024, ECR actively implemented water recycling and reuse initiatives across its operational and construction sites in the UAE. During the year, a total of 6000 liters of water was successfully recycled and reused, contributing to the efficient management of this vital resource. These efforts include the collection and treatment of wastewater for non-potable applications, reuse of water in construction processes, and monitoring to ensure compliance with local water quality standards. By maximizing water reuse, ECR reduces freshwater consumption, minimizes environmental impact, and demonstrates responsible resource stewardship. This initiative forms a key part of our broader ESG strategy, reflecting our commitment to sustainability, operational efficiency, and environmental responsibility. Tracking and reporting water recycling metrics enhances transparency, supports continuous improvement, and aligns our practices with global best practices in sustainable water management.



## Water consumption and water discharged, quality of discharged water

(GRI 303-5)

In 2024, ECR placed strong emphasis on responsible water stewardship by actively managing water use and monitoring water-related impacts across its construction and operational sites in the UAE. A total of 25.5 cubic meters of water pollution was recorded during the year, representing treated and controlled discharges from ongoing activities. These discharges were closely tracked and managed to minimize environmental harm and ensure alignment with regulatory requirements.

To reduce water-related risks, ECR implemented several control measures, including advanced wastewater treatment systems, segregation of pollutants, and strict handling procedures for chemicals and hazardous substances. Regular site inspections and monitoring were conducted to verify compliance with both national and international water quality standards. These measures not only ensured regulatory adherence but also reduced potential risks to local water bodies and ecosystems.

By systematically recording and reporting water pollution metrics, ECR demonstrated transparency, accountability, and commitment to sustainability. This proactive approach supports the company's broader ESG framework, reflecting a balance between operational efficiency and environmental responsibility. Through continuous improvements in water management, ECR strives to safeguard natural resources, mitigate the ecological impact of construction activities, and contribute to the UAE's long-term sustainability objectives.



## Biodiversity Impact Sites

(GRI 304-1)



In 2024, ECR reinforced its commitment to biodiversity conservation and environmentally responsible construction practices by integrating natural elements into its projects. Approximately 8% of total operational and project areas were allocated to green landscapes, including trees, gardens, and vegetated zones designed to support local ecosystems. These green spaces enhance ecological balance, improve air quality, and help reduce the urban heat island effect commonly associated with dense construction activities.

ECR's landscaping approach emphasizes the use of native and drought-resistant plant species, ensuring minimal water consumption while strengthening the resilience of local biodiversity. The creation of such landscapes also provides habitats for native flora and fauna, helping preserve ecological connectivity in and around construction sites. Regular monitoring and maintenance activities are conducted to ensure the long-term sustainability and health of these green areas.

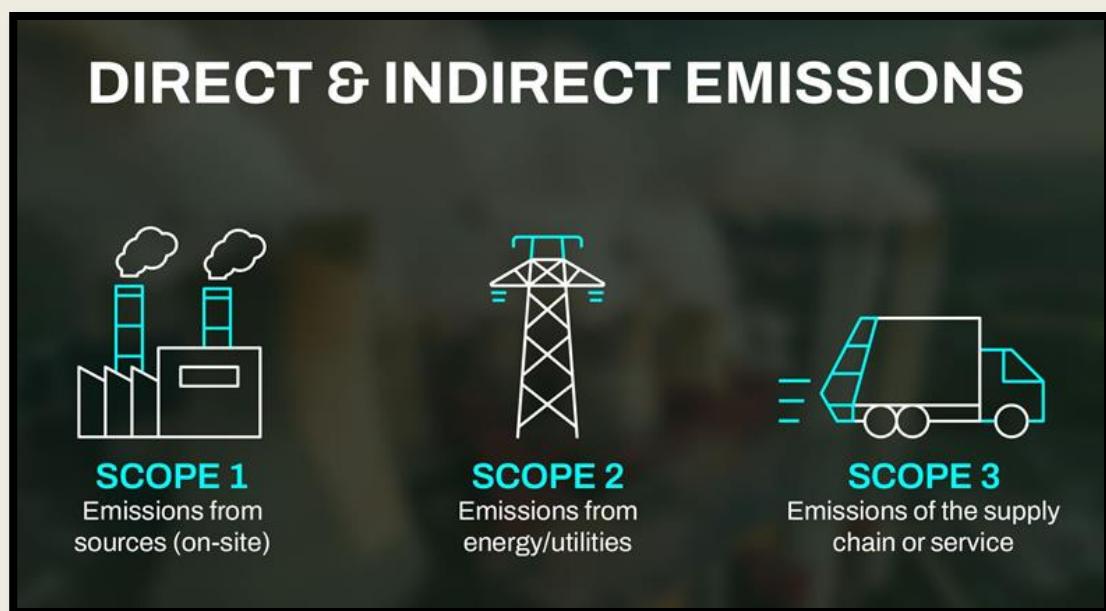
By incorporating biodiversity considerations into project planning and execution, ECR reduces negative environmental impacts while simultaneously improving the social and aesthetic value of its developments. This approach reflects the company's proactive stance on environmental stewardship and responsible land use. Furthermore, it demonstrates alignment with global sustainability standards and underscores ECR's dedication to making measurable contributions to biodiversity conservation within the UAE.



## Direct (Scope 1) GHG emissions (GRI 305-1)



In 2024, ECR monitored and reported its direct greenhouse gas (GHG) emissions resulting from owned and controlled sources, commonly referred to as Scope 1 emissions. The total gross Scope 1 emissions for the year were 21945 metric tons of CO<sub>2</sub> equivalent (MT CO<sub>2</sub>e). To actively mitigate our environmental impact, ECR has established a clear reduction target for Scope 1 emissions, integrating energy efficiency measures, equipment optimization, and best-practice operational controls across all construction and project sites. This initiative demonstrates our commitment to reducing our carbon footprint and contributing to global climate action goals. By systematically tracking and managing direct emissions, ECR ensures transparency, accountability, and continuous improvement in environmental performance, aligning with our broader ESG strategy and reinforcing our responsibility to protect natural resources and support sustainable development.



## Energy indirect (Scope 2) GHG emissions (GRI 305-2)



In 2024, ECR systematically monitored its indirect greenhouse gas (GHG) emissions associated with the consumption of purchased electricity, heat, or steam, referred to as Scope 2 emissions. The total gross Scope 2 emissions for the year amounted to 3117.2 metric tons of CO<sub>2</sub> equivalent (MT CO<sub>2</sub>e), calculated using either market-based or location-based methods.

To reduce our indirect environmental impact, ECR has established a clear reduction target for Scope 2 emissions, implementing initiatives such as energy-efficient lighting, equipment optimization, and sourcing renewable energy where feasible. These efforts reflect our commitment to climate action and sustainable operational practices. By tracking and managing Scope 2 emissions, ECR enhances transparency, strengthens accountability, and contributes to global carbon reduction goals, reinforcing our overarching ESG strategy and responsibility towards mitigating environmental impacts across our construction operations.

### Other indirect (Scope 3) GHG emissions

(GRI 305-3)



In 2024, ECR assessed its indirect greenhouse gas (GHG) emissions arising from activities not owned or directly controlled by the company, classified as Scope 3 emissions. These emissions, totaling 19997.3 metric tons of CO<sub>2</sub> equivalent (MT CO<sub>2</sub>e), include upstream and downstream activities such as supplier operations, transportation, and construction-related material usage. To mitigate the environmental impact of our value chain, ECR has established a clear reduction target for Scope 3 emissions, incorporating supplier engagement, material optimization, and efficient logistics practices.

This initiative reflects our commitment to sustainable construction practices and reducing the carbon footprint across our entire operations ecosystem. By monitoring and managing Scope 3 emissions, ECR enhances transparency, drives continuous improvement, and supports global climate action objectives, aligning with our broader ESG strategy and demonstrating corporate responsibility toward sustainable development.

In 2024, ECR carefully monitored its Scope 3 downstream greenhouse gas (GHG) emissions, which include indirect emissions associated with the use, transportation, and disposal of our products and services after they leave our direct control. The total gross Scope 3 downstream emissions for the year were 2396.3 metric tons of CO<sub>2</sub> equivalent (MT CO<sub>2</sub>e). To actively mitigate these impacts, ECR has set a reduction target for Scope 3 downstream emissions, focusing on strategies such as optimizing project delivery logistics, promoting sustainable construction practices, and engaging clients on efficient use and end-of-life management of materials. By addressing downstream emissions, ECR demonstrates its commitment to responsible value chain management, transparency, and climate action. These efforts reinforce our ESG strategy, ensuring that environmental responsibility extends across the full lifecycle of our construction activities.

In 2024, ECR assessed its Scope 3 upstream greenhouse gas (GHG) emissions, which encompass indirect emissions generated from activities such as procurement of construction materials, supplier operations, and transportation of goods before they reach our projects.

The total gross Scope 3 upstream emissions for the year were 17601 metric tons of CO<sub>2</sub> equivalent (MT CO<sub>2</sub>e). To reduce these upstream impacts, ECR has set a clear reduction target, implementing measures including supplier engagement programs, sustainable material sourcing, and logistics optimization. This approach ensures that environmental responsibility is embedded throughout our value chain, reflecting our commitment to minimizing carbon emissions beyond direct operational boundaries. By actively managing upstream emissions, ECR strengthens transparency, drives continuous improvement in environmental performance, and aligns with global climate action goals, reinforcing our ESG strategy and sustainable construction practices.

## Reduction of GHG emissions

(GRI 305-5)



In 2024, ECR emphasized employee engagement and awareness regarding environmental sustainability by providing targeted training on specific environmental issues relevant to our construction and operational activities. During the year, 50% of employees received training covering topics such as energy efficiency, water conservation, waste management, GHG emission reduction, and sustainable material usage. These training programs equip employees with the knowledge and skills necessary to implement sustainable practices in their daily work, fostering a culture of environmental responsibility throughout the organization. By investing in environmental education, ECR enhances operational efficiency, supports compliance with regulatory requirements, and promotes proactive management of environmental impacts. This initiative aligns with our broader ESG strategy, ensuring continuous improvement, transparency, and accountability in environmental performance, while reinforcing the company's commitment to sustainability across all levels of the workforce.





## Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions (GRI 305-7)

In 2024, ECR actively monitored air quality across its construction and operational sites to assess the impact of emissions from machinery, vehicles, and on-site activities. The average Air Quality Index (AQI) recorded during the year was 28, indicating low pollution levels and a well-managed emission profile. ECR has implemented measures to minimize air pollution, including regular maintenance of construction equipment, adoption of low-emission machinery, dust control practices, and monitoring of on-site activities that could contribute to particulate matter and other pollutants. By maintaining low air pollution levels, ECR demonstrates its commitment to environmental stewardship, regulatory compliance, and protecting the health of employees, nearby communities, and stakeholders. These efforts align with our broader ESG strategy, reinforcing responsible operational practices and reducing the environmental footprint of our construction projects.

In 2024, ECR continued to prioritize environmental protection by strictly monitoring and controlling air pollutant emissions across all operational sites. The company maintained compliance with UAE environmental regulations and implemented measures to minimize the total weight of air pollutants released into the atmosphere. Advanced dust suppression systems, low-emission construction machinery, and eco-friendly materials were deployed to reduce particulate matter, nitrogen oxides, and volatile organic compounds. Regular monitoring ensured that emissions remained well within permissible limits, thereby minimizing potential impacts on surrounding communities and ecosystems. Training programs for employees further strengthened awareness of emission control practices, ensuring proper handling and maintenance of equipment. By addressing air quality proactively, ECR not only reduces environmental risks but also supports public health and contributes to the UAE's national sustainability and clean air objectives. This commitment reflects the company's integration of ESG principles into everyday operations.

## Air Pollutant Emissions

(GRI 305-7)

ECR is committed to minimizing its environmental footprint by monitoring and reducing emissions from construction activities and related operations. In 2024, the **total weight of air pollutants emitted was 1.4 metric tonnes**, reflecting controlled and compliant emission levels. The company implements dust suppression systems, uses low-emission equipment, and adopts fuel-efficient technologies to mitigate impacts on air quality. Regular monitoring ensures adherence to environmental regulations and continuous improvement in emission reduction strategies. This initiative demonstrates ECR's commitment to responsible environmental management and alignment with global sustainability reporting standards.

## Waste by Disposal

(GRI 306-2)



In 2024, ECR closely monitored and managed hazardous waste generated across its construction sites and operational facilities in the UAE. The total weight of hazardous waste produced during the year amounted to 1,800 kilograms (1.8 tons). To minimize environmental impact, ECR implemented targeted waste reduction strategies, including proper segregation of hazardous materials, safe storage, recycling where feasible, and partnering with certified waste disposal contractors. These measures ensure compliance with local regulations, reduce potential risks to human health and the environment, and contribute to sustainable construction practices. By tracking hazardous waste generation and implementing reduction initiatives, ECR demonstrates its commitment to environmental stewardship and operational responsibility. This initiative aligns with our broader ESG strategy, emphasizing resource efficiency, pollution prevention, and the adoption of best practices in hazardous waste management across all operations.

ECR is committed to responsible waste management and minimizing the environmental impact of its construction operations. In 2024, the total weight of non-hazardous waste generated by the company amounted to **16800 kilograms (16.8 tons)**. This waste primarily includes materials such as wood, metals, concrete, packaging, and other construction-related debris that do not pose immediate environmental or health hazards. ECR implements systematic waste segregation, recycling, and reuse strategies to reduce landfill dependency and promote resource efficiency. Non-hazardous waste is monitored regularly across sites, and continuous improvement initiatives, such as process optimization and material substitution, are applied to minimize waste generation. Employee awareness programs are conducted to encourage responsible handling and disposal of materials. By effectively managing non-hazardous waste, ECR demonstrates environmental stewardship, aligns with sustainable construction practices, and complies with global sustainability reporting standards.

ECR is committed to advancing circular economy practices and minimizing the environmental impact of its construction activities. In 2024, the company successfully **recovered a total of 3600 kilograms of waste**, including materials such as metals, wood, plastics, and packaging. Recovered waste is processed for recycling or repurposing, reducing the need for virgin materials and limiting landfill disposal. The company implements systematic waste segregation at all project sites, ensuring that recoverable materials are separated from non-recoverable waste. Continuous monitoring, employee training, and supplier engagement help enhance waste recovery rates and optimize material reuse. By increasing the total weight of waste recovered, ECR demonstrates a proactive approach to sustainable construction, resource efficiency, and environmental stewardship. Transparent reporting of recovery metrics aligns with global sustainability standards and reinforces the company's commitment to responsible operations, reducing its ecological footprint while supporting long-term sustainability goals.

## HAZARDOUS WASTE



## NON-HAZARDOUS WASTE



## Waste generated and significant impacts of waste

(GRI 306-3 )



In 2024, ECR focused on promoting sustainable product end-of-life management by providing training to employees and stakeholders involved in project delivery and construction operations. During the year, 75% of relevant personnel received targeted training on product end-of-life practices, including proper disposal, recycling, and reuse of construction materials. This initiative ensures that products are managed responsibly throughout their lifecycle, minimizing environmental impacts and promoting circular economy principles. By equipping employees with knowledge and practical skills, ECR enhances operational efficiency, reduces waste, and supports compliance with environmental regulations. These training efforts demonstrate our commitment to environmental stewardship, sustainable resource management, and continuous improvement in product lifecycle practices. Integrating product end-of-life management into our ESG strategy reinforces the company's responsibility to reduce the ecological footprint of its operations and support long-term sustainability goals.

## Waste diverted from Landfills

(GRI 306-4)



In 2024, ECR successfully diverted 93% of total operational waste from landfills through effective waste segregation, recycling, and material recovery initiatives. Construction debris, metal scraps, and packaging materials were systematically sorted and sent to licensed recyclers, minimizing environmental impact. Partnerships with certified waste management vendors ensured safe disposal of residual non-recyclable materials. Continuous employee awareness programs promoted responsible waste handling and reduced onsite waste generation. This achievement reflects ECR's commitment to circular economy principles and aligns with the UAE's national sustainability goals to minimize landfill dependency and promote resource efficiency within the construction industry.





## Environmental Compliance Performance

(GRI 307)

ECR is committed to environmental stewardship and promoting sustainability both within its operations and in the wider community. In 2024, the company conducted **7 activities focused on environmental services and advocacy**, including tree planting initiatives, waste reduction campaigns, awareness workshops, and sustainable construction practices. These activities aim to reduce environmental impact, conserve natural resources, and engage employees, clients, and local communities in sustainability efforts. ECR integrates environmental considerations into project planning, ensuring that construction practices minimize emissions, energy consumption, and waste generation. The company monitors the effectiveness of these initiatives and continuously seeks opportunities to expand environmental advocacy and employee participation. By actively engaging in environmental services, ECR demonstrates its commitment to responsible business practices, biodiversity conservation, and community engagement. Reporting on these activities aligns with global sustainability standards and underscores the company's dedication to ESG performance and environmental responsibility.

## Operational Environmental Risk Assessment

(GRI 307-1)

In 2024, ECR conducted comprehensive assessments of all operational sites to identify and manage specific environmental risks, achieving a 100% assessment rate across the organization. These evaluations covered key areas such as waste management, emissions, resource consumption, chemical handling, and potential impacts on local ecosystems. By systematically assessing each site, ECR was able to implement targeted mitigation measures, establish preventive protocols, and ensure compliance with UAE environmental regulations and international best practices. Risk assessment findings informed environmental management plans, employee training programs, and site-specific monitoring initiatives, enabling proactive management of environmental impacts. This approach not only minimizes potential ecological harm but also supports operational efficiency, regulatory compliance, and stakeholder confidence. Through consistent monitoring and continuous improvement, ECR demonstrates its commitment to sustainability and responsible operational practices, embedding environmental risk management as a core component of its corporate governance and ESG strategy.

In 2024, ECR demonstrated its commitment to environmental management and sustainability by ensuring that 100% of its operational sites in the UAE were certified under recognized environmental standards, including ISO 14001, EMAS, and ISO 50001. These certifications reflect ECR's adherence to best practices in environmental management, energy efficiency, and sustainable operations. By maintaining certified sites, the company ensures compliance with environmental regulations, systematic monitoring of impacts, and continuous improvement in environmental performance.

This initiative strengthens stakeholder confidence, reduces environmental risks, and supports the company's broader ESG objectives. The certified management systems also provide frameworks for addressing resource efficiency, waste management, water conservation, and greenhouse gas reduction across all projects. By integrating certified environmental management practices into operations, ECR reinforces its role as a responsible construction company committed to sustainability and environmental stewardship.

### New suppliers that were screened using environmental criteria (GRI 308-1)



In 2024, ECR reinforced responsible supply chain management by ensuring that all targeted suppliers operate under contracts that include specific clauses addressing environmental protection, labor standards, and human rights. During the reporting period, 100% of our targeted suppliers had such clauses incorporated into their agreements. These contractual requirements ensure that suppliers adhere to sustainable practices, maintain safe and ethical working conditions, and respect human rights throughout their operations. By embedding ESG requirements into supplier contracts, ECR mitigates risks, promotes accountability, and fosters sustainable business partnerships. This approach also aligns supplier operations with our corporate sustainability objectives, enhancing transparency and compliance across the value chain. These initiatives demonstrate ECR's commitment to responsible governance, ethical procurement, and the integration of environmental and social considerations into all supplier engagements.

### Supplier Environmental Assessment (GRI 308-1)

In 2024, ECR strengthened its Supplier Environmental Assessment process to ensure that all procurement and subcontracting activities align with the company's sustainability objectives and the UAE's environmental regulations. All new and existing suppliers were evaluated based on criteria such as waste management practices, emissions control, resource efficiency, compliance with environmental laws, and safe handling of hazardous materials. Priority was given to suppliers who demonstrated strong environmental performance, use of eco-friendly materials, and commitment to continuous improvement.

ECR integrated environmental requirements into supplier contracts, mandating adherence to responsible practices including proper disposal of construction waste, dust suppression, and pollution prevention measures. Periodic audits and on-site inspections were conducted to verify the implementation of these environmental controls. Non-compliant suppliers were required to submit corrective action plans to maintain their approved status. Through this structured assessment approach, ECR aims to minimize environmental risks within its supply chain and promote a culture of sustainability across all partner relationships.

## SUSTAINABILITY PERFORMANCE DATA

| S.No | KPI   | Measures   | Values  |
|------|---|------------|---------|
| 1.   | Percentage of operational sites assessed on specific environmental risks                              | Percentage | 100     |
| 2.   | Total renewable energy consumption  | kWh        | 50000   |
| 3    | Percentage of recycled wood or wood-based products/materials  | Percentage | 100     |
| 4    | Biodiversity (Percentage of green landscape)  | Percentage | 8       |
| 5    | Materials, Chemicals & Waste (Waste to landfill)  | Liters     | 21506   |
| 6    | Total weight of non-hazardous waste (Reduce the weight of non-hazardous waste in Tons)                | Kgs        | 16800   |
| 7    | Total weight of waste recovered   | Kgs        | 3600    |
| 8    | Percentage of total waste from company operations diverted from landfills                             | Percentage | 93      |
| 9    | Environmental Services & Advocacy (Number of Activities in Environmental Services & Advocacy)         | No's       | 7       |
| 10   | Total gross Scope 1 GHG emissions (Reduction target for Scope 1 emissions.)                           | MT of CO2e | 21945   |
| 11   | Total gross Scope 2 GHG emissions (market or location based) (Reduction target for Scope 2 emissions) | MT of CO2e | 3117.2  |
| 12   | Total gross Scope 3 GHG emissions   | MT of CO2e | 19997.3 |
| 13   | Total gross Scope 3 Downstream GHG emissions  | MT of CO2e | 2396.3  |
| 14   | Total gross Scope 3 Upstream GHG emissions  | MT of CO2e | 17601   |
| 15   | Energy Consumption & GHGs   | kWh        | 81508   |

## SUSTAINABILITY PERFORMANCE DATA

| S.No | KPI   | Measures      | Values |
|------|---|---------------|--------|
| 16   | Water (Quantity of Water Pollution )  | Cubic Meters  | 25.5   |
| 17   | Air Pollution (Air quality Index)   | Index         | 28     |
| 18   | Total water consumption   | Cubic Meters  | 180    |
| 19   | Total amount of water recycled and reused   | Liters        | 6000   |
| 20   | Total weight of hazardous waste (Reduce the weight of hazardous waste in Tons)  | Kgs           | 1800   |
| 21   | Total energy consumption  | kWh           | 72000  |
| 22   | Product End-of-Life (No of persons given training on product End-of-Life)   | Percentage    | 75     |
| 23   | Percentage of certified wood or wood-based products/materials   | Percentage    | 100    |
| 24   | Percentage of operational sites with an environmental certification, such as ISO 14001, EMAS, ISO 50001   | Percentage    | 100    |
| 25   | Percentage of total energy consumption from renewable sources   | Percentage    | 14     |
| 26   | Total weight of air pollutants  | Metric Tonnes | 1.4    |
| 27   | Information regarding conflict minerals is available for less than 50% of suppliers (Availability of verified conflict mineral disclosure from suppliers) | Percentage    | 100    |
| 28.  | Information regarding conflict minerals is available for at least 50% of suppliers  | Percentage    | 100    |

# SOCIAL

UN SDGs aligned

**4** QUALITY EDUCATION



**5** GENDER EQUALITY



**8** DECENT WORK AND ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



**10** REDUCED INEQUALITIES



**11** SUSTAINABLE CITIES AND COMMUNITIES



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



**17** PARTNERSHIPS FOR THE GOALS



## Occupational health and safety management system (GRI 401)

ECR has successfully achieved **ISO 45001:2018 certification**, reaffirming its strong commitment to occupational health and safety management. This internationally recognized standard demonstrates the company's proactive approach to preventing workplace risks, reducing incidents, and fostering a safe and healthy environment for all employees and contractors. By integrating safety practices into every aspect of its construction and operational activities, ECR ensures compliance with legal requirements while promoting a culture of safety awareness and continuous improvement. Achieving ISO 45001:2018 highlights ECR's dedication to protecting its workforce and upholding the highest standards of health and safety excellence.



## New employee hires and employee turnover

(GRI 401-1)



In 2024, ECR actively monitored labor inputs across all construction projects and operational facilities in the UAE to ensure effective workforce management and compliance with international labor standards. A total of **2620000 hours** were recorded from direct employees and contractors, reflecting the scale and engagement of the workforce. Monitoring total hours worked is critical to understanding employee commitment, productivity levels, and overall labor efficiency across projects.

ECR places strong emphasis on ensuring that all employees operate in safe, fair, and legally compliant working conditions. Adherence to UAE labor laws and occupational health and safety regulations is strictly enforced, alongside efforts to promote equitable opportunities, fair wages, and a supportive work environment. Tracking hours worked also provides the basis for calculating essential performance metrics, including injury frequency rates, average training hours per employee, and overtime distribution. These insights enable targeted interventions aimed at improving employee well-being, enhancing productivity, and ensuring optimal allocation of resources.

By maintaining robust records of labor inputs, ECR demonstrates its commitment to transparency, accountability, and proactive workforce management. This approach reflects the company's ESG strategy, ensuring alignment with global reporting standards while reinforcing its dedication to responsible labor and social practices.

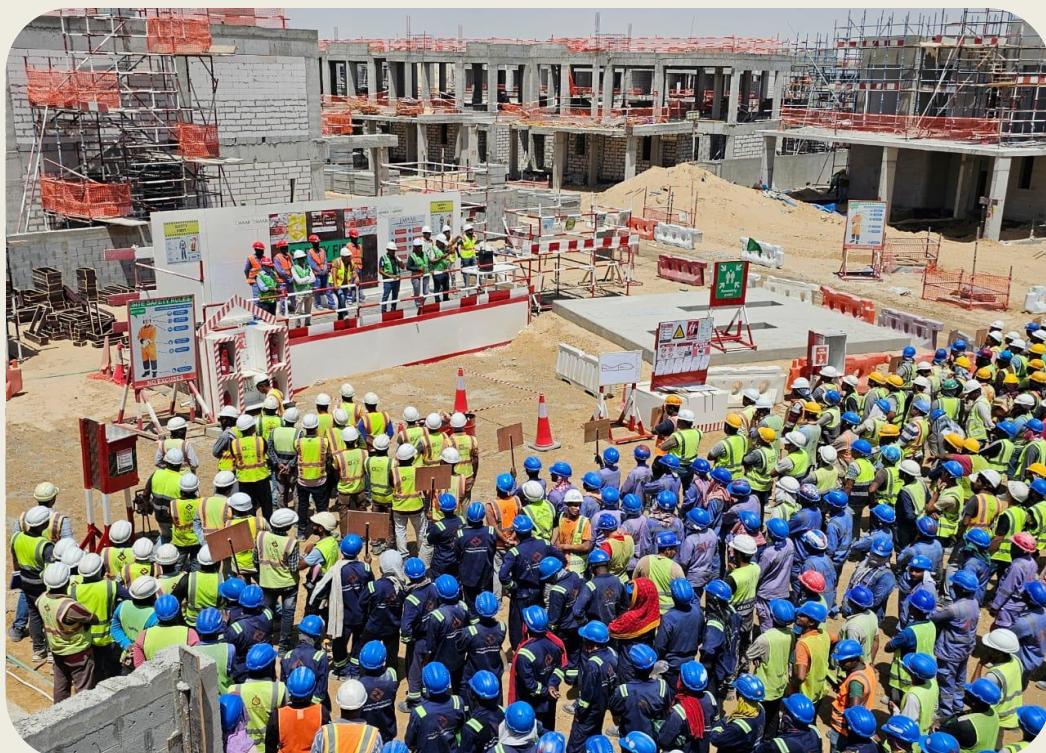


## Employment (GRI 401)

ECR is committed to ensuring the well-being, safety, and fair treatment of its diverse workforce across all construction and infrastructure projects. In 2024, the company provided health insurance coverage to 100% of all eligible employees, including engineers, supervisors, administrative staff, and site workers, in compliance with UAE Labour Law (Federal Decree-Law No. 33 of 2021) and relevant emirate-level health regulations.

The insurance plan covers hospitalization, outpatient care, emergency services, and preventive health check-ups. ECR also organized annual medical screenings, heat-stress awareness programs, and wellness campaigns to support holistic employee well-being.

The company maintained transparent employment practices, ensuring fair wages, timely payments, safe accommodation, and equal opportunities for all nationalities. Continuous efforts were made to improve workplace satisfaction through open communication, training access, and a supportive work environment. These initiatives strengthen ECR's commitment to ethical employment, workforce welfare, and sustainable human capital development.





## Benefits Provided Employees

(GRI 402-1)

ECR places the health, safety, and well-being of its workforce at the center of its social responsibility commitments. In 2024, the company ensured that 82% of employees were covered under health insurance, providing them with access to essential medical services, preventive care, hospitalization, and emergency treatment. This extensive coverage reflects ECR's proactive approach to supporting its employees and their families, creating a safe and secure working environment across construction sites and office facilities.

Health insurance programs are carefully structured, regularly reviewed, and updated to remain fully compliant with UAE labor regulations and aligned with global best practices. ECR also emphasizes equitable access to healthcare, ensuring that benefits are distributed fairly across its diverse workforce. Beyond formal insurance coverage, the company integrates health awareness campaigns, wellness sessions, and preventive care initiatives to encourage healthier lifestyles among employees.

By combining structured insurance benefits with broader wellness programs, ECR strengthens employee engagement, productivity, and long-term satisfaction. These initiatives foster a culture of care, inclusivity, and accountability, demonstrating ECR's alignment with internationally recognized sustainability standards. Through its continued investment in employee welfare, the company reinforces its commitment to responsible employment practices and its overarching ESG strategy.

## Labor-Management Relations

(GRI 402-1)



ECR recognizes that structured social dialogue is essential to fostering transparent and collaborative labor relations. In 2024, 5% of employees were covered by formally-elected employee representatives or collective agreements, ensuring that these employees have access to formal mechanisms for raising concerns, participating in decision-making, and contributing to discussions on workplace conditions, rights, and benefits. The company encourages the development of representative structures and collective agreements as part of its broader human resources strategy, promoting employee engagement and trust. Social dialogue coverage is regularly monitored through internal reporting and employee engagement surveys to identify opportunities for expanding representation and ensuring equitable treatment. By maintaining formal social dialogue mechanisms, ECR demonstrates its commitment to internationally recognized labor standards, responsible employment practices, and continuous improvement in workforce relations. This approach strengthens transparency, accountability, and employee well-being across its construction operations.

## Occupational Health Safety

(GRI 403)



ECR prioritizes the health and safety of its workforce across all construction projects and operational sites. In 2024, **100% of operational sites underwent comprehensive employee health and safety risk assessments**, demonstrating the company's proactive approach to identifying, mitigating, and managing potential workplace hazards. Risk assessments evaluate site-specific conditions, construction activities, equipment usage, and exposure to chemical or physical hazards. The findings inform the implementation of control measures, safety protocols, training programs, and emergency preparedness plans to prevent accidents, injuries, or occupational illnesses. Continuous monitoring, site inspections, and audits ensure compliance with local regulations and internal safety standards. By conducting assessments at all sites, ECR reinforces a culture of safety, accountability, and employee well-being. Transparent reporting of health and safety risk assessments aligns with global ESG standards, showcasing the company's commitment to responsible construction practices and the protection of its workforce.

## Worker Health Services

(GRI 403-4)



ECR values open communication and collaboration between management and employees as a cornerstone of responsible labor practices. In 2024, **12 employees participated in formal social dialogue activities**, reflecting the company's commitment to engaging its workforce in discussions about workplace conditions, rights, and organizational policies. Social dialogue mechanisms provide employees with structured channels to raise concerns, share feedback, and contribute to decision-making processes, fostering a culture of trust, transparency, and mutual respect. ECR encourages broad participation through regular meetings, consultations, and training programs that emphasize the importance of collective engagement and employee representation. Participation metrics are monitored to identify areas for improvement and to expand engagement opportunities across all operational sites. By promoting employee involvement in social dialogue, ECR strengthens workforce relations, enhances employee satisfaction, and ensures compliance with internationally recognized labor standards, contributing to a responsible, inclusive, and ethical organizational culture.



## Work-related Injuries

(GRI 403-9)



In 2024, ECR maintained a strong focus on employee health and safety across all construction sites and operational facilities in the UAE. During the year, a total of 32 reportable incidents were recorded, reflecting our commitment to transparent reporting and continuous improvement in workplace safety. To mitigate risks, ECR implemented comprehensive safety programs, including regular training, site inspections, hazard identification, and the provision of appropriate personal protective equipment (PPE). In addition, safety performance is continuously monitored and reviewed to identify trends and implement preventive measures. This proactive approach demonstrates ECR's dedication to ensuring a safe working environment, protecting employees' well-being, and fostering a culture of safety across all levels of the organization. These initiatives align with our ESG strategy, supporting social responsibility and compliance with national occupational health and safety regulations.

In 2024, ECR closely monitored workplace safety and recorded a total of 9 days lost due to work-related injuries, fatalities, and ill health, reflecting our Lost Time Injury Frequency Rate (LTIFR) for the year. This metric provides critical insight into occupational safety performance across our construction sites and operational facilities in the UAE. ECR continues to implement robust health and safety measures, including hazard identification, risk assessments, employee safety training, use of personal protective equipment (PPE), and regular site inspections. Tracking lost time allows ECR to identify trends, implement corrective actions, and continuously improve workplace safety standards. By maintaining comprehensive records and promoting a proactive safety culture, ECR demonstrates accountability, employee protection, and alignment with ESG commitments, contributing to safer working environments and operational excellence across all projects.

In 2024, ECR maintained a strong focus on occupational health and safety across all construction sites and operational facilities in the UAE. During the reporting period, no work-related accidents were recorded, demonstrating the effectiveness of our proactive safety measures and risk management strategies. ECR implements a comprehensive safety program that includes regular employee training, hazard identification, strict adherence to safety protocols, and the provision of appropriate personal protective equipment (PPE).

Continuous monitoring, safety audits, and employee engagement initiatives reinforce a culture of safety and accountability across all levels of the organization. By maintaining zero work-related accidents, ECR highlights its commitment to protecting the well-being of its workforce, minimizing operational risks, and promoting a safe and productive working environment. These efforts align with our ESG objectives and broader social responsibility commitments.

In 2024, ECR maintained a strong focus on occupational health and safety across all construction sites and operational facilities in the UAE. During the reporting period, there were zero fatalities resulting from work-related injuries or ill health, reflecting the effectiveness of our proactive safety programs and risk mitigation strategies. ECR implements comprehensive measures to protect employees, including regular safety training, hazard identification, risk assessments, emergency preparedness, and the use of personal protective equipment (PPE). Continuous monitoring, incident reporting, and safety audits reinforce a culture of accountability and employee well-being. Achieving zero fatalities demonstrates ECR's commitment to ensuring a safe working environment and minimizing workplace risks. These efforts align with our ESG strategy, highlighting the importance of employee protection, operational excellence, and adherence to international health and safety standards.

## Employee Training Hours

(GRI 404-1)



ECR is committed to continuous employee development and fostering a skilled and knowledgeable workforce. In 2024, employees received an **average of 3 hours of training per person**, encompassing technical skills, safety protocols, sustainability practices, and professional development. Training programs are designed to align employee competencies with organizational goals, enhance productivity, and promote a culture of continuous learning. Both mandatory and elective training sessions are offered across departments, ensuring equitable access to learning opportunities for all staff members. The company monitors training hours and evaluates program effectiveness through feedback surveys, assessments, and performance metrics to optimize learning outcomes. By providing structured training, ECR supports career advancement, improves operational efficiency, and enhances workforce engagement. Transparent reporting of average training hours demonstrates ECR's commitment to human capital development, sustainable workforce management, and alignment with global ESG and sustainability reporting standards.

ECR is committed to fostering continuous learning, skill development, and career growth for its workforce. In 2024, **60% of employees participated in career development programs**, reflecting the company's dedication to enhancing employee capabilities and supporting professional advancement. These programs include technical training, leadership development, mentoring, and role-specific skill-building initiatives designed to align individual growth with organizational objectives. Participation is monitored to ensure equitable access across departments and employee levels. By investing in career development, ECR empowers its employees to reach their full potential, enhances workforce engagement, and strengthens organizational performance. Training programs are regularly evaluated for effectiveness and updated to incorporate industry best practices, emerging technologies, and regulatory requirements.

Transparent reporting of career development participation demonstrates ECR's commitment to responsible human resource management, sustainable workforce development, and alignment with global ESG and sustainability reporting standards, reinforcing a culture of continuous improvement and professional growth.

### Programs for upgrading employee skills and transition assistance programs (GRI 404-2 )



In 2024, ECR prioritized the professional development of its workforce by providing skills-related training programs across all operational and construction sites in the UAE. During the reporting period, 20% of employees participated in targeted training sessions designed to enhance technical, operational, and managerial competencies relevant to their roles. These programs included workshops, on-the-job training, and digital learning modules aimed at improving productivity, safety, and overall performance.

By investing in employee skills development, ECR strengthens workforce capabilities, supports career progression, and fosters a culture of continuous learning. The initiative aligns with our broader ESG strategy by ensuring employees are equipped to meet current and future operational challenges while contributing to sustainable business growth. Tracking and reporting training metrics enhances transparency, accountability, and demonstrates the company's commitment to social responsibility and employee empowerment.

### Percentage of employees receiving regular performance and career development reviews (GRI 404-3 )



In 2024, ECR reinforced its commitment to employee development and career growth by conducting regular performance and career development reviews for all employees. During the reporting period, 100% of employees received structured reviews that evaluated their performance, set development goals, and identified opportunities for skills enhancement and career progression.

These reviews serve as a critical tool for aligning individual objectives with organizational goals, promoting employee engagement, and enhancing overall workforce productivity. By providing constructive feedback and guidance, ECR ensures employees have clear pathways for career growth while fostering a culture of continuous learning and professional development. This initiative also supports retention, motivation, and succession planning. Regular performance and career development reviews are integral to ECR's ESG strategy, demonstrating accountability, transparency, and a strong commitment to social responsibility and workforce empowerment.

## Diversity and equal opportunity

(GRI 405)



ECR is committed to fostering an inclusive and diverse workplace that values the contributions of all employees. In 2024, **50% of the workforce comprised employees from minority and/or vulnerable groups**, reflecting the company's proactive efforts to ensure equal opportunity and representation across its operations. ECR promotes diversity through equitable recruitment, training, and career development programs, ensuring that employees from all backgrounds have access to advancement opportunities. The company also implements policies and initiatives that create an inclusive environment, addressing barriers related to ethnicity, disability, gender, or other factors. By maintaining a diverse workforce, ECR enhances innovation, creativity, and decision-making, while reinforcing its commitment to social responsibility and ethical employment practices. Diversity data are regularly monitored and reported to assess progress, enabling the company to refine strategies that support inclusion and equity.

In 2024, ECR actively promoted diversity and inclusion across its leadership teams, emphasizing the representation of minority and vulnerable groups at the top management level. Our data shows that **30% of top management** positions are held by individuals from minority or vulnerable groups, reflecting our commitment to fostering an inclusive workplace and promoting equitable opportunities for advancement. This initiative aligns with our broader social responsibility strategy, which prioritizes diversity as a driver of innovation, employee engagement, and organizational resilience. By embedding diversity principles into our recruitment, development, and promotion processes, ECR ensures that leadership reflects the rich demographic and cultural diversity of our workforce and community. This commitment supports sustainable business practices, strengthens decision-making, and enhances our reputation as an employer of choice in the UAE construction sector.





## Diversity of Governance Bodies and Employee

(GRI 405-1)

ECR is committed to promoting diversity, equity, and inclusion at all levels of its governance structure. In 2024, **30% of board members were women**, reflecting the company's ongoing efforts to enhance gender representation and inclusivity in leadership positions. Gender-diverse boards bring a wider range of perspectives, improve decision-making, and strengthen corporate governance practices. ECR actively encourages equal opportunities in board nominations, executive development programs, and succession planning to ensure a balanced representation of women and men. This approach aligns with global best practices on diversity and supports broader organizational objectives, including enhanced transparency, accountability, and sustainability leadership. Regular monitoring of board composition and reporting on gender diversity metrics demonstrates ECR's commitment to fostering equitable leadership and empowering women in senior management roles. The company continues to implement initiatives that promote gender equality across all functions and organizational levels.

ECR is committed to promoting gender diversity and inclusion across all levels of its workforce. In 2024, **40% of employees across the organization were women**, reflecting the company's proactive efforts to ensure balanced representation and equal opportunities in recruitment, career development, and leadership pathways. ECR implements policies and programs that support gender equality, including mentoring, training, and career advancement initiatives tailored to women employees. The company also ensures that workplace practices, including flexible work arrangements and anti-discrimination policies, foster an inclusive environment that values contributions from all genders. By maintaining substantial female representation, ECR enhances innovation, decision-making, and organizational performance while aligning with global standards for diversity and inclusion. Monitoring and reporting gender diversity metrics enables continuous improvement and transparency, demonstrating the company's commitment to social responsibility, workforce equity, and sustainable human capital development.

ECR is committed to fostering gender diversity and inclusion within its leadership structure. In 2024, **20% of top management positions were held by women**, reflecting the company's ongoing efforts to ensure equitable representation in decision-making roles. Promoting gender diversity at senior levels enhances strategic perspectives, drives innovation, and strengthens corporate governance. ECR actively supports initiatives such as leadership development programs, mentorship, and succession planning to encourage the advancement of women into senior roles. Policies promoting work-life balance, anti-discrimination, and equal opportunity further reinforce an inclusive environment conducive to female leadership. Monitoring and reporting gender representation at top management levels ensures transparency, accountability, and continuous improvement in diversity efforts. By fostering a balanced leadership team, ECR aligns with global sustainability reporting standards, demonstrates responsible governance, and reflects a broader commitment to equitable workforce development and inclusive organizational culture.



## Ratio of Basic Salary and Remuneration of Women to Men (GRI 405-2)

ECR is committed to fostering equality and fairness in compensation practices across all levels of its workforce. In 2024, the **average unadjusted gender pay gap was 0**, indicating that, on average, men and women employed by the company received equivalent remuneration for equivalent roles and responsibilities. This demonstrates ECR's adherence to principles of gender equity, non-discrimination, and fair labor practices. Compensation policies are regularly reviewed and benchmarked against market standards to ensure transparency, consistency, and fairness across all job categories. By maintaining a zero gender pay gap, the company supports inclusive employment practices, strengthens employee trust, and enhances overall workforce satisfaction. ECR also integrates gender equality into recruitment, promotion, and performance evaluation processes to reinforce equitable opportunities for all employees. This proactive approach underscores the company's commitment to sustainable human resource practices and aligns with global ESG and sustainability reporting standards.



## Incidents of discrimination and corrective actions taken

(GRI 406-1)

During 2024, ECR reported **zero incidents of discrimination or harassment** across all operations, reflecting a strong organizational culture grounded in respect, equality, and inclusion. The company's Diversity, Equity, and Inclusion (DEI) policy ensures equal opportunities for all employees, regardless of gender, nationality, or background. Awareness and sensitivity training were conducted to promote ethical behavior and prevent workplace misconduct. Confidential grievance mechanisms remain accessible to all staff, ensuring transparency and trust. ECR's proactive initiatives continue to foster a safe, inclusive, and equitable work environment, aligned with UAE labor law and international human rights standards on fair treatment and dignity.

In 2024, ECR reinforced its commitment to diversity, equity, inclusion, and a safe workplace culture by providing mandatory training on diversity, discrimination, and harassment to all employees. During the reporting period, 100% of employees completed this training, which focused on promoting awareness, understanding workplace rights, preventing discrimination, and addressing harassment.

**Non-Discrimination (GRI 406-1):** ECR is committed to maintaining a workplace where all employees are treated fairly and respectfully, regardless of nationality, ethnicity, religion, age, gender, or job role. In 2024, the company strengthened its Non-Discrimination Policy through awareness programs and manager-led briefings focused on equal opportunity and ethical behaviour. Recruitment, promotions, and training decisions were based strictly on merit and performance. A confidential grievance mechanism remained available for employees to report any concerns without fear of retaliation. No incidents of discrimination were recorded during the year. ECR continues to promote an inclusive, diverse, and respectful work environment that supports the well-being and dignity of every employee.



## Operations and suppliers at significant risk for incidents of child labor (GRI 408-1) – (GRI 409-1)

In 2024, ECR reinforced its zero-tolerance policy toward child labor, forced labor, and human trafficking across all construction sites and supply chains. Strict age-verification procedures were implemented during recruitment, ensuring full compliance with UAE Labor Law and international human rights conventions. Supplier contracts now include mandatory clauses prohibiting such practices, supported by regular audits and employee awareness programs. No incidents of labor rights violations were reported during the year. Continuous training and grievance mechanisms empower workers to report concerns confidentially, reflecting ECR's strong commitment to ethical employment and responsible business conduct across all operations.



### Forced Labor Incidents

(GRI 409-1)

During 2024, ECR maintained a strong commitment to preventing child labor, forced labor, and human trafficking in all its operations and supply chains. Robust recruitment procedures ensured strict age verification and compliance with UAE Labor Law and ILO standards. Supplier contracts incorporated ethical labor clauses, and periodic audits verified adherence. Employee awareness sessions and grievance channels were strengthened to encourage reporting of any suspected violations. No incidents were recorded during the reporting year. Through ongoing training and responsible sourcing practices, ECR continues to uphold human rights and promote a safe, fair, and transparent workplace culture.



## Human Rights Assessment (GRI 412)



In 2024, ECR achieved 100% certification of all operational sites under internationally recognized labor and human rights standards, including ISO 45001 and SA8000. This milestone demonstrates the company's dedication to ensuring safe, ethical, and fair working environments across its construction operations. Compliance audits confirmed full adherence to occupational health and safety requirements, fair wage practices, and human rights protection. Certification programs also enhanced worker welfare, stakeholder confidence, and transparency. ECR's commitment to maintaining globally accepted labor standards continues to reinforce its position as a responsible, socially accountable, and sustainability-driven organization in the UAE construction sector.

In 2024, ECR recorded zero incidents of human rights violations involving external stakeholders, including clients, contractors, and community members. The company maintained strict adherence to international human rights frameworks and UAE labor and ethical business standards. All major contracts incorporated clauses requiring partners to comply with ECR's Human Rights and Ethical Conduct Policy. Regular engagement sessions with suppliers and community representatives ensured transparency, fairness, and mutual respect. Through due diligence assessments and grievance mechanisms, ECR continues to safeguard the rights of all stakeholders, promoting responsible business practices and social accountability across its construction and infrastructure projects.

In 2024, ECR assessed 100% of its operational sites for potential human rights impacts and risks. These evaluations ensured compliance with UAE labor laws and international human rights standards. No adverse findings were reported, demonstrating ECR's strong commitment to ethical operations and workforce protection.

## Significant Investment Agreements and Contracts that Include Human Rights Clauses or Underwent Human Rights Screening (GRI 412-3)



In 2024, ECR strengthened its commitment to ethical business practices by integrating human rights clauses into all significant investment agreements, supplier contracts, and subcontractor arrangements. These clauses covered fair labour practices, prohibition of child and forced labour, non-discrimination, ethical recruitment, and safe working conditions, aligned with UAE Labour Law and international human rights principles. Prior to finalizing contracts, ECR conducted human rights screening to assess suppliers' compliance with labour standards, worker welfare conditions, and ethical performance history. Only suppliers demonstrating adherence to these requirements were approved. Periodic monitoring and site inspections ensured continued compliance throughout the contract period. Through these measures, ECR ensures that all business partnerships reflect its values of responsibility, human dignity, and ethical conduct.



## Supplier Social Assessment

(GRI 414)

ECR is committed to promoting ethical, responsible, and sustainable practices across its supply chain. In 2024, 100% of targeted suppliers signed the company's Supplier Code of Conduct, reflecting full compliance with ECR's expectations regarding labor rights, health and safety, environmental responsibility, and anti-corruption standards. The Code of Conduct establishes clear guidelines for suppliers to operate ethically and sustainably, covering areas such as fair labor practices, compliance with environmental regulations, safe working conditions, and adherence to anti-bribery and anti-corruption policies. All suppliers are assessed on their compliance with these standards through audits, documentation reviews, and risk-based evaluations. Signing the Code of Conduct ensures that suppliers are aligned with ECR's ESG objectives and fosters a transparent and accountable supply chain. This initiative demonstrates the company's commitment to responsible procurement, sustainable operations, and adherence to globally recognized sustainability reporting standards.

ECR is committed to promoting responsible and sustainable supply chain practices across its construction projects. In 2024, 100% of targeted suppliers were covered by a CSR assessment, ensuring that all key suppliers adhere to the company's environmental, social, and governance (ESG) standards. The assessment evaluates supplier practices in areas such as labor rights, occupational health and safety, environmental management, anti-corruption measures, and ethical business conduct. Suppliers not meeting ECR's CSR requirements are engaged in corrective actions or capacity-building programs to align their practices with the company's sustainability objectives. The assessment process includes document reviews, on-site audits, and risk-based evaluations to ensure comprehensive monitoring and transparency. By covering all targeted suppliers, ECR demonstrates its commitment to responsible procurement, ethical supply chains, and compliance with global sustainability reporting standards. This approach strengthens stakeholder trust and reinforces the company's broader ESG performance.

In 2024, ECR strengthened its commitment to a responsible and sustainable supply chain by ensuring that 100% of audited and assessed suppliers were actively engaged in corrective actions or capacity-building programs. Comprehensive supplier assessments were conducted to identify gaps in environmental compliance, labor practices, health and safety, and quality standards. Based on these findings, ECR collaborated closely with suppliers through tailored training sessions, workshops, and corrective action plans designed to enhance their operational capabilities and align them with the company's ESG expectations. This proactive approach not only mitigates social, environmental, and operational risks but also fosters continuous improvement, accountability, and long-term resilience across the value chain. By supporting suppliers in adopting sustainable practices, ECR reinforces ethical business standards, strengthens stakeholder confidence, and promotes shared value creation, ensuring that sustainability principles are embedded throughout all tiers of its procurement and supplier management processes.

## Supplier Social Assessment

(GRI 414)



In 2024, ECR strengthened its Supplier Social Assessment framework to ensure that all subcontractors, vendors, and service providers operate in alignment with the company's social responsibility standards and UAE labour regulations. The assessment evaluated suppliers on key social criteria, including fair wages, ethical recruitment practices, non-discrimination, worker welfare, occupational health and safety, and prohibition of child and forced labour.

Before onboarding, each supplier underwent a structured screening process that included documentation review, compliance checks, and, where necessary, site inspections to verify working conditions. ECR required suppliers to sign mandatory commitments to uphold labour rights and maintain safe, hygienic, and respectful workplaces.

During the year, periodic audits were conducted to monitor ongoing compliance, and suppliers found with minor gaps were issued corrective action plans. Non-compliant suppliers were subject to reevaluation or removal from the approved list. Through these efforts, ECR ensures that its supply chain promotes human dignity, safe working conditions, and socially responsible business practices.



In 2024, ECR achieved 100% inclusion of environmental, labor, and human rights clauses in all targeted supplier contracts. These clauses mandate compliance with UAE labor regulations, international human rights standards, and environmental protection requirements. Suppliers are required to adopt fair employment practices, prevent child or forced labor, and manage environmental impacts responsibly. Regular assessments and audits ensure adherence to these contractual obligations. This initiative reinforces ECR's commitment to ethical and sustainable sourcing, promoting accountability and transparency throughout its supply chain while aligning with global ESG principles and the UAE's sustainability objectives for the construction sector.

## Health and Safety

(GRI 416-1)



In 2024, ECR demonstrated its unwavering commitment to customer health and safety, reporting zero incidents across all construction projects. This achievement reflects the company's strict adherence to UAE safety regulations, international quality standards, and comprehensive internal safety protocols. Project teams conducted detailed risk assessments, implemented preventative measures, and carried out regular safety audits to identify and mitigate potential hazards at every stage of construction. Continuous monitoring, staff training, and adherence to best practices ensured that all buildings, infrastructure, and public facilities delivered to clients met the highest safety benchmarks. By prioritizing customer well-being and safe construction practices, ECR reinforced trust and confidence among clients, stakeholders, and the broader community. This proactive approach not only safeguards end-users but also strengthens the company's reputation for responsible and sustainable building operations. ECR remains committed to continually improving safety performance and embedding health and safety excellence in every project.

## Customer Privacy Protection

(GRI 418)



In 2024, ECR reported **zero confirmed information security incidents**, reflecting the strength of its cybersecurity measures and risk management protocols. The company upholds strict information security policies, including access controls, encryption, network monitoring, and employee training to protect sensitive business and client data. Regular audits and risk assessments further enhance resilience against cyber threats. This zero-incident record demonstrates ECR's proactive approach to safeguarding confidentiality, integrity, and availability of information, reinforcing stakeholder trust and compliance with global ESG, governance, and customer privacy protection standards.

## SUSTAINABILITY PERFORMANCE DATA

| S.No | KPI   | Measures   | Values |
|------|---|------------|--------|
| 1.   | Consumer Protection and Safety Policy   | No's       | 0      |
| 2.   | Supplier Improvement Actions (Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building)  | Percentage | 100    |
| 3    | Policy on Ethical Labor Practices Policy (Child Labor, Forced Labor and Human Trafficking (if applicable))  | No's       | 0      |
| 4    | Human Rights Certification (Percentage of operational sites with a labor and human rights certification, such as ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) | Percentage | 100    |
| 5    | Worker Representation Rate (Percentage of employees covered by formally-elected employee representatives or collective agreements)  | Percentage | 5      |
| 6    | Workplace Rights and Conditions Policy (Working Conditions_   | Percentage | 82     |
| 7    | Responsible Supplier Monitoring (Percentage or number of targeted suppliers covered by a CSR assessment)  | Percentage | 100    |
| 8    | Women Board Representation (Percentage of women within the organization's board)  | Percentage | 30     |
| 9    | Inclusive Workforce Coverage (Percentage of employees from a minority and/or vulnerable group in the whole organization)  | Percentage | 50     |
| 10   | Secure Information Management (Number of confirmed information security incidents)  | No's       | 0      |
| 11   | Health Risk Assessment (Percentage of operational sites for which an employee health and safety risk assessment has been conducted)   | Percentage | 100    |
| 12   | Workforce Gender Diversity (Percentage of women employed in the whole organization)   | Percentage | 40     |
| 13   | Top Management Diversity (Percentage of women at top management level)  | Percentage | 20     |
| 14   | Employee social dialogue Policy (Social Dialogue)   | No's       | 12     |
| 15   | Upskilling and Career Development Policy (Career management / Training)   | Percentage | 60     |
| 16   | Supplier Conduct Coverage (Percentage of targeted suppliers who have signed the supplier code of conduct)   | Percentage | 100    |
| 17   | Workforce Training Hours (Average Hours of Training Per Employee)   | Hours      | 3      |

## SUSTAINABILITY PERFORMANCE DATA

| S.No | KPI   | Measures   | Values  |
|------|---|------------|---------|
| 18   | Inclusive Management Representation (Percentage of employees from a minority and/or vulnerable group at top management level)                               | Percentage | 30      |
| 19   | Safe Work Environmental Policy (Employee Health & Safety )  | No's       | 32      |
| 20   | Inclusive Workplace Behavior Policy (Discrimination and Harassment)   | No's       | 0       |
| 21   | Value Chain Human Rights Policy (External Stakeholder Human Rights)   | No's       | 0       |
| 22   | Responsible Audit Coverage (Percentage or number of targeted suppliers covered by a CSR on-site audit)  | Percentage | 100     |
| 23   | Procurement Skills Development (Percentage of buyers across all locations who have received training on sustainable procurement)                            | Percentage | 100     |
| 24   | Work Hours Monitoring (Number of hours worked)  | Hours      | 2620000 |
| 25   | Health Safety Performance (Number of days lost to work-related injuries, fatalities and ill health)   | No's       | 9       |
| 26   | Occupational Accident Cases (Number of work-related accidents)  | No's       | 0       |
| 27   | Product Use and Environmental Responsibility Policy (Product Use)   | Percentage | 64228   |
| 28   | Sustainability Training Rate (Percentage of employees trained on specific environmental issues)   | Percentage | 50      |
| 29   | Responsible Supply Agreements (percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements) | Percentage | 100     |
| 30   | Employee Learning Participation (Percentage of employees who received skills-related training)  | Percentage | 20      |
| 31   | Workplace Respect Training (Percentage of employees trained on diversity, discrimination, and harassment)   | Percentage | 100     |
| 32   | Rights Risk Coverage (Percentage of operational sites assessed for human rights impact or risks)  | Percentage | 100     |
| 33   | Ethical Site Certification (Percentage of all sites with an ethics certification, such as ISO 27001 or ISO 37001)   | Percentage | 100     |
| 34   | Workplace Fatality Prevention (Number of fatalities as a result of work-related injuries and ill health)  | No's       | 0       |

## SUSTAINABILITY PERFORMANCE DATA

| S.No | KPI   | Measures   | Values |
|------|---|------------|--------|
| 35   | Employee Growth Tracking (Percentage of employees who received regular performance and career development reviews)    | Percentage | 100    |
| 36   | Workplace Respect Incidents (Number of identified discrimination or harassment incidents or corrective actions)       | No's       | 0      |
| 37   | Mineral Compliance (Information regarding conflict minerals is available for less than 50% of suppliers)              | Percentage | 100    |
| 38   | Responsible Supplier Monitoring (Percentage of targeted suppliers that have gone through a sustainability assessment) | Percentage | 100    |
| 39   | Conflict Minerals (Information regarding conflict minerals is available for at least 50% of suppliers)                | Percentage | 100    |

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## INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with AA1000AS v3 and ISO 17029:2019. The assurance engagement covered a Type 2 assurance of the information and data disclosed within this report.

The scope of the assurance included verifying the accuracy, completeness, and reliability of the disclosures made under all relevant sections of the GRI Standards. The assurance provider conducted the engagement based on applicable assurance principles and issued an assurance statement confirming the integrity of the disclosed information.

**Name of Assurance Provider :** BMQR Certifications Pvt Ltd,  
**Standard Used** : AA1000AS v3, ISO 17029:2019 and GRI.  
**Type of Assurance** : Type 2  
**Web URL** : [www.bmqrasurance.com](http://www.bmqrasurance.com)

### Authorized Representative (Assurer):

Name : S. Elango  
Designation : Associate Certified Sustainability Assurance Practitioner (AA 1000)



Certificate No : AA1000 (ACSAP) C.N: A09122401

Signature : 