

# Silal Sustainability Impact & Progress Report

## 2024 - 2025

## This Sustainability Impact & Progress Report 2024–2025 by Silal offers a comprehensive insight into our unwavering dedication to ESG principles.

It delineates our initiatives and accomplishments in embedding sustainability across diverse facets of our operations. This report epitomizes transparency, accountability, and stakeholder engagement, underscoring our steadfast commitment to fostering enduring value and driving positive societal change.

### Reporting Boundaries:

This report covers Silal and its subsidiaries, including SAFCO International, Sherwood, and Al Bakrawe Group. The data and narratives presented reflect ESG-related activities across all entities unless otherwise noted. The reporting period spans from January 1, 2024, to May 31, 2025.

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## CHAIRMAN'S STATEMENT

# Our ESG Journey: A Roadmap for Future Resilience

We believe that commercial growth and national food security are interconnected pillars of our role as an agri-food company in the UAE.

In 2024, Silal advanced its ESG agenda with bold and impactful actions. The acquisition of Al Bakrawe Holding enhanced our regional supply chain while extending sustainability principles into new operations. Our AgTech initiatives in Al Ain brought climate-smart innovation into practice, and youth programs such as the School Discovery Tour fostered early awareness of sustainable agriculture among the next generation.

These accomplishments reflect our unwavering commitment to integrating ESG into every layer of our business. As we look ahead to 2025, Silal is accelerating the adoption of sustainable practices across all assets and

strengthening partnerships to amplify our impact. From decarbonization and responsible employment to inclusive community initiatives, ESG remains central to our long-term growth strategy.

Silal is well-positioned to drive meaningful progress in sustainability while strengthening our commercial and national contributions for the years ahead .

**H.E. JAMAL SALEM AL DHAHERI**  
Chairman of the Board  
Silal





## WELCOME NOTE

# From the ESG Director

As we reflect on our ESG journey across 2024 and into 2025, I'm proud to share a year of real progress, stronger integration, and broader impact.

At Silal, ESG principles have been integrated into our key projects and stakeholder engagement—especially across our newly acquired entities. Over the past year, we've taken meaningful steps to integrate sustainability into our operations and decision-making processes, expanding beyond our core operations to include newly acquired assets like **Al Bakrawe Group**, while also launching impactful initiatives in **education, innovation, and community development**.

Among the highlights that shaped our journey:

- › We initiated hands-on agricultural learning for students through the School Discovery Tour, bringing future generations closer to the UAE's food security mission.
- › We signed our first inclusion-focused agreement with Zayed Higher Organization, opening pathways for people of determination in the agriculture sector.

- › We continued reducing our environmental footprint through smarter technologies, expanded training, and piloting sustainable farming solutions at scale.

These milestones represent more than checkboxes — they reflect the hard work of people across Silal who believe in creating value not just for today, but for the future.

Looking ahead, we remain committed to enhancing transparency, aligning with national and global sustainability goals, and ensuring that ESG remains a shared responsibility across all divisions. Together, we will continue to build a sustainable, inclusive, and resilient agri-food system for the UAE.

**MARIAM AL MAZROUEI**  
Director – ESG, Silal



# Introduction to Silal

## Purpose-Driven Growth in Food Security and Sustainable Innovation

Silal is a key contributor to the UAE's food security and climate-resilient food system. Operating under ADQ, Silal was established to enhance local food production, diversify sourcing, and ensure sustainable, safe, and resilient agri-food supply chains — in full alignment with the **UAE Green Agenda, National Food Security Strategy, and Net Zero 2050** goals.

Our operations combine agri-business with projects and partnerships that prioritize sustainability, innovation, and social value across the value chain.



Silal's growth journey has also been supported by **SAFCO International** and **Sherwood**, which joined the group in **2023**. Their integration further expands our reach in food services, HORECA supply, and cold chain infrastructure — all aligned with Silal's ESG priorities of responsible sourcing, food

access, and operational sustainability. Together, these milestones reflect Silal's growing role as a national platform for ESG transformation in the agri-food sector — committed to long-term impact across our people, partnerships, and the planet.

## In 2024, Silal made significant ESG-aligned progress:



Launched **AgTech-focused farming projects** with KEZAD, promoting climate-smart agriculture and efficient water use.

Expanded our **R&D capacity** through the **Innovation Oasis**, a 34-hectare hub for sustainable farming technologies.



Signed strategic MoUs with **Bayer, MBRGI, and Shouguang Group**, advancing digital farming, sustainability, and food innovation.

Rolled out the **School Discovery Tour**, empowering young students to learn about food security and innovation.



Partnered with **Zayed Higher Organization** to promote inclusive hiring for **people of determination** in agricultural operations.

Inaugurated a new **food distribution warehouse** in KEZAD, enhancing national food logistics and efficiency.



We welcomed **Al Bakrawe Holding** into the Silal Group — enhancing our capabilities across import, export, and distribution of fresh produce.



# Key Highlights



## PRODUCTS MANAGED

**26,000+**

SKUs across Silal Group



## CUSTOMERS SERVED

**8,000+**

business customers across retail, HORECA, cruise lines, airlines, and hospitals



## BRANDS REPRESENTED

**13+** in-house brands & **300+** global brands exclusively distributed (SAFCO)



## COLD STORAGE CAPACITY

**69,000+**

pallet spaces supported by Silal Group



## DAILY DELIVERIES

**3,000+**

deliveries completed across the UAE (Silal logistics)



## INNOVATION CAPACITY

**34-hectare**

Innovation Oasis launched for agri-tech and sustainable farming



## ANNUAL CONTAINERS

**12,000+**

containers imported by Al Bakrawe



## WORKFORCE

**2000+**

Silal Group Workforce



## EXPORT MARKETS

**70+**

countries reached through group operations



## FACILITIES

**20,000 SQM**

packhouse operations under Silal



## Vision

Be a catalyst of change in the food and agriculture industry.

This reflects our commitment to **Environmental** sustainability and **Governance** leadership — driving innovation, resilience, and national transformation in food systems.



## Mission

Provide access to diverse agri-food products and unlock the industry's potential in the UAE and beyond.

Our mission reflects our responsibility to deliver **Social** impact through access to food, inclusive opportunities, and strong local partnerships — while maintaining **Environmental** stewardship in sourcing and supply.



# Our Values Aligned with ESG



GOVERNANCE




ENVIRONMENTAL


## Innovation Driven

Elevating agriculture through advanced technologies and sustainable practices.





GOVERNANCE




ENVIRONMENTAL

## Resilient

Thriving through change and building systems that withstand environmental and market shifts.





GOVERNANCE

## Results Oriented

Delivering measurable outcomes and impact for all stakeholders.





GOVERNANCE




ENVIRONMENTAL


## Efficient

Delivering excellence and quality in everything we do.





GOVERNANCE



SOCIAL

## Caring

Empowering and supporting each other, our farmers, and stakeholders with transparency.



# Ambition Toward Achieving ESG (2024)

Silal's ambition is to deliver long-term value from field to fork, both locally and globally. As a key player in Abu Dhabi's sustainable development agenda, Silal ensures diversified sources of food products and strengthens food logistics across the UAE and beyond. Our strategic approach places us in a strong position to meaningfully contribute to the Environmental, Social, and Governance (ESG) landscape — addressing environmental impact, enabling social inclusion, and driving transparent governance.



## Strategic Acquisitions in 2023 & 2024: Empowering ESG Progress

Silal Group continues to expand in alignment with ESG goals. Following the 2023 integration of **SAFCO International** and **Sherwood**, we proudly acquired **Al Bakrawe Group** in 2024 — one of the region's leading importers and distributors of fresh produce. Each entity brings unique strengths that enhance Silal's ESG profile and operational impact:



### SAFCO:

A trusted food service distributor with over 30 years of experience across the UAE and international markets. SAFCO's shift toward **renewable energy use**, especially solar power in its logistics operations, aligns with Silal's **decarbonization goals**, while its partnership with hospitals and humanitarian channels supports **food access and social responsibility**.



### Sherwood & Terminex:

A UAE-based distributor of agriculture inputs and pest management solutions. Sherwood advances **sustainable farming** by reducing harmful chemical use and supporting **environmentally conscious cultivation** — fully aligned with Silal's **environmental and safety standards**.



### Al Bakrawe Group (Acquired in 2025)

A regional leader in fresh produce import and logistics, handling over **12,000+** containers annually, with a sourcing network of **550+ global suppliers**. Al Bakrawe contributes to **food system resilience**, enhances **traceability**, and creates **employment across 20 countries** — directly supporting Silal's ESG pillars of **supply chain sustainability, governance integration, and social inclusion**.



These strategic acquisitions support Silal's efforts to expand our ESG impact in the agri-food sector by improving operational reach, efficiency, and sustainability focus across key parts of the value chain.



# Sisal Group ESG Framework

## Connecting Strategy with Global Goals

Sisal Group applies Environmental, Social, and Governance (ESG) principles to guide responsible operations, build strategic partnerships, and create long-term value across our activities, partnerships, and value chain. To ensure global alignment and measurable impact, Sisal's ESG strategy is mapped to the United Nations Sustainable Development Goals (UNSDGs).

This framework guides the way we manage resources, support people, govern ethically, and engage with communities and partners — reinforcing our ambition to deliver long-term value and national food security transformation.

### ENVIRONMENT:



#### Affordable and Clean Energy:

Driving energy efficiency across all facilities, including industrial operations under SAFCO and Sherwood.



#### Clean Water and Sanitation:

Managing water use across farming, manufacturing, and logistics operations.



**Responsible Consumption and Production:** Advancing circular economy practices and sustainable sourcing across the value chain.



**Life on Land:** Protecting biodiversity and promoting sustainable land use through Sisal farms and group initiatives.



**Climate Action:** Reducing GHG emissions across all assets and aligning decarbonization plans group-wide.

### HUMAN CAPITAL:



**Gender Equality:** Promoting inclusiveness and leadership opportunities for women across all entities.



**Decent Work and Economic Growth:** Standardizing fair labor practices, safe work conditions, and skill development throughout the Sisal Group.

### GOVERNANCE:



**Group Oversight:** A centralized ESG governance model ensuring alignment across the Sisal Group.



**Policies and Compliance:** Group-wide implementation of ESG, HSE, and Code of Ethics policies, monitored for 100% compliance.

Classification: Public



#### Transparent Reporting:

Monthly ESG performance tracking and reporting to ensure group-wide accountability.

### SUPPLIERS:



#### Sustainable Supply Chain Management:

Building resilient, ethical supply chains and promoting ESG integration with vendors across the Sisal Group.



### CLIENTS:



#### Food Safety and Quality:

Ensuring food safety, quality standards, and sustainability across diverse client segments including retail, wholesale, and institutional clients.



### COMMUNITY INVOLVEMENT:



#### Local Impact & Food Security Initiatives:

Driving local impact through agricultural innovation, food security initiatives, and farmer support programs.



### EMPLOYEE RIGHTS:



#### Fair Work Environment:

Standardizing employee rights policies across the Sisal Group, including grievance mechanisms and non-discrimination practices.



### SOCIAL AND ECONOMIC DEVELOPMENT:



#### SME Empowerment and Job Creation:

Empowering SMEs, promoting job creation, and supporting national goals for economic diversification.







# Chapter 1: Silal's Environmental Commitments and Initiatives



# Leading with Purpose

## Silal Group's Environmental Transformation

Environmental responsibility is a core part of our daily operations, driving measurable change across our value chain. In 2024, Silal Group made measurable progress in reducing its carbon footprint, optimizing resources, and promoting circular economy solutions.

From smart farming systems and water-efficient technologies to low-emission logistics and waste diversion programs, our initiatives contribute to environmental improvement and are aligned with the UAE Net Zero 2050, Green Agenda, and United Nation (UN) Sustainable Development Goals (SDGs). Whether in the fields, warehouses, or delivery routes, our teams worked across Silal, SAFCO, Sherwood, and Al Bakrawe to activate sustainability across every layer of our operations.

### Focus Areas of Environmental Action

## Waste Reduction and Circular Economy



Repurposed 2 tons/ week of unsold produce to Emirates Park Zoo for animal feed.



**Waste Recycling Initiative**  
Wood: 248,934 kg  
Plastic: 9,323 kg  
Carton: 130,500 kg



Diverted over 217,245 kg of surplus food via the Ne'ma Ramadan campaign.



Launched green waste composting, converting 4 tons/day into usable soil.



Trialed use of recyclable construction materials at the Innovation Oasis.



SAFCO recycled 90,655 kg of plastic and 190,840 kg of paper in 2024, resulting in 101.08 tons of CO<sub>2</sub> emissions avoided through improved recycling practices.



SAFCO increased its use of sustainable Thermoboxes by 62.5%, replacing Styrofoam packaging as part of its packaging transition.



SAFCO eliminated single-use plastic water bottles across all offices and replaced them with reusable glass bottles, promoting a circular and waste-free office environment.

## Water Conservation and Smart Agriculture



Introduced a **central-controlled irrigation network** and trained farmers on Rivulis irrigation systems.



Saved 60% water in cucumber cultivation through summer net house trials.



Reused brine water and reject desalination water to reduce freshwater dependency.



Used AI and precision irrigation to optimize water application in selected farms.



SAFCO reduced water consumption by 19.8% at its Head Office and 1% at SFG through retrofit installations



## Carbon and Energy Efficiency

- › Deployed plug-in points for chillers to eliminate fuel-based idling.
- › Converted all lifters to Electric Material Handling equipment (MHEs).
- › Enabled loose truck loading and return truck reuse, reducing trips and emissions.
- › Achieved significant reduction of 773,500 kg CO<sub>2</sub> and 119,000 liters of fuel through FOB sales and port-side direct deliveries.
- › Secured ISO 50001 certification for four facilities.
- › SAFCO reduced electricity consumption by 21.6% at its Head Office and 28.5% at its SFG facility, reflecting significant operational efficiency improvements.
- › SAFCO completed a pilot study comparing electric vehicles (EVs) and internal combustion engine (ICE) trucks. Based on emissions data and cost analysis, the study recommended a hybrid fleet strategy to enhance environmental performance and operational reliability.

### Data Assurance Statement

The GHG emissions data presented in this report for Silal, SAFCO, and Sherwood has been verified by a third-party as part of ADQ's 2024 sustainability assurance process.

For Al Bakrawe Group, emissions data is currently being compiled and has not yet undergone external assurance.

All other ESG-related metrics—such as training hours, workforce data, and policy compliance—have been internally validated by the relevant departments across Silal Group to ensure accuracy and consistency.

## Digital Transformation for Sustainability

- › Implemented a Warehouse Management System (WMS) to cut spoilage and reduce waste.
- › Launched the OneDrive paperless campaign, leading to a significant drop in managed printing costs across Silal offices — from an average of AED 60,000 per quarter to approximately AED 49,500. This shift reflects improved digital adoption and a reduction in paper usage, contributing to operational efficiency and sustainability efforts.



## Innovation for Climate Resilience

- › Developed a microgrid design using solar and desolenator systems at IO.
- › Created no-vehicle zones in key areas to support emission-free operations.
- › Piloted plant-based product lines with lower carbon footprints to promote sustainable food systems.
- › SAFCO energized a third rooftop solar PV plant (408.92 kWp) in 2024, bringing its total installed solar capacity to 1,206.36 kWp. These systems generated 666,348 kWh/year and reduced 622.44 tons of CO<sub>2</sub>.

- › GHG Emissions Coverage Silal Group's reported emissions include:

Scope 1: Direct GHG emissions from fuel combustion in company vehicles and equipment.

Scope 2: Indirect GHG emissions from electricity consumption across operational sites of Silal, SAFCO, and Sherwood.

Al Bakrawe's emissions are currently under internal assessment and will be included in future verified disclosures. The 2024 emissions data for Silal, SAFCO, and Sherwood has been third-party verified under ADQ's assurance process.





## SPOTLIGHT

# Quinoa & Millet Value Chain – Resilient Crops for a Future-Ready UAE

## Building Agricultural Resilience Through Smart Crop Innovation



In collaboration with the International Center for Biosaline Agriculture (ICBA), Silal launched the Quinoa and Millet Value Chain Development Projects to introduce climate-resilient, nutrient-rich crops capable of thriving in arid UAE conditions. The quinoa program progressed through seed production training, local grain production trials across Al Foah and Remah, and hands-on post-harvest handling. Millet trials tested sorghum, pearl millet, and fonio varieties for yield and adaptability.

These initiatives not only diversify the local cropping system but also promote water conservation, reduce food imports, and enhance carbon efficiency. Quinoa's salinity tolerance further supports land rehabilitation and erosion control, while its by-products serve as animal feed—encouraging a circular agricultural economy.

### ESG Impact:



Promotes sustainable and resilient farming practices



Reduces import dependency and associated emissions



Enhances food system innovation and crop diversification

### Aligned SDGs:



## SPOTLIGHT

# Dendra Project – Greening with Saline Solutions

## Innovative Land Reclamation through Brine Irrigation

The Dendra Project, a joint initiative between Silal and Dendra, utilized diluted brine from reverse osmosis (RO) for irrigating salt-tolerant native plants across 5.28 hectares in Al Foah. This innovative bio-remediation approach cultivated halophytes capable of absorbing and transforming saline compounds, contributing to soil restoration and biodiversity conservation.

Some halophytes also show promise as livestock feed, turning saline waste into a valuable agricultural input. This project redefines waste utilization and positions brine reuse as a climate-smart land rehabilitation technique.

### ESG Impact:



Rehabilitates degraded lands and conserves water



Promotes biodiversity through native halophyte species



Enables sustainable reuse of desalination by-products

### Aligned SDGs:







## SPOTLIGHT

# Compost Machine Project – Closing the Loop on Farm Waste

## Transforming Organic Waste into Agricultural Gold

To address farm waste challenges, Silal introduced composting solutions to convert organic waste—such as palm residues, fruit, vegetables, and grass—into high-quality biofertilizers. This reduces methane emissions from landfills and improves soil health and carbon retention in arid environments.

By replacing chemical fertilizers, the composting initiative supports cleaner soil and water, promotes circularity, and aids in the fight against desertification.

### ESG Impact:



Cuts methane emissions and landfill waste



Improves soil fertility and climate resilience



Supports circular economy and sustainable farming inputs

### Aligned SDGs:







## SPOTLIGHT


# Solar-Powered Greenhouses

## Advancing Smart, Sustainable Agriculture in the UAE


Silal, in collaboration with Shouguang Vegetables, launched the UAE's first fully solar-powered, independent greenhouses, pioneering a model of climate-smart agriculture. These greenhouses operate entirely on solar energy with battery storage, enabling year-round production while reducing carbon emissions. Equipped with

automated systems for irrigation, climate control, and lighting, the project optimizes resource use and supports food security. This initiative reflects Silal's leadership in sustainable innovation, contributing to the UAE's Net Zero 2050 goals and setting a benchmark for renewable energy integration in agriculture.


### ESG Impact:




Reduces carbon footprint through 100% renewable energy use.



Enhances local food security with sustainable, off-grid production.



Promotes resource efficiency through smart farming technologies.



Supports the UAE's energy transition and climate resilience goals.

### Aligned SDGs:









# Our Commitment Ahead

Silal Group remains steadfast in its mission to lead sustainable transformation across the food and agriculture sector. With **AI Bakrawe now integrated into our operations**, we are enhancing sustainability in **sourcing, emissions tracking, waste reduction, and circular economy practices** across international supply chains.

## LOOKING FORWARD, OUR FOCUS WILL INTENSIFY ON:



**Scaling climate-resilient farming innovations** (e.g., aquaponics, solar-powered agriculture, biosaline crops)



**Expanding composting and recycling infrastructure**



**Improving water resource management through alternative irrigation solutions**











**Integrating renewable energy across all assets**



**Leveraging digital platforms for real-time ESG performance monitoring**

These initiatives bring us closer to achieving our **Net Zero 2050 goals**, while fostering a **sustainable, self-reliant food system** for the UAE.

## ESG Impact Summary (2024)

IMPACT AREA	KEY METRIC/RESULT
 <b>Food Waste Diversion</b>	2 tons/week + 146,365 kg via Ne'ma
 <b>CO2 Reduction</b>	773,500 kg CO2 saved
 <b>Water Savings</b>	60% reduction in net house cucumber trial; quinoa and millet trials used 50–70% less water
 <b>Green Waste Composted</b>	4 tons/day
 <b>Energy Certifications</b>	ISO 50001 achieved at 4 sites
 <b>Land Rehabilitation</b>	5.28 ha reclaimed using halophytes in Dendra Project
 <b>Circular Agriculture</b>	Compost and crop by-products used as animal feed and soil enhancers
 <b>Sustainable Crop Innovation</b>	Quinoa, sorghum, pearl millet, and fonio adapted to UAE climate



02

## Chapter 2: Social Commitment and Achievements



## Driving Inclusion, Awareness, and Community Upliftment

At Silal Group, our ESG journey is rooted in a people-first approach — supporting employees, farmers, youth, and the broader community through meaningful engagement and inclusive practices. In 2024, we expanded our reach across Silal, SAFCO, Sherwood, and Al Bakrawe, delivering targeted initiatives aligned with the UN Sustainable Development Goals (SDGs) and national development priorities.

Whether through inclusive hiring, school engagement, or data literacy training, our social strategy builds resilience and equity at every level — reinforcing our commitment to decent work, gender equality, safety, education, and food security.



## SPOTLIGHT Empowering People of Determination – Partnership with Zayed Higher Organization

Advancing Inclusion and Social Equity Through Strategic Collaboration



As part of its long-term commitment to inclusive development, Silal signed a strategic partnership with the Zayed Higher Organization for People of Determination. This collaboration aims to create meaningful employment opportunities, provide skill-building platforms, and support the active social integration of People of Determination (PODs) into the workforce.

The partnership reflects Silal Group's belief that empowering every segment of society is essential to achieving the UAE's national development vision and aligns directly with the UAE's Year of Community.

Through joint programs, inclusive hiring, and engagement initiatives across Silal and its subsidiaries, we are building a more equitable and representative organization — while fostering social innovation and dignity through work.

**ESG Impact:**



Reinforced inclusive hiring practices within Silal, SAFCO, and Sherwood



Formalized a long-term partnership to support PODs employment and development



Supported national diversity goals and community integration frameworks

**Aligned SDGs:**








## SPOTLIGHT Empowering Future Agricultural Leaders

Internship Program in  
Partnership with UAE  
University

Silal proudly partnered with United Arab Emirates University in 2024 to deliver an immersive agricultural training program for over ten university students at our Al Ain facilities. The internship offered hands-on experience across key farming operations, reflecting Silal's commitment to nurturing talent and strengthening national food security through education and skill-building.



### ESG Impact:



Delivered practical training to over 10 students in real-world farming environments



Promoted youth engagement in sustainable agriculture



Strengthened ties with academic institutions for talent development

### Aligned SDGs:



## SPOTLIGHT School Discovery Tour – Empowering Youth Through Agri-Innovation

Inspiring the Next Generation of Sustainability Leaders



As part of Silal Group's commitment to food security education and national community initiatives, we launched the School Discovery Tour in 2024 — a nationwide program designed to spark students' interest in sustainable agriculture, agri-tech, and food innovation.

- **Silal Packhouse - Al Ain** – the UAE's largest automated packing facility
- **Innovation Oasis** – showcasing breakthroughs in agricultural technologies
- **Silal Farm -Al Ain** – where students experience sustainable farming firsthand

Targeted at students aged 11 and above, the program offers immersive educational visits across three of Silal's flagship locations in Al Ain:

The initiative forms part of Silal's contribution to the UAE's Year of Community and marks our participation in Emirati Children's Day, providing early exposure to sustainable agriculture and food innovation for students across the UAE.

### ESG Impact:



Reached **26 schools** and **over 500 students**



Strengthened national awareness of food systems and agri-tech innovation



Contributed to social equity through access to real-world sustainability education

### Aligned SDGs:







## SPOTLIGHT Global Exposure for Local Farmers – Netherlands Agri-Tech Visit

### Building Local Capacity Through International Collaboration

Silal organized a strategic field visit to the Netherlands for its contracted farmers, offering them direct exposure to the world's most advanced agricultural technologies and innovation practices.

During the visit, farmers engaged with leading agri-tech companies, toured state-of-the-art facilities, and explored practical solutions in areas such as

climate-smart farming, sustainable irrigation, and greenhouse optimization.

This initiative reflects Silal Group's dedication to empowering the UAE's agricultural community by promoting continuous learning, innovation transfer, and sustainable development. It also supports the UAE's vision of building a resilient, knowledge-based food production ecosystem.

#### ESG Impact:



Strengthened technical capacity of Silal's contracted farmers



Enabled knowledge transfer from global agri-tech leaders



Supported local sustainability and food security goals

#### Aligned SDGs:



## SPOTLIGHT Knowledge Journey to China

Silal organized a knowledge journey for its contracted farmers to China, providing them with firsthand exposure to innovative agricultural technologies and sustainable practices. The visit aimed to empower local farmers, enhance their expertise, and bring global innovations back to the UAE to advance the national agrifood sector.

#### ESG Impact:



**Empowering Local Farmers:** Enhanced skills and knowledge of Emirati farmers through global best practices.



**Technology Adoption:** Explored AI-powered greenhouses, vertical farms, and smart logistics to improve productivity and sustainability.



**Sustainable Agriculture:** Focused on resource-smart cultivation, data-driven production, and sustainable packaging methods.



**Community Development:** Strengthened the role of farmers as key contributors to the UAE's food security and agrifood innovation.

#### Aligned SDGs:





## Building Awareness & Safety Through Training and Governance

In 2024, Silal Group continued fostering a culture of knowledge, wellbeing, and responsible governance. From digital security to health & safety, employees across all entities benefited from targeted training aligned with ESG values and regulatory standards.



### SPOTLIGHT

## Digital Awareness Training

Empowering Employees for a Safer Digital Workplace

In 2024, Silal, Sherwood, and Terminex teams participated in training sessions focused on spam email awareness and data classification. These efforts aimed to build a security-conscious workforce and promote digital hygiene.



#### ESG Impact:



100% participation across Silal Group companies (Silal, Sherwood, and Terminex)



Enhanced digital awareness and employee engagement in cyber risk mitigation

#### Aligned SDGs:



### SPOTLIGHT

## Workforce Safety & Development

Investing in People's Growth and Protection



Silal delivered strong performance in employee development:

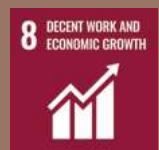
- › 10,648 hours of HSE training
- › 320 hours of L&D upskilling
- › Launch of employee wellness and medical access programs across SAFCO and Sherwood

#### ESG Impact:



Reinforces compliance with labor welfare standards

#### Aligned SDGs:





## Farmer & Community Empowerment

Silal's social commitment also extended to farmers, workers, and local communities across the UAE. Through strategic training, events, and engagement programs, we supported sustainability and inclusivity from field to fork.

### SPOTLIGHT Silal Farmer & Worker Training – Season 2024

#### Delivering Impact on the Ground

In 2024, we trained:

- › 794 workers
- › Delivered over 40,000 technical hours
- › Completed 10,000+ farm visits
- › Recognized 135 farmers for best sustainable practices

#### ESG Impact:



Scalable impact on local food security and sustainability



Aligned with SDG 2 (Zero Hunger), SDG 12 (Responsible Consumption)

### SPOTLIGHT Open Day – Eggplant Quality Improvement

#### Supporting Sustainable Farming Practices

Seven farmers participated in a targeted workshop to improve eggplant production, focusing on crop quality, yield, and market-readiness. The initiative contributed to technical knowledge transfer and sustainable crop outcomes.





## SPOTLIGHT

# Silal's Community Spirit – Volunteerism as a Culture

At Silal Group, volunteerism is not just an act — it's a value we live by.

We proudly embed social contribution into our organizational culture, encouraging employees, their families, and even our extended network of partners to take part in meaningful community action throughout the year.

In 2024–2025, Silal volunteers participated in a series of impactful national initiatives — supporting food distribution with humanitarian organizations, engaging in public safety campaigns, and promoting

responsible consumption and food rescue efforts. These activities reflect our role as an engaged national entity aligned with the UAE's Community Year and the country's mandate for public participation in building a resilient society.

This spirit of giving is nurtured across Silal, SAFCO, Sherwood, and Al Bakrawe, reinforcing our belief that businesses thrive when communities do.



**ESG Impact:**

Embedded a strong culture of civic engagement within the Silal Group



Promoted year-round participation in national volunteering campaigns



Expanded social impact beyond the workplace, involving families and community



Demonstrated alignment with national values and social ESG commitments the workplace, involving families and community

**Aligned SDGs:**



1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION




17 PARTNERSHIPS FOR THE GOALS









## Social ESG Initiatives Summary

INITIATIVE	ESG IMPACT AREA	HIGHLIGHTS
 <b>Employment of People of Determination</b>	Inclusion & Labor	6 PODs hired at Al Foah
 <b>School Discovery Tour – Phase 1</b>	Youth Awareness	26 schools, 500+ students
 <b>SPAM Queue &amp; Data Classification Training</b>	Digital Governance	All teams trained (Silal, Sherwood, Terminex)
 <b>Worker Welfare Standards &amp; Inspections</b>	Fair Labor & Rights	Implemented and audited across camps
 <b>Farmer &amp; Worker Seasonal Training</b>	Food Security & Rural Uplift	794 trained, 40K hours, 135 awards
 <b>Open Day – Eggplant Quality Workshop</b>	Farming Innovation	7 farmers trained on best practices
 <b>UAEU Student Internships</b>	Youth Development	Summer internship program at Al Foah
 <b>POD Internships</b>	Inclusion	6 interns in two paid batches

## Workforce Diversity Overview – 2024

(Across Silal, SAFCO, and Sherwood)

CATEGORY	COUNT	% OF
 <b>GENDER</b>	 <b>Male</b>	132490.25%
	 <b>Female</b>	1439.75%
 <b>NATIONALITY</b>	<b>Emirati</b>	916.20%
	<b>Non-Emirati</b>	137693.80%

Data reflects active employees as of December 31, 2024. Verified internally by the Human Capital team.







# 03

## **Chapter 3:** Governance and Innovation Integration



## Leading with Purpose, Structure, and Strategic Technology

Silal Group's governance model serves as a foundation for sustainable growth, resilience, and accountability. In 2024–2025, as the organization expanded to include SAFCO, Sherwood, and Al Bakrawe, Silal strengthened its internal frameworks, implemented ESG-aligned policies, and initiated high-impact partnerships to advance responsible innovation.

From AI-powered farming tools to stakeholder recognition and policy integration, governance at Silal is not only a function of compliance — it is a tool to embed sustainability into all strategic and operational dimensions across the Group.



## SPOTLIGHT ESG Recognition by Forbes Middle East Regional Acknowledgment of Leadership in Sustainability



Silal was recognized by Forbes Middle East for two major achievements: former CEO Salmeen Alameri was named one of the Top Sustainability Leaders of 2024, and Silal received the award for Top Project in the Middle East – Food Category. These honors highlight Silal's ability to execute ESG

strategies with measurable impact and align its business with global sustainability goals.

This recognition affirms Silal's position as a national platform for innovation, food security, and ESG leadership.

**ESG Impact:**



Elevated Silal's regional and global reputation as a leader in ESG-driven business practices



Validated the effectiveness of Silal's ESG strategy through measurable, recognized achievements



Strengthened stakeholder trust and visibility in sustainable agriculture and food systems



Reinforced Silal's commitment to advancing the UAE's sustainability and food security agendas

**Aligned SDGs:**



2 ZERO HUNGER



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



17 PARTNERSHIPS FOR THE GOALS





## SPOTLIGHT ESG Video Series – Strengthening Transparency and Awareness

### Telling the ESG Story Through Leadership and Media

In 2024, Silal released a three-part ESG video series hosted by the ESG Director. The series highlighted progress under the Environmental, Social, and Governance pillars and was shared publicly to increase awareness, promote transparency, and

educate internal and external stakeholders on Silal's sustainability journey.

This initiative reflects Silal's commitment to open communication and stakeholder engagement.



## SPOTLIGHT Advancing Digital Governance

### Strengthening Internal Governance Through Systems and Strategy

Silal made strategic progress in data governance by implementing key digital infrastructure and frameworks:

- › CRM system deployment to drive structured, accountable customer engagement
- › ADQ-sponsored Data Strategy project to implement structured data governance policies

- › AI Literacy and GenAI Enablement workshops (in partnership with Microsoft) to prepare teams for responsible AI integration

These initiatives support robust governance, data security, and informed decision-making across Silal Group.

#### ESG Impact:



Established structured data governance policies and enhanced internal accountability



Enhanced data security and informed decision-making across Silal Group



Improved customer engagement through systemized CRM processes



Reinforced governance excellence through strategic digital transformation



Built organizational readiness for responsible AI integration

#### Aligned SDGs:





## SPOTLIGHT

# CropCast GPT – AI-Driven Agriculture Innovation

Harnessing Predictive Intelligence for Sustainable Farming



Sisal's **Innovation Oasis**, in partnership with **MBZUAI**, launched CropCast GPT, an artificial intelligence platform developed to optimize yield forecasting and agricultural decision-making. This initiative supports smarter, more efficient, and climate-resilient farming

in the UAE and contributes to the transition toward low-emission agricultural practices.

The platform reinforces Sisal's leadership in agri-tech governance and environmental innovation.

### ESG Impact:



Enabled data-driven, climate-resilient farming practices



Supported reduction of agricultural emissions through optimized resource use



Strengthened Silal's agri-tech innovation and governance leadership



Contributed to sustainable food production and national food security goals



Fostered collaboration with academic and innovation partners (MBZUAI)

### Aligned SDGs:



## SPOTLIGHT

# Sisal Innovation Oasis

A Platform for Sustainable Agri-Food Innovation



In 2024, Sisal inaugurated the **Innovation Oasis in Al Ain**, a 34-hectare R&D hub dedicated to advancing agricultural technology and sustainable farming solutions. Designed to support the UAE's Food Security Strategy, the Oasis fosters collaboration with leading research institutions and industry partners, driving innovation in climate-resilient

agriculture, resource efficiency, and circular economy practices. This strategic investment reinforces Sisal's governance framework by embedding structured innovation processes, enhancing national food security capabilities, and positioning Sisal as a key player in the UAE's agri-tech transformation.

### ESG Impact:



Established a national hub for agri-tech R&D and innovation



Advanced climate-resilient agriculture and sustainable farming practices



Supported circular economy initiatives through resource-efficient solutions



Reinforced Silal's ESG governance through structured innovation processes



Positioned Silal as a leader in the UAE's agri-tech transformation and food security efforts

### Aligned SDGs:





## SPOTLIGHT Sisal-Shouguang Smart Agriculture Hub

Driving Innovation with AI & Robotics



During "Make it in the Emirates 2025", Sisal signed an MoU with Shouguang Vegetables from China to establish the UAE's largest 100,000 m<sup>2</sup> smart agriculture hub in Al Ain. Powered by AI and robotics, this partnership marks a transformative step in

scaling up sustainable agri-tech solutions and reinforcing the UAE's food security and industrial capabilities. The hub will integrate cutting-edge technologies and serve as a model for agri-industrial innovation in the region.

### ESG Impact:



**Environment:**  
Promotes precision agriculture, reducing resource consumption and emissions.



**Social:** Creates jobs and builds local expertise in advanced agricultural technologies.



**Governance:** Strengthens international collaboration, national food security, and innovation policies.

### Aligned SDGs:



## SPOTLIGHT

## Strategic Partnership with Core42 – Scaling ESG with AI

Building the Future of Sustainable Agri-Tech



A strategic agreement was signed between Sisal and Core42, a G42 company, to co-develop AI-enabled sustainability tools. The partnership is aimed at creating scalable and intelligent solutions to advance climate-aligned agriculture, supply chain monitoring,

and energy optimization.

This collaboration positions Sisal at the intersection of advanced technology and sustainable agriculture.

### ESG Impact:



Accelerated development of AI-powered tools for sustainable agriculture



Enhanced supply chain visibility and environmental performance monitoring



Supported energy optimization initiatives to reduce operational emissions



Strengthened Sisal's positioning as a technology-driven sustainability leader



Fostered strategic partnerships for innovation in ESG practices

### Aligned SDGs:





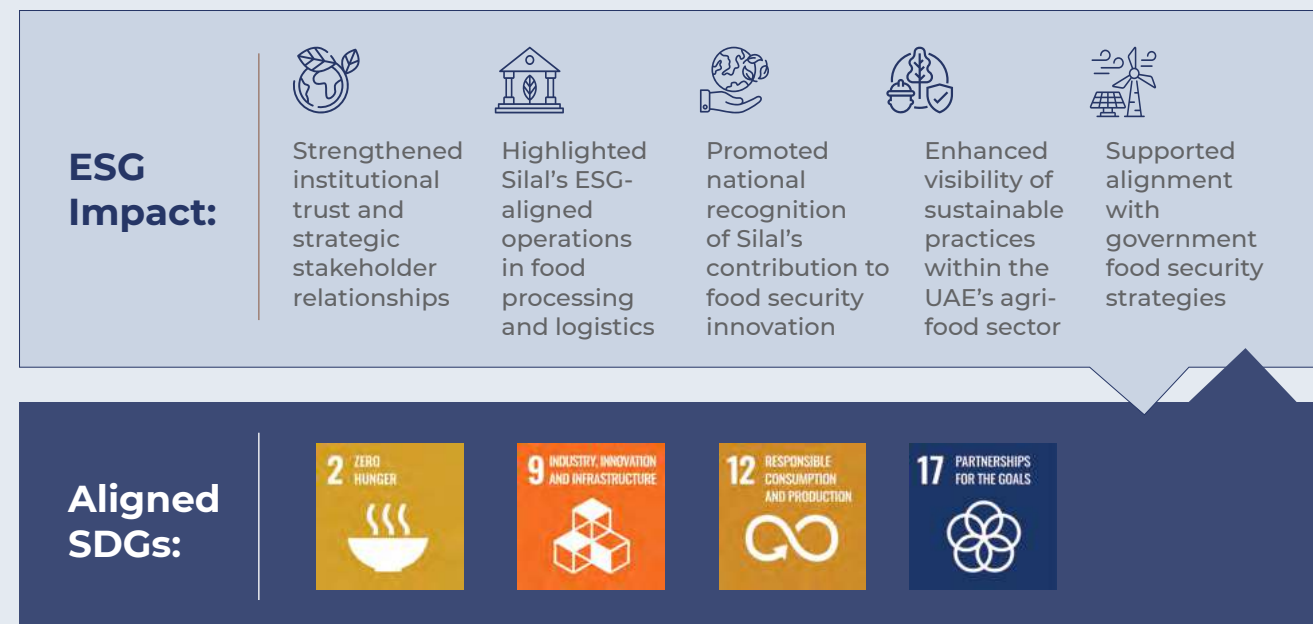


## SPOTLIGHT Ministerial Visit to Silal Packhouse – National Recognition

### Reinforcing Silal's Role in Food Security Innovation

Her Excellency Dr. Amna Al Dahak and members of the Emirates Food Security Council conducted an official visit to Silal's Packhouse in Al Ain. The visit acknowledged Silal's technological and operational

contributions to the UAE's food security vision and provided a platform to demonstrate ESG-aligned systems in food processing and logistics. The visit strengthens institutional trust and stakeholder relationships.



## SPOTLIGHT Strategic MoU with Ministry of Industry and Advanced Technology

### Boosting Local Value in Agrifood



At the "Make it in the Emirates" forum, Silal signed a Memorandum of Understanding with the Ministry of Industry and Advanced Technology, affirming its role in the National In-Country Value (ICV) Program. This

strategic collaboration supports UAE's food security goals by enhancing local value creation, strengthening supply chains, and positioning Silal as a driver of national agrifood resilience and industrial integration.





## SPOTLIGHT Silal and Bayer – Smart Farming and Governance Innovation

Multi-Track Collaboration Driving  
Sustainable Progress

Silal expanded its collaboration with Bayer in 2024 to include seed trials, digital farming, and capacity building programs. These joint efforts aim to promote sustainable agriculture while ensuring visibility, safety, and performance across the value chain. This partnership supports Silal's innovation agenda and contributes to innovative and sustainable governance.



### ESG Impact:



Promoted sustainable agriculture through advanced seed trials and digital farming



Enhanced supply chain traceability for better governance and product safety



Supported capacity building through training and knowledge transfer



Strengthened Silal's position in agri-tech governance and innovation leadership



Contributed to building resilient, transparent, and efficient food systems

### Aligned SDGs:



## SPOTLIGHT Collaboration with SVG – Seeds and Pollination for Resilience

Driving Local Innovation  
in Crop Development and  
Biodiversity

In collaboration with SVG, Silal launched trials for UAE-resilient seed varieties and a pilot program for bumblebee-based natural pollination. This initiative supports biodiversity, improves climate adaptation, and enhances local crop productivity using environmentally sustainable methods.

The project reflects Silal's investment in long-term ecological resilience and food system security.



### ESG Impact:



Supported biodiversity through natural pollination practices



Advanced development of climate-resilient seed varieties



Improved local crop productivity using sustainable methods



Contributed to ecosystem health and long-term agricultural resilience



Reinforced Silal's role in supporting sustainable food systems and agri-tech innovation

### Aligned SDGs:





## SPOTLIGHT

# Certifications and Governance Foundations

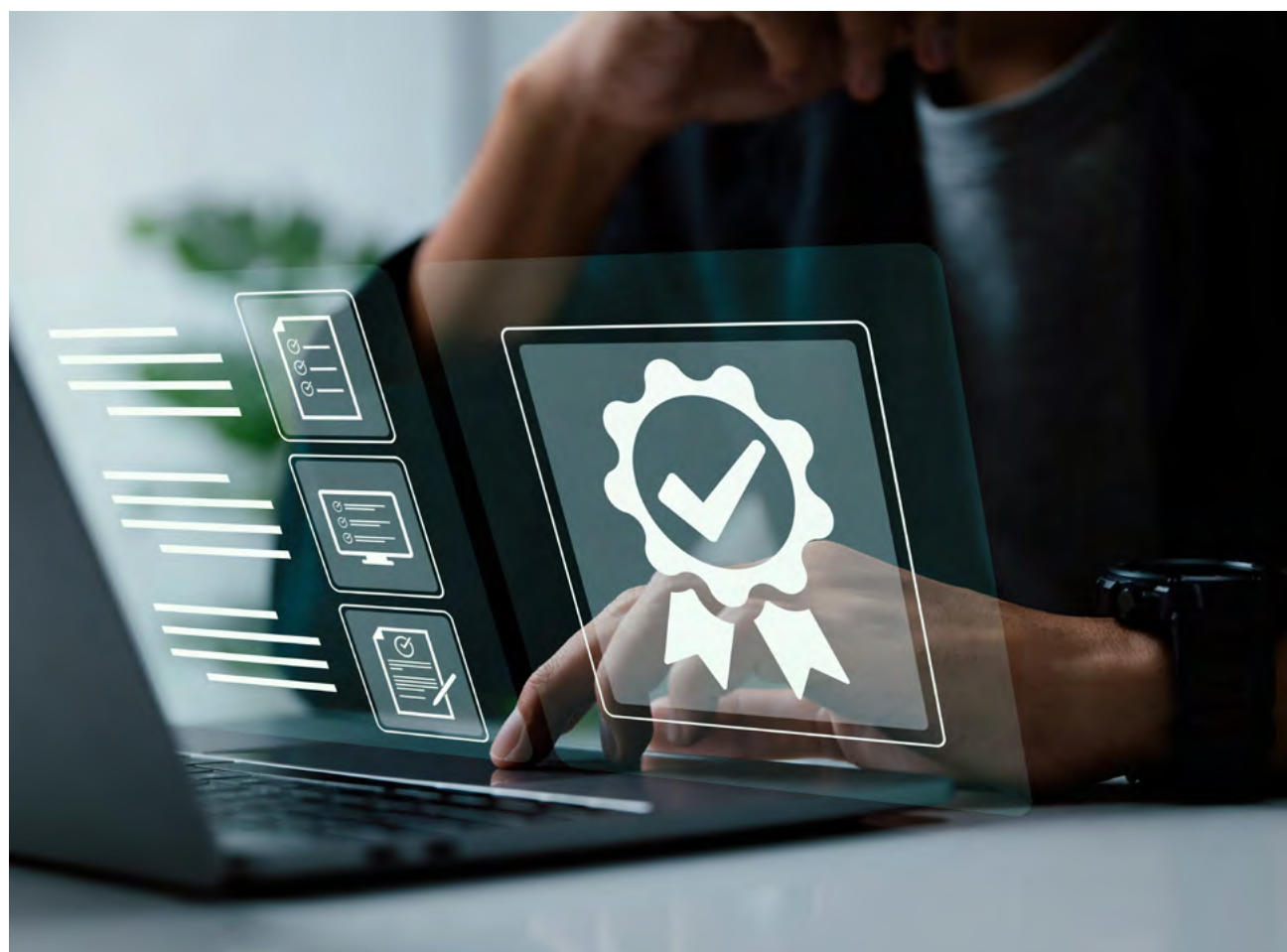
## Building Trust Through Standards and Policy Integration

Silal Group successfully retained and expanded a robust set of international certifications in 2024–2025, covering food safety, environmental performance, occupational health, and energy management. These certifications demonstrate Silal’s operational maturity and alignment with ESG benchmarks. Certifications held include:

- › ISO 9001:2015 – Quality Management
- › ISO 14001:2015 – Environmental Management
- › ISO 45001:2018 – Occupational Health and Safety

- › ISO 22000:2018 – Food Safety Management
- › ISO 50001:2018 – Energy Management System
- › GLOBALG.A.P.® Certification – Agricultural sustainability
- › Certificate of Conformity – Organic Certification

› Grade A Gold – Al Aweer Facility (2024)  
Additionally, Silal finalized its Corporate Governance Manual in 2024, ensuring consistency, accountability, and ESG integration across all business functions and subsidiaries.



# Governance Enhancements Across Silal Group (2024–2025)

FOCUS AREA	ACTION TAKEN
 <b>ESG KPI Reporting</b>	Monthly performance tracked across all
 <b>ESG Policy Implementation</b>	Unified ESG policies launched and
 <b>Corporate Governance Manual</b>	Finalized and adopted across the group
 <b>Energy Management</b>	ISO 50001-certified system implemented
 <b>Stakeholder Engagement</b>	Public communication, ESG video series, and government visits completed



# Stakeholder Engagement and ESG Oversight

## Engaging for Impact and Accountability

At Sila, stakeholder engagement is a cornerstone of our ESG strategy. We actively collaborate with government entities, investors, community partners, and employees to ensure that our ESG efforts remain relevant, inclusive, and responsive to national and global priorities. In 2024, we maintained open dialogue with key stakeholders including:

### ADQ

Alignment on ESG expectations and GHG reporting



### Government bodies

Ministry of Climate Change and Environment, Zayed Higher Organization, Emirates Food Security Council



### Academic and innovation partners

MBZUAI, SVG, Bayer



### Internal teams

Monthly ESG Champion meetings and performance tracking across all divisions and subsidiaries



## ESG Governance Structure at Sila Group



### Strategy:

The ESG strategy is developed by the ESG Director in coordination with Sila's executive management and aligned with ADQ guidance.



### Subsidiary Involvement:

Each subsidiary follows the central ESG strategy but has a designated focal point responsible for execution and data submission.



### Execution:

Implementation is led by ESG Champions assigned within each division, including SAFCO, Sherwood, and Al Bakrawe, who follow the centralized ESG roadmap.



### Risk and Performance Management:

ESG risks and performance indicators are actively monitored through monthly reviews with executive leadership. While Sila is in the process of formalizing an enterprise risk management (ERM) system, current practices include issue escalation protocols, cross-functional collaboration, and oversight by the ESG Director in coordination with the Executive Committee. As the ERM framework develops, ESG-related risks will be further embedded and systematically tracked.



### Board

**Engagement:** ESG performance is discussed at the Board level at least once per quarter and during annual strategy sessions.

ESG governance is centrally managed under the ESG Director, with monthly reporting to Sila's executive leadership and integration into strategic reviews. Our governance framework ensures that ESG is a shared responsibility across Sila Group, supported by a network of Champions and subject matter leads.

## Organizational Chart



### Legend:

ESG FP = ESG Focal Point. All entities report progress to the ESG Director Monthly reporting and quarterly Board updates.

## Material ESG Topics and Risk Management

### Understanding What Matters Most



In 2024, Sila initiated a group-wide review to identify material ESG topics most relevant to our operations, stakeholders, and long-term impact. These include:



**Greenhouse gas emissions and energy use**



**Food waste and circular economy practices**



**Inclusion and employee well-being**



**Responsible sourcing**





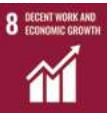
**Governance compliance and transparency**

While a formal double materiality assessment is planned for 2025, our current ESG strategy is informed by national development priorities, ADQ guidance, and emerging global frameworks such as **Global Reporting Initiative (GRI)** and the **International Sustainability Standards Board (ISSB)**. These frameworks help guide transparent and accountable ESG disclosures aligned with international best practices.

ESG risks are incorporated into Sila's enterprise risk management system and reviewed regularly by senior leadership. This ensures a proactive approach to managing climate, social, and governance-related risks as the business evolves.










## From Commitment to Achievement Tracking Silal Group's 2024 ESG Promises and Progress

 <b>GHG emissions</b>	 <b>Sustainable agriculture</b>	 <b>Waste Management</b>	 <b>Water &amp; Land Management</b>	 <b>Employee well-being</b>	 <b>Diversity</b>	 <b>Community</b>	 <b>Governance</b>
<p><b>What We Promised Our 2024 Commitments</b> Develop a decarbonization plan and align current initiatives across all assets.</p> <p><b>What We Achieved Our 2024 Outcomes</b></p> <ul style="list-style-type: none"> <li>› Finalized the Decarbonization Plan with ADQ.</li> <li>› Achieved 773,500 kg CO<sub>2</sub> emissions reduction through logistics optimization (FOB and Port-Side).</li> <li>› Monthly carbon reporting completed across Silal, SAFCO, Sherwood, and Al Bakrawe.</li> </ul> <p><b>SDG Alignment:</b></p> 	<p><b>What We Promised Our 2024 Commitments</b> Reduce chemical pesticide use by 2% and expand sustainable trials.</p> <p><b>What We Achieved Our 2024 Outcomes</b></p> <ul style="list-style-type: none"> <li>› Piloted climate-resilient millet and summer cucumber varieties (60% water savings).</li> <li>› Launched bumblebee pollination trials with SVG.</li> <li>› Partnered with Bayer on seed trials and digital agriculture solutions</li> <li>› Partnered with ICBA to launch quinoa and millet value chain trials across UAE farms</li> <li>› Introduced fonio, sorghum, and pearl millet for diversification and resilience</li> </ul> <p><b>SDG Alignment:</b></p>    	<p><b>What We Promised Our 2024 Commitments</b> Maintain food waste at 9%; move toward zero-waste goals.</p> <p><b>What We Achieved Our 2024 Outcomes</b></p> <ul style="list-style-type: none"> <li>› Diverted 217,245 kg of food through Ne'ma and surplus donation programs.</li> <li>› 2 tons/week sent to Emirates Zoo for feed.</li> <li>› Green waste composting achieved 4 tons/day conversion.</li> <li>› Commissioned on-site compost machines to convert organic waste into biofertilizer</li> <li>› Promoted circular economy by repurposing crop by-products as animal feed</li> </ul> <p><b>SDG Alignment:</b></p>   	<p><b>What We Promised Our 2024 Commitments</b> Explore alternative irrigation and soil enhancement methods.</p> <p><b>What We Achieved Our 2024 Outcomes</b></p> <ul style="list-style-type: none"> <li>› Dendra Project launched to irrigate 5.28 ha using diluted brine and halophytes</li> <li>› Supported soil rehabilitation through salt-tolerant native species</li> <li>› Reduced desalination dependency through sustainable irrigation solutions</li> </ul> <p><b>SDG Alignment:</b></p>   	<p><b>What We Promised Our 2024 Commitments</b> Train 300+ farmers and strengthen local engagement.</p> <p><b>What We Achieved Our 2024 Outcomes</b></p> <ul style="list-style-type: none"> <li>› 794 farmers and workers trained through technical support programs.</li> <li>› School Discovery Tour launched, reaching over 26 schools.</li> <li>› Volunteers from Silal and families supported initiatives with ERC, AD Police, and Ne'ma.</li> </ul> <p><b>SDG Alignment:</b></p>   	<p><b>What We Promised Our 2024 Commitments</b> Develop a succession plan covering 10% of employees.</p> <p><b>What We Achieved Our 2024 Outcomes</b></p> <ul style="list-style-type: none"> <li>› Launched career mapping and training for multiple teams.</li> <li>› Over 10,648 hours of training delivered in 2024 (HSE, ESG, and soft skills).</li> <li>› Employee recognition program expanded to new assets.</li> </ul> <p><b>SDG Alignment:</b></p>  	<p><b>What We Promised Our 2024 Commitments</b> Increase female representation by 2% compared to 2023 baseline.</p> <p><b>What We Achieved Our 2024 Outcomes</b></p> <ul style="list-style-type: none"> <li>› Women in the workforce reached 8.85%.</li> <li>› Inclusion programs for People of Determination implemented across operations.</li> <li>› Internship and upskilling programs prioritized gender balance.</li> </ul> <p><b>SDG Alignment:</b></p>  	<p><b>What We Promised Our 2024 Commitments</b> Incorporate ESG in all board discussions and governance manuals.</p> <p><b>What We Achieved Our 2024 Outcomes</b></p> <ul style="list-style-type: none"> <li>› ESG Strategy officially adopted and implemented across the Group.</li> <li>› Corporate Governance Manual completed and aligned with ISO.</li> <li>› ESG KPIs included in monthly reports and management reviews.</li> </ul> <p><b>SDG Alignment:</b></p>  



# 2024 ESG Highlights – Silal Group

In 2024, Silal Group carried out a number of ESG-related initiatives across its core entities—Silal, SAFCO, Sherwood, and Al Bakrawe. These efforts focused on improving environmental management, social inclusion, and alignment with national sustainability themes. Key highlights include:






-  **Completion and submission** of a Group-wide Decarbonization Plan, developed in line with the UAE's Net Zero 2050 agenda.
-  **GHG emissions data** for Silal, SAFCO, and Sherwood was internally compiled and third-party verified as part of the ADQ assurance process.
-  **Delivery of over 10,000 hours of ESG-related training** across Silal Group to support employee awareness and capacity-building.
-  **Growth in female representation** within the workforce, contributing to internal diversity and inclusion efforts.
-  **Implementation of unified ESG and HSE policies** across Silal and selected subsidiaries.
-  **Community-based initiatives**, including the School Discovery Tour and collaboration with Zayed Higher Organization to support People of Determination.
-  **Circular economy practices**, including food waste diversion for reuse, composting of green waste into biofertilizer, and the shift away from single-use packaging materials.

These initiatives were internally developed and monitored. While no external ESG scoring or rating methodology was applied, this summary presents a snapshot of practical efforts undertaken by Silal Group to advance sustainability in line with operational priorities and ADQ thematic guidance.

## Looking Ahead to 2025

### Our Next Steps in the ESG Journey

As we move forward, Silal remains focused on expanding our ESG impact across the Group and supply chain. Our top ESG priorities for 2025 include:

- |   |  |
|---|--|
|  <b>Climate Action</b><br>Full implementation and assurance of the Decarbonization Plan                    |  <b>Youth and Inclusion Programs</b><br>Increasing access to internships, school programs, and employment opportunities for People of Determination |
|  <b>Food Waste Reduction</b><br>Expanding partnerships and improving efficiency in waste diversion         |  <b>Vendor Due Diligence</b><br>Enhancing supplier ESG onboarding and compliance tracking   |
|  <b>ESG-Driven Innovation</b><br>Scaling AI-powered agriculture platforms (CropCast GPT, Core42 solutions) |  |

These actions are embedded into Silal's 2025 Business Plan and will be tracked monthly through the ESG governance system to ensure transparency and accountability.



## SDG Summary































### Environmental Initiatives

INITIATIVE	SDG(S) ALIGNED
1. Ne'ma Food Waste Diversion Program	  
2. Composting of Green Waste & Compost Machine Project	  
3. Emirates Zoo Animal Feed Diversion	 
4. Brine Water & Reject Water Reuse (Dendra Project)	  
5. Smart Irrigation & Central Irrigation Network	 
6. Summer Cucumber Water Efficiency Trials	  
7. Rivulis Training for Farmers	 
8. Loose Truck Loading & Return Trip Reuse	  
9. Plug-in Points for Chillers	 
10. Conversion to Electric Lifters	 
11. FOB & Port-Side Sales Logistics Optimization	  
12. ISO 50001 Certification for Energy Management	 
13. WMS Implementation for Fresh	 
14. OneDrive & Paperless Initiatives	 
15. Digital Emissions Dashboards	 
16. Millet Trials & Climate-Resilient Agriculture	  
17. Quinoa & Millet Value Chain Project (ICBA)	   
18. Use of Recyclable Construction Materials	 
19. Plant-Based Product Launch	  
20. Solar-Powered Greenhouses	    
21. Integrated Aquaponics Dome	    

### Social Commitment and Achievements

INITIATIVE	SDG(S) ALIGNED
1. Silal's Community Spirit (Volunteering: ERC, AD Police, Ne'ma)	   
2. School Discovery Tour	  
3. Employment and Internships for People of Determination	   
4. Farmer Training & Field Engagement Programs	   
5. Eggplant Quality Improvement Open Day	  
6. UAEU Student Internship Program	  
7. Labour Camp Inspections in Al Ain	  
8. Worker Welfare Standards	 
9. POD Training & Onboarding	   
10. Strategic Farmer Visit to the Netherlands	   
11. Knowledge Journey to China	   
12. Partnership with Lulu for Local Produce Distribution	  
13. Data Governance & Spam Awareness Training	 
14. Digital Literacy and Safe Workplace Culture	 

### Governance and Responsible Business

INITIATIVE	SDG(S) ALIGNED
1. Development of Corporate Governance Manual	 
2. ISO 9001, 14001, 22000, 45001, 50001 Certifications	    
3. ESG Video Series	   
4. Monthly ESG Reporting & Internal Controls	 
5. Ministerial Visit & Policy Engagement	 
6. ESG Governance Framework Adoption Across Group	 
7. Agreement with Core42 (AI for ESG Innovation)	   
8. Collaboration with SVG (Seed Trials & Pollination)	   
9. Bayer Partnership Expansion (Digital Farming & Traceability)	    



## Silal



## Key Partners



**Desolenator**



UNITED ARAB EMIRATES  
MINISTRY OF ECONOMY



UNITED ARAB EMIRATES  
MINISTRY OF CLIMATE CHANGE  
& ENVIRONMENT



مجموعة موانئ أبوظبي  
AD PORTS GROUP



الهيئة الاتحادية للهوية والجنسية والجمارك وأمن المنافذ  
FEDERAL AUTHORITY FOR IDENTITY, CITIZENSHIP, CUSTOMS & PORT SECURITY



الإمارات العربية المتحدة  
UNITED ARAB EMIRATES  
المجلس الأعلى للأمن الوطني  
THE SUPREME COUNCIL FOR NATIONAL SECURITY  
الهيئة الاتحادية للأمن الوطني وإدارة الأزمات والكوارث  
National Emergency Crisis and Disaster Management Authority



دائرة البلديات والنقل  
DEPARTMENT OF MUNICIPALITIES  
AND TRANSPORT



هيئة أبوظبي للزراعة والسلامة الغذائية  
ABU DHABI AGRICULTURE AND FOOD  
SAFETY AUTHORITY



هيئة أبوظبي للرقمية  
ABU DHABI DIGITAL AUTHORITY



جامعة خليفة  
Khalifa University



مركز إدارة الطوارئ والأزمات والكوارث  
إمارة أبوظبي  
Emergencies Crises and Disasters  
Management Centre Abu Dhabi



شرطة أبوظبي  
ABU DHABI POLICE

مكتب أبوظبي الإعلامي  
Abu Dhabi Media Office





**DISCLAIMER:**

Silal's 2024/2025 ESG Report highlights our approach to considering Environmental, Social and Governance (ESG) factors in our operations. It shares selected information and key highlights of 2024. Certain statements in this report are forward-looking, including, but not limited to, statements that are predictions of or indicate future events, plans or objectives of Silal. Undue reliance should not be placed on such statements because by their nature, they are subject to known and unknown risks and uncertainties and can be affected by other factors that could cause actual results, plans and objectives of Silal to differ materially from those expressed or implied in the forward-looking statements

