

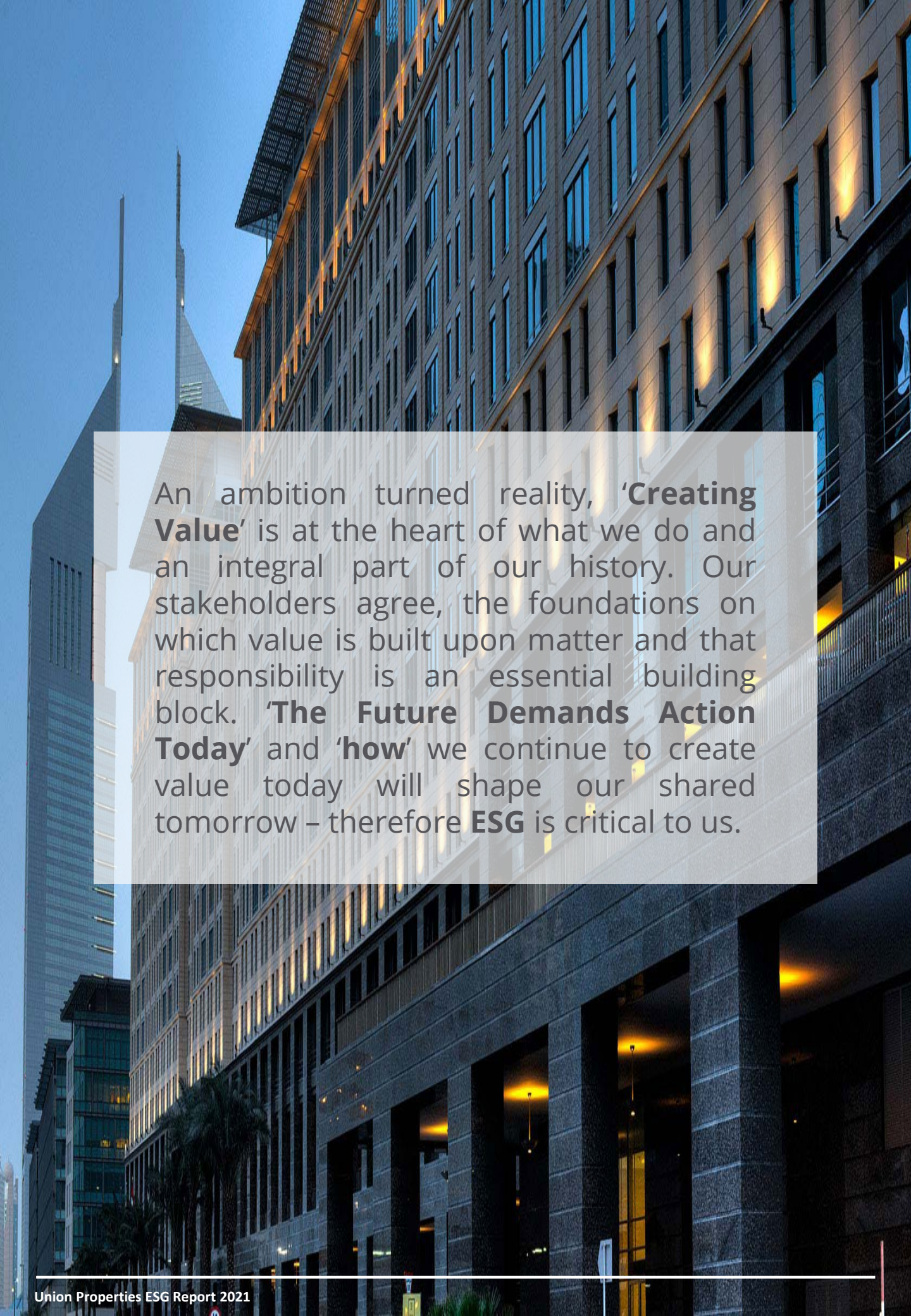


**ENVIRONMENTAL,
SOCIAL AND GOVERNANCE
REPORT 2021**

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An ambition turned reality, **'Creating Value'** is at the heart of what we do and an integral part of our history. Our stakeholders agree, the foundations on which value is built upon matter and that responsibility is an essential building block. **'The Future Demands Action Today'** and **'how'** we continue to create value today will shape our shared tomorrow – therefore **ESG** is critical to us.

WE SUPPORT **SUSTAINABLE** LIFESTYLES IN AN URBAN WONDER

Embedded in the United Arab Emirates’ DNA, Union Properties’ has contributed towards developing and servicing integrated communities across Dubai for over three decades. Union Properties PJSC continues to improve its customers’ quality of life by providing quality living and an unmatched breadth and depth of services, experiences, and know-how cultivated locally to meet international best practice. A portfolio of iconic developments to stand witness to its history and a diversified portfolio of subsidiaries that position it as a leading market player, Union Properties’ reach extends across key economic segments in the UAE’s real estate sector, aligning its future with the country’s admirable vision.

KEY HIGHLIGHTS

Throughout 2021, Union Properties and its subsidiaries reiterated their commitment towards the communities they operate within through leading and participating in several initiatives such as complying with UAE’s Ministry of Climate Change & Environment’s drive to ban refrigerants that are harmful to the environment, Blood donation, paperless operations, usage of green chemicals, implementation of solar panels, revised landscaping plan and many others



55 BLOOD DONORS



22,179 LAMPS TO LED



9,676 TREES SAVED

The Group aims to play an active role in society and plans on creating a sustainable CSR program centered around our people and the environment.

Key initiatives taken during 2021 include:

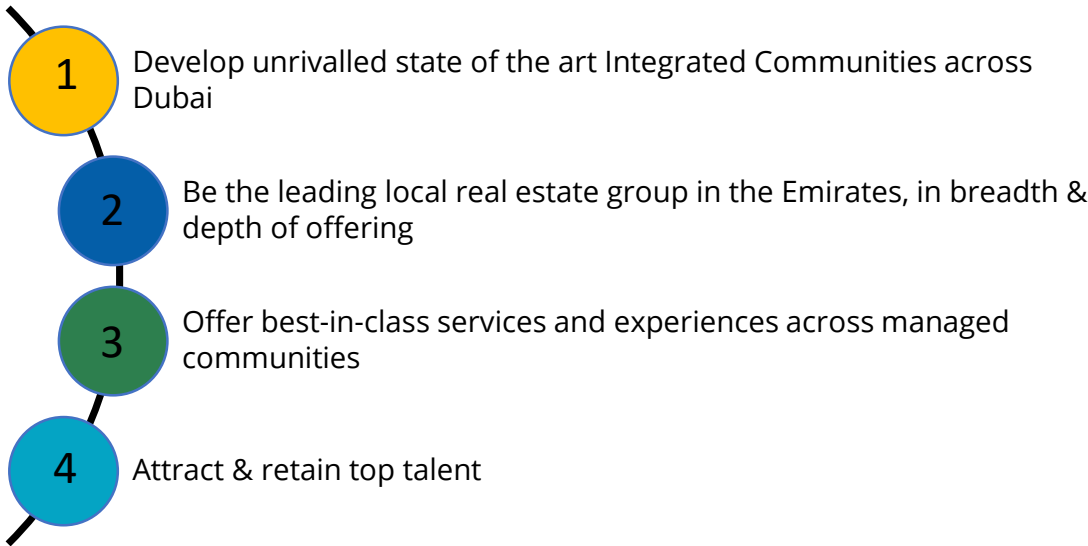
- Replacing the usage of the harmful R22 gas with R-410
- Safely disposing of all 230 KG of tube lights, bulbs and lamps and replacing them with LED
- Participating in the Emirati internship program, “Makers of the Future” commenced in January 2021
- Participating in the Trees for the Future campaign in collaboration with the event promoter Creventic during the annual Hankook Dubai 24H Race
- Participating in a blood drives in coordination with DHA.
- Investing in digitalized operations
- Ongoing installation of Solar Panels



**CARBON
SAVINGS**
9,676 TREES 🌳🌳🌳



OBJECTIVES



DRIVERS

<p>SCALED AND POSITIONED FOR GROWTH</p> <p>Prime Land Bank paves the path towards growth</p> 	<p>LEVERAGE SUBSIDIARY PORTFOLIO</p> <p>A unique position to improve customer offering and enhance group's financial performance</p> 	<p>SUSTAINABLE PRACTICES</p> <p>Innovation and Sustainability at the heart of our corporate strategy</p> 	<p>OUR PEOPLE</p> <p>Provide the best career & training opportunities for staff in the sector</p> 
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RETURNS

<p>1.</p> <p>Increase Return on Assets (ROA) and Return on Capital Employed (ROCE)</p>	<p>2.</p> <p>Strengthen Liquidity Ratio and Optimize Debt-Assets Ratio</p>	<p>3.</p> <p>Increase Return on Equity (ROE) and Earnings Per Share (EPS) and Declare Dividends</p>	<p>4.</p> <p>Improve Cost Efficiency Ratio (CER)</p>
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As concepts and frameworks of Corporate Governance and Corporate Social Responsibility evolved over the years, organizations and institutions gradually developed a broad spectrum of definitions for what is recognized today as ESG. While the term and its framework are relatively new to some, ESG has been a fundamental component and driver of corporate strategy at Union for years.

Rapid changes in the global environment have been the primary calling for organizations to adopt and adapt to ESG practices. As stakeholders' expectations are set to higher standards and both, responsibility and accountability, become essential blocks of all initiatives, organizations are expected to adhere and abide in order to succeed. At Union, we believe it is those blocks that drive the creation of value are those that sustain it. Going forward, we intend to

incorporate these foundations at the root of our corporate strategies by ensuring Environmental, Social, and Governance factors deeply embedded in our business.

This is our first update on ESG, and it aims to present our roadmap, articulating the issues important to us and the role we play in addressing them as part of our duty towards the wider community. While this is our first dedicated segment to the topic, throughout history we have always operated our business with sustainability at the heart of what we do, aiming always to create value for our stakeholders.

Our goal from these updates is to provide an honest summary of our progress, a transparent view of the areas we need to develop, and most importantly a framework of accountability to ensure ESG is forever engrained in our business.

STAKEHOLDERS

Over the years, Union has dedicated itself to the creation of value to all its stakeholders including customers, communities, employees, regulators, shareholders and the environment it operates within. A deep understanding of the various stakeholder types it catered to and their objectives meant Union was always prepared to evolve and remain aligned to the various stakeholder expectations.

An ambition turned reality, 'Creating Value' is at the heart of what we do and an integral part of our history. Our stakeholders agree, the foundations on which value is built upon matter and that responsibility is an essential building block. 'The Future Demands Action Today' and 'how' we continue to create value today will shape our shared tomorrow – therefore ESG is critical to us.



OUR JOURNEY

Our story began with an epic and ambitious vision. From the beginning, we were fixated on the vision of becoming a pioneer in the property development sector. Over the years, we have grown to become one of the most trusted names in residential and commercial developments in the UAE.

Our properties represent our steady and ambitious confidence, bringing diversity and pioneering the future trends in the property development sector. Union Properties’ leadership in developing landmark projects in several sectors highlights an ambitious drive to build infinite possibilities and to cultivate connections across future generations. We see challenges as opportunities, catalysts for our success and sustainable growth.

Union Properties adoption of best practices in the development of its corporate governance aims to ensure the protection of stakeholder rights. The Group’s governance framework is in continuous development, adopting the rules and regulations set by the Dubai Financial Market and the Securities and Commodities Authority.

During 2021, Union Properties aimed on strengthening its internal controls and the policies centered around them aiming to strengthen risk management framework. Union Properties Board continues to disclose major events and substantial decisions, cementing transparency at the heart of all communications and engagements. Supporting diversity across its Board and Executive Management, Union Properties focuses on attracting local and international talent across a wide spectrum of industry experience whilst also focusing on important issues like gender equality



THE JOURNEY TO 2040

The Group’s strategic positioning and competitive strengths guarantee its role as both, a contributor and beneficiary, in the emirates’ Vision 2040 program. As the emirate’s next 50 years are planned, six key pillars including community, education and human capital, economy, infrastructure and environmental sustainability, safety and security, justice and future government are addressed over phases, Dubai’s Vision 2040, Urban Master Plan, focuses on enhancing people’s happiness and quality of life by paving the road to enhanced infrastructure, integrated smart cities and environmental sustainability, the perfect combination of both, growth and sustainability. Union Properties’ journey to 2040 will witness key events and milestones set forth by the United Arab Emirates’ visionary leadership, guiding the group and its stakeholders towards a sustainable future.


EXPO 2020 DUBAI

As we leap into the next decade, Dubai Held its first international expo event, Expo 2020 Dubai, with the aim to bring people together offering a sense of inclusion to all participants. The Expo 2020 served as an opportunity to visit ESG on multiple fronts including environmental through the Sustainability District and social through the Opportunity District, capitalizing on international best practices and innovation. A contributor to the Expo event, Union Properties had the golden opportunity to showcase its participating subsidiaries, gaining experience and momentum within the realm of sustainability.

≡ ME CONSTRUCTION NEWS

CONSULTANT

ServeU launches mobile app for its FM operations at Expo 2020



By Stephen White

Posted on October 6, 2021

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TWEET

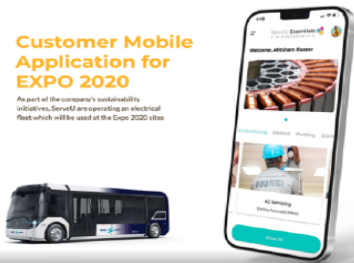
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EMAIL

Union Properties-owned company to also operate all-electric fleet for its facilities management work at the site

Customer Mobile Application for EXPO 2020

As part of the company's sustainability initiatives, ServeU are operating an electrical fleet which will be used at the Expo 2020 sites



UAE-based facilities management company ServeU has launched its own dedicated customer mobile application to manage its FM operations at the Expo 2020 site, where

the company is set to manage 14 pavilions, including the UK pavilion.


ServeU, a subsidiary of Union Properties, said the newly launched mobile app is designed with a built-in booking system that provides customers direct access to the mobile teams stationed at the Expo 2020 sites.

The company said in a statement that the ServeU Essentials mobile teams “can be deployed at a tap of a button” by customers through the app, who will then be directed straight to the company’s Computer Aided Facility Management (CAFM) system.

Further, as part of the company’s sustainability initiatives, ServeU will be operating an electrical fleet which will be used around the Expo 2020 site, part of a wider initiative to move towards a greener transportation network across the UAE.

Gary Reader, GM, ServeU, said: “The Middle East, Africa, and South Asia (MEASA) region’s first World Expo began in October in Dubai, and it’s all about being digitally connected. ServeU is pleased to be a part of this much-awaited global event to deliver and demonstrate our innovative solutions and services to our participating clients. We created this app with the goal of contributing to the success of our clients as well as to give the visitors and guests a distinct and memorable Expo 2020 experience.”

ServeU is set to manage and maintain facilities covering a total area of 30,000sqm at the Expo 2020 site. The company’s team of 300 technicians and specialists will deliver services that include human resource and staffing for the pavilions, with guide management, cleaning, security and administration, and logistics.



Union Properties ESG Report 2021

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UAE VISION 2021

Achieving congruence with the United Arab Emirates’ vision is imperative for Union Properties’ success. During 2021, Union Properties subsidiaries revisited its corporate policies and corporate strategies aiming to align itself with the UAE’s sustainability agenda. Focusing on improving the quality of air, preserving water resources, increasing the contribution of clean energy and implementing green growth plans, the National Agenda also highlights the importance of infrastructure and integration of smart services.

DUBAI’S TOURISM VISION 2025

Fueled by tourism, Dubai acknowledges the importance of tourists as major drivers of businesses in the emirate. Attracting tourists to a splendid urban wonder, talent to a unique business hub, and businesses to a thriving economy, Dubai aims to attract more than 23 million visitors a year by 2025. In accordance with this ambitious goal, the emirate has invested its resources in securing global and regional mega events, preparing to host a variety of events including Expo 2020, Geospatial Week 2021, and AIPPI World Intellectual Property Congress 2025 among others. A key player leading economic recovery post the pandemic, Dubai continues to provide unwavering support to local businesses particularly within the hospitality and entertainment sectors. As an integrated community developer within the emirate, Union is committed to establishing itself as part of the emirate’s sustainable tourism plan.

ABU DHABI’S VISION(S) 2030

As the capital aims to drive positive change, Abu Dhabi has committed towards achieving a set of 8 sustainable agenda items by 2030. In accordance with Union’s plans to operate in the capital, the group aims to develop a strategic roadmap that mirrors the emirate’s agenda. Focusing on key areas such as the economy, environment, industrial strategy, and 3D printing, Union aims to widen its corporate strategy whilst developing clear sustainability policies and objectives to secure its position and role in the emirate’s success story.



The Group is fully committed to supporting and protecting the environment setting Carbon Neutrality as a key target. Operationally, our group remains proactive, revisiting its policies to ensure the reduction of emissions and waste through the adopting the use of renewable energy sources and sustainable raw material as well as integrating sustainable practices including waste management and recycling, energy management (water conservation), and urban forestation.

Technology, mainly through automation and digitalization, drives Union's efforts towards monitoring, implementing, improving, and reporting environmentally friendly practices. Through the availability of and accessibility to data and enhanced workflows and processes Union and its portfolio subsidiaries can address the group's key environmental themes. Built on a deep understanding of key internal environmental metrics and their respective impacts, managing 'Direct Impacts' highlights the group's approach in addressing key environmental themes.

As the global environmental agenda evolves adding complexity and depth to the framework, Union and its portfolio subsidiaries remain committed to integrating management system policies, strengthening environmental compliance policies to mirror regulatory requirements. Recognized international, regional, and local accreditation bodies aim to guide the group's activities, validating performance, acknowledging continuous improvement, and cementing efforts invested, and knowledge gained.

RENEWABLE & ALTERNATIVE ENERGY

An integral component of the environmental framework, energy consumption is a major contributor to greenhouse gas emissions.

As technological developments pave the way towards greener alternatives, Union has initiated feasibility studies to validate commercially suitable green energy solutions, considering the integration of solar energy into its businesses and managed communities such as Dubai Autodrome and Motor City. Other key initiatives under this umbrella include ServeU's decision to switch transportation related energy source to biofuel.

SUSTAINABLE MATERIAL & PURCHASING

As an iconic property developer and proud holding company to service providers and product manufacturers, Union Properties understands the need to adopt the use of sustainable building material and environmentally friendly raw material for manufacturing. While design effectively commands a key role in the matter, material sourcing (supply chain logistics) remains a key component of the process.

The group aims to address the following issue through conducting an audit across its managed communities and buildings, assessing the impact of current design materials followed by drafting key policies to govern future design policies while also mapping an initiative to address existing structures. In parallel, manufacturing hubs owned by the group will undergo comprehensive audits aiming to improve material sourcing and selection processes including interaction with key suppliers to enhance procurement criteria standards. Key achievements under the following umbrella include The Fit Out's ISO 14001 certification as the company establishes a clear directive towards environmental protection.

WASTE MANAGEMENT & RECYCLING

In efforts to reduce GHG emissions as a direct result of waste, the group deploys waste management policies and liaises with the relevant local authorities to ensure proper waste disposal.

While the primary waste investigated is heavy metals among other construction and raw material used in manufacturing, this policy is directly impacted through the sustainable material policy due to the impact of single-use material on waste volume.

The group aims to address the issue through establishing clear policies directing towards improved waste management practices supported by reliable third-party experts in addition to gradually adopting new policies focusing on swapping single-use products with reusable ones. The group's objective is currently supported by portfolio subsidiaries including ServeU and Dubai Autodrome

WATER CONSERVATION

In accordance with the Emirates' goals to improve water conservation, Union aims at implementing better water management practices that improve efficiency, reduce water waste, and lower its water footprint. Key steps include measuring water consumption across the group's assets to establish a baseline followed by performing an objective analysis of the results which aims to assist in drafting of policies and recommendations across the group.

URBAN FORESTATION

The group's strategic roadmap towards building smart integrated communities aims to provide a balanced combination of modern urban development coupled with connectivity and smart infrastructure whilst maintaining a green landscape providing a natural countermeasure against GHG. During 2021, the group considered plans to engage in large scale landscaping across managed communities in the aim to address this key area.



Phasing out use of R22 Gas

This initiative is in line with UAE Government’s drive to ban refrigerants that are harmful to the environment by 2040

According to the material safety data sheet the gas Contains Chlorodifluoromethane, an HCFC substance that harms public health and the environment by destroying ozone in the upper atmosphere. Destruction of the ozone layer can lead to increased ultraviolet radiation which, with excess exposure to sunlight, can lead to an increase in skin cancer and eye cataracts thus ServeU collaborating with the client and implementing a new system which is containing R-410 and ServeU purchased more than 100 units in the year of 2021.

The Minister of Environment and Water explained that the UAE has developed a national program based on its successful experience to get rid of CFCs and Halons. Under this program it has frozen the consumption of HCFC compounds beginning of 2013, in preparation for the gradual reduction of these compounds by 2015 down to the final ban in 2040 and ordered all agencies that deal with equipment and compounds that deplete the ozone layer of the need to obtain official permission for each import transaction of any of the controlled substances.



[Source link](#)

Safe Disposal of Fluorescent Tubes

This initiative is in line with UAE Government’s drive to ban refrigerants that are harmful to the environment by 2040

As part of the consideration in environmental part, ServeU Safely disposing all fluorescent tube light that will save the environment from the harmful effects of mercury.

230 KG of tube lights, bulbs and lamps



Carbon Savings

Equivalent to the carbon sequestered by 9,676 trees from seeding grown for 10 years.

In 2021, we reduced our carbon emission by 585,182 kilograms compared to 387,152 in 2020, which is 34% more than the previous year, this is equivalent to the carbon sequestered by



9,676 Trees



from seeding grown for 10 years



Taking 127 fossil-fueled cars off the road in one year



Switching 22,179 incandescent lamps to LEDs

ISO 41001:2015
Environmental Management Systems



Energy Efficiency in Motor City

ServeU has undertaken an audit to optimize energy consumption in Motor City with the initial focus on the streetlights of the master community and common area lighting of Uptown Motor City. The project has been reviewed and approved by Management with an estimated saving of 1,953,513.58KW (76%) valued at AED2.8M/ annum on Uptown and 316,306KW (46%) valued at AED150K/ annum on the master community. This project is scheduled to be completed in Q3 of 2022 with majority of the savings being realized in-year.



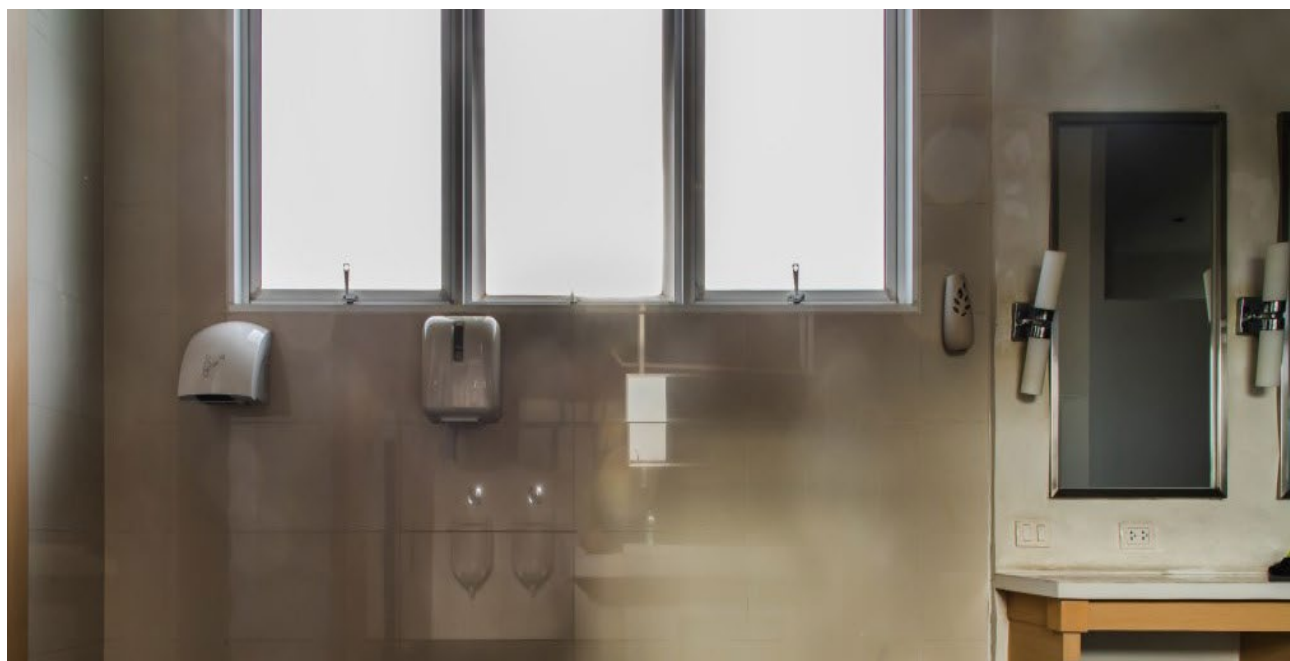
Use of Green Chemicals

Green Cleaning Products implementation and saving of chemicals and plastic cans ServeU used green and 100% biodegradable cleaning product for cleaning and disinfection in multiple projects including prestigious Pavilions in Expo 2020 for the years 2021 and saved 29,600 liters of chemicals and 5920 plastic cans.



Optimize use of Tissues

ServeU implemented advanced Sensor type auto-cut dispensers for hand towel tissue papers to the projects with the help of tissue suppliers and saved 7,266 KG of tissue in 2021.



DUBAI AUTODROME HAS IMPLEMENTED AN **INTERNAL POLICY** HIGHLIGHTING EFFORTS THAT HELPS IN THE REDUCTION OF **WASTE** AND SETS PATH FOR A **GREEN INITIATIVE** WHICH WILL BE FURTHER DEVELOPED IN THE NEAR FUTURE

National Race Day events are run mainly paperless, with communication done electronically and results published using a digital noticeboard. (90% success rate)

DA supports the Trees for the Future campaign together with event promoter Creventic during the annual Hankook Dubai 24H Race (Ongoing each year)

Water dispenser using tap water lines installed in most frequented event areas (Ongoing)

EV Destination Chargers installed in strategic areas at Dubai Autodrome and Dubai Kartdrome (Increasing from 2 chargers to 7 chargers)

Venue structure converted to facilitate shift from conventional engines to electric vehicles with charging points in garages (ongoing sourcing electric vehicle experience fleet)

Solar infrastructure plans to cover more than 75% of DA electricity consumption (30% complete. Completion in 2-3 months)

Preferential rates for championships using fuel (partially) made from renewable resources (ongoing)

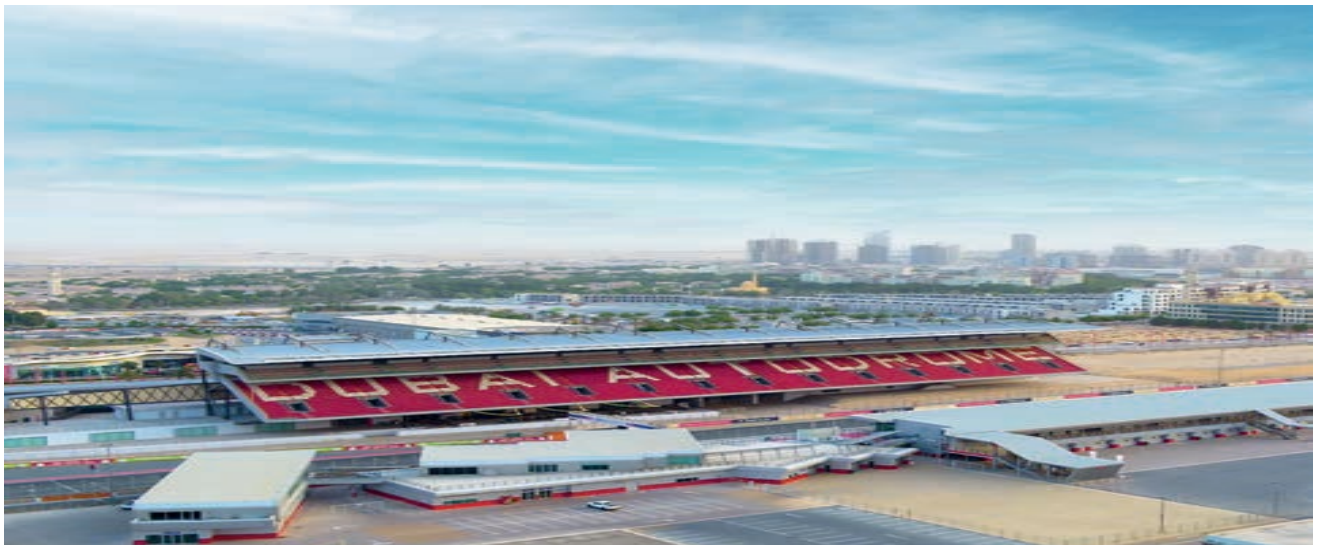
Recycling of used race Tires to be used as tire barriers at both Dubai Autodrome and Dubai Kartdrome circuit and donated to other UAE venues, e.g. Jebel Ali Karting track (Over 500 tires taken from 24H Dubai race and now used at Dubai Kartdrome)

Landscaping project planned, providing additional shade thus reducing energy consumption & binding CO2 while using native flora (30% complete. Completion in 2-3 months)

Light change at venue to LEDs, including circuit lights (Ongoing in phased approach)

Motion sensors to control toilets and lights (Ongoing in phased approach)

New - Venue AC optimizations. Study undertaken in better ways to optimize AC across the venue



GENERAL OVERVIEW OF CO2 EMISSIONS OF THE SEPARATE VENUES OF DUBAI AUTODROME

• Management Office, Paddock & Garages:	32,627 KG Co2e
• Track Lights & Medical Centre:	8,332 KG Co2e
• Grandstand incl. chilled water pumps & ACs:	21,951 KG Co2e
• Outdoor Kartdrome:	17,035 KG Co2e
• Indoor Kartdrome:	15,134 KG Co2e
• Hospitality Suites:	20,536 KG Co2e

Dubai Autodrome is working with Suez for waste removal at both Dubai Autodrome and Dubai Kartdrome such as Oil waste, Medical waste (including face masks and gloves), Recycle material like coffee capsules.



SUPPLIERS

Build on shared values, Union’s relationship with its suppliers and third-party service providers is key to sustaining value across the entire supply chain. As ESG grows more prevalent across our industry and the underlying subsectors we support, Union aims to position itself as a strong supporter, advocating for the integration of sustainable standards across all its partners.

COMMUNITY

Our communities represent our commitment towards creating sustainable value for a better shared future. The group aims to instill the UAE’s cultural fabric across all its managed communities and wider community through continuous contribution to the overall quality of life, introducing comfort, convenience, access, opportunity and much more. Over the year, Union has fulfilled its commitment through supporting blood drives, cancer awareness campaigns, and more including boosting community outreach, setting plans towards targeting college students seeking internship opportunities.

Dubai Autodrome supports The Reach Campaign raising over AED40,000.

In spirit of charity during the Holy Month of Ramadan 2021, Dubai Autodrome and the Reach Campaign, with support from Emirates Red Crescent, partnered to raise money to develop prevention and treatment of Onchocerciasis (River Blindness) and Lymphatic Filariasis (LF or Elephantiasis), two diseases that affect more than 1.5 billion of the world’s most impoverished people and cost developing economies billions of dollars every year.

Over AED 40,000 raised and provided to Emirates Red Crescent by Dubai Autodrome during the said event.



Roll Racing DXB Supports the Reach Campaign

Roll Racing DXB Supports the Reach Campaign - Dubai Autodrome - Dubai Autodrome the most exciting experience venue in the UAE

 Dubai Autodrome / Aaron

Dubai Autodrome 2021 Ramadan Toy Drive

Toy donations during Ramadan made available through Dubai Autodrome venues and Abarth Middle East. By donating a toy participants stood a chance to win a driving experience at Dubai Autodrome during the event hundreds of toys were donated and 2 participants won an Abarth Driving Experience.

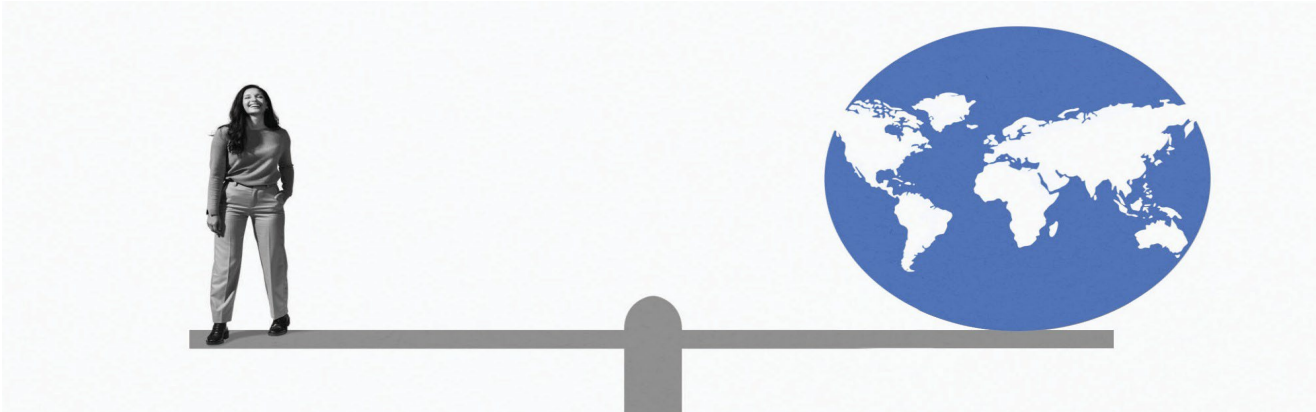


EMPLOYEES

Union aims to build a well-rounded work environment supporting employees on their career journey, focusing on areas including labor opportunities, skill development, and diversity. A modern workforce requires modern employers with a strong commitment towards elevating their employees through providing them ample opportunities to develop their skillsets. Union continuously provides training sessions across its subsidiaries to support the growth of employees' prospects. In addition to the following, Union has relied on innovation and technology to provide employees with an online platform to accommodate their requests, recommendations, and feedback. Union has also been committed towards supporting gender diversity and equality, evident in the many men and women holding key positions across the group. Finally, Union also commits to supporting the UAE's Emiratization initiatives by pursuing and developing local talent, recruiting experienced professionals as well as ambitious minds in collaboration with prestigious local universities.

Makers of the Future Program

The Emirati internship program – Makers of the Future that commenced in January 2021 has seen three graduates go through an intense schedule of on-the-job training experience, back office trainings, reviews by Senior Management and extremely beneficial mentoring sessions by ServeU Management. This has given these individuals a remarkable opportunity to explore a career in the FM industry. The performance and output of the individuals has been recognized by clients such as the Ministry of Interior that recommended for one of the interns to be promoted to a permanent role.



Facilities Management

Menu

THE BIG SAUDI

28-31 MARCH 2022

MEET 400 MARKET-LEADING SUPPLIERS | EXPLORE THE LATEST INNOVATIONS
FIND NEW PRODUCTS FROM 30 COUNTRIES

REGISTER FOR FREE ENTRY

ARTS & CULTURE

ServeU launches Emirati training programme

The Emirati training programme will enable them to grow professionally in the organisation while playing active roles in the country's development

by Staff Writer | February 1, 2021

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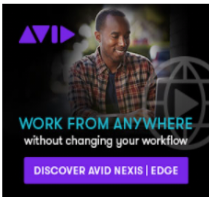
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As part of its commitment towards supporting the Dubai's government's Emiratisation efforts and integrating young Emirati talent into the nation's social and economic development, ServeU, a subsidiary of Union Properties and a facilities management provider in the UAE, has established the Emirati training programme.

The comprehensive training programme is tailored to identify, develop and mentor promising UAE national talents. The Emirati training programme will enable them to grow professionally in the organisation while playing active roles in the country's development.



The programme's duration is 14 months, with a framework devised to ensure that the participants acquire all the required knowledge and skills to excel in the corporate world.

Highlighting the importance of this initiative, Khalifa Hasan Ali Saleh Al Hammadi, chairman of Union Properties, said: "We are committed to empowering the exceptional UAE national talents and to fortifying the domestic workforce. We will spare no effort to support the government initiative and provide the nation's youth with limitless opportunities to flourish and achieve their full potential."

CUSTOMERS

As customer satisfaction remains a priority across the group, Union aims to achieve the highest standards of both, service excellence and product quality. Incorporating sustainable practices at the heart of customer centric initiatives, aims to strengthen our client relationships. The integration of technology is pivotal in enhancing customer experience, which is highlighted in Union's strategy, supporting businesses like ServeU towards developing an application for ServeU Essentials. The group is also keen on benefiting from customer feedback, creating channels to drive key feedback to relevant departments, creating a customer driven environment.

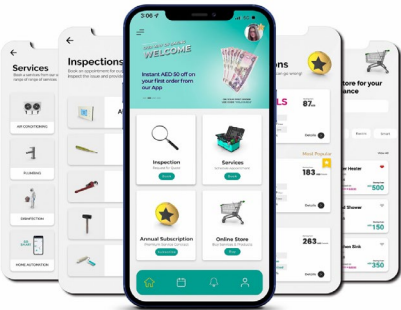
We built an end-to-end integrated app that covers all aspects of a customer's needs when it comes to home maintenance – such as a booking system, subscriptions to annual contracts, and access to an Amazon-style e-commerce store.

In a nutshell, the app enables customers to communicate directly with our technicians without having to deal with customer service agents, project managers, or site engineers/supervisors.

The app is built to offer the best possible customer experience, where a customer does not need to write an email or contact the service desk team for assistance. Through complete automation, our app allows customers direct access to ServeU's in-house system, eliminating all manual processes.

In terms of payments, customers can use secure gateways such as Apple Pay to pay easily, as well as track progress in time, get their invoices/receipts within the app, and a lot more. The app is built around four main processes, which are:

- 1. Booking inspection
- 2. Catalogue-based service for purchases
- 3. Subscriptions to annual maintenance contracts
- 4. Access to products from Amazon-style e-commerce store



Download Now

Available on

App Store

Google Play

KEY HIGHLIGHTS

+7K

Employees



+25

Nationalities




7.21%

GM Pay Ratio



46.66%

Female Employment Ratio



+3%

UAE Nationals




48.27%

Gender Pay Ratio



79.5%

Local Shareholders



+10.5K

Shareholders



30%

Employees turnover



Union Properties adoption of best practices in the development of its corporate governance aims to ensure the protection of stakeholder rights. The Group's governance framework is in continuous development, adopting the rules and regulations set by the Dubai Financial Market and the Securities and Commodities Authority.

Throughout 2021, Union Properties aimed to increase its engagement with stakeholders while strengthening its internal controls and the policies centered around them aiming to strengthen risk management framework. Union Properties Board continues to disclose major events and substantial decisions, cementing transparency at the heart of all communications and engagements. Supporting diversity across its Board and Executive Management, the group focuses on attracting local and international talent across a wide spectrum of industry experience whilst also focusing on important issues like gender equality.

In the wake of the issue of the improper conduct perpetrated by the former management, the Group conducted a third- party investigation, studied recurrence preventive measures and implementing such measures thoroughly, thereby making a concerted effort to regain the trust of customers and stakeholders.

The Company continues to improve governance, reform the corporate culture, renew corporate ethics, disclose corporate information appropriately and enhance compliance-focused management.

The Board of Directors has established standards and principles of internal control in the Company, which aim at providing objective, independent and reliable advice, as well as providing an ideal environment for internal control that meets the requirements of the Board of Directors and contributes to enhancing the role of the Board of Directors, the Audit, Risk & Compliance Committee and the Executive Committee, in order to contribute to the proper performance of their duties, functions and responsibilities. It should also be noted that the responsibilities of the Internal Audit Department are governed by the Charter approved by the Audit, Risk & Compliance Committee and the Board of Directors

VISION 2040

The Group's strategic positioning and competitive strengths guarantee its role as both, a contributor and beneficiary, in the emirate's Vision 2040 program. As the emirate's next 50 years are planned, six key pillars including community, education and human capital, economy, infrastructure and environmental sustainability, safety and security, justice and future government are addressed over phases, Dubai's Vision 2040 Urban Master Plan focuses on enhancing people's happiness and quality of life by paving the road to enhanced infrastructure, integrated smart cities and environmental sustainability, the perfect combination of both, growth and sustainability.

