

NATIONAL TALENT DEVELOPMENT AND WORKFORCE SUSTAINABILITY

Dubai Taxi is committed to developing national talent and supporting the UAE’s Emiratisation agenda as part of its long-term workforce sustainability strategy. Emiratisation is integrated into the Company’s human capital approach, with a focus on capability building, leadership readiness, and sustainable career progression for Emirati professionals.

Emiratisation Focus and Progress

During FY 2025, DTC continued to strengthen the participation of Emirati employees across the organisation, with emphasis on roles that support strategic oversight and operational continuity. Structured development pathways were prioritised to enable Emirati talent to progress within both corporate and operational functions.

Key focus areas included:

Increasing representation of Emirati professionals in leadership and specialist roles

Supporting career mobility through development and succession planning

Aligning Emiratisation initiatives with long-term organisational needs

Development and Capability Building

Targeted learning and development initiatives were implemented to enhance professional and leadership capabilities. These programmes were designed to support

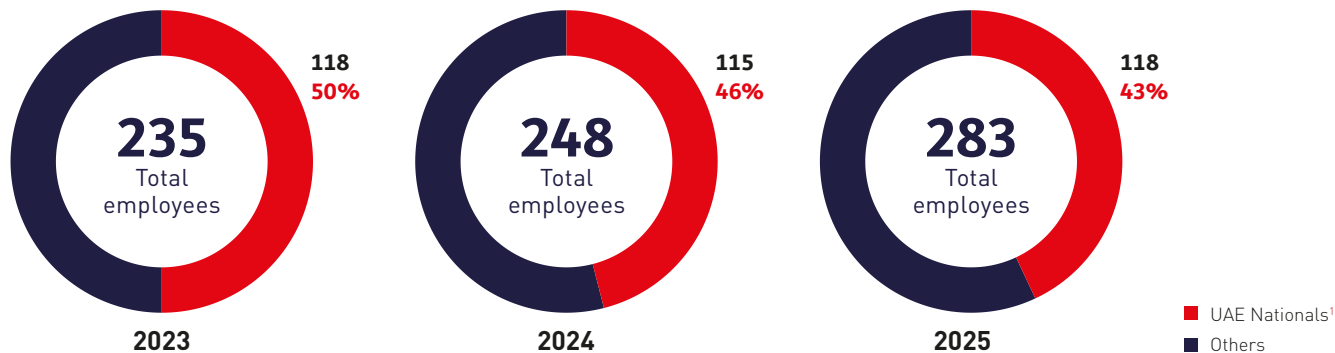
performance, readiness for increased responsibility, and alignment with evolving business requirements.

Workforce Development

In parallel, the Company maintained a broader focus on workforce development, promoting diversity, inclusion, wellbeing, and continuous learning across the organisation.

Emirati Workforce Data

A summary of Emirati workforce statistics is presented below:



Employee Engagement and Wellbeing

DTC recognises that employee engagement is a critical enabler of service quality, safety, and organisational performance. The Company places strong emphasis on fostering a positive, inclusive, and supportive working environment that promotes wellbeing, motivation, and long-term commitment across both operational and corporate roles.

During FY 2025, DTC continued to advance a range of engagement initiatives aimed at strengthening connection, recognition, and open communication with employees and drivers. These initiatives focused on enhancing everyday work experience, supporting wellbeing, and reinforcing a culture of respect, inclusion, and accountability.

Key areas of focus included:

- Programmes supporting driver happiness, engagement, and welfare
- Initiatives promoting employee wellbeing, recognition, and morale
- Engagement activities designed to encourage feedback, dialogue, and inclusion
- Ongoing efforts to strengthen a people-centric culture aligned with DTC's values

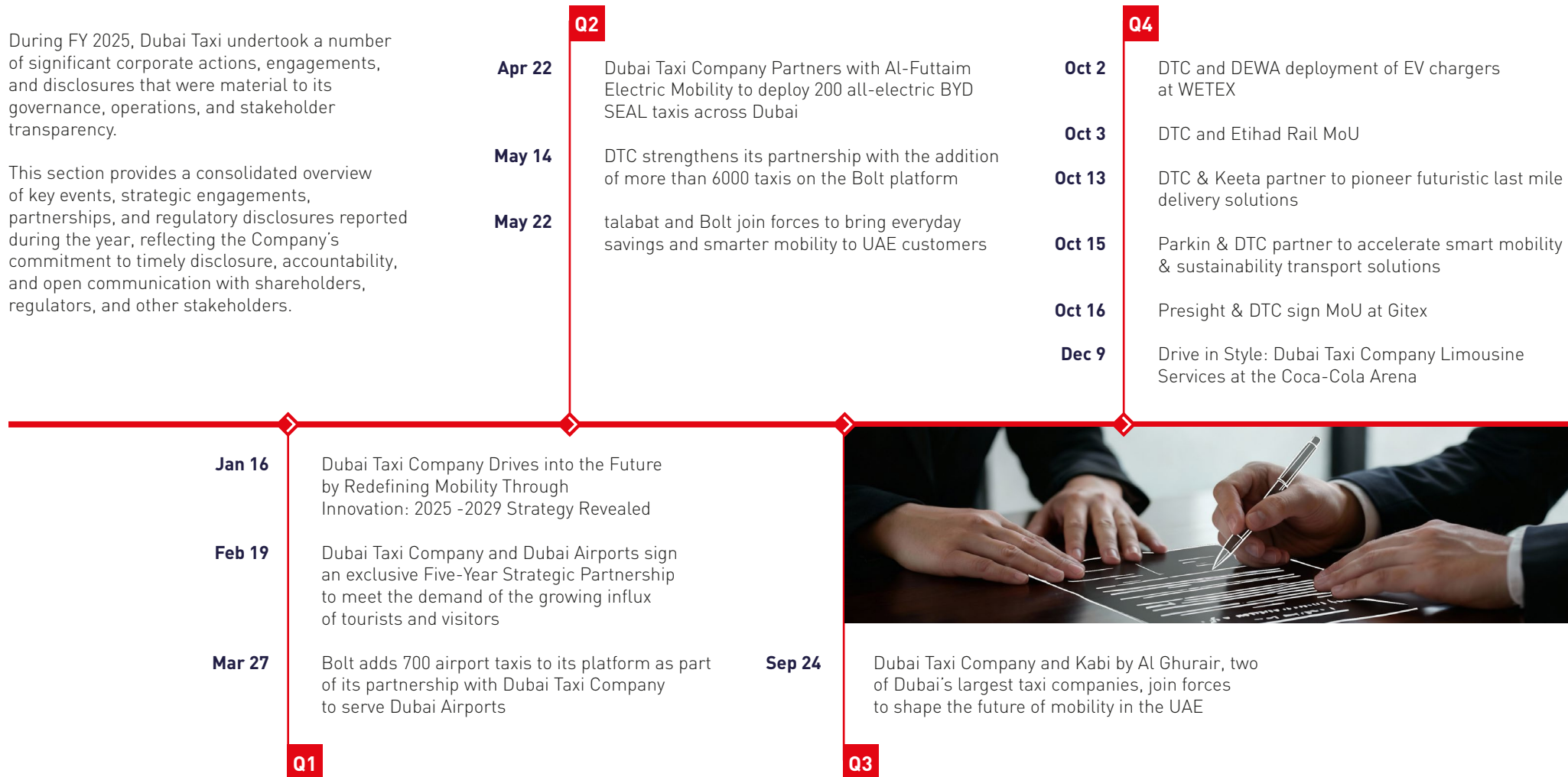
Employee engagement initiatives are designed to complement DTC's broader human capital and sustainability objectives, ensuring that the Company remains an employer that values its people while supporting safe, reliable, and high-quality mobility services.

¹ Emiratisation figures reflect localizable roles only, in line with applicable regulatory definitions and reporting practices.

Key Events, Disclosures, and Corporate Milestones

During FY 2025, Dubai Taxi undertook a number of significant corporate actions, engagements, and disclosures that were material to its governance, operations, and stakeholder transparency.

This section provides a consolidated overview of key events, strategic engagements, partnerships, and regulatory disclosures reported during the year, reflecting the Company's commitment to timely disclosure, accountability, and open communication with shareholders, regulators, and other stakeholders.



CORPORATE GOVERNANCE REPORT



Strategic Partnerships and Major Collaborations (2025)	Summary
Bolt	Bolt celebrates 1 million trips in Dubai, marking a milestone in smart mobility
Parkin	Contract of My Drive service to provide Parkin with 62 Drivers
Fly Dubai	Contract to provide a Limo & Taxi Service for Fly Dubai staff
Marhaba	Contract to provide Ameera Service (Lady Limo)
Emirates	1. Adhoc contract of Limo Service 2. Adhoc contract of Limo Service
S' Merry School RAK	Contract to provide school bus service of S'Merry School RAK
Ittihad School Jumeirah & Mamzar	1. Contract to provide school bus service of Ittihad School Jumeirah Branch 2. Contract to provide school bus service of Ittihad School Mamzar Branch

Strategic Partnerships and Major Collaborations (2025)	Summary
EVS	DTC and EVS signed a partnership for the maintenance of part of DTC's electric fleet
Aster Hospital	Contract to provide Limo Service for Aster patients & guests
Deliveroo	Contract for Delivery Service
NI	Bolt partners with NI to elevate payment experience for drivers and riders
du	du signs an MoU with DTC
Atlantis & Royal Atlantis	Exclusivity contract of Limo Service for both hotels for two years
Global Village	1. Exclusivity of Limo Contract for three years 2. MoU of Taxi service for three years

Signatures:

Chairman of the Board

Chairperson of the Audit, Risk and Compliance Committee

Chairperson of the Nomination and Remuneration Committee

Head of Internal Audit