

DFM ESG METRIC RECOMMENDATIONS FOR REPORTING

Category	Metric	Disclosure Topic	Corresponding GRI Standard	Notes
Environment	E1. GHG Emissions	E1.1) Total amount of Scope 1 emissions	GRI 305: Emissions 2016	E1.1) 244,823t CO ₂ -e
		E1.2) Total amount of Scope 2 emissions		E1.2) 8,242t CO ₂ -e
		E1.3) Total amount of Scope 3 emissions		E1.4) Electrification of fleet to hybrid or fully electric vehicles (pg.63, pg. 65)
		E1.4) Please describe investments, initiatives and projects to reduce CO ₂ emissions		
	E2. Emissions Intensity	E2.1) GHG emissions intensity	GRI 305: Emissions 2016	E2.1) N/A
		E2.2) Non-GHG emissions intensity		E2.2) N/A
	E3. Energy Usage	E3.1) Total amount of energy directly consumed	GRI 302: Energy 2016	E3.1) 20,375,582 kWh
		E3.2) Total amount of energy indirectly consumed		E3.2) N/A
	E4. Energy Intensity	E4.1) Direct energy use intensity	GRI 302: Energy 2016	E4.1) N/A
		E4.2) Total indirect energy usage per output scaling factor		E4.2) N/A
		E4.3) Energy-related investments, initiatives and projects to reduce energy consumption and to increase energy efficiency		E4.3) Solar panel installation and LED light fixtures (pg. 66)
	E5. Energy Mix	E5.1) Renewable energy used	GRI 302: Energy 2016	E5.1) 25%
		E5.2) Non-renewable energy used		E5.2) 75%
	E6. Water Usage	E6.1) Total amount of water withdrawn	GRI 303: Water and Effluents 2018	E6.1) N/A
		E6.2) Total amount of water discharged		E6.2) N/A
		E6.3) Total amount of water consumed (if possible, a breakdown by source)		E6.3) 346,879 thousand litres
		E6.4) Water intensity		E6.4) N/A
		E6.5) Water recycled (If applicable)		E6.5) 82% water recycled from car washing
		E6.6) Water-related investments, initiatives and projects for reducing water consumption and increasing recycling		E6.6) Using recycled water to wash cars (pg.53)

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	E7. Waste	E7.1) Total amount of waste generated (if possible, by Hazardous and Non-hazardous)	GRI 306: Waste 2020	E7.1) Waste information split on pg. 68
		E7.2) Total amount of waste diverted from disposal (if possible, by Hazardous and Non-hazardous)		E7.2) N/A
		E7.3) Total amount of waste directed to disposal (if possible, broken down by Hazardous and Non-hazardous)		E7.3) N/A
		E7.4) Total number and volume of oil spills (if applicable)		E7.4) N/A
		E7.5) Waste-related investments, initiatives and projects to reduce waste generation consumption and to increase waste recycling		E7.5) Maintenance initiatives, recycling and selling of used parts and byproducts (more information on pg. 68)
E8. Environmental Management		E8.1) Does your company follow a formal Environmental Policy?	GRI 102: General Disclosures 2016	E8.1) Yes
		E8.2) Does your company follow specific waste, water, energy, and/or recycling policies?		E8.2) Certain internal policies
		E8.3) Does your company adopt a recognized environment and energy management systems such as ISO14001 and ISO50001?		E8.3) Yes – pg. 57
		E8.4) Does you company have targets in place with regards to environment, energy, water and waste?		E8.4) Certain internal targets are present
		E8.5) Please indicate if any fines received (→ USD 10000) for non-compliance with laws and regulations regarding environmental management during the last reporting period		E8.5) No such fines
E9. Climate Risk Management and Oversight		E9.1) Does your Board/Management Team oversee and/or manage climate-related risks and opportunities? If yes, describe.	GRI 102: General Disclosures 2016	E9.1) COO is the chair of the ESG Committee which considers all sustainability issues
		E9.2) Please describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.		E9.2) N/A
		E9.3) Please describe the organisation’s processes for identifying and assessing climate-related risks.		E9.3) N/A
		E9.4) Please describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning		E9.4) N/A
		E9.5) Total amount invested, periodically, in climate-related infrastructure, resilience and product development		E9.5) N/A
		E9.6) Please describe the greenhouse gas emission targets (Scope1, Scope 2 and Scope 3) and the related risks		E9.6) N/A
		E9.7) Please share your actions to align with UAE’s Net Zero Commitment by 2050. Do you have a net zero emissions target in place?		E9.7) Full information on alignment is available on pg. 66

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	E10. Biodiversity	E10.1) Please share number of operational sites owned, managed and/or leased in or adjacent to protected areas and areas of high biodiversity value E10.2) Please describe significant impacts of activities, products and services on biodiversity	GRI 304: Biodiversity 2016	E10.1) N/A E10.2) N/A

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Social	S1. CEO Pay Ratio	S1.1) Please share the ratio of CEO total compensation to median Full Time Equivalent (FTE) total compensation	GRI 102: General Disclosures 2016	S1.1) N/A
		S1.2) Does your company report this metric in regulatory filings?		S1.1) No
	S2. Breakdown with Staff	S2.1) Please share the total enterprise headcount held by full-time employees (broken down by gender, age and seniority level)	GRI 102: General Disclosures 2016	S2.1) Full breakdown on pg. 77
		S2.2) Please share the total enterprise headcount held by part-time employees (broken down by, gender, age and seniority level)	GRI 401: Employment 2016	S2.2) No part-time employees
		S2.3) Please share the total enterprise headcount held by contractors and/or consultants		S2.3) 18,743 drivers and 570 employees
		S2.4) Please share the total of national employees (broken down by, gender, age and seniority level)		S2.4) 43% H6+ Emirati workers
	S3. Employee Turnover and New Hires	S3.1) Year- over-year change for full-time employees (broken down by gender, age, and seniority level)	GRI 401: Employment 2016	S3.1) 9% turnover in 2024 Breakdown on pg. 82
		S3.2) Year- over-year change for part-time employees		S3.2) No-part time employees
		S3.3) Year- over-year change for contractors/consultants		S3.3) Breakdown on pg. 82
		S3.4) Year-over-year of new hires (broken down by age, gender and seniority level)		S3.4) Data on pg. 82

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	S4. Gender Diversity and Equality	S4.1) Total enterprise headcount held by men and women	GRI 102: General Disclosures 2016	S4.1) 507 men / 63 women
		S4.2) Entry- and mid-level positions held by men and women		S4.2) N/A
		S4.3) Senior- and executive- level positions held by men and women	GRI 405: Diversity and Equal Opportunity 2016	S4.3) N/A
		S4.4) The ratio of median male employee compensation to median female employee compensation		S4.4) N/A
		S4.5) Please describe your company’s initiatives or programs to support the recruitment and retention of female employees, and to support female employees to advance to management positions.		S4.5) Regular diversity and inclusion awareness campaigns. Pink-roofed taxis driven by female drivers. Ameera limousines (first-female chauffeured service for women in Dubai). Designated services for women, children, People of Determination (POD) (pg.75)
S5. Human Rights	S5.1) Does your company follow a harassment and/or non-discrimination policy?	GRI 102: General Disclosures 2016	S5.1) Page 73	
	S5.2) Does your company have a formal grievance mechanism in place?	GRI 404: Training and Education 2016	S5.2) Whistle-blower policy, AMAN Grievance system (pg.91)	
	S5.3) Does your company follow a child and/or forced labor policy?		S5.3) Code of Conduct	
	S5.4) Does your company follow a human rights policy?		S5.4) Code of Conduct	
	S5.5) Does your company provide training on human rights and related internal policies for your employees?		S5.5) Page 73	
S6. Health and Safety	S6.1) Does your company follow an occupational health and safety policy?	GRI 103: Management Approach 2016	S6.1) Yes	
	S6.2) Does your company adopt a recognized health and safety management systems such as ISO45001?		S6.2) Yes – ISO 45001	
	S6.3) Total employee and total contractors (if available) manhours		S6.3) N/A	
	S6.4) Total employee fatalities		S6.4) N/A	
	S6.5) Employee lost time injury (LTI)		S6.5) N/A	
	S6.6) Lost time injury frequency (LTIF)		S6.6) N/A	
	S6.7) Amount of health and safety training provided to employees		S6.7) No specific split available for H&S training	
S7. Community Engagement	S7.1) Please share the total amount invested in the community, including philanthropy, donations and sponsorships	GRI 403: Occupational Health and Safety 2018	S7.1) CSR budget - AED 3.54 million	
	S7.2) Please share the total employee volunteering completed during the reporting period		S7.2) N/A	

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Governance	G1. Board Diversity	G1.1) Total board seats occupied by men and women	GRI 405: Diversity and Equal Opportunity 2016	G1.1) 1 seat woman, 6 seats men
		G1.2) Committee chairs occupied by men and women		G1.2) Information on the Committees is available in the Corporate Governance Report
	G2. Board Independence	G2.1) Does the company prohibit CEO from serving as board chair?	GRI 405: Diversity and Equal Opportunity 2016	G2.1) Yes
		G2.2) Total board seats occupied by independent board members		G2.2) All Board members are non-executive and independent (pg.71)
	G3. Collective Bargaining	G3.1) Please share the total enterprise headcount covered by collective bargaining agreement(s) ¹	GRI 102: General Disclosures 2016	G3.1) Not applicable
G4. Supply Chain Management		G4.1) Are your vendors or suppliers required to follow a Code of Conduct?	GRI 102: General Disclosures 2016	G4.1) Yes, pg. 97
		G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?	GRI 308: Supplier Environmental Assessment 2016	G4.2) N/A
		G4.3) Please share the suppliers that underwent a supplier's environmental audit during the reporting period	GRI 308: Supplier Social Assessment 2016	G4.3) N/A
		G4.4) Please share the suppliers that underwent a supplier's social audit during the reporting period		G4.4) N/A
		G4.5) Please share the new suppliers receiving warning due to the environmental/social screening		G4.5) N/A
G5. Ethics & Prevention of Corruption		G5.1) Does your company follow an Ethics and/or Anti- corruption policy?	GRI 102: General Disclosures 2016	G5.1) Anti-Bribery and Corruption Policy (pg. 95)
		G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	GRI 205: Anti-corruption 2016	G5.2) N/A
		G5.3) Please share the confirmed incidents of corruption during the reporting period		G5.3) No confirmed incidents during reporting period
		G5.4) Please share the corrective measures taken corresponding to the confirmed incidents of corruption (in case of any)		G5.4) Not applicable
G6. Data Security		G6.1) Does your company follow a Data Privacy policy?	GRI 408: Customer Privacy 2016	G6.1) DTC follows: Data Privacy and Security Policy, IT Policy, Data Confidentiality Policy
		G6.2) Has your company taken steps to comply with GDPR rules or similar standards?		G6.2) Not currently
		G6.3) Data security breaches during the reporting period (if any)		G6.3) None

¹ Applicable to companies operating in countries in which collective bargaining is applicable by law.

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Sustainability Review	G7. Sustainability Practices	G7.1) Does your company publish a sustainability report?	GRI 404: Training and Education 2016	G7.1) Sustainability information is provided as part of integrated report
		G7.2) Does your company publish a GRI, WEF SCM, SASB, IIRC, UNGC or CDP based reporting?		G7.2) Yes, GRI and SASB
		G7.3) Does your company provide training to its employees regarding topics related to sustainability (environment, human rights, ethics etc.)?		G7.3) DTC provides training on its sustainability-related policies
		G7.4) Please share the total sustainability related training provided to employees		G7.4) N/A
Corporate Governance Report	G8. External Assurance	G8.1) Are your sustainability disclosures assured or verified by a third-party audit firm?	GRI 102: General Disclosures 2016	G8.1) Sustainability disclosure is not yet externally assured

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