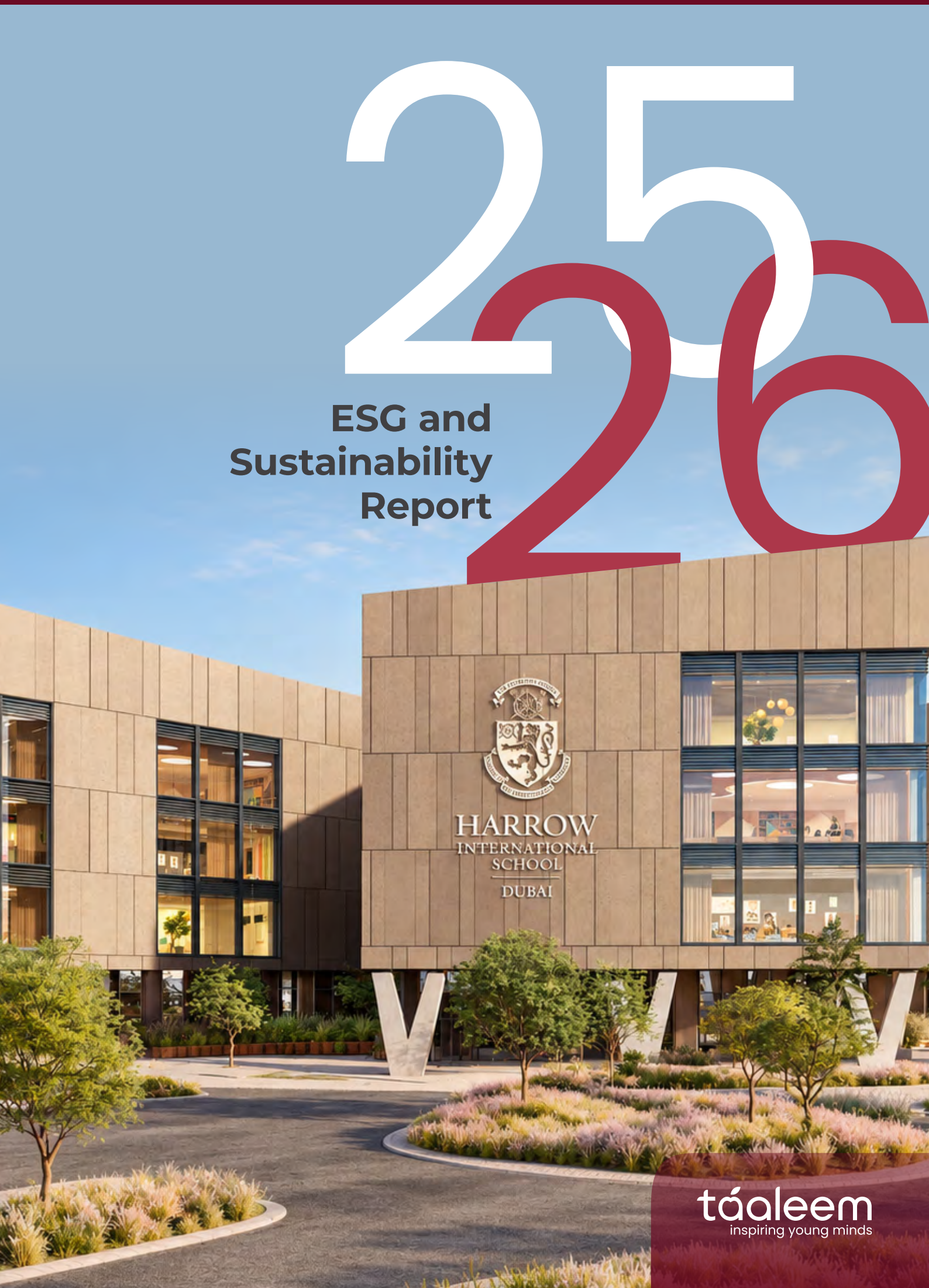
2025 2026

ESG and Sustainability Report



táaleem
inspiring young minds

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About the Report

ALIGNED UN SDGs

About the Report

REPORTING ENTITY AND BOUNDARY

This Environmental, Social and Governance (ESG) Report has been prepared by Taaleem Holdings PJSC and covers the Group's operations in the United Arab Emirates, unless otherwise stated. Throughout this report, the terms "Taaleem", "the Group", and "the Organisation" refer to Taaleem Holdings PJSC.

REPORTING PERIOD AND CYCLE

This report covers Taaleem's ESG performance for the period from 1 September 2025 to 31 August 2026, unless otherwise stated. Where relevant, performance is compared with the previous reporting period (2024–2025). Taaleem publishes its ESG and Sustainability Report annually, and it is available on the Group's website.

REPORTING STANDARDS

This ESG and Sustainability Report has been prepared with reference to internationally recognised reporting standards and national disclosure requirements to enhance transparency, comparability, and consistency in ESG reporting. The report has been prepared with reference to:

- GRI Universal Standards 2021 and applicable Topic Standards
- Capital Market Authority (CMA)
- DFM ESG Reporting Guide
- IFRS S1 and S2 (partial alignment)
- UN Sustainable Development Goals (SDGs)

These frameworks support Taaleem in communicating its sustainability performance and meeting the evolving expectations of investors, regulators, and other stakeholders.

ASSURANCE STATEMENT

This ESG and Sustainability Report has not been subject to external assurance. ESG data and disclosures have undergone an internal review by the Group Health, Safety & ESG Manager to support the accuracy and completeness of the information presented. As Taaleem's ESG reporting continues to mature, the Group will continue to evaluate opportunities to introduce independent external assurance in future reporting periods.

CONTACT POINT

For questions or other information about this report, please contact: Maha Laasri, Group Health, Safety & ESG Manager at esg-contact@taaleem.ae.

[1] Unless otherwise stated, ESG performance data presented in this report excludes Kids First Group (KFG), as KFG operates as a joint venture and is currently outside Taaleem's ESG reporting boundary. Certain corporate profile and Group-level metrics may reflect Taaleem's wider portfolio, including KFG; however, these should not be interpreted as representing the scope of the ESG performance datasets unless explicitly stated.
Environmental data for 2025/26 include Harrow International School Dubai for its construction and pre-opening period, ahead of its opening in September 2026.

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Message from Leadership

ALIGNED UN SDGs

Message from our Chairman

Creating long-term value requires more than strong financial performance. It requires responsible leadership, sound governance and a commitment to making decisions that strengthen our organisation for future generations.

At Taaleem, sustainability is not a separate agenda; it is integral to how we manage risk, allocate capital, support our communities and create enduring value for our stakeholders.

As Taaleem continues to grow and expand, we remain focused on ensuring that this growth is responsible, resilient and aligned with our long-term ambitions. Strong governance and disciplined oversight provide the foundation for this approach, enabling us to consider environmental, social and governance factors alongside the strategic opportunities and risks shaping the future of our organisation.

During the 2025/26 academic year, we continued to embed sustainability within our governance and strategic direction. Taaleem's first Communication on Progress under the United Nations Global Compact marked an important milestone, reinforcing our commitment to internationally recognised principles of responsible business, transparency and accountability. It also reflects our broader ambition to continuously improve how we operate and guide Taaleem's long-term development.

Looking ahead, our priority is to build an organisation that is increasingly resilient, well governed and prepared for a changing operating environment. We recognise that expectations of businesses continue to evolve, and we welcome that challenge. Through disciplined oversight, responsible decision-making and continuous improvement, we will continue positioning Taaleem to create sustainable value over the long term.

On behalf of the Board, I extend my sincere appreciation to our students, parents, employees, shareholders, partners and wider community for their continued trust and support. Together, we will continue building an organisation that delivers educational excellence, grows responsibly and creates lasting value for generations to come.

UN GLOBAL COMPACT
2026 PARTICIPANT

Our company is committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress.**

"Sustainable growth is built on responsible decisions today and a clear commitment to the generations that follow."

Khalid Al Tayer
Chairman

Message from the CEO

At Taaleem, our responsibility extends beyond delivering educational excellence. As we continue to grow, we have a responsibility to ensure that growth is resilient, responsible and supported by strong environmental, social and governance practices. Sustainability is therefore increasingly integrated into how we operate, manage risk, support our people and make decisions for the future.

Throughout the 2025/26 academic year, we continued to advance our ESG journey. We strengthened our reporting practices and the quality of ESG data across the Group, completed our first climate risk assessment, and published Taaleem's first Communication on Progress under the United Nations Global Compact. These milestones are helping us build a stronger foundation for understanding, managing and communicating our sustainability performance.

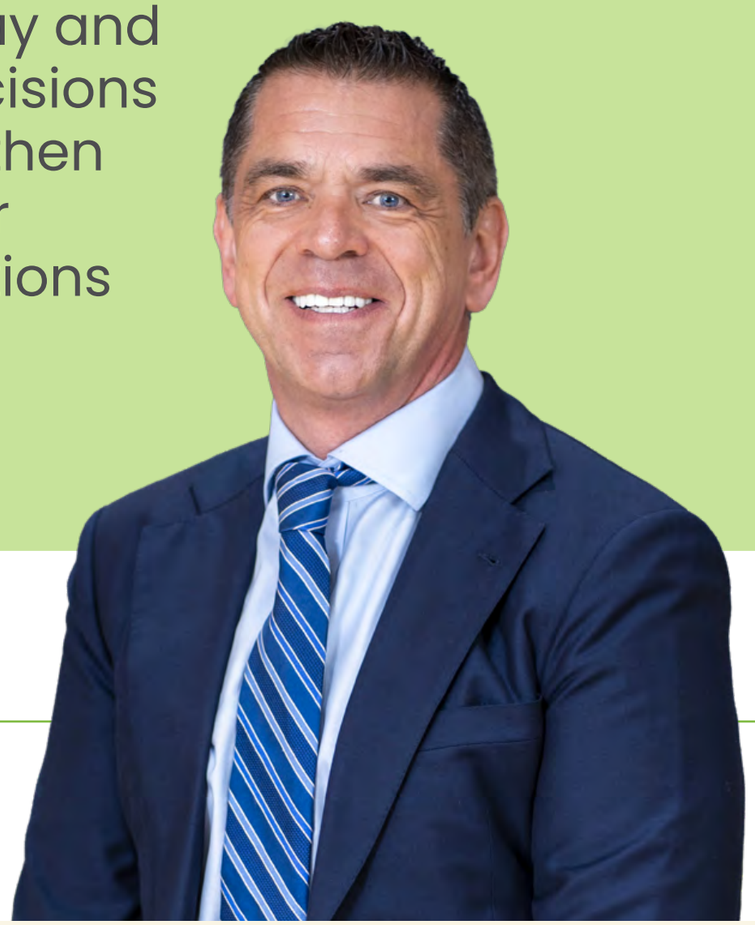
Creating safe, healthy and inclusive environments remains fundamental to our organisation. The wellbeing and safety of our students, employees, contractors and visitors continue to guide our decision-making. At the same time, we are working to strengthen environmental performance across our operations through greater awareness, responsible resource management and initiatives that support more efficient and resilient schools.

Our progress is also being driven by our people. Across Taaleem, our employees and educators play an important role in translating our sustainability ambitions into everyday actions. Building greater awareness, accountability and ownership across the organisation will remain essential as our ESG approach continues to mature.

Looking ahead, our focus is on moving from stronger foundations towards deeper integration. This means continuing to improve the quality of our ESG data, strengthening our understanding of climate-related risks and opportunities, enhancing environmental performance and embedding responsible decision-making across our growing organisation.

As Taaleem continues to expand, we remain committed to ensuring that our growth creates lasting value for our students, employees, shareholders and communities. I would like to thank our students, parents, employees, Board members and partners for their continued trust and contribution to this journey.

"Responsible growth means looking beyond where we are today and making decisions that strengthen Taaleem for the generations ahead."



Alan Williamson
Chief Executive Officer

Message from our Group Health, Safety & ESG Manager

The 2025/26 academic year marked an important step in strengthening Taaleem's ESG and HSE management approach. Our focus has been on translating commitments into practical action, strengthening risk management, improving ESG data and reporting, and embedding sustainability, health and safety considerations more consistently across our schools and operations.

During the year, we completed Taaleem's first climate risk assessment, providing greater visibility into the physical and transition risks that could affect our schools and operations. The assessment gives us a stronger foundation for identifying areas of exposure, strengthening resilience and integrating climate considerations into future planning and decision-making.

We also continued to strengthen our ESG data management and reporting processes, improving how information is collected, validated and monitored across the Group. These improvements are helping us build a more consistent evidence base for tracking performance, identifying areas for improvement and supporting increasingly robust ESG disclosures.

Health and safety remained a fundamental priority. Two employee Lost Time Injuries were recorded across our schools (LTIFR 0.38), while our construction activities recorded zero Lost Time Injuries and zero Medical Treatment Cases. Risk assessments, incident monitoring, routine inspections, training and scenario-based emergency preparedness exercises continued to support a proactive approach to identifying and managing HSE risks. Our focus remains on prevention, strengthening controls and continuously improving the environments in which our students, employees, contractors and visitors learn and work.

Environmental performance also remained an important area of focus. We continued to strengthen the monitoring and management of energy, water, waste and emissions across our portfolio, while progressing initiatives in renewable energy, building performance, resource efficiency and environmental awareness. Together, these measures are helping us improve the quality of environmental data and identify practical opportunities to strengthen operational performance.

Looking ahead, our priority is to build on these foundations by strengthening climate resilience, improving environmental performance and further embedding proactive ESG and HSE management across Taaleem. Meaningful progress depends on reliable information, clear accountability and collective ownership. By giving our schools and teams the tools, data and awareness they need to act, we can continue creating safer, more sustainable and more resilient learning environments.

"Meaningful sustainability progress begins with good data, clear accountability and turning insight into action."

Maha Laasri
Group Health, Safety & ESG Manager

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Business Overview and ESG Highlights

ESG Trend Dashboard

Taaleem's Profile

Achievements and Recognitions

ALIGNED UN SDGs

ESG Trend Dashboard

ESG TREND DASHBOARD

KPIs	2023-2024	2024-2025	2025-2026	Trend (↑ or ↓)
Female Representation at Board Level	11.1%	11.1%	11.1%	-
IT Incidents	0	0	0	-
Female Employees	75%	75%	78.2%	↑
Fatalities	0	0	0	-
Female New Hires	74.4%	80%	82.3%	↑
Total Energy Consumption (GJ)	361,184	467,163	324,630.20	↓
Total Emissions (tCO2e)	33,060	54,849.27	82,966	↑
Total Waste Generated (kg)	1,657,056	2,435,507	2,079,677.92	↓
Total Waste Recycled (kg)	22,215	52,465	57,080	↑
Percentage of Waste Diverted from Landfill	1.34%	2.15%	2.74%	↑
Total Water Withdrawal (m^3)	155,486	330,948	382,114.58	↑
Water Intensity (m^3/person)	3.6	7.56	8.49	↑

Three-year trend of key ESG indicators. Environmental data exclude Kids First Group.

The dashboard shows progress in renewable generation, waste reduction and workforce diversity, alongside higher water use and total emissions. These increases reflect portfolio growth, including the construction and commissioning of Harrow International School Dubai and the expansion of Dubai British School Mira, together with wider Scope 3 coverage. Combined Scope 1 and 2 emissions fell by around 11%.

KEY 2025-2026 ESG HIGHLIGHTS

ENVIRONMENTAL

Energy consumption decreased by 30.5% to 324,630 GJ, while water withdrawal increased by 15.5% to 382,115 m^3, reflecting the commissioning of Harrow International School Dubai and the expansion of Dubai British School Mira. Renewable generation rose to 13,588 GJ, 4.2% of energy use. Total waste fell by 14.6% and 57,080 kg was recycled; the 2.74% diversion rate remains an improvement priority.

SOCIAL

Taaleem employed 3,167 people from around 90 nationalities. The employee survey achieved an 84% response rate and a 42.9% engagement score, a priority for improvement in 2026/27. The Group conducted 60+ disaster preparedness drills; the median female-to-male compensation ratio was 0.83:1 and 75.6% of employees returned after parental leave.

GOVERNANCE

Taaleem enhanced ESG governance, reporting and risk management through Board oversight and alignment with recognised reporting frameworks. Staff awareness of key governance topics and Board anti-corruption training both reached 100%, with zero known incidents of corruption.

Taaleem's Profile

A LEADING K-12 EDUCATION PLATFORM WITH DIVERSIFIED GROWTH DRIVERS

AT A GLANCE

37 Schools	42,069 K-12 Students	1,754 Teachers
35* KFG Nurseries	4,642* KFG Nursery Enrolment	3,167 Employees
90 Nationalities Represented	77.3% Total Utilisation	₰334.3M EBITDA
₰1,312.9M Operating Revenue	13.2:1** Pupil-teacher Ratio	82,966 tCO2e Total GHG Emissions Scope 1, 2 and 3. Rise reflects Harrow Dubai build, Mira expansion, wider Scope 3. Scope 1 and 2 down 11%.

**KFG data is included where specifically indicated.*
***Pupil-teacher ratio covers Premium and Dubai Schools; excludes KFG, Charter and ESE schools.*

Founded in 2003, Taaleem has grown into one of the UAE's leading K-12 education providers, operating a diversified portfolio of premium private schools, government partnership schools and early learning centres. Through its multi-curriculum offering, the Group serves students across multiple educational segments, supporting long-term growth and portfolio resilience.

During the 2025/26 academic year, Taaleem continued to execute its growth strategy through portfolio expansion and diversification. The acquisition of a majority interest in Kids First Group (KFG) strengthened the Group's presence in the early learning sector, expanding its portfolio to include a fast-growing network of premium nurseries across the UAE and Qatar. In September 2026, Taaleem opened Harrow International School Dubai, its first super-premium school.

SCALABLE BUSINESS MODEL SUPPORTING GROWTH AND RESILIENCE

Taaleem's scalable operating model supports sustainable growth through portfolio diversification, strong enrolment demand, and operational efficiency. This enables the Group to expand its education platform while maintaining high academic standards and delivering long-term value for students, shareholders, and other stakeholders.

Key characteristics of our business model include:

- **Diversified education portfolio:** A balanced mix of premium private schools, government partnership schools, and early learning centres supports revenue resilience and reduces concentration risk.
- **Enrolment-driven growth:** Growing student enrolment and capacity expansion support revenue growth, improved utilisation, and operational efficiency.
- **Integrated education lifecycle:** Expansion into early childhood education strengthens student retention and creates opportunities for long-term enrolment growth across the education journey.
- **Multi-curriculum offering:** A portfolio of internationally recognised curricula enables Taaleem to serve diverse student communities, strengthen market positioning, and support sustained demand.

ESG SUPPORTING BUSINESS PERFORMANCE

ESG is integrated into Taaleem's business strategy and supports long-term business performance by strengthening operational resilience, improving resource efficiency, and enhancing stakeholder confidence. Investments in sustainable campuses, student and employee wellbeing, strong governance, and effective risk management contribute to cost optimisation, regulatory compliance, and enrolment stability. Operating within the UAE's growing education sector further positions the Group to benefit from favourable demographic trends, supportive government policies, and increasing demand for high-quality education, supporting sustainable long-term growth.

Achievements and Recognitions

STRONG ACADEMIC AND OPERATIONAL PERFORMANCE REINFORCING MARKET POSITION

During the 2025–2026 reporting period, Taaleem continued to strengthen its reputation through achievements in academic excellence, operational performance and strategic growth. Across the portfolio, schools achieved Outstanding, Very Good, Good and Acceptable ratings under the latest KHDA and ADEK inspection frameworks, while Jebel Ali School maintained an Outstanding BSO accreditation. These independent assessments reflect the Group's continued focus on educational quality and student outcomes.

Key recognitions and achievements during the year include:

ACADEMIC EXCELLENCE

Based on the latest 2025–2026 KHDA and ADEK ratings reported, 3 schools achieved Outstanding ratings, 6 achieved Very Good ratings, 2 achieved Good ratings and 3 achieved Acceptable ratings.

OPERATIONAL EXCELLENCE

The UK and IB clusters achieved Gold Certification for Indoor Air Quality through the ClimaCert-X AI platform, while Jebel Ali School achieved Platinum Certification following a successful pilot and HVAC optimisation programme.

STRATEGIC GROWTH

Continued expansion through the integration of Kids First Group, the September 2026 opening of Harrow International School Dubai and preparation for the 2026/27 opening of Harrow International School Abu Dhabi, broadening Taaleem's education portfolio.

These achievements reinforce Taaleem's reputation for educational excellence, operational quality and responsible management. Strong inspection ratings, recognised certifications and continued portfolio expansion enhance brand reputation, strengthen stakeholder confidence, support enrolment growth and contribute to the Group's long-term growth strategy and value creation.

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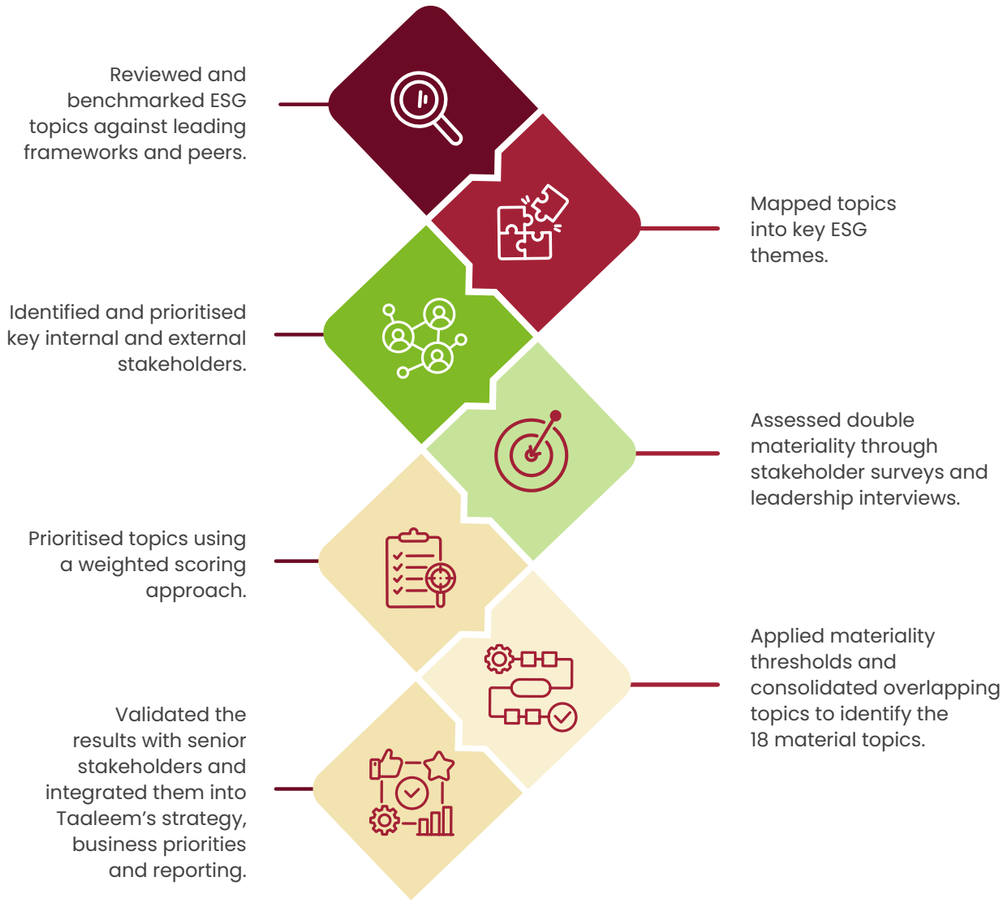
Materiality & Stakeholder Engagement

Materiality Assessment Process
Stakeholder Mapping and Engagement Approach
Material ESG Topics
Materiality Matrix

ALIGNED UN SDGs

Materiality Assessment Process

Taaleem follows a seven-step process to identify and prioritise the ESG topics most important to its business and stakeholders:



The materiality assessment helps Taaleem focus on its most significant ESG priorities, supporting informed decision-making and long-term value creation.

STAKEHOLDER ENGAGEMENT MAPPING, APPROACH AND FREQUENCY

Stakeholder Group	Engagement method	Key Topics Discussed	Engagement Frequency
Board of Directors	Board meetings with ESG agenda	ESG strategy, sustainability performance, enterprise risks, governance, long-term business objectives	Quarterly
Investors & Shareholders	Annual General Meeting (AGM), earnings calls, investor presentations, one-on-one meetings, conferences, Investor Relations website and email	Financial performance, student enrolment, expansion pipeline, dividend policy, ESG strategy, governance, long-term growth	Quarterly to annually
School Leaders	Strategy meetings, operational meetings	School performance, ESG implementation, operational priorities	Periodic/ Termly
Teachers & Staff	"YourVoice" employee survey, "T4" survey, workshops	Employee wellbeing, engagement, professional development, workplace culture	Annual (survey)
Students	Surveys, school councils, sustainability clubs, ESG projects	Student wellbeing, learning experience, sustainability initiatives	Monthly to quarterly
Parents & Guardians	Newsletters, feedback forums/surveys, town halls, emails	Student wellbeing, academic quality, communication, school experience	Quarterly
Regulators (ADEK, KHDA, DFM, CMA)	Regulatory meetings, inspections, audits, policy consultations, regulatory submissions	Compliance, governance, educational quality, ESG disclosures, health & safety	Ad hoc
Vendors & Partners	Supplier onboarding, assessments, contractual reviews	Responsible procurement, supplier performance, ESG expectations	Ongoing and as required
Local Communities	School events, volunteering programmes, partnerships	Community impact, education initiatives, social investment	Ongoing

This section summarises Taaleem's key stakeholders, their priorities and how the Group responds through student wellbeing, employee engagement, strong governance, transparent reporting and regulatory compliance.

MATERIAL ESG TOPICS

Materiality Grading	Material Topics	ESG Category	Aligned UN SDGs
MAJOR	Board Leadership & Accountability	Governance	16
	Enterprise Risk & Whistleblower Protection	Governance	8, 16, 17
	Sustainable & Responsible Procurement	Social	8, 12, 13
	Holistic Student Wellbeing & Safety	Social	3, 4
	Data Privacy	Governance	16
	Safe & Supportive Workplaces	Social	3, 5, 8, 10
	Global Safety Standards & Employee Wellbeing	Social	3, 8, 10
	Climate Action & Carbon Neutrality	Environmental	13
	Secure & Responsible Digital Transformation	Governance	9, 16

The table above presents the material ESG topics categorised as major, significant, and moderate, along with the corresponding UN SDGs impacted by these topics.

MATERIAL ESG TOPICS

Materiality Grading	Material Topics	ESG Category	Aligned UN SDGs
SIGNIFICANT	Ethical Governance & Financial Integrity	Governance	8, 16
	Fair & Equitable Workforce	Social	5, 10
	Inclusive & Multicultural Education	Social	4, 5, 10, 16
	Climate Resilience & Disaster Preparedness	Environmental	13
	Sustainable Community & Stakeholder Engagement	Social	11, 17
MODERATE	AI Ethics & Cybersecurity in Education	Governance	4, 9, 16
	Innovative & Inclusive Education	Social	4, 5, 9, 10
	Green Infrastructure & Resource Management	Environmental	6, 7, 11, 12, 13
	Parental & Stakeholder Engagement in ESG	Governance	17

The table above presents the material ESG topics categorised as major, significant, and moderate, along with the corresponding UN SDGs impacted by these topics.

BUSINESS IMPLICATIONS OF KEY MATERIAL TOPICS

Business Implications of Social Material Topics

Taaleem's social material topics reflect its impacts on students, employees, communities and supply-chain stakeholders, while also presenting risks and opportunities for the Group. Student wellbeing and safety, inclusive education and safe and supportive workplaces can influence educational outcomes, employee engagement, talent attraction and retention, and stakeholder trust. Responsible procurement and community engagement further support responsible practices across Taaleem's value chain and strengthen relationships with suppliers, families and communities.

Business Implications of Governance Material Topics

Taaleem's governance material topics support effective oversight, accountability and responsible decision-making across the Group. Board leadership, enterprise risk management, whistleblower protection and financial integrity help manage regulatory, operational and reputational risks. As digital technologies and AI become increasingly integrated into education and operations, data privacy, cybersecurity and responsible digital transformation are also important to protecting stakeholder information, maintaining trust and supporting operational resilience.

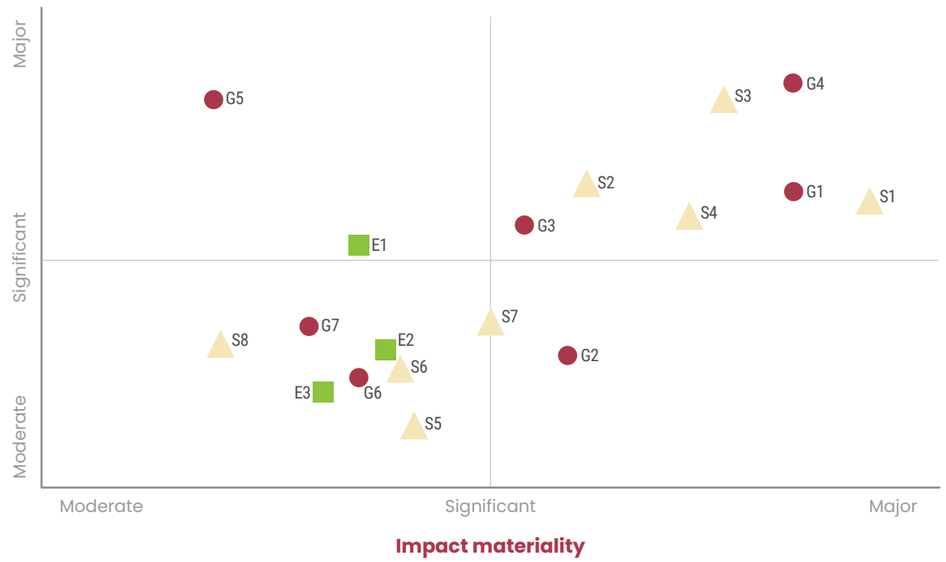
Business Implications of Environmental Material Topics

Taaleem's environmental material topics reflect both its environmental impacts and the potential implications of climate- and resource-related risks for its operations. Climate action and carbon management support emissions reduction, while climate resilience and disaster preparedness can strengthen the resilience and continuity of schools and operations. Green infrastructure and effective management of energy, water and waste can improve resource efficiency, manage operating costs and reduce Taaleem's environmental footprint.

> "For Taaleem, sustainability is about creating lasting value through education. By investing in our students, our people and the communities we serve, while maintaining strong governance and responsible business practices, we strengthen the trust of our stakeholders and build a more resilient platform for long-term growth."

Nora Ghannam
Head of Investor Relations

Materiality Matrix



E1	Climate Action & Carbon Neutrality	G4	Secure & Responsible Digital Transformation	S3	Safe & Supportive Workplaces
E2	Climate Resilience & Disaster Preparedness	G5	Ethical Governance & Financial Integrity	S4	Global Safety Standards & Employee Wellbeing
E3	Green Infrastructure & Resource Management	G6	AI Ethics & Cybersecurity in Education	S5	Fair & Equitable Workforce
G1	Board Leadership & Accountability	G7	Parental & Stakeholder Engagement in ESG	S6	Inclusive & Multicultural Education
G2	Enterprise Risk & Whistleblower Protection	S1	Sustainable & Responsible Procurement	S7	Sustainable Community & Stakeholder Engagement
G3	Data Privacy	S2	Holistic Student Wellbeing & Safety	S8	Innovative & Inclusive Education

The table above presents the materiality matrix, categorising the material ESG topics into different themes and illustrating their scores across the impact materiality (x-axis) and financial materiality (y-axis) dimensions.

The materiality matrix assesses ESG topics across impact materiality (x-axis) and financial materiality (y-axis). Scores were derived from stakeholder inputs, with Senior Management responses weighted at 70% and other stakeholder responses at 30%. For each dimension, weighted scores were converted into severity and likelihood ratings: scores of ≥4.0 were assigned a rating of 5, scores of 3.7–3.99 a rating of 4, and scores below 3.7 a rating of 3. A composite materiality score was then calculated by multiplying the impact severity rating by the financial likelihood rating, with scores of 17–25 categorised as High, 10–16 as Medium and 0–9 as Low.

The materiality matrix scores support Taaleem Holdings' business decision-making by informing strategic planning, resource allocation, risk management and sustainability initiatives. The results also inform reporting priorities, policy development and continuous improvement across the Group. The final list of material topics remained unchanged from the previous reporting period.

MATERIALITY LINKED PROGRESS DASHBOARD

Environmental

324,630.20
GJ Total energy consumption

400
tCO2e of avoided emissions

8.49
Water intensity per person

8
Campuses have advanced solar panels

1st
Climate Risk Assessment conducted

Social

10
Key high impact Partnerships

42,069
Students enrolled

78.2%
Female Workforce

88%
Of schools support students with high or complex learning needs

Governance

100%
Employees acknowledged ethics and anti-bribery commitments

100%
Staff awareness on whistle-blower, anti-corruption policy

22
Schools provide sensory or calm spaces

₦ 26.5 million
Investment in technology and digitisation

100%
Board members certified compliance with the Code of Conduct

The infographic presents the materiality linked progress for the reporting year

5

Governance

- ESG Governance
- Ethics, Integrity & Compliance
- Enterprise Risk Management & Resilience
- Grievance Management
- Data Privacy & Cybersecurity
- Procurement & Supply Chain
- Child Protection & Safeguarding

ALIGNED UN SDGs

ESG Governance

Quarterly
ESG Performance reviews submitted to the Board

Quarterly
Risk reporting to the Board

9
Internal audits and / or internal control reviews performed during the year

98%
Average Board meeting attendance

100%
Board members certified compliance with the Code of Conduct

100%
Board members received anti-corruption training

Taaleem's ESG governance framework supports effective oversight, informed decision-making and accountability by integrating sustainability into all levels of the organisation. This enables the Group to identify and manage ESG-related risks and opportunities, strengthen regulatory compliance and support sustainable long-term business performance.

BOARD OVERSIGHT OF ESG

The Board of Directors (BoD) oversees Taaleem's ESG strategy, sustainability-related risks and opportunities, ensuring alignment with the Group's strategy, regulatory requirements and stakeholder expectations. ESG performance is reviewed through regular Board meetings and quarterly enterprise risk reporting, embedding ESG into strategic decision-making. Taaleem's Board comprises nine directors, all of whom are independent and non-executive. The Board is supported by four committees: the Audit Committee, Executive Committee, Nomination & Remuneration Committee and Education Sub-Committee.

The Board, via the Audit Committee, also approves key ESG policies and oversees governance, risk management, internal controls, ethical business conduct and regulatory compliance. During the reporting period, the Board maintained a 98% average attendance rate, while 100% of Board members confirmed compliance with the Code of Conduct and completed anti-corruption training.

The Board has an average tenure of approximately 10 years, with its most recent renewal taking place in 2025. This combination of continuity and Board refreshment supports institutional knowledge while bringing evolving skills and perspectives to the Group's governance and strategic oversight. Going forward, Taaleem will continue to strengthen Board awareness of emerging sustainability and climate-related topics.

MEMBERS OF BOARD OF DIRECTORS

Khalid Ahmed Al Tayer

Chairman of the Board

Adel Zarouni

Vice Chair of the Board of Directors and Chair of the Executive Committee

H.E. Helal Saeed Al Marri

Member of the Board of Directors and of the Executive Committee

Ahmad Al Khayyat

Member of the Board of Directors and Member of the Executive Committee

Mohammed Abdulla Al Shaibani

Member of the Board of Directors and of the Executive Committee

Rehab Mohamed Hussain Lootah

Member of the Board of Directors, Chair of the Audit Committee, Member of the Nominations and Remuneration Committee and of the Education Sub-Committee

Dr. Ziad Azzam

Member of the Board of Directors, Chair of the Education Sub-Committee and Member of the Audit Committee

H.E. Abdulla Al Awar

Member of the Board of Directors, Member of the Audit Committee and Chair of the Nominations and Remuneration Committee

Shahid Hameed

Member of the Board of Directors, Member of the Nominations and Remuneration Committee

As of 31 August 2026, the Board comprised nine members, including one female Director, Ms. Rehab Lootah, representing 11.1% of the total Board membership.

Taaleem's Board nomination process aligns with applicable CMA requirements for PJSCs and follows a formal process covering candidate evaluation, regulatory requirements and shareholder approval through the Annual General Meeting (AGM). The process considers an appropriate balance of skills, experience, independence and diversity to support effective Board oversight. During 2025-2026, one change in Board composition was made in accordance with this process.

MANAGEMENT OVERSIGHT OF ESG

At the management level, ESG responsibilities are led by the executive management team, who drive the ESG strategy by setting priorities, allocating resources and ensuring transparency and accountability across operations. Management is responsible for implementing the Board's ESG direction, integrating ESG considerations into business operations and risk management, monitoring performance and reporting progress to the Board.

ESG Champions support implementation by coordinating sustainability initiatives, collecting and analysing ESG data, tracking progress against objectives and identifying opportunities for improvement. The Group Health, Safety & ESG Manager works closely with operational teams to coordinate ESG reporting, monitor performance and support Group-wide sustainability initiatives.

During 2026, Taaleem's Group Health, Safety & ESG Manager participated in the UAE Decent Work Taskforce, convened by the United Nations Global Compact Network UAE and The Climate Consultancy (TCC). Through the Taskforce, Taaleem contributed to discussions on worker wellbeing, ethical employment, responsible procurement and resilience across operations and value chains.

Taaleem also endorsed the Taskforce's Commitment Statement and will be recognised as a signatory when it is published in late 2026, reflecting its commitment to strengthening worker welfare.

AGE PROFILE OF THE BOARD MEMBERS

5

Above 50 years of age

4

30-50 years of age

0

Under 30 years of age

Ethics, Integrity & Compliance

100%
Employees completed Ethics and Code of Conduct training

100%
Employees received anti-corruption training

100%
Employees completed anti-bribery training

100%
Employees aware of the Whistleblowing Policy

Taaleem maintains a comprehensive ethics and compliance framework to ensure business is conducted with integrity, transparency and accountability, while complying with applicable laws, regulations and internal governance requirements.

The framework is supported by a suite of governance policies that set clear expectations for employees, Board members and third parties, alongside established governance processes, compliance monitoring, independent reporting mechanisms and regular training.

All employees are required to comply with these policies, with adherence reinforced through mandatory induction, periodic refresher training and ongoing awareness initiatives that promote ethical behaviour and accountability across the organisation.

ANTI-CORRUPTION AND COMPLIANCE

Taaleem adopts a zero-tolerance approach to bribery, corruption and unethical conduct. The Anti-Bribery, Anti-Corruption and Gifts Policy applies to all individuals associated with the organisation, including Board members, employees, contractors, service providers, vendors, affiliates and other third parties acting on behalf of Taaleem. The policy prohibits bribery, facilitation payments, fraud, kickbacks, improper gifts, excessive hospitality, conflicts of interest and any attempt to improperly influence business, academic or regulatory decisions. Compliance is further reinforced through mandatory induction training, periodic awareness programmes and ongoing monitoring across the business, supported by the Compliance function and relevant process owners.

- **0 confirmed incidents** of corruption
- **0 investigations** relating to corruption
- **0 legal corruption cases**
- **10 significant instances of non-compliance** with laws and regulations for which fines were incurred
- **0 fines** exceeding USD 10,000 for non-compliance with laws and regulations relating to environmental management

> Strong corporate governance is an important part of how we deliver on our ESG commitments. Clear accountability, effective internal controls, and a culture of compliance help ensure that ESG is reflected in how we operate and make decisions. As our ESG approach continues to mature, these foundations will remain important in supporting our progress and creating lasting impact."

Natasha Pardasani
Head of Compliance

Taaleem monitors compliance with applicable legal and regulatory requirements across its operations. During the reporting period, 10 significant instances of non-compliance with laws and regulations were recorded, with monetary fines totalling AED 301,000 incurred in relation to regulatory non-compliance across Taaleem's schools. Relevant incidents were reviewed to identify underlying causes, and corrective actions were implemented, including strengthened monitoring and reporting, targeted employee training, updates to relevant policies and processes, and enhanced oversight and accountability measures to reduce the risk of recurrence.

CONFLICT OF INTEREST AND COMPLIANCE MONITORING

Taaleem maintains a Conflict of Interest Policy applicable to employees across the Central Office, schools and other operational sites. Employees are required to complete annual conflict of interest disclosures and update them where changes in circumstances give rise to an actual or potential conflict. Board members are governed by the Board of Directors Code of Conduct and Conflict of Interest Policy, which requires annual affirmation of the Code of Conduct and quarterly Conflict of Interest declarations. Directors are also required to disclose any actual or potential conflicts in relation to matters considered by the Board or its Committees.

Taaleem adopts a risk-based approach to compliance, supported by internal controls, regulatory monitoring and independent audits. The Compliance function monitors regulatory developments and provides quarterly updates to the Audit Committee, while compliance risks are managed within defined tolerances and appropriate oversight.

Taaleem is committed to maintaining high standards of compliance across health and safety, child safeguarding, data protection and financial integrity, and maintains a zero-tolerance approach to bribery, corruption and fraud. During the reporting period, the Group remained compliant with all applicable tax laws and regulations, with no tax-related non-compliance identified.

OPERATIONAL AND FINANCIAL RELEVANCE

Maintaining strong ethical and compliance standards supports regulatory compliance, protects Taaleem's reputation, strengthens parent and stakeholder trust, and reduces operational risks. By embedding integrity and accountability across its operations, the Group supports business continuity, stakeholder confidence and long-term value creation.

HUMAN RIGHTS

Taaleem is committed to promoting safe, inclusive and respectful environments for students, employees and other stakeholders across its operations. Key priorities include student safeguarding and wellbeing, equal access to education, inclusion, fair treatment and workplace safety. During the reporting period, Taaleem strengthened its safeguarding framework through enhanced governance, regular audits, staff training and confidential case monitoring through the Child Protection Online Monitoring System (CPOMS) platform. The Group also continued initiatives supporting student wellbeing, online safety, inclusion and equitable access to education, while incorporating social considerations into supplier screening.

These practices are supported by Taaleem's safeguarding, health and safety, ethical conduct and related governance requirements, which provide mechanisms for identifying, monitoring and addressing relevant social and safeguarding risks across its operations. Taaleem plans to begin centrally tracking formal human-rights training for employees, including security personnel, strengthening future monitoring and disclosure.

> "At Taaleem, through our school events, partnerships, and marketing campaigns, we bring sustainability into everyday conversations with parents, students, and the wider community, turning it into a shared commitment rather than a distant goal."
>
> **Carole Lecointre**
> Head of Marketing and Admissions

MARKETING COMMUNICATIONS AND INFORMATION INTEGRITY

Taaleem maintains a consistent approach to responsible marketing and communications across both Central Office and its schools. All marketing and communication materials, including websites, brochures, admissions information, newsletters and social media content, are reviewed by relevant departments and approved by appropriate school leadership and Central Office, where required, prior to publication. This process helps ensure that information remains clear, accurate, current, consistent and aligned with institutional standards. During the reporting year, no complaints relating to misleading, inaccurate or unclear marketing and communications were raised.

Enterprise Risk Management and Resilience

Taaleem maintains an integrated Enterprise Risk Management (ERM) framework that supports the identification, assessment, monitoring, and management of strategic, operational, financial, compliance, and sustainability-related risks.

The framework embeds risk management into governance and decision-making processes, enabling risks to be managed consistently across the organisation while strengthening long-term resilience and supporting sustainable value creation.

RISK GOVERNANCE

The Board of Directors oversees Taaleem's enterprise risk profile through quarterly reviews of principal and emerging risks, ensuring that risk management remains aligned with the Group's strategy and business objectives. The Risk function coordinates the implementation of the ERM framework, while risk ownership remains with functional leaders responsible for identifying, managing and monitoring risks within their respective areas. Consolidated risk information is reported regularly to Executive Management and the Board to support strategic decision-making.

ENTERPRISE RISK MANAGEMENT FRAMEWORK

Taaleem identifies and assesses risks through enterprise and departmental risk assessments using a consistent methodology that considers likelihood, impact, existing controls and residual risk. ESG and climate-related risks are integrated into the ERM framework and monitored through risk registers and management reviews. Key risks include health and safety, regulatory compliance, cybersecurity, employee wellbeing, supplier risks, reputation and climate-related operational risks. Material risks are assigned to responsible owners, monitored regularly and escalated where necessary to support effective risk management and strategic objectives.

BUSINESS CONTINUITY AND ORGANISATIONAL RESILIENCE

Business Continuity Management (BCM) planning forms a key component of Taaleem's resilience strategy. Business Impact Analyses (BIA), continuity planning and recovery procedures support preparedness for potential disruptions affecting school operations, facilities, transport services, information systems and critical suppliers. These processes strengthen operational resilience and enable the Group to respond effectively to evolving business and climate-related risks.

INTEGRITY AND CORRUPTION RISK MANAGEMENT

Integrity and compliance risks, including bribery, conflicts of interest, procurement irregularities and fraud, are managed through Taaleem's ERM framework and supported by internal controls, delegated authorities, segregation of duties, vendor due diligence, whistleblowing mechanisms and compliance monitoring. These controls help reduce operational and regulatory risks while reinforcing ethical business practices across the Group.

Grievance Management

Taaleem provides multiple channels for employees and other stakeholders to raise concerns, grievances and feedback based on the nature of the matter. Employee grievances are managed through formal HR policies and procedures, including the Grievance Policy and Taaleem Code of Conduct, while education-related feedback and complaints are managed through the Feedback & Complaints Policy.

This framework is further strengthened by dedicated channels available for safeguarding, health and safety, and other operational concerns. Parents, suppliers, partners and community members can raise concerns through relevant stakeholder channels, while employees can also provide feedback through mechanisms such as the YourVoice and T4 surveys.

Alongside these mechanisms, Taaleem maintains a Whistleblowing Policy and Whistleblowing Investigation Protocol for reporting serious or sensitive concerns, particularly where internal reporting channels may not be appropriate. The Whistleblowing Policy is publicly accessible through Taaleem's website, providing external stakeholders with access to information on Taaleem's whistleblowing framework.

The independently managed whistleblowing platform provides a confidential and anonymous channel for reporting concerns including bribery, fraud, policy breaches, harassment, discrimination and conflicts of interest. Reports are investigated in line with established procedures and protected by a strict non-retaliation approach. The Compliance Department oversees whistleblowing investigations, with relevant matters reported to Executive Management and the Audit Committee.

100%

Employee awareness of the Whistleblowing Policy

CHANNELS FOR REPORTING

To ensure accessibility and effectiveness, multiple reporting channels are available:

- **Whistleblowing Platform:** An independently managed, confidential and anonymous platform for reporting suspected misconduct, including bribery, fraud, policy breaches, harassment, discrimination and other unethical behaviour.
- **School-Based Safeguarding Teams:** Dedicated safeguarding teams manage concerns relating to student wellbeing, bullying, discrimination and other safeguarding matters.
- **Stakeholder Channels:** Formal channels enable parents, suppliers, partners and community members to raise concerns and provide feedback.
- **Employee Feedback Mechanisms:** YourVoice survey and T4 survey: Provide employees with structured channels to share feedback, sentiments, express perspectives, and contribute to continuous workplace improvement.

GOVERNANCE GRIEVANCE AND WHISTLEBLOWING PERFORMANCE

The table below summarises governance -related grievances and whistleblowing reports recorded during the reporting period.

Number of Whistleblower Reports Received	9
Grievances addressed or resolved	100%

The table above presents the grievances data reported at Taaleem this reporting period.

The grievance management framework plays a significant role in reducing operational and compliance risks. Effective handling of grievances supports:

- Early detection of misconduct and control failures
- Prevention of regulatory breaches and associated financial penalties
- Protection of organisational reputation and stakeholder confidence
- Maintenance of a safe and stable learning environment

Data Privacy and Cybersecurity

Zero
Cybersecurity breaches

Zero
Data Privacy breaches

Zero
External Data Privacy complaints

100%
Student-owned devices enrolled in device management

100%
Systems covered by recognised cybersecurity certifications

₯26.5 million
Investment in technology and digitisation

As digital technologies continue to support education delivery and business operations, protecting information assets and maintaining resilient digital systems remain key priorities for Taaleem. The Group maintains a comprehensive information governance framework that safeguards personal data, strengthens cybersecurity, supports regulatory compliance and enables secure, uninterrupted operations across its schools and corporate functions.

Cybersecurity is managed through a centrally administered security environment that applies enterprise-wide controls across networks, cloud platforms, endpoints, and collaboration tools. Core security measures include multi-factor authentication (MFA), endpoint protection, email security, vulnerability management, continuous security monitoring, and defined incident response and escalation procedures designed to identify, manage, and mitigate cyber threats.

STRENGTHENING DATA PRIVACY AND CYBERSECURITY

Taaleem's information governance framework is supported by Cybersecurity, Information Security, Acceptable Use and Data Protection Policies, alongside security controls such as multi-factor authentication, endpoint protection and continuous security monitoring.

During the reporting period, the Group strengthened data governance by enhancing data ownership, classification, retention and secure disposal processes. Taaleem also implemented Microsoft Purview Data Loss Prevention (DLP) across its Microsoft 365 environment, improving information governance, reducing data leakage risks and strengthening compliance with data protection requirements.

BUILDING CYBER RESILIENCE

Recognising that employee awareness is critical to cyber resilience, Taaleem continues to invest in organisation-wide cybersecurity awareness through the Human Firewall platform and a dedicated Security Awareness and Phishing Simulation Programme. The programme includes mandatory training, phishing simulations, awareness campaigns and targeted communications to strengthen employee awareness, improve incident reporting and reinforce the organisation's first line of defence against cyber threats. During the reporting period, the programme was implemented across Central Office functions, with rollout across all schools underway.

ONLINE SAFETY AND STUDENT WELLBEING

Taaleem promotes responsible and safe use of technology through its Child Protection and Safeguarding Policy, Artificial Intelligence (AI) in Education Policy, Acceptable ICT Use Policy and Online Safety Policy. Students receive regular education on online safety, cyberbullying awareness and responsible digital behaviour through the curriculum and specialist learning resources. Schools are supported by secure network firewalls, while the Group is piloting an enhanced online monitoring platform to strengthen digital safeguarding. Safeguarding training also includes the mental health impacts of social media and the identification of online safeguarding risks.

ARTIFICIAL INTELLIGENCE (AI) IN EDUCATION

Taaleem's Artificial Intelligence (AI) in Education Policy establishes a Group-wide framework for the responsible, ethical, safe and compliant use of AI across its schools. Defined governance and accountability at Central Office, cluster and school levels support implementation and oversight of AI-related risks, while ensuring appropriate consideration of safeguarding, data protection and ethical requirements.

AI tools are subject to a central oversight framework, under which they are classified as Approved, Restricted or Prohibited and assessed against factors including educational value, safeguarding, data protection and appropriate use. The framework promotes principles including transparency, academic integrity, human oversight, responsible use and awareness of AI bias, with AI intended to support rather than replace professional judgement. Governance procedures and guidance are periodically reviewed to respond to developments in technology, education and regulatory requirements.

OPERATIONAL AND FINANCIAL RELEVANCE

Effective data privacy and cybersecurity management help mitigate operational, financial and reputational risks, reducing the potential for disruption to school operations, financial losses and impacts on stakeholder trust. By continuing to strengthen its cybersecurity framework and invest in digital resilience, Taaleem supports secure operations and protects the data of its students, employees and wider stakeholder community.

Procurement and Supply Chain

926
Suppliers

74.3%
UAE-based suppliers

616.6 million
Procurement spending

During the reporting period, Taaleem engaged 926 suppliers, of which 688 were UAE-based, representing 74.3% of the total supplier base by count. With total procurement spend of ৳616.6 million, the Group continued to strengthen its responsible procurement approach by integrating compliance, ethical conduct, and environmental and social considerations into supplier onboarding and management, supporting responsible business practices and effective supply chain risk management.

RESPONSIBLE SUPPLIER ONBOARDING

Taaleem maintains a structured supplier onboarding process supported by defined verification, documentation and approval requirements. New suppliers undergo business and regulatory verification prior to registration, with applicable suppliers required to provide sustainability and health and safety documentation. Facilities management service providers are also subject to additional health and safety requirements.

Responsible procurement expectations are reinforced through Taaleem's Service Provider Code of Conduct, which applies to suppliers, vendors, contractors and other external service providers and establishes requirements across safeguarding, health and safety, anti-bribery and corruption, labour and human rights, ethical practices, environmental responsibility, data protection and regulatory compliance.

During the reporting period, Taaleem continued the rollout of its Service Provider Code of Conduct across its existing supplier base, requesting vendors to formally acknowledge the Code. All new vendors shortlisted or awarded through Procurement-led tenders are required to sign the Code as part of the contracting process. In limited cases, vendors may request to apply their own supplier code of conduct, which is subject to review and approval by Taaleem's Head of Compliance. Taaleem will strengthen monitoring of Code acknowledgement across its supplier base to support quantified reporting on supplier coverage in future reporting periods.

Taaleem is also progressing the configuration of its ERP system to strengthen ongoing supplier compliance monitoring. Once implemented, the system is expected to automatically request an updated, signed Service Provider Code of Conduct from registered vendors when their trade licences expire, integrating Code acknowledgement into the vendor renewal process.

Contractors undertaking higher-risk activities are subject to additional controls proportionate to the nature of the work, including relevant competency and documentation checks, risk assessments and method statements, applicable work permits, and ongoing safety inspections and oversight.

Environmental considerations are incorporated into vendor onboarding, and Procurement uses the Health & Safety, ESG & Sustainability Undertaking Form as part of the vendor registration and tendering process. Taaleem will strengthen tracking of supplier sustainability screening to support quantified disclosure of screening coverage in future reporting periods.

PROCUREMENT DIGITALISATION

Taaleem continues to strengthen procurement governance through digitalisation. During the reporting period, system-based approval workflows were aligned with the Group's Delegation of Authority, strengthening consistency and control over procurement approvals. Further enhancements are being progressed across vendor registration, trade licence monitoring, procurement controls, document management and supplier reporting.

These developments are intended to strengthen supplier oversight, data visibility and compliance monitoring while supporting more efficient and standardised procurement processes across the Group.

Child Protection and Safeguarding

Protecting student safety and wellbeing is a core priority at Taaleem. Since August 2025, all schools have operated under a unified Group-wide Child Protection and Safeguarding Policy, available in English and Arabic, ensuring a consistent approach to safeguarding, reporting and case management across the Group.

SAFEGUARDING FRAMEWORK

Each school has a Designated Safeguarding Lead (DSL) working with the Group Head of Safeguarding to oversee implementation of safeguarding requirements. Monthly governance reviews monitor safeguarding performance, high-risk cases, training needs and regulatory compliance, while all cases are securely managed through the Child Protection Online Monitoring System (CPOMS). Annual safeguarding audits, school visits and stakeholder feedback provide additional oversight and drive continuous improvement.

This governance framework strengthens student wellbeing, supports regulatory compliance, mitigates operational risk and reinforces stakeholder confidence, contributing to sustainable long-term value creation.

SAFEGUARDING TRAINING

Role-based safeguarding training is mandatory for all employees and relevant contractors. Teaching and administrative staff complete Level 2 training, external service providers complete Level 1 training, and more than 200 employees have completed advanced Level 3 Designated Safeguarding Lead (DSL) training. HR teams also receive safer recruitment training to embed child protection throughout the hiring process.

6

Our People

Taaleem's Team

Health and Safety

Diversity and Inclusion

Attracting and Developing Talent

ALIGNED UN SDGs

Taaleem's Team

3,167
Total Employees

1,060
New Hires***

22.9%
Employee turnover rate****

A skilled, diverse and engaged workforce is fundamental to Taaleem's ability to deliver educational excellence and support sustainable business growth. During the reporting period, the Group employed 3,167* employees representing up to 90 nationalities, including 2,835 teachers and support staff. This diverse workforce reflects the communities Taaleem serves and strengthens the Group's ability to attract, develop and retain talent across its schools and corporate functions.

WORKFORCE DIVERSITY

Taaleem is committed to fostering an inclusive workplace that provides equal opportunities for career development and leadership progression. The Group maintains balanced representation across management levels and a multi-generational workforce, combining experienced leadership with emerging talent to support knowledge sharing, succession planning and organisational resilience. The tables on the next page present workforce demographics by gender, age and employment category.

TALENT ATTRACTION AND RETENTION

Taaleem continues to invest in attracting, developing and retaining talented employees through inclusive recruitment, professional development and employee wellbeing initiatives. Workforce planning is aligned with the Group's continued expansion, ensuring the skills and capabilities required to support operational excellence and long-term growth.

2025–2026 PERFORMANCE HIGHLIGHTS

Compared with the previous reporting period, Taaleem continued to strengthen its workforce through:

- **66.9% female representation** across senior-to-executive level.
- **1,060 new hires**, including 872 female employees, supporting continued portfolio growth.
- Continued workforce diversity, **representing up to 90 nationalities** across the Group.

EMPLOYEE GENDER DISTRIBUTION*

Category	Male	Female
Entry-Level	244	1,027
Mid-Level	395	1,344
Senior-Level	52	105
Total Employee Distribution Percentage	21.8%	78.2%
Total New Hires Percentage	17.7%	82.3%
Employee Leaver Profile		
Distribution of employee leavers	20.9%	79.1%

The table presents the employee gender distribution across different experience levels, new joiners, and turnover categories.

AGE CATEGORISATION OF EMPLOYEES**

Category	Less than 30	30-50	Over 50
Entry level number	172	955	144
Mid-level number	218	1,372	148
Senior-level number	4	129	24
Number of total employees	394	2,456	317
Percentage of total employees	12.4%	77.6%	10%
New Hires number	224	767	69

The table presents the employee age distribution across different experience levels, new joiners, and turnover categories.

FULL-TIME EMPLOYEES

Year	Regular Employees	Temporary Employees	Full-time Employees	Part Time Employees
2025-2026	3,144	23	3,158	9

**Workforce figures represent average employee data covering the period from 11 August 2025 to 17 August 2026, including the August 2025 and August 2026 workforce data, to account for workforce fluctuations associated with the academic-year recruitment and onboarding cycle. Figures may vary slightly due to rounding.*

***Employee age and seniority figures represent average workforce data covering the period from 11 August 2025 to 17 August 2026. Employee age is calculated as at 31 July 2026 and categorised as under 30, 30–50 years (inclusive), and over 50 years. Figures may vary slightly due to rounding.*

****New-hire figures represent employees who joined Taaleem between 11 August 2025 and 16 August 2026. Employees joining from 17 August 2026 onwards are excluded as they relate to the AY 2026/27 onboarding cycle.*

*****The employee turnover rate is calculated as the number of employees who left during the reporting period divided by the average workforce for the period.*

Health and Safety Across the Group

Taaleem is committed to providing safe, healthy and supportive environments for students, employees, contractors and visitors. Health and safety is managed through the Group's Health, Safety and Environment (HSE) Governance Framework and Group-wide HSE Policy, with clearly defined responsibilities across the Health and Safety, Operations and school leadership teams.

The Group applies a structured approach to identifying, managing and monitoring health and safety risks across its operations. This includes risk assessments, routine inspections, incident and near-miss reporting, employee and contractor inductions, training, emergency preparedness activities and regular HSE performance reviews.

A centralised digital HSE platform supports the recording, investigation and monitoring of incidents and near misses. This enables Taaleem to identify emerging risks, monitor recurring trends and support timely corrective and preventive action.

During the reporting period, both Raha International School campuses maintained ISO 45001 certification for their occupational health and safety management systems, supporting the continued application of internationally recognised health and safety management practices.

HEALTH AND SAFETY PERFORMANCE*

Performance Indicator	FY2025/26
Employees: schools and Central Office	
Work-related fatalities	0
Employee lost-time injuries (female: 2, male: 0)	2
Lost Time Injury Frequency Rate (LTIFR), employees[1]	0.38
Students	
Student safety incidents recorded[2]	3,339
Of which attributed to non-compliance with safety rules	111
Construction activities	
Lost-time injuries / medical treatment cases	0/0
First-aid cases	33
Near misses reported	43
H&S inductions / inspections / toolbox talks	206 / 40 / 21
Construction workforce trained in H&S	100%
Corrective actions closed	100%

**Figures are taken from the Group's HSE platform and cover all schools, Central Office and Group construction activities for the reporting period 1 September 2025 to 31 August 2026.*

[1] LTIFR is calculated as the number of employee lost-time injuries multiplied by 1,000,000, divided by the total hours worked by employees across all Taaleem schools and Central Office. Hours worked are calculated as total working days multiplied by eight contracted hours per day.

[2] Includes injuries, near misses and student medical cases managed by school clinics, as recorded by each school.

During 2025/26, Taaleem recorded no work-related fatalities. Two employee lost-time injuries, both involving female employees, were recorded across Taaleem's schools, resulting in an LTIFR of 0.38 per one million hours worked. Schools recorded 3,339 student safety incidents, 111 of which were attributed to non-compliance with safety rules. Most were minor injuries and medical cases managed by school clinics. Construction activities recorded zero lost-time injuries and zero medical treatment cases, with 33 first-aid cases and 43 near misses reported. Taaleem continued to promote proactive reporting of incidents and near misses to support the early identification of hazards and preventive action.

Taaleem continued to strengthen health and safety awareness and operational preparedness through regular inductions, inspections, training, toolbox talks and emergency preparedness drills. On construction projects, 206 health and safety inductions, 40 inspections, 21 toolbox talks and 10 training sessions were delivered, and 100% of the construction workforce was trained in health and safety. These activities support the early identification of hazards, reinforce safe practices and help ensure that appropriate action is taken where risks are identified.

Corrective actions arising from inspections, incident investigations, risk assessments and other HSE reviews are tracked through the Group's HSE management processes to support timely resolution and reduce the recurrence of identified risks. During the reporting period, 100% of corrective actions identified on construction activities were closed, reinforcing Taaleem's focus on accountability and continuous improvement in health and safety performance.

Health and safety performance, including injury frequency, incident reporting, corrective action closure and emergency preparedness, is tracked through the Group's digital HSE platform and reviewed through established HSE governance processes. The platform gives a single, Group-wide view of performance across all schools and Central Office. Findings from these reviews are used to assess the effectiveness of controls, identify emerging risks and opportunities for improvement, and strengthen health and safety practices across the Group.

EMPLOYEE WELLBEING AND ENGAGEMENT

Employee wellbeing is integrated into business performance through structured programmes delivered in partnership with Lockton. These include mental health support, fitness initiatives, nutritional guidance, and access to a confidential Employee Assistance Programme (EAP), providing employees with professional support for mental health, emotional wellbeing, personal matters, and general assistance. Wellbeing and engagement are further supported through annual employee engagement surveys, onboarding and exit feedback, probation reviews, performance discussions and ongoing employee relations support. During the reporting period, Taaleem recorded an employee engagement rate of 42.9%, with an 84% response rate to the employee engagement survey.

Employee feedback highlighted areas including workload pressures, communication clarity, leadership support, employee wellbeing, career progression opportunities and compensation. Survey findings are reviewed at both school and organisational levels, enabling leadership teams to identify improvement priorities and appropriate actions in response to employee feedback.

Taaleem also recognises employee contributions through its Long Service recognition programme for eligible employees, alongside school- and organisation-level staff appreciation and leadership recognition initiatives.

Diversity and Inclusion

Diversity and inclusion are fundamental to Taaleem's multicultural learning environment. The Group promotes equal opportunities across recruitment, promotion and career development, while supporting UAE Nationals, People of Determination, graduates and interns through targeted talent programmes.

Taaleem is committed to maintaining a workplace free from discrimination, harassment, bullying, victimisation and retaliation. Employees can raise workplace concerns through established HR, grievance, safeguarding and whistleblowing channels, with matters reviewed and addressed through appropriate internal processes. During the reporting period, zero incidents of discrimination were reported.

Taaleem also supports equal employment opportunities for People of Determination, with recruitment based on role suitability, qualifications and applicable safeguarding requirements. The Group seeks to foster an inclusive working environment that supports dignity, accessibility and equitable participation across its workforce.

By fostering an inclusive workplace, Taaleem strengthens employee engagement, attracts diverse talent and supports long-term organisational success.

PAY EQUITY

Taaleem is committed to addressing potential gender-related gaps through a range of structured initiatives. The Group follows an equal pay for equal work principle, with salary structures based on role responsibilities and managerial levels, irrespective of gender. Taaleem conducts regular internal reviews and monitoring to support fair and equitable compensation practices.

During the reporting period, the male-to-female median compensation ratio was 1:0.83, meaning that female median compensation represented 83% of male median compensation across the overall employee population. This ratio reflects overall workforce composition and does not represent a like-for-like comparison of employees in equivalent roles. Taaleem continues to monitor gender pay ratios and diversity data to identify potential disparities and track progress towards greater pay equity.

2025-2026 Performance v/s 2024-2025

Compared to 2024-2025, Taaleem in 2025-2026 achieved:

- Increased diversity and inclusion training coverage
- Improved monitoring of gender pay and workforce composition
- Continued progress in female leadership representation
- Strengthened employee engagement and feedback systems

GLOBAL STUDENT REPRESENTATION

INCLUSIVE ADMISSIONS AND STUDENT DIVERSITY

Taaleem is committed to providing equitable access to high-quality education through a fair, transparent and inclusive admissions process. Admissions are conducted in accordance with clearly defined criteria, ensuring that prospective students are assessed consistently while fostering a diverse and multicultural learning environment. This approach supports equal opportunities for students from different nationalities, backgrounds and communities, reflecting the organisation's commitment to inclusion and educational excellence.

During the 2025–2026 academic year, Taaleem enrolled 42,069 students* across its portfolio, representing year-on-year growth of 1.7%. Of these, 18,572 students were enrolled across Premium Schools and 23,497 students across Government Partnerships. Premium School enrolment increased by 11.1% year on year, reflecting continued growth across this segment.

Taaleem continues to foster one of the UAE's most diverse learning communities, with a student community representing more than 90 nationalities. This multicultural environment enriches the educational experience by promoting cultural understanding, global perspectives and inclusive learning opportunities that prepare students to thrive in an increasingly interconnected world. Looking ahead to the 2026–2027 academic year, Taaleem recorded 25,521 students enrolled for Term 1 across all its Private and Dubai Schools.

EMIRATISATION AND LOCAL TALENT DEVELOPMENT

Taaleem is committed to supporting the UAE's national workforce agenda by attracting, developing and retaining Emirati talent across the Group. During the reporting period, Taaleem employed 16 Emirati employees and 60 Emirati teachers, strengthening national representation across both its corporate and education workforce. Of the Emirati employees reported by job level, 16 were represented at mid-level, with no employees reported at entry or senior-to-executive levels. Beyond recruitment, Taaleem focuses on creating meaningful career pathways for Emirati talent through professional development and training opportunities for career progression. These efforts contribute to the development of skilled national talent within the education sector while supporting the UAE's broader Emiratisation objectives.

**FY 2025/26 enrolment figures include students from Kids First Group (KFG).*

Attracting and Developing Talent

Taaleem aims to attract, develop and retain talent by investing in employee capability, engagement and career progression. Employee feedback mechanisms, including the Best Schools to Work and T4 surveys, provide insights that support continuous improvements in workplace culture, wellbeing and employee experience.

PARENTAL LEAVE

Taaleem supports employees in balancing professional and family responsibilities through parental leave provisions. The Group aims to support employees through periods of family-related leave and facilitate their transition back to work following the completion of leave.

PARENTAL LEAVE 2025–2026

	Male	Female	Total
Employees who took parental leave	36	106	142
Employees due to return from parental leave	36	87	123
Employees who returned to work	29	64	93
Return-to-work rate	80.6%	73.6%	75.6%

Parental leave figures represent unique employees with approved parental leave during the reporting period from 1 September 2025 to 31 August 2026. The return-to-work rate is calculated as the proportion of employees due to return from parental leave during the reporting period who returned to work.

TRAINING AND TALENT DEVELOPMENT

Taaleem supports the continuous professional development and capability building of its employees through internal and external learning opportunities. Programmes cover professional development, safeguarding and compliance, curriculum and teaching development, technical and systems capabilities, leadership development and other role-specific skills. During the reporting period, Taaleem also delivered one dedicated ESG and climate-related training session to strengthen employee awareness of sustainability and climate-related considerations.

Leadership and career development are supported through mentoring, coaching, probation reviews, internal promotion opportunities and National Professional Qualifications (NPQs), including NPQ Middle Leadership and the National Professional Qualification for Headship (NPQH). These initiatives support career progression while strengthening Taaleem's leadership pipeline and succession planning.

During periods of organisational change, Taaleem supports employees through structured communication, role discussions and assistance from HR and line management, in accordance with UAE Labour Law and internal governance requirements. Where applicable, support may include internal mobility or redeployment, relevant training, access to the EAP, and employment references or service certificates.

Training and development activities are monitored through HR processes and internal reporting, including professional development participation, performance appraisals, probation outcomes, internal promotions and workforce trends. Training participation is also monitored where required, particularly for compliance and role-specific activities. Total employee training hours and average training hours per employee are not currently tracked on a consolidated basis across the Group.

7

Environmental Performance

Message from our Chief Operating Officer

Environmental Strategy & Commitments

Emissions & Energy Management

Waste & Water Management

Climate Risk & Resilience

Staff Housing Impact Assessment

ALIGNED UN SDGs

A Message from our Chief Operating Officer

As Taaleem continues to grow, operational excellence is fundamental to our ability to deliver consistently high-quality learning environments across an expanding portfolio. During 2025/26, our focus remained on ensuring that growth is supported by safe and resilient facilities, efficient operations, and the systems and infrastructure required to maintain high standards across the Group.

A key focus during the year was preparing Harrow International School Dubai, which opened in September 2026. A campus of this scale requires close coordination across construction, facilities, technology, health and safety, and operational readiness, reflecting Taaleem's approach to responsible and resilient growth.

Across our schools, we continued to strengthen campus safety and operational preparedness. More than 60 disaster-preparedness drills were conducted during the year, supported by HSE governance, incident monitoring, inspections and emergency-response planning. We also expanded the use of AI-enabled indoor-air-quality monitoring and HVAC optimisation, supporting healthier learning environments while improving visibility over building performance and energy efficiency.

Resource efficiency remained an important operational priority as our portfolio expanded. During the reporting period, we progressed our eight-school solar programme, energy-performance initiatives, water and waste-management measures, and lower-carbon transport initiatives. We continue to monitor absolute consumption alongside intensity, campus capacity and reporting coverage to better understand performance and identify opportunities for improvement as the Group grows.

For sustainability to deliver lasting impact, it must be embedded into operational and investment decision-making. By strengthening the quality of our data, integrating environmental and resilience considerations into facilities management, and maintaining a strong focus on safety, we are building more efficient, resilient and sustainable learning environments across Taaleem.

> "Operational excellence means embedding safety, efficiency and resilience into the way we grow and manage our learning environments."

Sam Truman
Chief Operating Officer

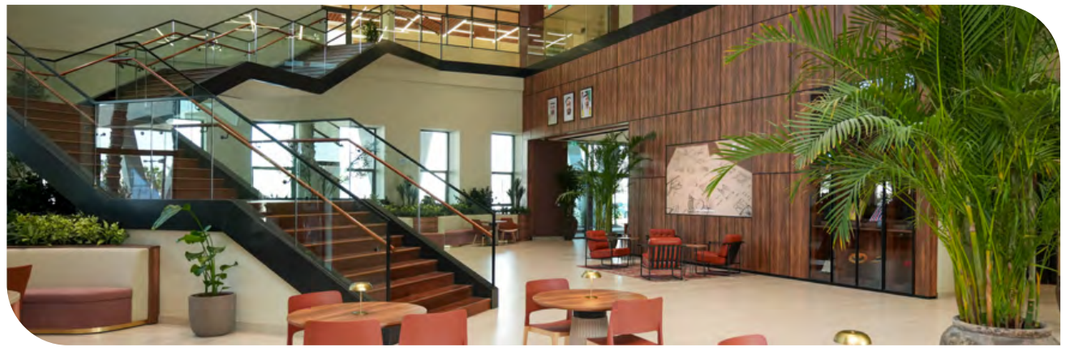
Environmental Strategy and Commitments

EMBEDDING SUSTAINABILITY ACROSS OPERATIONS

Taaleem's environmental approach is guided by its broader commitment to responsible operations and sustainability-led education. Environmental initiatives are implemented across campuses through a combination of operational improvements and curriculum-led engagement, reinforcing a culture of environmental responsibility across the organisation. The organisation's environmental strategy aligns with national priorities, including the UAE Green Growth Strategy, UAE Green Agenda 2030 and UAE Circular Economy Policy, while supporting the UAE's Net Zero 2050 strategic initiative.

During the reporting period, the Group continued to advance its environmental commitments through:

- **Improving energy efficiency** through solar initiatives and optimisation of building systems.
- **Strengthening resource management** through water conservation, waste reduction, recycling and responsible consumption initiatives.
- **Embedding sustainability into the curriculum** through Eco-Clubs, environmental campaigns, recycling programmes and conservation projects.
- **Enhancing environmental performance** monitoring through digital facilities management systems and data-driven decision-making.



AI-ENABLED INDOOR AIR QUALITY MONITORING

Jebel Ali School served as the pilot site, where targeted HVAC adjustments contributed to improved CO2 levels and thermal comfort. Following the rollout, 11 sites across the UK and IB clusters achieved Gold Certification for Indoor Air Quality through the ClimaCert-X AI platform, while Jebel Ali School achieved Platinum Certification.

OPERATIONAL AND FINANCIAL RELEVANCE

Environmental initiatives support improved resource efficiency, operational resilience, and long-term cost management across Taaleem's operations. Investments in energy efficiency, resource optimisation, and sustainable infrastructure may contribute to reduced utility consumption and support resilience against evolving climate-related and regulatory risks.

At the same time, alignment with national sustainability priorities and evolving investor expectations supports Taaleem's long-term positioning within an increasingly sustainability-focused operating environment.

NET ZERO 2050

SUPPORTING THE UAE NET ZERO 2050 AMBITION

2026 – 2028	2026 – 2027	2027 – 2028
Integrate climate risk into BCM framework	Full network climate risk mapping	Climate risk reporting aligned with TCFD

Taaleem supports the UAE Net Zero 2050 strategic initiative. Its current climate roadmap focuses on completing network-wide climate-risk mapping, strengthening integration of climate risks into BCM/BIA processes, and progressively enhancing climate-related reporting.

Emissions and Energy Management

82,966

tCO2e Total Carbon Footprint

13,588.11

GJ of Solar power generated across 8 schools

14.6%

less waste generated in 2025-2026 compared to the previous year

MANAGING ENERGY USE AND CARBON EMISSIONS

Energy consumption and associated greenhouse gas (GHG) emissions represent a significant component of Taaleem's environmental footprint, primarily driven by electricity consumption for cooling, lighting, transportation and campus operations. Managing energy use and emissions improves operational efficiency, reduces environmental impacts and supports Taaleem's environmental objectives and the UAE's Net Zero 2050 ambition.

Changes in energy consumption and GHG emissions during the reporting year were influenced by campus expansion, new school openings, enrolment growth, and changes in reporting coverage. However, the organisation continues to improve energy efficiency and increase the use of renewable energy through operational improvements and investments across its campuses.

Key Initiatives

- Solar energy installations across selected schools: Taaleem's solar programme covered eight schools, comprising approximately 2.9 MWp of photovoltaic capacity and 5,017 solar modules. Over an estimated 25-year operating life, the systems are forecast to generate approximately 107.8 GWh of renewable electricity and avoid approximately 43,000 tCO2e, based on the project's engineering and emissions assumptions

  Note: MWp represents installed solar capacity, while renewable energy generation is reported in GJ in the Energy Consumption Data table above (1 GWh = 3,600 GJ).
- HVAC optimisation and building performance improvements
- Energy audits and operational monitoring
- Green building considerations in new developments
- Installation of motion-activated lighting
- Energy-performance initiatives across Dubai Schools delivered approximately AED 400,000 in energy savings during the reporting period. Taaleem is progressing plans for a wider estate rollout focused on HVAC performance, controls and operational optimisation.

Performance Highlights

- Number of campuses with solar installations: 8
- 4.2% of energy from renewable sources
- YoY energy consumption: -30.50%
- YoY emissions: +51.3%

YEAR-ON-YEAR ENERGY CONSUMPTION DATA (GJ)

	2023-2024	2024-2025	2025-2026	Trend (↑ or ↓)
Total Energy Consumption	361,184	467,163	324,630.20*	↓
Energy Intensity (GJ/person)**	8.7	10.67	7.21	↓
Renewable Energy Generated	N/A	2,455	13,588.11	↑

**Consumption data for all Taaleem Private schools has been verified against DEWA bills. Where August billing was not yet available, July consumption has been used as interim data pending receipt of the final August bill.*

***Person refers to the total number of staff and students*

EMISSION DATA (tCO2e)

Year	Scope 1	Scope 2*	Scope 3	Total Emissions	Emission Intensity (tCO2e per person**)
2023-2024	13,101	19,958	N/A	33,060	0.80
2024-2025	229.32	44,823.44	9,796.50	54,849.27	1.25
2025-2026	4,306	35,805	42,854	82,966	1.84

The table presents the emission performance for the reporting year.
**Scope 2 emissions are calculated using a location-based approach.*
***Person refers to the total number of staff and students.*
****2025-2026 data include Harrow International School Dubai (construction phase).*

SCOPE 3 EMISSIONS BY CATEGORY, 2025-2026 (tCO2e)

Category	
Category 1: Purchased Goods and Services	6,185.91
Category 2: Capital Goods	23,745.51
Category 3: Fuel-and-Energy-Related Activities	1,982.76
Category 4: Upstream Transportation and Distribution	6,879.89
Category 5: Waste Generated in Operations	3,010.67
Category 6: Business Travel	252.53
Category 8: Upstream Leased Assets	739.43
Category 9: Downstream Leased Assets	57.50

Category 2 largely reflects the Harrow International School Dubai build and the expansion of Dubai British School Mira.

As of 31 August 2026, Taaleem's solar programme had been commissioned across eight schools and Taaleem residences. During the reporting year, these commissioned systems generated 13,588.11 GJ of renewable electricity, supporting the Group's transition towards cleaner energy. Across its estimated 25-year operating life, the full programme is forecast to generate approximately 388,080 GJ of renewable electricity and avoid approximately 43,000 tCO2e, based on project engineering and emissions assumptions.

Taaleem has taken steps to improve the sustainability of its school transportation operations by transitioning part of its fleet to lower-emission and alternative-fuel vehicles. The Group is also working to reduce transport-related energy consumption and emissions through route optimisation, improved vehicle utilisation, shared transportation and carpooling initiatives. These measures support more efficient transportation and contribute to Taaleem's broader emissions reduction objectives.

OPERATIONAL AND FINANCIAL RELEVANCE

Energy consumption represents a significant operational cost for Taaleem, particularly due to high cooling requirements across campuses. As such, improving energy efficiency directly contributes to cost optimisation and enhanced financial performance. At the same time, effective emissions management supports alignment with regulatory and disclosure requirements, readiness for evolving carbon-related policies and market expectations, improved positioning in ESG ratings and sustainability indices.

Waste and Water Management

WASTE PERFORMANCE

Waste is generated across Taaleem's campus operations, including sanitation, landscaping, food services and facility management. Taaleem manages its operational waste through:

- Waste segregation and recycling programmes
- Digitalisation initiatives to reduce paper consumption
- E-waste management and responsible disposal practices
- Student-led sustainability and responsible consumption campaigns
- Repurposing of donated cardboard for PYP Tech Hub, design projects, and arts activities

The schools are also developing a partnership with Ecyclex for responsible e-waste reduction and recycling. These initiatives support improved resource efficiency, reduced landfill dependency and enhanced operational performance.

EXTENDING THE LIFECYCLE OF MATERIALS THROUGH REUSE

During 2025–2026, Taaleem advanced its circular-economy approach through a reuse initiative with Waste to Wonder Worldwide, retaining 825 kg of redundant textile materials for continued use rather than disposal.
The materials were redirected to Parexcel Educational Centre in Dubai, extending their useful life while delivering an estimated 825 kg carbon saving based on Waste to Wonder's Hybrid Life Cycle Assessment methodology.

14.6%
YoY decrease in total waste

15.5%
YoY increase in water withdrawal

The donated materials had an estimated fair market value of over AED 2,000 and supported an educational centre focused on robotics, coding, technology literacy and creative learning. The initiative demonstrates Taaleem's approach to reuse and extending material lifecycles alongside its wider waste management activities.

EXTENDING THE LIFECYCLE OF IT ASSETS

During 2025–2026, Taaleem strengthened its circular economy approach through an IT Asset Disposition (ITAD) programme with HP and Redington. The initiative supported the responsible management of end-of-use IT equipment, extending asset value while reducing environmental impact.

More than 1,900 IT assets were returned through the programme, generating over AED 100,000 in tangible business value and approximately 400 tCO2e in avoided emissions. The initiative demonstrates how circular economy practices can support both environmental performance and operational value creation.

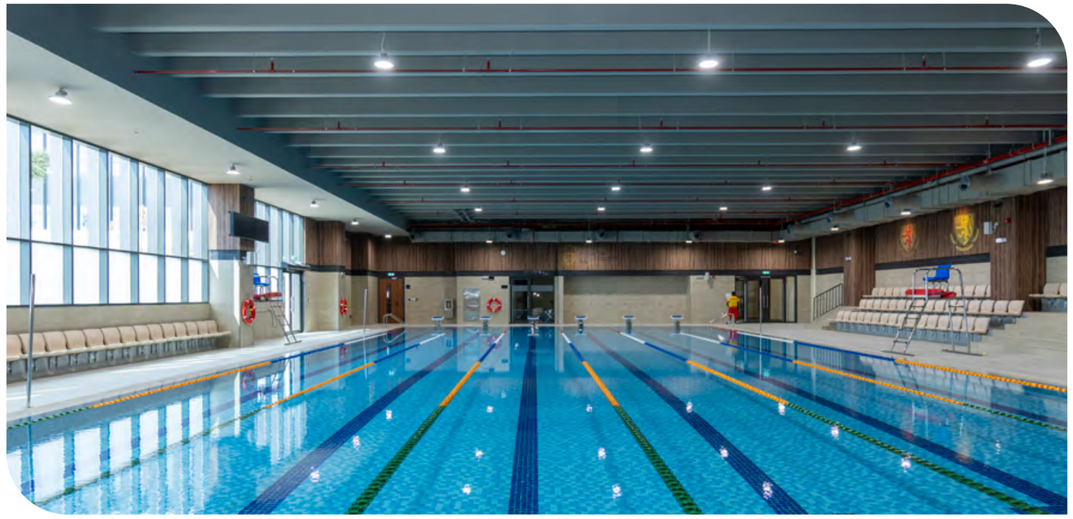
> "Sustainability delivers the greatest value when it becomes part of how our campuses are run every day. During the reporting period, our operations teams brought solar generation online across schools, extended AI-enabled indoor air quality monitoring across the UK and IB clusters, and strengthened waste segregation, water efficiency and responsible procurement at school level. Together, these programmes are improving resource efficiency, creating healthier spaces for students and staff, and building the operational data we need to measure progress and prioritise the next wave of improvements across Taaleem."
>
> **Maris Keijser**
> Group Head of Operations

Year-on-year changes in waste generation, recycling and water withdrawal reflect changes in portfolio size, operational activity and reporting coverage. To support comparability, Taaleem also monitors intensity metrics alongside absolute consumption.

WASTE DATA (KG)

	2023-2024	2024-2025	2025-2026	Trend (↑ or ↓)
Total Waste Generated	1,657,056	2,435,507	2,079,677.92	↓
Total Waste Recycled	22,215	52,465	57,080	↑
Percentage of Waste Diverted from Landfill	1.34%	2.15%	2.74%	↑
Waste Intensity (KG/person*)	40.27	55.64	46.2	↓

The table presents the year-on-year waste management performance data for the reporting year.
**Person refers to the total number of staff and students*



WATER MANAGEMENT

Given the UAE's water scarcity, and with water intensity rising to 8.49 m³ per person, Taaleem is implementing:

- Installation of water-efficient fixtures and systems
- Monitoring of water usage across campuses
- Student engagement and awareness initiatives
- Hydroponic gardening projects in selected schools.

These measures support reduced resource consumption, improved operational efficiency and responsible management of utility costs. Strengthening water stewardship enhances environmental performance, supports national sustainability priorities and contributes to long-term operational resilience and value creation.

WATER WITHDRAWAL DATA (m³)

	2023-2024	2024-2025	2025-2026	Trend (↑ or ↓)
Total Water Withdrawal	155,486	330,948	382,114.58	↑
Water Intensity (m³/person*)	3.6	7.56	8.49	↑

The table presents the year-on-year water management data.
**Person refers to the total number of staff and students.*

Total water withdrawal is based on utility bills across Taaleem's defined reporting boundary.

Climate Risk and Resilience

CLIMATE RISK ASSESSMENT

During the reporting period, Taaleem completed its first climate risk assessment to evaluate potential climate-related impacts on its operations, infrastructure and financial and operational resilience. The assessment covered operational Taaleem schools for which energy consumption data was available and considered both physical and transition climate risks.

Physical risks include acute risks, such as heatwaves, flash floods and severe storms, and chronic risks, such as rising average temperatures and sea levels. Transition risks relate to changes in policy, regulation, technology and market conditions associated with the transition towards a lower-carbon economy.

The assessment considered potential climate impacts for 2030 and 2050 using two Representative Concentration Pathways (RCPs):

- **RCP 4.5**: Intermediate scenario: assumes global emissions peak around 2040 and subsequently decline, resulting in a moderate global temperature increase of approximately 2.5–3°C.
- **RCP 8.5**: Business-as-usual scenario: assumes global emissions continue to rise throughout the century, resulting in a higher global temperature increase of approximately 4°C.

For temperature-related physical risks, the assessment reviewed projections from the Abu Dhabi Global Environmental Data Initiative (AGEDI) and IPCC CMIP5, with projections for 2030 and 2050 considered in the analysis.

Cooling Degree Days (CDD), using a baseline temperature of 22°C, were applied to estimate the effect of higher temperatures on cooling requirements and electricity consumption. Energy projections use 2024 as the baseline year for available energy consumption data.

Sea-level rise was assessed using ranges under RCP 4.5 and RCP 8.5, while coastal flooding was modelled using the WRI Aqueduct Floods tool. The flood assessment considered a 1-in-5-year flood under RCP 4.5 as the best-case scenario and a 1-in-100-year flood under RCP 8.5 as the worst-case scenario, assessed for 2030 and 2050.

KEY CLIMATE RISKS IDENTIFIED

1. **Rising Temperatures and Energy Demand (Primary Financial Risk)**

   Rising temperatures were identified as a significant financial and operational risk due to their impact on cooling demand. Cooling Degree Days are projected to increase from a 2024 baseline of 3,063.6 to approximately 3,793.6 under RCP 4.5 and 4,158.6 under RCP 8.5 by 2050, representing increases of approximately 23% and 35%, respectively.

   The assessment estimates that annual HVAC electricity consumption at school level could increase by approximately 23% under RCP 4.5 and 35% under RCP 8.5 by 2050, relative to the 2024 baseline. Under the assessment's tariff and cost assumptions, this corresponds to an estimated increase in HVAC electricity spend, total electricity spend, cooling-related operating cost of approximately 16% and 25%, respectively.

2. **Sea-Level Rise and Coastal Flooding (Site-specific Risk)**

   The assessment found limited portfolio-wide exposure to direct coastal inundation from sea-level rise through 2050, with one school, Raha International School Gardens Campus (RISG), identified as being at risk from sea-level rise across the scenarios assessed. To model potential financial exposure, the assessment assumed an estimated capital value of AED 27 million for the school through 2030. This is not planned investment.

   Coastal flood modelling also identified RISG as exposed to potential inundation depths of approximately 1–2 metres across the scenarios assessed. Raha International School Khalifa City Campus (RISKCC) was identified as being close to the flooding zone and may face accessibility risks.

KEY TRANSITION RISKS IDENTIFIED

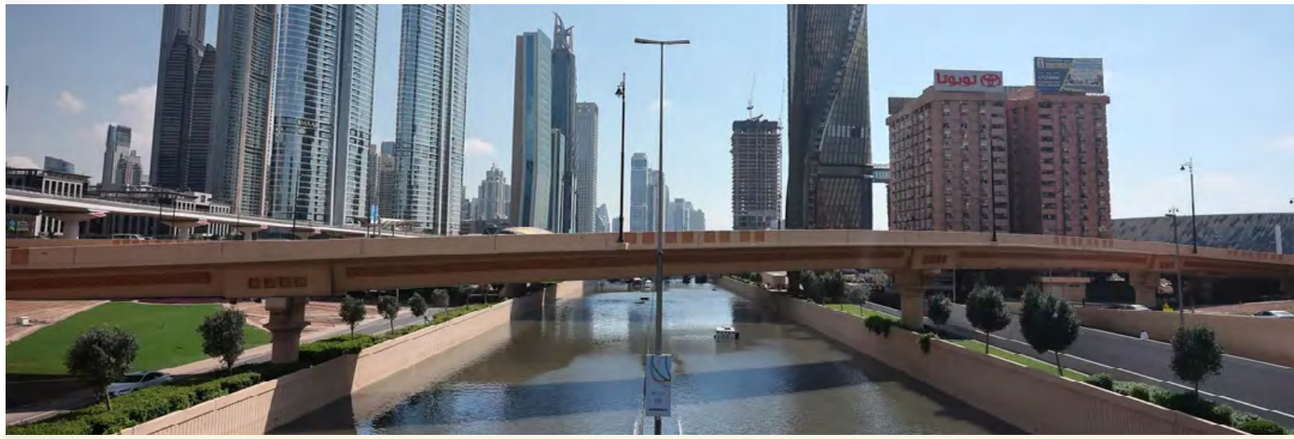
The assessment looked at two transition scenarios for 2030–2050. It used assumptions such as a carbon price of USD 50–100 per tonne, 2-Pearl Estidama performance, and around a 20% reduction in energy use. These are only assumptions used for the assessment and are not current Taaleem targets, commitments or legal requirements. Their application may vary depending on the location and ownership of each asset and future regulations.

The assessment identified green-building performance and energy efficiency as key areas to consider. HVAC systems account for around 80% of electricity use in the assessment, making HVAC efficiency an important area for improvement. Charter Schools were not included because Taaleem has limited control over capital spending for these government-owned assets.

The assessment estimated around AED 1.90 million in solar investment to reach the modelled 20% renewable-energy level across the assessed portfolio. This is an estimate based on the assessment assumptions and does not represent a confirmed investment.

CLIMATE RISK MITIGATION AND ADAPTATION PRIORITIES

Based on the assessment findings, a series of climate risk mitigation and adaptation recommendations were identified for Taaleem's consideration. These represent recommended future actions arising from the assessment and should be distinguished from measures already implemented by the Group.



CLIMATE RISK MITIGATION AND ADAPTATION PRIORITIES

Time Horizon	Key Climate-Related Risk	Mitigation Measures
Short term (0–2 years)	Rising temperatures and increasing cooling demand, resulting in higher energy consumption and operating costs	Implement a centralised energy monitoring system across schools to track and optimise HVAC performance. Conduct a feasibility study for high-efficiency HVAC upgrades and evaluate onsite renewable energy, including rooftop solar and battery storage.
Medium term (3–5 years)	Transition and regulatory risks	Prioritise retrofits that support achievement of Estidama 2-Pearl ratings and evaluate rooftop or carport solar installations to reduce grid dependency and operating expenditure.
Long term (5–10 years)	Sea-level rise and coastal flooding	RISG: Pause major new infrastructure investment, develop an adaptation plan and assess longer-term relocation to higher ground. RISKCC: Monitor flood exposure for two to three years and defer non-essential capital expenditure before committing to long-term investment or relocation.

CLIMATE RESILIENCE

Findings from the climate risk assessment are being incorporated into Taaleem's Enterprise Risk Management framework, with climate-related risks integrated into departmental risk registers and monitored through the organisation's established governance processes. The assessment also supports the ongoing development of Business Continuity Management (BCM) and Business Impact Analysis (BIA) activities by identifying climate-related operational dependencies and potential disruption scenarios.

Priority resilience measures include improving HVAC efficiency, evaluating renewable energy opportunities, strengthening resilience planning for higher-risk assets, and enhancing climate risk monitoring across the organisation. The assessment also supports long-term infrastructure planning and capital allocation by providing an evidence base for climate adaptation and operational resilience initiatives.

FINANCIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES

Based on the climate risk assessment undertaken during the reporting period, potential financial impacts from climate-related risks and opportunities have been identified, including possible increases in cooling costs and future capital requirements. These impacts have not yet been fully quantified or determined to be material to the Group's financial position, performance or cash flows.

The assessment used scenario assumptions for 2030–2050, including a carbon price of USD 50–100 per tonne, 2-Pearl Estidama performance requirements and an approximately 20% reduction in energy consumption. These assumptions are for scenario analysis only and do not represent current Taaleem commitments, targets or legal requirements across the portfolio.

For higher-risk sites, Taaleem will consider further site-level resilience and engineering assessments to inform future capital planning and evaluate potential adaptation measures, including the timing and scale of infrastructure investments. Climate-related risks will continue to be monitored through the Group's risk management and strategic planning processes.

Taaleem will continue to monitor climate-related risks and opportunities as part of its ongoing strategic planning and governance framework. Overall, the assessment identified rising cooling demand as a significant portfolio-level climate risk and highlighted site-specific exposure to sea-level rise and coastal flooding at selected assets as another potential climate risk.

Staff Housing Impact Assessment

Taaleem provides housing facilities for a select group of staff members to support employee wellbeing and operational needs.

Taaleem monitors resource consumption across its staff housing facilities to support the management of electricity, water and district cooling use. During the reporting period, 477 staff members resided in Taaleem-provided housing. The following metrics provide an overview of resource consumption across staff housing facilities.

Metrics	Value
Total Number of Residents	477
Housing Electricity Consumption Common Areas	631,682 kWh
Housing Water Consumption	3140.99 m³
District Cooling Consumption Common Areas	5,553,590 kWh

The table presents the housing data for the reporting year.

Year-on-Year Electricity Consumption Data (kWh)	Value
2024-2025	619,303 kWh
2025-2026	631,682 kWh
Year-on-Year Water Consumption Data	**Value**
2024-2025	3,613.21 m³
2025-2026	3,140.99 m³

**The data reflected is from September 2025 till May 2026.*
The table presents the year-on-year electricity and water consumption data for the housing.

SUSTAINABLE STAFF HOUSING FURNISHINGS

Taaleem provided staff accommodation to 477 employees. From September 2025 to May 2026, the residences' common areas consumed 631,682 kWh of electricity, 3,140.99 m³ of water, and 5,553,590 kWh of district cooling.

- **Quality and Lifecycle Optimisation**: Prioritising durable, high-specification furniture to reduce premature replacement and associated waste.
- **Standardisation and Asset Circularity**: Establishing uniform specifications across accommodations to streamline maintenance, improve procurement efficiency and enable the reuse or relocation of furniture between units.
- **Responsible Procurement**: Working with suppliers that hold ESG and ISO 9001 certifications, where commercially viable.
- **Policy Integration**: Incorporating sustainable asset management considerations into the 2026–2027 Housing Policy, covering the retention, reuse and responsible disposal of furnishings during staff transitions.

8

Community Impact & Partnerships

CSR Strategy & Focus Areas

Partnerships and Collaborations

Material ESG Topics

Key CSR Programmes and Initiatives

Community Impact Assessment and Outcomes

ALIGNED UN SDGs

CSR Strategy and Focus Areas

Đ580,424

Scholarships and hardship support – Jumeira Baccalaureate School

Đ385,000

Community programmes – Dubai Schools Al Khawaneej

Đ79,253

Central Office-led initiatives

Taaleem's CSR approach focuses on supporting access to education, community wellbeing, community engagement and environmental responsibility through initiatives delivered across its schools and Central Office. Activities include scholarships and hardship support, community programmes, charitable giving, fundraising, in-kind contributions, volunteering and awareness initiatives.

CSR activities are planned and delivered at school and Central Office level, with initiatives selected based on factors including community need, alignment with school and organisational priorities, opportunities for student and employee participation, and expected community impact. Impact is monitored through relevant indicators such as financial contributions, funds raised, participation, beneficiaries reached, donations collected and activity-specific outcomes.

Partnerships and Collaborations

Taaleem works with educational institutions, community organisations, NGOs and other partners to support community, health, environmental and inclusion-related initiatives. During the reporting period, these collaborations supported activities including fundraising, environmental restoration, community clean-ups, food and donation drives, awareness campaigns and student engagement. The table below highlights partnerships and collaborative initiatives reported during the year.

TAALEEM'S PARTNERSHIP

Partnership	Initiative Supported	UN SDGs
Red Crescent	Pinktober Sale- Breast cancer fundraising	3 GOOD HEALTH AND WELL-BEING; 17 PARTNERSHIPS FOR THE GOALS
Food nation	Hydroponics Gardening for School Salad bar	2 ZERO HUNGER; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
ADNOC	Mangrove Restoration Project	13 CLIMATE ACTION; 14 LIFE BELOW WATER; 15 LIFE ON LAND
معاً هيئة معاً للمساهمات المجتمعية Ma'an Authority for Social Contribution	Waste Clean-up Initiative	11 SUSTAINABLE CITIES AND COMMUNITIES; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION
الصكوك الوطنية NATIONAL BONDS	Hag Al Laila Celebration	4 QUALITY EDUCATION; 8 DECENT WORK AND ECONOMIC GROWTH; 11 SUSTAINABLE CITIES AND COMMUNITIES
Beit Al Khair Society	Ramadan Donation Drive	1 NO POVERTY; 2 ZERO HUNGER; 10 REDUCED INEQUALITIES; 17 PARTNERSHIPS FOR THE GOALS
Emirates Red Crescent	Red Crescent Donation Campaign	1 NO POVERTY; 10 REDUCED INEQUALITIES; 17 PARTNERSHIPS FOR THE GOALS
Emirates Environmental Group (EEG)	Desert Clean-up	11 SUSTAINABLE CITIES AND COMMUNITIES; 13 CLIMATE ACTION; 15 LIFE ON LAND; 17 PARTNERSHIPS FOR THE GOALS
LOCKTON	Breast Cancer Awareness	3 GOOD HEALTH AND WELL-BEING; 17 PARTNERSHIPS FOR THE GOALS
Decent Work Taskforce	Decent Work & Worker Welfare	8 DECENT WORK AND ECONOMIC GROWTH; 3 GOOD HEALTH AND WELL-BEING; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

The table highlights partnerships and collaborative activities reported during the year and their alignment with relevant UN SDGs.

Key CSR Programmes and Initiatives

Engagements	Outcomes	UN SDGs
Ramadan Iftar Meal Distribution (Taaleem Central Office)	Around 4,000 Iftar meals distributed with Model Service Society (MSS) to support vulnerable groups during Ramadan.	2 ZERO HUNGER; 17 PARTNERSHIPS FOR THE GOALS
Pinktober Fundraising Sale (RISGC)	Raised ৳16,200 for breast cancer research with the Emirates Red Crescent.	3 GOOD HEALTH AND WELL-BEING; 17 PARTNERSHIPS FOR THE GOALS
Breast Cancer Awareness Campaign (AAG)	Students, staff and families raised awareness on women's health through initiatives including a student-led podcast, Pink Day and Mother–Daughter Tea.	3 GOOD HEALTH AND WELL-BEING
Red Crescent Donation Campaign (AAG)	School-wide monetary donation campaign supporting humanitarian relief through the Emirates Red Crescent.	1 NO POVERTY; 17 PARTNERSHIPS FOR THE GOALS
Career Day (AAG)	More than 30 women professionals shared career experiences, inspiring students and strengthening links with the wider community.	4 QUALITY EDUCATION; 5 GENDER EQUALITY
Mental Health Awareness Day (Taaleem Central Office)	Promoted workplace wellbeing through open discussions and employee feedback.	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH
EEG Desert Clean-up (Taaleem Central Office)	Staff participated in community clean-up campaigns to promote environmental responsibility.	5 GENDER EQUALITY; 11 SUSTAINABLE CITIES AND COMMUNITIES
School Sustainability Awareness Campaign (RISKCC)	Promoted recycling, waste reduction, and eco-friendly practices across campuses.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION

The table highlights selected CSR and community initiatives delivered during the reporting period, together with their reported outcomes and alignment with relevant UN SDGs.

Engagements	Outcomes	UN SDGs
Mangrove Restoration Project (RISGC)	Planted and restored local mangroves in partnership with ADNOC to protect coastal ecosystems.	13 CLIMATE ACTION; 14 LIFE BELOW WATER; 15 LIFE ON LAND
MAAN Waste Clean-up Initiative (RISGC)	Collected over 308 kg of waste per session with MAAN to clean up local areas and encourage recycling.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 15 LIFE ON LAND
Scholarship and Hardship Support Programme (Jumeira Baccalaureate School)	Invested ৳580,424 in scholarships and hardship support to improve access to education.	4 QUALITY EDUCATION; 10 REDUCED INEQUALITIES

The table presents the CSR initiatives conducted by Taaleem during the year, along with the outcomes supported and the corresponding UN SDGs contributed to by these initiatives.

Community Impact and Outcomes

฿26,200
Fundraising

4,000
Iftar meals distributed

Taaleem monitors the outcomes of its community activities using quantitative and qualitative indicators appropriate to each initiative, including funds raised or contributed, beneficiaries reached, participation levels, donations collected and other activity-specific outcomes. These indicators provide visibility into the scale and reach of community programmes across schools and the Central Office.

During the reporting period, reported community contributions and outcomes included ฿580,424 in scholarships and hardship support at Jumeira Baccalaureate School, approximately ฿79,253 in Central Office-led community initiatives, ฿52,363 in cash and in-kind community contributions to the World Green Economy Organisation (WGEO), ฿26,200 raised through confirmed fundraising campaigns, and approximately 4,000 Iftar meals distributed to support vulnerable community members during Ramadan.

Beyond financial contributions and fundraising, schools supported their communities through donation drives, volunteering, awareness campaigns, environmental activities and in-kind contributions. These initiatives provided opportunities for students, employees and families to participate in community action across areas including education, wellbeing, environmental responsibility and social inclusion.

9

Sustainability in Schools

Embedding Sustainability in Schools

Student Wellbeing and Inclusion

UK Curriculum

American Curriculum

IB and French Curriculum

ALIGNED UN SDGs

Message from Chief Education Officer

Education has the power to shape not only successful learners, but responsible citizens who understand their role in creating a better future. Across Taaleem, sustainability is increasingly embedded in how our students learn, engage with their communities and experience the world around them.

Our 'Learning for Impact' Framework brings this ambition to life, uniting our schools around a shared purpose: equipping students with the knowledge, skills and values to create meaningful change. Through experiential learning, service opportunities, sustainability projects and community partnerships, students are encouraged to move beyond understanding global challenges and become active participants in addressing them.

Across our schools, this can be seen through environmental and SDG-aligned initiatives, student leadership programmes, volunteering and wellbeing activities. Sustainability is also becoming increasingly visible across our campuses through renewable energy, responsible resource management, recycling and environmental awareness initiatives. Together, these experiences help students connect what they learn in the classroom with the choices they make in their schools, homes and communities.

None of this would be possible without our educators. Their ability to inspire curiosity, encourage critical thinking and create meaningful learning experiences is fundamental to preparing students for a rapidly changing world. Equally important is the support of our families and communities, whose engagement helps extend learning beyond the classroom.

Looking ahead, our ambition is to continue creating learning environments where education, innovation and sustainability reinforce one another. We want every learner to leave Taaleem not only prepared to succeed, but with the confidence, awareness and sense of responsibility to contribute positively to the world around them.

"By connecting education with sustainability and real-world action, we empower our students to become responsible citizens who can shape a better future."

Rebecca Gray
Chief Education Officer

Message from Director of Education

In Taaleem, learning extends far beyond the classroom itself. Students are increasingly encouraged to apply their knowledge to real-world challenges through experiential and project-based learning, from exploring sustainability and responsible resource use to developing ideas that support inclusion, wellbeing and stronger communities. These experiences help students understand the consequences of their choices while developing the confidence to turn knowledge into action.

Our educators are central to making this possible. Through continuous professional development, collaboration and innovative teaching approaches, teachers are supported in integrating climate literacy, global citizenship and inclusive practices into learning. By connecting classroom concepts with real-world challenges, they create opportunities for students to think critically, ask meaningful questions, collaborate effectively and develop solutions with purpose.

This approach is helping students develop capabilities that extend well beyond academic achievement. Sustainability projects, service learning, leadership programmes and community engagement provide opportunities to build problem-solving, collaboration, empathy and responsible decision-making. Student participation, project outcomes and leadership opportunities also provide valuable insight into how these experiences are contributing to learning across our schools.

As education continues to evolve, our role is to ensure that learning remains relevant to the world our students will inherit. At Taaleem, we want every classroom to be a place where curiosity leads to understanding, understanding leads to action, and students develop the knowledge and confidence to make a positive contribution.

> "The most powerful learning happens when students can connect what they know with what they can do."

Nicki Williams
Director of Education

Embedding Sustainability in Schools

Sustainability is integrated across Taaleem's curriculum through cross-curricular learning, project-based activities and student-led initiatives that connect environmental and social topics with real-world challenges.

Through an enhanced STEAM curriculum aligned with the UN SDGs, students explore renewable energy, biodiversity, climate action, water conservation, responsible consumption and sustainable engineering using interdisciplinary, project-based learning that combines scientific enquiry, coding, engineering design and creative problem-solving. Across the Group's schools, these learning experiences are complemented by initiatives focused on recycling, conservation, environmental awareness and community engagement, enabling students to translate classroom learning into practical action.

During the reporting period, students participated in a wide range of sustainability initiatives, including recycling campaigns, conservation projects, environmental awareness programmes and community engagement activities. These initiatives strengthened environmental awareness, encouraged responsible behaviours, and supported the development of critical thinking, collaboration and leadership skills while contributing to Taaleem's broader sustainability objectives.

Taaleem applies a data-driven approach to monitoring educational performance and supporting strategic decision-making across its schools. Analysis of academic performance, assessments and attendance enables leadership teams to identify trends, benchmark performance across schools and student cohorts, and identify areas requiring targeted intervention. These insights support target setting, curriculum review, resource allocation and continuous improvement in educational outcomes. Taaleem continues to strengthen its analytics capabilities, with a focus on more advanced and predictive analysis to support proactive and evidence-based decision-making.

Student Wellbeing and Inclusion

Taaleem is committed to creating learning environments where every student feels safe, respected and supported to achieve their full potential. Across the Group, inclusion and wellbeing are embedded into educational practice through personalised support, specialist provision and collaboration between students, families, educators and specialist professionals.

During the reporting period, 26 schools contributed to Taaleem's Special Educational Needs and Disabilities (SEND) and inclusive education assessment. Across these schools, approximately 11% of students require SEND support, with a similar proportion receiving structured support plans, while 88% of schools support students with high or complex levels of need. Dedicated wellbeing infrastructure includes 20 schools with counselling spaces, 22 with sensory or calm spaces and 14 with staff wellbeing spaces. Participating schools collectively employ approximately 84 Inclusion Teachers, 120 Inclusion Support Staff and 38 Mental Health Counsellors, while average staff completion of inclusion-related training reached 75.1%.

Taaleem continues to strengthen inclusive education through personalised learning and graduated support pathways, co-teaching and targeted interventions, Universal Design for Learning (UDL), adaptive teaching and

88%
Of schools support students with high or complex learning needs

84
Inclusion teachers

20
Schools provide dedicated counselling spaces

120
Inclusion support staff

22
Schools provide sensory or calm spaces

38
Mental Health Counsellors

75.1%
Average staff completion of inclusion training

structured multisensory and evidence-informed interventions. Digital learning and accessibility tools further support this approach by helping schools identify barriers to learning, respond to literacy, numeracy, communication and additional language needs, and provide targeted and differentiated support based on individual student needs. These tools also enable schools to monitor interventions and student progress, supporting more responsive and equitable access to learning. Collaborative planning between teachers, specialists and families helps schools respond to a broad range of learning, communication, behavioural and social-emotional needs while promoting students' access, participation and independence.

Student wellbeing is supported through counselling and pastoral provision addressing emotional wellbeing, anxiety, behavioural and family-related challenges. Taaleem also promotes family involvement through structured communication, support planning and review processes, parent workshops, wellbeing awareness initiatives and multidisciplinary approaches, including Team Around the Child (TAC).

During 2025-2026, Taaleem further strengthened the consistency and governance of inclusive education through Group-wide SEND, Gifted and Talented (G&T) and categories-of-need criteria, alongside the development of its first Inclusion Dashboard and data framework. Inclusion-related policies and procedures were also strengthened, including the development of a Group-wide ILSA governance framework and enhanced approaches to inclusive emergency planning and external therapy-provider governance.

Investment in professional capability continued through internal Level 2 Behaviour De-escalation and Positive Handling training, with seven internal trainers training 144 staff during the year. The inaugural Taaleem Inclusion Conference brought together almost 200 colleagues, complemented by termly Professional Learning Communities for inclusion leaders, counsellors and wellbeing leaders.

Taaleem's approach is also reflected in external outcomes, with 67% of schools rated Very Good or Outstanding for Inclusion and Section 5.2 (care and support), and 87% of inspected schools rated at least Good across all areas of inclusion and wellbeing. Dubai British School Jumeirah Park also achieved the Inclusion Quality Mark International Centre of Excellence Award during 2025-2026.

Taaleem also continued to develop specialist pathways, including dedicated Alternative Provision at Uptown International School, providing personalised learning and flexible access to mainstream education for students requiring additional support. Looking ahead, the Group will continue to strengthen quality assurance, specialist capacity, data-led decision-making and alignment of inclusive education practices across its schools.

UK Curriculum

15
Student-led sustainability stalls

535
Wildlife observations recorded

31
Participants and families engaged in biodiversity programme

312
Species identified

17
Community volunteers

7-star
International recognition

Đ9,500
Raised for future eco-projects

The UK Curriculum Schools continued to strengthen sustainability by integrating environmental responsibility into learning, school operations and student engagement. Across the UK Curriculum Schools, students participated in initiatives focused on biodiversity conservation, resource efficiency, renewable energy, waste reduction, circular economy practices and sustainable living, providing practical opportunities to apply sustainability concepts and strengthen environmental awareness.

EMBEDDING SUSTAINABILITY INTO EVERYDAY LEARNING

Schools provided students with practical opportunities to explore sustainability through biodiversity, waste reduction, sustainable food production and real-world environmental challenges. Jebel Ali School integrated sustainability into its STEAM curriculum through outdoor learning, environmental design challenges, composting, Vegepods and vertical gardens, helping students understand food systems, resource cycles and sustainable living. Dubai British School Jumeirah Park partnered with Black+Decker to engage Years 7–10 students in constructing and installing bird boxes across the campus, combining practical learning with biodiversity conservation.

STUDENT LEADERSHIP AND COMMUNITY ACTION

Students across the UK Curriculum Schools took an active role in sustainability through environmental campaigns, recycling, circular economy initiatives and community activities. At Dubai British School Mira, students led a partnership with STYREX to collect and divert polystyrene from landfill for repurposing into fuel, while another student-led campaign encouraged staff to switch to reusable cups and worked with the school's café to track participation. Jebel Ali School strengthened student and family participation through sustainability ambassadors, parent-led activities, composting and community engagement, while student-led sustainability stalls raised ৳ 9,500 to support future environmental projects.

ENVIRONMENTAL IMPACT AND PARTNERSHIPS

Schools implemented measures to reduce their operational environmental impact through renewable energy, energy efficiency, sustainable transport, waste reduction and responsible resource management. Dubai British School Emirates Hills strengthened energy management through solar PV, Building Management Systems and HVAC optimisation, while Dubai British School Jumeira advanced resource efficiency through initiatives focused on energy and water conservation, waste reduction and responsible resource use. Across the UK Curriculum Schools, schools also promoted recycling, sustainable procurement, asset reuse, reduced single-use plastics and lower-emission transport.

Biodiversity and community partnerships further strengthened environmental engagement. Jebel Ali School's Connecting a Whole School Community with Nature programme recorded 535 wildlife observations and identified 312 species, engaging 31 participants and families alongside 17 community volunteers.

American Curriculum

3,510
kg of paper waste collected for recycling

4
Trees secured through EEG's Recycle. Reforest. Repeat. programme

20
Students participating in KHDA & Dubai Municipality tree planting

The American Curriculum Schools continued to strengthen sustainability by integrating environmental responsibility into learning, school operations and community engagement. Across these schools, students participated in initiatives promoting resource conservation, responsible consumption, biodiversity, climate awareness and environmental stewardship while supporting Taaleem's broader sustainability objectives.

EMBEDDING SUSTAINABILITY INTO EVERYDAY LEARNING

Sustainability was embedded into learning through cross-curricular and project-based activities exploring recycling, energy conservation, food waste, sustainable agriculture, water conservation, biodiversity and responsible consumption. Dubai Schools students engaged in classroom projects, science activities, hydroponics systems and environmental investigations. At American Academy for Girls, sustainability and environmental science projects enabled students to explore UAE ecosystems, climate patterns, renewable energy, water resources, sustainable agriculture, pollution and biodiversity through research, modelling and design challenges.

STUDENT LEADERSHIP AND COMMUNITY ACTION

Student-led initiatives encouraged responsible environmental behaviours through programmes promoting recycling, waste reduction, composting, energy conservation and sustainable gardening. Families also contributed through waste-free lunch campaigns, upcycling projects and environmental awareness activities, reinforcing sustainability beyond the classroom. At American Academy for Girls, environmental learning was further supported through activities focused on conservation, biodiversity and climate action, including Earth Day activities and experiential learning related to UAE ecosystems and wildlife conservation.

American Curriculum (cont.)

ENVIRONMENTAL IMPACT AND PARTNERSHIPS

The American Curriculum Schools implemented initiatives supporting resource efficiency and environmental stewardship. American Academy for Girls introduced solar panels, replaced existing chillers with more energy-efficient units, implemented the Hydrofresh drinking water system to reduce reliance on single-use plastic bottles, promoted recycling across the campus and utilised biofuel for transportation where possible.

Dubai Schools Al Khawaneej collected 3,510 kg of paper through EEG's Recycle. Reforest. Repeat. programme, securing four trees under the initiative. Students also participated in a KHDA and Dubai Municipality tree-planting initiative, with 20 students contributing to afforestation activities and environmental stewardship. Dubai Schools Al Barsha further strengthened sustainability through community gardens, hydroponics programmes and international collaboration on climate change, biodiversity and ocean conservation.

SUSTAINABILITY EDUCATION ACROSS TAALEEM CHARTER SCHOOLS

All eleven Taaleem Charter Schools implemented sustainability initiatives during the 2025–2026 academic year, focusing on recycling, resource conservation, sustainable agriculture and student-led environmental action. These programmes supported environmental awareness among students while aligning with Taaleem's experiential learning approach and the UAE's sustainability priorities.

PROMOTING SUSTAINABLE PRACTICES AND RESOURCE CONSERVATION

Taaleem Charter Schools implemented recycling campaigns, waste segregation programmes, reuse initiatives, and energy and water conservation activities. Dedicated recycling stations, sustainability challenges and awareness campaigns helped embed responsible resource management practices among students, staff and families. Al Wafaa Charter School participated in the EEG Paper and Plastic Bottle Collection Challenge, engaging students, staff and parents in collecting and recycling paper and plastic bottles. The initiative complemented classroom learning and awareness activities by helping students understand waste reduction, recycling and resource conservation through practical action.

NATURE-BASED LEARNING AND FOOD SUSTAINABILITY

Students gained practical sustainability experience through community gardens, hydroponic and aeroponic farming projects, and school-based agriculture activities. These initiatives strengthened understanding of food security, biodiversity and water-efficient practices.

COMMUNITY PARTNERSHIPS AND ENVIRONMENTAL ENGAGEMENT

Taaleem Charter Schools expanded sustainability learning through partnerships with municipalities, environmental organisations and community groups. Activities such as recycling campaigns, Ghaf tree planting, waste management workshops and environmental events strengthened community engagement and environmental responsibility.

STUDENT LEADERSHIP AND INNOVATION

Eco Clubs, SDG-focused activities, STEAM projects and sustainability competitions enabled students to lead environmental initiatives and develop skills in leadership, collaboration and problem-solving.

IMPROVING CAMPUS SUSTAINABILITY PERFORMANCE

Several Taaleem Charter Schools conducted environmental audits covering energy, water, waste, land and indoor air quality. These assessments supported improved resource efficiency and healthier learning environments, reinforcing Taaleem's commitment to integrating sustainability into both education and campus operations. Al Majd Charter School conducted a land audit to assess its outdoor spaces to identify opportunities to improve biodiversity, vegetation health and sustainable campus management. The initiative enhanced green spaces while fostering students' environmental awareness and stewardship.

100%
Spelling Bee texts integrated environmental themes

Hundreds
of mangroves planted

Monthly
Student-led ESG newspaper at OBAS

The Ajyal Schools continued to embed sustainability into learning, student leadership and practical environmental action. Across the schools, students participated in initiatives focused on biodiversity, resource conservation, recycling and reuse, sustainable gardening and environmental awareness.

EMBEDDING SUSTAINABILITY INTO EVERYDAY LEARNING

Sustainability was integrated through classroom and project-based activities. At Al Kharran School, teachers participated in professional development to integrate the SDGs into classroom learning, while students explored energy conservation and clean air through environmental awareness activities.

At OBAS, 100% of Spelling Bee texts incorporated grade-level environmental problems and solutions, while International Day activities explored environmental challenges affecting different countries. Lubna Bent Hubab School further promoted practical learning through sustainability projects using recycled and reused materials, including Eco-Fashion activities.

STUDENT LEADERSHIP AND COMMUNITY ACTION

Students took active roles in sustainability initiatives. At Sheikha Mariam School, Eco Champions and the Student Council led environmental projects, sustainability stalls and seed-planting activities. At OBAS, the student-run OBAS Times was produced monthly, providing a platform to communicate ESG initiatives and environmental learning.

BIODIVERSITY AND NATURE-BASED LEARNING

Gardening, planting and biodiversity initiatives provided students with hands-on environmental learning. OBAS students planted hundreds of mangroves through multiple planting activities with Al Zorah Reserve and participated in gardening and outdoor learning through the OBAS Forest. Students also participated in a School Biodiversity Audit and Action Plan, strengthening practical understanding of biodiversity and opportunities for improving the school environment.

IB and French Curriculum

4

Students selected for the Masdar Youth for Sustainability Programme

31

Students engaged in mangrove awareness and planting

₯10,000

Seed funding provided for a student -led sustainability innovation project

~300,000

Sheets of paper avoided annually through digital learning

The IB and French Curriculum Schools continued to strengthen sustainability by integrating environmental responsibility into learning, school operations and student engagement. Students participated in initiatives focused on biodiversity, climate action, renewable energy, waste reduction, water conservation and responsible consumption, providing practical opportunities to apply sustainability concepts.

EMBEDDING SUSTAINABILITY INTO EVERYDAY LEARNING

Sustainability was integrated into learning through practical environmental projects. Greenfield International School incorporated sustainability through student-led activities and environmental initiatives, while Jumeira Baccalaureate School engaged students in resource conservation and responsible environmental practices. At Lycée Libanais Francophone Privé Meydan, Eco-Delegates participated in greenhouse planting and the development of a sensory garden, alongside Earth Day activities promoting recycling and material reuse. Raha International Schools supported learning through hydroponics, mangrove conservation and sustainable agriculture, while Uptown International School promoted environmental awareness through its Environmental Society and Green News Programme.

STUDENT LEADERSHIP AND COMMUNITY ACTION

Student leadership was strengthened through Eco-Delegates, environmental societies, sustainability committees, recycling programmes and awareness

IB and French Curriculum (cont.)

campaigns. At Raha International School – Gardens Campus, a Mangrove Awareness Campaign reached approximately 150 Grade 1 students through awareness sessions and a hands-on planting experiment. Separately, approximately 40 students and staff participated in the ADNOC Mangrove Restoration Project. At Raha International School – Khalifa City Campus, ৳10,000 in seed funding was provided to support a student-led sustainability innovation project. Students across other IB and French Curriculum Schools also participated in recycling, community clean-ups, school gardening and biodiversity initiatives.

ENVIRONMENTAL IMPACT AND PARTNERSHIPS

Schools implemented measures to improve resource efficiency and reduce environmental impact. Greenfield International School introduced lower-emission transport measures, including hybrid vehicles, biofuel buses and an electric catering van. Jumeira Baccalaureate School and Lycée Libanais Francophone Privé Meydan implemented energy-efficiency measures including lighting controls, motion sensors and air-conditioning optimisation. Other initiatives included solar energy, e-waste collection, food waste management, waste segregation and reusable and compostable alternatives.

Digitalisation also supported resource efficiency. At Raha International School – Khalifa City Campus, the expansion of digital learning across lesson planning, assessments, student portfolios, reporting and communications is estimated to reduce paper use by ~300,000 sheets annually. At Raha International School – Gardens Campus, 90% of assessments are completed digitally, alongside wider digitalisation of academic and administrative processes.

External engagement further supported sustainability learning, with four Raha International School – Khalifa City Campus students selected among 50 participants nationwide for the Masdar Youth for Sustainability Programme, providing access to sustainability-focused projects, mentorship, and workshops.

10

Looking Ahead

ALIGNED UN SDGs

Looking Ahead

Taaleem will continue to strengthen ESG integration across its operations, governance and education model to support long-term resilience, efficiency and sustainable growth. Key priorities include:

- **Climate Risk Management:** Continue implementation of Taaleem's Climate Resilience Framework, including physical and transition climate risk assessments, followed by network-wide climate risk mapping by 2026–2027 to strengthen adaptation planning and resilience.
- **Climate Disclosure and Reporting**: Progressively strengthen the integration of climate-related risks into BCM and BIA processes from 2026–2028 and enhance climate-related disclosures with reference to IFRS S2, building on the TCFD framework.
- **Environmental Performance**: Enhance emissions tracking, energy efficiency initiatives, renewable energy opportunities, and resource management across energy, water and waste.
- **ESG Integration and Data Management**: Continue improving ESG data systems, monitoring processes and performance tracking to support informed decision-making and long-term value creation.
- **Sustainable Education and Engagement**: Further embed sustainability into the learning ecosystem through student and employee engagement, environmental awareness programmes and sustainable school operations.
- **Responsible Procurement**: Strengthen supplier governance through ERP digitalisation, including automated vendor registration, compliance monitoring, document management, procurement controls and Supplier Code of Conduct tracking.

11

Appendices

GRI, DFM and UNSDG Index

IFRS S1 and S2 Indexes

Abbreviations

Appendix 1
GRI, DFM and UNSDG Index

GRI, DFM AND UNSDG INDEX

DISCLOSURE	GRI Disclosure	DFM Disclosure	UN SDGs	LOCATION
Organisational details	2-1		SDG 8	pp.3, 17-18
Entities included in the organisation's sustainability reporting	2-2			pp.3-4
Reporting period, frequency and contact point	2-3			p.3
Restatements of information	2-4			
External assurance	2-5	G9.1		p.4
Activities, value chain, and other business relationships	2-6		SDG 8, 12	pp.17-18, 47-48
Employees	2-7	S2.2, S4.1	SDG 5, SDG 8	pp.53-54
Breakdown of male and female employees (entry, mid, senior, and executive level positions)	405-1	S4.2, S4.3		pp.53-54
Initiatives or programmes to support the recruitment, retention, and advancement of female employees		S4.5		pp.57-58
Workers who are not employees	2-8	S2.3	SDG 5, SDG 8	p.54
National employees		S2.4		p.61
Governance structure and composition	2-9		SDG 5, SDG 8	pp.33-36
Nomination and selection of the highest governance body	2-10			p.36
Chair of the highest governance body	2-11			pp.35-36
Role of the highest governance body in overseeing the management of impacts	2-12	E9.10		pp.33-34
Delegation of responsibility for managing impacts	2-13			p.36
Role of the highest governance body in sustainability reporting	2-14			pp.4, 33
Conflicts of interest	2-15			p.39
Communication of critical concerns	2-16			pp.43-44
Collective knowledge of the highest governance body	2-17			p.34
Evaluation of the performance of the highest governance body	2-18			
Remuneration policies	2-19			
Process to determine remuneration	2-20			
Ratio of CEO total compensation to median full-time employee (FTE) total compensation	2-21	S1.1		
Does your company report this metric (above) in any regulatory filings?		S1.2		
Statement on sustainable development strategy	2-22			pp.7-10
Policy commitments	2-23			pp.37-40
Embedding policy commitments	2-24			pp.37-40
Formal environmental policy	-	E8.1		pp.67-70
Specific waste, water, energy, and/or recycling policies	-	E8.2		pp.71-76
Adoption of a recognised environment and energy management systems such as ISO14001 and ISO50001?		E8.3		
Environment, energy, water, waste targets		E8.4		Not reported
Processes to remediate negative impacts	2-25			pp.43-44
Mechanisms for seeking advice and raising concerns	2-26			pp.43-44
Compliance with laws and regulations	2-27		SDG 16	p.39
Fines received (>USD 10000) for non-compliance with environmental management laws and regulations		E8.5		p.38
Membership associations	2-28			p.36
Approach to stakeholder engagement	2-29		SDG 17	pp.23-24
Collective bargaining agreements	2-30	G3.1		N/A
Process to determine material topics	3-1			pp.23, 29-30
List of material topics	3-2			pp.25-26
Management of material topics	3-3			pp.27-28
Policies to halt and reverse	101-1			

DISCLOSURE	GRI Disclosure	DFM Disclosure	UN SDGs	LOCATION
biodiversity loss				
Management of biodiversity impacts	101-2			
Access and benefit-sharing	101-3			
Identification of biodiversity impacts	101-4		SDG 15	pp.104-115
Locations with biodiversity impacts	101-5			
Direct drivers of biodiversity loss	101-6			
Changes to the state of biodiversity	101-7			
Ecosystem services	101-8			
Transition plan for climate change mitigation	102-1			pp.69-70, 119-120
Climate change adaptation plan	102-2			pp.77-80
Just transition	102-3			
GHG emissions reduction targets and progress	102-4			Not reported
Investments, initiatives, and projects to reduce CO2 emissions	-	E1.4	SDG 13	pp.71-72
Scope 1 GHG emissions	102-5	E1.1		p.72
Scope 2 GHG emissions	102-6	E1.2		p.72
Scope 3 GHG emissions	102-7	E1.3		p.72
GHG emissions intensity	102-8	E2.1		p.72
Non-GHG emissions intensity	-	E2.2		Not reported
GHG removals in the value chain	102-9			
Carbon credits	102-10			
Energy policies and commitments	103-1		SDG 7, 13	pp.69-71
Energy consumption and self-generation within the organisation	103-2			pp.71-72
Upstream and downstream energy consumption	103-3			
Direct energy consumed		E3.1		p.72
Indirect energy consumed	-	E3.2		p.72
Energy intensity	103-4	E4.1		p.72

DISCLOSURE	GRI Disclosure	DFM Disclosure	UN SDGs	LOCATION
Total indirect energy usage per output scaling factor		E4.2		
Describe investments, initiatives, and projects to reduce energy consumption and to increase energy efficiency	-	E4.3		pp.71-72
Reduction in energy consumption	103-5			pp.71-72
Renewable energy used	-	E5.1		pp.71-72
Non-renewable energy used	-	E5.2		p.72
Direct economic value generated and distributed	201-1		SDG 8	p.17
Financial implications and other risks and opportunities due to climate change	201-2		SDG 13	pp.77-80
Defined benefit plan obligations and other retirement plans	201-3			
Financial assistance received from government	201-4			
Ratios of standard entry level wage by gender compared to local minimum wage	202-1		SDG 5, 8	
Proportion of senior management hired from the local community	202-2	S2.4		p.61
Infrastructure investments and services supported	203-1		SDG 9	pp.85-92
Significant indirect economic impacts	203-2		SDG 8	pp.85-92
Proportion of spending on local suppliers	204-1		SDG 12	p.47
Operations assessed for risks related to corruption	205-1		SDG 16	pp.37-38, 41-42
Ethics and/or Anti-corruption policy	-	G5.1		pp.37-38
Communication and training about anti-corruption policies and procedures	205-2	G5.2		pp.37-38
Confirmed incidents of corruption and actions taken	205-3	G5.3, G5.4		p.38
Harassment and/or non-discrimination policy		S5.1		pp.39-40
Formal grievance mechanism in place		S5.2		pp.43-44
Child and/or forced labour policy		S5.3		pp.39-40
Human rights policy		S5.4		pp.39-40

DISCLOSURE	GRI Disclosure	DFM Disclosure	UN SDGs	LOCATION
Training on human rights and related internal policies for employees	-	S5.5		p.40
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	206-1		SDG 16	
Approach to tax	207-1		SDG 16	p.39
Tax governance, control, and risk management	207-2			p.39
Stakeholder engagement and management of concerns related to tax	207-3			
Country-by-country reporting	207-4			N/A
Materials used by weight or volume	301-1		SDG 12	
Recycled input materials used	301-2			
Reclaimed products and their packaging materials	301-3			
Energy consumption within the organisation	302-1		SDG 7, 13	pp.71-72
Energy consumption outside of the organisation	302-2			
Energy intensity	302-3			p.72
Reduction of energy consumption	302-4			pp.71-72
Reductions in energy requirements of products and services	302-5			
Interactions with water as a shared resource	303-1		SDG 6	pp.75-76
Management of water discharge-related impacts	303-2			Not reported
Water withdrawal	303-3	E6.1		pp.75-76
Water discharge	303-4	E6.2		Not reported
Water consumption	303-5	E6.3		pp.75-76
Share number of operational sites owned, managed, and/or leased in or adjacent to protected areas and areas of high biodiversity value.	304-1	E10.1		
Please describe significant impacts of activities, products, and services on biodiversity	304-2	E10.2		
Water intensity		E6.4		p.76
Water recycled (if applicable)		E6.5		Not reported

DISCLOSURE	GRI Disclosure	DFM Disclosure	UN SDGs	LOCATION
Describe investments, initiatives, and projects to reduce water consumption and to increase water recycling	-	E6.7		pp.75-76, 104-115
Direct (Scope 1) GHG emissions	305-1	E1.1	SDG 13	p.72
Energy indirect (Scope 2) GHG emissions	305-2	E1.2		p.72
Other indirect (Scope 3) GHG emissions	305-3	E1.3		p.72
GHG emissions intensity	305-4	E2.1		p.72
Reduction of GHG emissions	305-5			pp.71-72
Emissions of ozone-depleting substances (ODS)	305-6			N/A
Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	305-7			N/A
Significant spills	-	E7.4		N/A
Waste generation and significant waste-related impacts	306-1		SDG 12	pp.73-74
Management of significant waste-related impacts	306-2			pp.73-74
Waste generated	306-3	E7.1		p.74
Waste diverted from disposal	306-4	E7.2		p.74
Waste directed to disposal	306-5	E7.3		p.74
Describe investments, initiatives, and projects to reduce waste generation consumption and to increase waste recycling		E7.5		pp.73-74
Please describe the climate-related risks and opportunities that could be expected to affect your company's prospects. Also explain, for each climate-related risk your organisation has identified, whether your organisation considers the risk to be a climate-related physical risk or transition risk.		E9.1		pp.77-80
Please describe the current and anticipated impacts of climate-related risks and opportunities on your company's business model and value chain.		E9.2		pp.77-80
How has your company responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including the plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation?		E9.3		pp.77-80

DISCLOSURE	GRI Disclosure	DFM Disclosure	UN SDGs	LOCATION
What are the current effects, during the reporting period, of climate-related risks and opportunities on your company's financial position, financial performance, and cash flows?		E9.4		pp.77-80
Please describe the processes and policies your company uses to identify, assess, prioritise, and monitor climate-related risks, and the inputs and parameters used in these processes.		E9.5		pp.77-80
Please indicate if and how your company uses climate-related scenario analysis to identify and assess climate-related risks.		E9.6		pp.77-80
Which governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) is responsible for oversight of climate-related risks and opportunities?	2-12	E9.7		pp.33-34, 77
How does the body or individual consider climate-related risks and opportunities when overseeing your company's strategy?		E9.10		pp.77-80
Are performance metrics related to climate targets included in remuneration policies? If so, how?		E9.11		
Has your company delegated the role of overseeing climate-related risks and opportunities to a specific management-level position or committee, and how is oversight over this role or committee exercised?		E9.12		pp.77-80
Please disclose any quantitative and qualitative climate-related targets to monitor progress towards strategic goals, incl. any GHG emissions targets and specify the metric used to set the target.		E9.13		pp.77-80
Describe the sustainability-related risks and opportunities that could be expected to affect your organisation's prospects.		G7.1		pp.41-42, 77-80
Describe the current and anticipated impacts of sustainability-related risks and opportunities on your organisation's business model and value chain.		G7.2		pp.41-42, 77-80
Describe how your organisation responded to, and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making		G7.3		pp.41-42, 77-80

DISCLOSURE	GRI Disclosure	DFM Disclosure	UN SDGs	LOCATION
Describe the current and anticipated effects (during the reporting period) of sustainability-related risks and opportunities on your organisation's business model, financial position, performance, and cash flows. How are these risks considered in financial planning (current financial effects)?		G7.4		pp.41-42, 77-80
Describe the processes and policies your organisation uses to identify, assess, prioritise, and monitor sustainability-related risks, and the inputs and parameters used in these processes.		G7.5		pp.41-42, 77-80
How are the processes for identifying, assessing, prioritising, and monitoring sustainability-related risks and opportunities integrated into and informing your organisation's overall enterprise risk management process?		G7.6		pp.41-42, 77-80
Which governance body(s) (which can include a board, committee or equivalent body charged with governance) or	2-12	G7.7		pp.33-34
individual(s) is responsible for oversight of sustainability-related risks and opportunities?		G7.8		pp.33-34
How does the body or individual consider sustainability-related risks and opportunities when overseeing your organisation's strategy?		G7.9		pp.33-34
Are performance metrics related to these targets included in remuneration policies? If so, how?		G7.10		Not reported
Has your organisation delegated the role of overseeing sustainability-related risks and opportunities to a specific management-level position or committee, and how is oversight over this role or committee exercised?		G7.11		p.36
What metrics does your organisation use to measure and monitor each sustainability-related risk or opportunity identified above?	-	G4.3	SDG 12	
Suppliers that were screened using environmental criteria/environmental audit	308-1			p.48
Negative environmental impacts in the supply chain and actions taken	308-2	G4.1		Not reported
Vendors or Suppliers required to follow a code of conduct		G4.1		pp.47-48

DISCLOSURE	GRI Disclosure	DFM Disclosure	UN SDGs	LOCATION
What percentage of suppliers are formally certified and compliant with the code	-	G4.2		p.48
New employee hires and employee turnover (YoY) broken down by type of employment (full-time, part-time, consultants, etc), gender, age, seniority	401-1	S3.1, S3.2, S3.3, S3.4	SDG 8	pp.53-54
Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2			Not reported
Parental leave	401-3		SDG 5	p.63
Minimum notice periods regarding operational changes	402-1			Not reported
Occupational health and safety management system and policy	403-1	S6.1, S6.2		pp.55-56
Total employees and contractors (if available) man-hours	-	S6.3		p.55
Hazard identification, risk assessment, and incident investigation	403-2			pp.55-56
Occupational health services	403-3		SDG 3, 8	pp.55-56
Worker participation, consultation, and communication on occupational health and safety	403-4	S6.7		p.56
Worker training on occupational health and safety	403-5			pp.55-56
Promotion of worker health	403-6			p.57
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7			pp.55-56
Workers covered by an occupational health and safety management system	403-8			p.55
Work-related injuries and fatalities	403-9	S6.3	SDG 3	pp.55-56
Work-related ill health (LTI) with gender breakdown	403-10	S6.3		Not reported
Lost-time injury frequency (LTIF) with gender breakdown	403-9	S6.6		pp.55-56
Average hours of training per year per employee (gender and employee category)	404-1	S7.1	SDG 8	
Hours of training per employee on sustainability policies and practices	-	S7.2	SDG 8	p.64
Programmes for upgrading employee skills and transition assistance programmes	404-2			pp.61-64

DISCLOSURE	GRI Disclosure	DFM Disclosure	UN SDGs	LOCATION
Percentage of employees receiving regular performance and career development reviews	404-3			Not reported
Diversity of governance bodies and employees	405-1	G1.1		pp.35-36, 53-54
Diversity of committee chairs		G1.2		p.35
Does the company prohibit the CEO from serving as board chair?		G2.1		pp.33-35
Total Board seats occupied by independents	2-9	G2.2	SDG 5	p.33
Ratio of basic salary and remuneration of women to men	405-2	S4.4		p.58
Incidents of discrimination and corrective actions taken	406-1			Not reported
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1			N/A
Operations and suppliers at significant risk for incidents of child labour	408-1		SDG 8	pp.39-40
Operations and suppliers at significant risk for incidents of forced or compulsory labour	409-1		SDG 8	pp.39-40
New suppliers receiving warning due to environment/social screening	-	G4.5		Not reported
Security personnel trained in human rights policies or procedures	410-1			Not reported
Incidents of violations involving rights of indigenous peoples	411-1			
Operations with local community engagement, impact assessments, and development programmes (Philanthropy, donations, or sponsorships)	413-1	S8.1	SDG 11	pp.85-92
Total employee volunteering completed	-	S8.2		pp.85-90
Operations with significant actual and potential negative impacts on local communities	413-2			
Suppliers that were screened using social criteria/social audit	414-1	G4.4	SDG 8	p.48
Negative social impacts in the supply chain and actions taken	414-2			Not reported
Political contributions	415-1			

DISCLOSURE	GRI Disclosure	DFM Disclosure	UN SDGs	LOCATION
Assessment of the health and safety impacts of product and service categories	416-1		SDG 3	pp.49-50, 55-56
Incidents of non-compliance concerning the health and safety impacts of products and services	416-2			p.39
Requirements for product and service information and labelling	417-1		SDG 12	p.40
Incidents of non-compliance concerning product and service information and labelling	417-2			p.40
Incidents of non-compliance concerning marketing communications	417-3			p.40
Data Privacy policy		G6.1		pp.45-46
Steps taken to comply with GDPR rules or similar standards	-	G6.2		pp.45-46
Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	G6.3	SDG 16	pp.45-46

GRI STATEMENT OF USE

Statement of use: Taaleem Holdings PJSC has reported the information cited in this GRI content index for the period 1 September 2025 to 31 August 2026 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021.

Standards versions: GRI 302: Energy 2016 and GRI 305: Emissions 2016 apply to this reporting period. GRI 102: Climate Change 2025 and GRI 103: Energy 2025, effective from 1 January 2027, are referenced voluntarily to prepare for transition. GRI 101: Biodiversity 2024 applies from 1 January 2026.

DFM references: DFM references follow the DFM ESG Reporting Guide.

Location: Locations refer to printed page numbers in this report. "Not reported" or a blank location indicates that the information is not disclosed for 2025/26.

Appendix 2
IFRS S1 and S2 indexes

IFRS S1 DISCLOSURES INDEX

GOVERNANCE

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S1-27	(a) The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability-related risks and opportunities, including information about:	(i) how responsibilities for sustainability-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s);	Chapter 5
		(ii) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to sustainability-related risks and opportunities;	Chapter 5
		(iii) how and how often the body(s) or individual(s) is informed about sustainability-related risks and opportunities;	Chapter 5
		(iv) how the body(s) or individual(s) takes into account sustainability-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities; and	Chapter 5
		(v) how the body(s) or individual(s) oversees the setting of targets related to sustainability-related risks and opportunities, and monitors progress towards those targets (see paragraph 51), including whether and how related performance metrics are included in remuneration policies.	Chapter 5
	(b) Management's role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-related risks and opportunities, including information about:	(i) Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee	Chapter 5
		(ii) Whether management uses controls and procedures to support the oversight of sustainability-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions	Chapter 5

STRATEGY

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S1-29	(a) the sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects		Chapter 5
	(b) the current and anticipated effects of those sustainability-related risks and opportunities on the entity's business model and value chain		Chapter 5
	(c) the effects of those sustainability-related risks and opportunities on the entity's strategy and decision-making		Chapters 5, 7 and 10
	(d) the effects of those sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those sustainability-related risks and opportunities have been factored into the entity's financial planning		Chapter 7
	(e) the resilience of the entity's strategy and its business model to those sustainability-related risks		Chapters 5 and 7
IFRS S1-30	(a) describe sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects		Chapters 5 and 7
	(b) specify the time horizons—short, medium or long term—over which the effects of each of those sustainability-related risks and opportunities could reasonably be expected to occur		Chapter 7
	(c) explain how the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making		
IFRS S1-32	(a) A description of the current and anticipated effects of sustainability-related risks and opportunities on the entity's business model and value chain		Chapters 5 and 7
	(b) A description of where in the entity's business model and value chain sustainability-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets)		Chapter 7
IFRS S1-33	(a) how the entity has responded to, and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making		Chapter 5
	(b) the progress against plans the entity has disclosed in previous reporting periods, including quantitative and qualitative information		Chapters 3 and 10
	(c) trade-offs between sustainability-related risks and opportunities that the entity considered (for example, in making a decision on the location of new operations, an entity might have considered the environmental impacts of those operations and the employment opportunities they would create in a community		

STRATEGY

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S1-34	(a) the effects of sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects)		Chapter 7
	(b) the anticipated effects of sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how sustainability-related risks and opportunities are included in the entity's financial planning (anticipated financial effects).		Chapter 7
IFRS S1-35	(a) how sustainability-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period		Chapter 7
	(b) the sustainability-related risks and opportunities identified in paragraph 35(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements		
	(c) how the entity expects its financial position to change over the short, medium and long term, given its strategy to manage sustainability-related risks and opportunities, taking into consideration:	(i) its investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas, and asset retirements), including plans the entity is not contractually committed to;	Chapters 3 and 7
		(ii) its planned sources of funding to implement its strategy	
	(d) how the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage sustainability-related risks and opportunities		Chapter 7
IFRS S1-40	If an entity determines that it need not provide quantitative information about the current or anticipated financial effects of a sustainability-related risk or opportunity applying the criteria set out in paragraphs 38–39, the entity shall: (a) explain why it has not provided quantitative information;		
	(b) provide qualitative information about those financial effects, including identifying line items, totals and subtotals within the related financial statements that are likely to be affected, or have been affected, by that sustainability-related risk or opportunity; and		
	(c) provide quantitative information about the combined financial effects of that sustainability-related risk or opportunity with other sustainability-related risks or opportunities and other factors unless the entity determines that quantitative information about the combined financial effects would not be useful.		

STRATEGY

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S1-41	An entity shall disclose information that enables users of general-purpose financial reports to understand its capacity to adjust to the uncertainties arising from sustainability-related risks. An entity shall disclose a qualitative and, if applicable, quantitative assessment of the resilience of its strategy and business model in relation to its sustainability-related risks, including information about how the assessment was carried out and its time horizon. When providing quantitative information, an entity may disclose a single amount or a range.		Chapters 5 and 7

RISK MANAGEMENT

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S1-43	(a) to understand an entity's processes to identify, assess, prioritise and monitor sustainability-related risks and opportunities, including whether and how those processes are integrated into and inform the entity's overall risk management process		Chapter 5
	(b) to assess the entity's overall risk profile and its overall risk management process		Chapter 5
IFRS S1-44	(a) the processes and related policies the entity uses to identify, assess, prioritise and monitor sustainability-related risks, including information about:	(i) the inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes);	Chapters 5 and 7
		(ii) whether and how the entity uses scenario analysis to inform its identification of sustainability-related risks	Chapter 7
		(iii) how the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria);	Chapter 5
		(iv) whether and how the entity prioritises sustainability-related risks relative to other types of risk	Chapter 5
		(v) how the entity monitors sustainability-related risks	Chapter 5
		(vi) whether and how the entity has changed the processes it uses compared with the previous reporting period	

RISK MANAGEMENT

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S1-44	(b) the processes the entity uses to identify, assess, prioritise and monitor sustainability-related opportunities (c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring sustainability-related risks and opportunities are integrated into and inform the entity's overall risk management process		Chapter 5

METRICS AND TARGETS

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S1-45	The objective of sustainability-related financial disclosures on metrics and targets is to enable users of general-purpose financial reports to understand an entity's performance in relation to its sustainability-related risks and opportunities, including progress towards any targets the entity has set, and any targets it is required to meet by law or regulation.		Chapters 3, 4 and 5–9
IFRS S1-46	(a) metrics required by an applicable IFRS Sustainability Disclosure Standard;		Chapter 7, Appendix
	(b) metrics the entity uses to measure and monitor	(i) that sustainability-related risk or opportunity	Chapters 4 and 5–9
		(ii) its performance in relation to that sustainability-related risk or opportunity, including progress towards any targets the entity has set, and any targets it is required to meet by law or regulation	Chapters 3, 4 and 5–10
IFRS S1-48	Metrics disclosed by an entity applying paragraphs 45–46 shall include metrics associated with particular business models, activities or other common features that characterise participation in an industry		Chapters 6 and 9
IFRS S1-49	If an entity discloses a metric taken from a source other than IFRS Sustainability Disclosure Standards, the entity shall identify the source and the metric taken		Chapter 1 and Appendix

METRICS AND TARGETS

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S1-50	(a) how the metric is defined, including whether it is derived by adjusting a metric taken from a source other than IFRS Sustainability Disclosure Standards and, if so, which source and how the metric disclosed by the entity differs from the metric specified in that source		Chapters 5–8
	(b) whether the metric is an absolute measure, a measure expressed in relation to another metric or a qualitative measure (such as a red, amber, green—or RAG—status);		
	(c) whether the metric is validated by a third party and, if so, which party;		Chapter 1
	(d) the method used to calculate the metric and the inputs to the calculation, including the limitations of the method used and the significant assumptions made.		Chapter 7
IFRS S1-51	An entity shall disclose information about the targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation. For each target, the entity shall disclose: (a) the metric used to set the target and to monitor progress towards reaching the target		Not reported
	(b) the specific quantitative or qualitative target the entity has set or is required to meet		Not reported
	(c) the period over which the target applies		Not reported
	(d) the base period from which progress is measured		
	(e) any milestones and interim targets		Not reported
	(f) performance against each target and an analysis of trends or changes in the entity's performance;		Not reported
	(g) any revisions to the target and an explanation for those revisions		
IFRS S1-52	The definition and calculation of metrics, including metrics used to set the entity's targets and monitor progress towards reaching them, shall be consistent over time.		Chapter 1
IFRS S1-53	An entity shall label and define metrics and targets using meaningful, clear and precise names and descriptions.		Chapters 3–9

GENERAL REQUIREMENTS

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S1-54	In identifying sustainability-related risks and opportunities that could reasonably be expected to affect an entity's prospects, an entity shall apply IFRS Sustainability Disclosure Standards.		Chapters 1 and 5
IFRS S1-55	(a) an entity shall refer to and consider the applicability of the disclosure topics in the SASB Standards. An entity might conclude that the disclosure topics in the SASB Standards are not applicable in the entity's circumstances		
	(b) an entity may refer to and consider the applicability of:	(i) the CDSB Framework Application Guidance for Water-related Disclosures and the CDSB Framework Application Guidance for Biodiversity-related Disclosures (collectively referred to as 'CDSB Framework Application Guidance');	
		(ii) the most recent pronouncements of other standard-setting bodies whose requirements are designed to meet the information needs of users of general-purpose financial reports;	Chapter 1
		(iii) the sustainability-related risks and opportunities identified by entities that operate in the same industry(s) or geographical region(s).	Chapter 4
IFRS S1-56	In identifying applicable disclosure requirements about a sustainability-related risk or opportunity that could reasonably be expected to affect an entity's prospects, an entity shall apply the IFRS Sustainability Disclosure Standard that specifically applies to that sustainability-related risk or opportunity.		Chapters 1 and 7
IFRS S1-57	In the absence of an IFRS Sustainability Disclosure Standard that specifically applies to a sustainability-related risk or opportunity, an entity shall apply judgement to identify information that: (a) is relevant to the decision-making of users of general-purpose financial reports;		Chapters 4 and 5–9
	(b) faithfully represents that sustainability-related risk or opportunity		Chapter 1

GENERAL REQUIREMENTS

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S1-58	(a) an entity shall refer to and consider the applicability of the metrics associated with the disclosure topics included in the SASB Standards. An entity might conclude that the metrics specified in the SASB Standards are not applicable in the entity's circumstances		
	(b) an entity may—to the extent that these sources do not conflict with IFRS Sustainability Disclosure Standards—refer to and consider the applicability of:	(i) the CDSB Framework Application Guidance	
		(ii) the most recent pronouncements of other standard-setting bodies whose requirements are designed to meet the information needs of users of general-purpose financial reports	Chapter 1
		(iii) the information, including metrics, disclosed by entities that operate in the same industry(s) or geographical region(s)	Chapter 4
	(c) an entity may—to the extent that these sources assist the entity in meeting the objective of this Standard (see paragraphs 1–4) and do not conflict with IFRS Sustainability Disclosure Standards—refer to and consider the applicability of the sources specified in Appendix C		
IFRS S1-59	(a) the specific standards, pronouncements, industry practice and other sources of guidance that the entity has applied in preparing its sustainability-related financial disclosures, including, if applicable, identifying the disclosure topics in the SASB Standards;		
	(b) the industry(s) specified in the IFRS Sustainability Disclosure Standards, the SASB Standards or other sources of guidance relating to a particular industry(s) that the entity has applied in preparing its sustainability-related financial disclosures, including in identifying applicable metrics.		
IFRS S1-60	An entity is required to provide disclosures required by IFRS Sustainability Disclosure Standards as part of its general-purpose financial reports.		
IFRS S1-61	Subject to any regulation or other requirements that apply to an entity, there are various possible locations in its general-purpose financial reports in which to disclose sustainability-related financial information. Sustainability-related financial disclosures could be included in an entity's management commentary or a similar report when it forms part of an entity's general purpose financial reports. Management commentary or a similar report is a required report in many jurisdictions. It might be known by or included in reports with various names, such as 'management report', 'management's discussion and analysis', 'operating and financial review', 'integrated report' or 'strategic report'.		

GENERAL REQUIREMENTS

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S1-62	An entity may disclose information required by an IFRS Sustainability Disclosure Standard in the same location as information disclosed to meet other requirements, such as information required by regulators. The entity shall ensure that the sustainability-related financial disclosures are clearly identifiable and not obscured by that additional information (see paragraph B27).		Chapter 11
IFRS S1-64	An entity shall report its sustainability-related financial disclosures at the same time as its related financial statements. The entity's sustainability-related financial disclosures shall cover the same reporting period as the related financial statements		Chapter 1
IFRS S1-70	Unless another IFRS Sustainability Disclosure Standard permits or requires otherwise, an entity shall disclose comparative information in respect of the preceding period for all amounts disclosed in the reporting period. If such information would be useful for an understanding of the sustainability-related financial disclosures for the reporting period, the entity shall also disclose comparative information for narrative and descriptive sustainability-related financial information (see paragraphs B49–B59).		Chapters 3 and 5–7
IFRS S1-71	Amounts reported in sustainability-related financial disclosures might relate, for example, to metrics and targets or to current and anticipated financial effects of sustainability-related risks and opportunities.		Chapters 3–9
IFRS S1-72	An entity whose sustainability-related financial disclosures comply with all the requirements of IFRS Sustainability Disclosure Standards shall make an explicit and unreserved statement of compliance. An entity shall not describe sustainability-related financial disclosures as complying with IFRS Sustainability Disclosure Standards unless they comply with all the requirements of IFRS Sustainability Disclosure Standards.		Not applicable
IFRS S1-73	This Standard relieves an entity from disclosing information otherwise required by an IFRS Sustainability Disclosure Standard if law or regulation prohibits the entity from disclosing that information (see paragraph B33). This Standard also relieves an entity from disclosing information about a sustainability-related opportunity otherwise required by an IFRS Sustainability Disclosure Standard if that information is commercially sensitive as described in this Standard (see paragraphs B34–B37). An entity using these exemptions is not prevented from asserting compliance with IFRS Sustainability Disclosure Standards.		
IFRS S1-74	An entity shall disclose information to enable users of general-purpose financial reports to understand the judgements, apart from those involving estimations of amounts (see paragraph 77), that the entity has made in the process of preparing its sustainability-related financial disclosures and that have the most significant effect on the information included in those disclosures.		

GENERAL REQUIREMENTS

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S1-75	In the process of preparing sustainability-related financial disclosures, an entity makes various judgements, apart from those involving estimations, that can significantly affect the information reported in the entity's sustainability-related financial disclosures. For example, an entity makes judgements in: (a) identifying sustainability-related risks and opportunities that could be reasonably expected to affect the entity's prospects;		Chapters 4 and 5
	(b) determining which sources of guidance to apply in accordance with paragraphs 54–58;		Chapter 1
	(c) identifying material information to include in the sustainability-related financial disclosures		Chapter 4
	(d) assessing whether an event or change in circumstances is significant and requires reassessment of the scope of all affected sustainability-related risks and opportunities throughout the entity's value chain (see paragraph B11).		
IFRS S1-76	Other IFRS Sustainability Disclosure Standards may require disclosure of some of the information that an entity would otherwise be required to disclose in accordance with paragraph 74		
IFRS S1-77	An entity shall disclose information to enable users of general-purpose financial reports to understand the most significant uncertainties affecting the amounts reported in its sustainability-related financial disclosures.		
IFRS S1-78	An entity shall: (a) identify the amounts that it has disclosed that are subject to a high-level of measurement uncertainty		
	(b) in relation to each amount identified in paragraph 78(a), disclose information about:	(i) the sources of measurement uncertainty—for example, the dependence of the amount on the outcome of a future event, on a measurement technique or on the availability and quality of data from the entity's value chain;	
		(ii) the assumptions, approximations and judgements the entity has made in measuring the amount	

GOVERNANCE

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S2-5	The objective of climate-related financial disclosures on governance is to enable users of general-purpose financial reports to understand the governance processes, controls and procedures an entity uses to monitor, manage and oversee climate-related risks and opportunities.		Chapter 7
IFRS S2-6	To achieve this objective, an entity shall disclose information about: (a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the entity shall identify that body(s) or individual(s) and disclose information about:	(i) how responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s);	Chapter 5
		(ii) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;	Chapter 5
		(iii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;	
		(iv) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;	Chapter 7
		(v) how the body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets (see paragraphs 33–36), including whether and how related performance metrics are included in remuneration policies (see paragraph 29(g))	Chapter 7
IFRS S2-6	(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	(i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee;	Chapter 5
		(ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	Chapter 5

STRATEGY

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S2-8	The objective of climate-related financial disclosures on strategy is to enable users of general-purpose financial reports to understand an entity's strategy for managing climate-related risks and opportunities		Chapter 7
IFRS S2-9	Specifically, an entity shall disclose information to enable users of general-purpose financial reports to understand: (a) the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects (see paragraphs 10–12);		
	(b) the current and anticipated effects of those climate-related risks and opportunities on the entity's business model and value chain (see paragraph 13);		Chapter 7
	(c) the effects of those climate-related risks and opportunities on the entity's strategy and decision-making, including information about its climate-related transition plan (see paragraph 14);		Chapter 7
	(d) the effects of those climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those climate-related risks and opportunities have been factored into the entity's financial planning (see paragraphs 15–21); and		Chapter 7
	(e) the climate resilience of the entity's strategy and its business model to climate-related changes, developments and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities (see paragraph 22).		Chapter 7
IFRS S2-10	An entity shall disclose information that enables users of general-purpose financial reports to understand the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects. Specifically, the entity shall: (a) describe climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects;		Chapter 7
	(b) explain, for each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk		Chapter 7

STRATEGY

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
	(c) specify, for each climate-related risk and opportunity the entity has identified, over which time horizons—short, medium or long term— the effects of each climate-related risk and opportunity could reasonably be expected to occur;		
	(d) explain how the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making.		
IFRS S2-13	An entity shall disclose information that enables users of general-purpose financial reports to understand the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain Specifically, the entity shall disclose: (a) a description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain;		Chapter 7
	(b) a description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).		Chapter 7
IFRS S2-14	An entity shall disclose information that enables users of general-purpose financial reports to understand the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the entity shall disclose: (a) information about how the entity has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the entity plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the entity shall disclose information about:	(i) current and anticipated changes to the entity's business model, including its resource allocation, to address climate-related risks and opportunities (for example, these changes could include plans to manage or decommission carbon-, energy- or water-intensive operations; resource allocations resulting from demand or supply-chain changes; resource allocations arising from business development through capital expenditure or additional expenditure on research and development; and acquisitions or divestments);	Chapter 7
		(ii) current and anticipated direct mitigation and adaptation efforts (for example, through changes in production processes or equipment, relocation of facilities, workforce adjustments, and changes in product specifications);	Chapter 7
		(iii) current and anticipated indirect mitigation and adaptation efforts (for example, through working with customers and supply chains);	
		(iv) any climate-related transition plans the entity has, including information about key assumptions used in developing its transition plan, and dependencies on which the entity's transition plan relies;	

STRATEGY

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
		(v) how the entity plans to achieve any climate-related targets, including any greenhouse gas emissions targets, described in accordance with paragraphs 33–36.	Not reported
	(b) information about how the entity is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 14(a).		
	(c) quantitative and qualitative information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 14(a).		
IFRS S2-15	An entity shall disclose information that enables users of general-purpose financial reports to understand: (a) the effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects)		Chapter 7
	(b) the anticipated effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how climate-related risks and opportunities are included in the entity's financial planning (anticipated financial effects)		Chapter 7
IFRS S2-16	Specifically, an entity shall disclose quantitative and qualitative information about: (a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period;		Chapter 7
	(b) the climate-related risks and opportunities identified in paragraph 16(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements		
	(c) how the entity expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration	(i) its investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas, and asset retirement	
		(ii) its planned sources of funding to implement its strategy	

STRATEGY

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S2-16	(d) how the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities (for example, increased revenue from products and services aligned with a lower-carbon economy; costs arising from physical damage to assets from climate events; and expenses associated with climate adaptation or mitigation).		
IFRS S2-21	If an entity determines that it need not provide quantitative information about the current or anticipated financial effects of a climate-related risk or opportunity applying the criteria set out in paragraphs 19–20, the entity shall: (a) explain why it has not provided quantitative information;		
	(b) provide qualitative information about those financial effects, including identifying line items, totals and subtotals within the related financial statements that are likely to be affected, or have been affected, by that climate-related risk or opportunity; and		Chapter 7
	(c) provide quantitative information about the combined financial effects of that climate-related risk or opportunity with other climate-related risks or opportunities and other factors unless the entity determines that quantitative information about the combined financial effects would not be useful		Chapter 7
IFRS S2-22	An entity shall disclose information that enables users of general-purpose financial reports to understand the resilience of the entity's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities. The entity shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with the entity's circumstances (see paragraphs B1–B18). In providing quantitative information, the entity may disclose a single amount or a range. Specifically, the entity shall disclose: (a) the entity's assessment of its climate resilience as at the reporting date, which shall enable users of general-purpose financial reports to understand:	(i) the implications, if any, of the entity's assessment for its strategy and business model, including how the entity would need to respond to the effects identified in the climate-related scenario analysis;	Chapter 7
		(ii) the significant areas of uncertainty considered in the entity's assessment of its climate resilience;	Chapter 7
		(iii) the entity's capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term, including; (1) the availability of, and flexibility in, the entity's existing financial resources to respond to the effects identified in the climate-related scenario analysis, including to address climate-related risks and to take advantage of climate-related opportunities; (2) the entity's ability to redeploy, repurpose, upgrade or decommission existing assets; and (3) the effect of the entity's current and planned investments in climate-related mitigation, adaptation and opportunities for climate resilience	Chapter 7

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IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S2-22	(b) how and when the climate-related scenario analysis was carried out, including:	(i) information about the inputs the entity used, including: (1) which climate-related scenarios the entity used for the analysis and the sources of those scenarios; (2) whether the analysis included a diverse range of climate-related scenarios; (3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks; (4) whether the entity used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change; (5) why the entity decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; (6) the time horizons the entity used in the analysis; and (7) what scope of operations the entity used in the analysis (for example, the operating locations and business units used in the analysis);	Chapter 7
		(ii) the key assumptions the entity made in the analysis, including assumptions about: (1) climate-related policies in the jurisdictions in which the entity operates; (2) macroeconomic trends; (3) national- or regional-level variables (for example, local weather patterns, demographics, land use, infrastructure and availability of natural resources); (4) energy usage and mix; and (5) developments in technology;	Chapter 7
		(iii) the reporting period in which the climate-related scenario analysis was carried out (see paragraph B18).	Chapter 7

RISK MANAGEMENT

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S2-24	The objective of climate-related financial disclosures on risk management is to enable users of general-purpose financial reports to understand an entity's processes to identify, assess, prioritise and monitor climate-related risks and opportunities, including whether and how those processes are integrated into and inform the entity's overall risk management process.		Chapter 7
IFRS S2-25	To achieve this objective, an entity shall disclose information about: (a) the processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks, including information about:	(i) the inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes);	Chapter 7
		(ii) whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related risks;	Chapter 7
		(iii) how the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria);	Chapter 7
		(iv) whether and how the entity prioritises climate-related risks relative to other types of risk;	Chapter 7
		(v) how the entity monitors climate-related risks; and	Chapter 7
		(vi) whether and how the entity has changed the processes it uses compared with the previous reporting period;	
	(b) the processes the entity uses to identify, assess, prioritise and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities		Chapter 7
	(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process.		Chapters 5 and 7
IFRS S2-26	In preparing disclosures to fulfil the requirements in paragraph 25, an entity shall avoid unnecessary duplication in accordance with IFRS S1 (see paragraph B42(b) of IFRS S1). For example, although an entity shall provide the information required by paragraph 25, if oversight of sustainability-related risks and opportunities is managed on an integrated basis, the entity would avoid duplication by providing integrated risk management disclosures instead of separate disclosures for each sustainability-related risk and opportunity.		

RISK MANAGEMENT

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S2-28	To achieve this objective, an entity shall disclose: (a) information relevant to the cross-industry metric categories (see paragraphs 29–31);		
	(b) industry-based metrics that are associated with particular business models, activities or other common features that characterise participation in an industry (see paragraph 32); and		
	(c) targets set by the entity, and any targets it is required to meet by law or regulation, to mitigate or adapt to climate-related risks or take advantage of climate-related opportunities, including metrics used by the governance body or management to measure progress towards these targets (see paragraphs 33–37).		Not reported
IFRS S2-29	An entity shall disclose information relevant to the cross-industry metric categories of: (a) greenhouse gases—the entity shall:	(i) disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO2 equivalent (see paragraphs B19–B22), classified as: (1) Scope 1 greenhouse gas emissions; (2) Scope 2 greenhouse gas emissions; and (3) Scope 3 greenhouse gas emissions;	Chapter 7
		(ii) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or an exchange on which the entity is listed to use a different method for measuring its greenhouse gas emissions (see paragraphs B23–B25)	Chapter 7
		(iii) disclose the approach it uses to measure its greenhouse gas emissions (see paragraphs B26–B29) including: (1) the measurement approach, inputs and assumptions the entity uses to measure its greenhouse gas emissions; (2) the reason why the entity has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and (3) any changes the entity made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	Chapter 7

RISK MANAGEMENT

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S2-29	An entity shall disclose information relevant to the cross-industry metric categories of: (a) greenhouse gases—the entity shall:	(iv) for Scope 1 and Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(1)–(2), disaggregate emissions between: (1) the consolidated accounting group (for example, for an entity applying IFRS Accounting Standards, this group would comprise the parent and its consolidated subsidiaries); and (2) other investees excluded from paragraph 29(a)(iv)(1) (for example, for an entity applying IFRS Accounting Standards, these investees would include associates, joint ventures and unconsolidated subsidiaries);	Chapter 7
		(v) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(2), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to inform users' understanding of the entity's Scope 2 greenhouse gas emissions (see paragraphs B30–B31);	Chapter 7
		(vi) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(3), and with reference to paragraphs B32–B57, disclose: (1) the categories included within the entity's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011); and (2) additional information about the entity's Category 15 greenhouse gas emissions or those associated with its investments (financed emissions), if the entity's activities include asset management, commercial banking or insurance (see paragraphs B58–B63)	Chapter 7
	(b) climate-related transition risks—the amount and percentage of assets or business activities vulnerable to climate-related transition risks;		Not reported
	(c) climate-related physical risks—the amount and percentage of assets or business activities vulnerable to climate-related physical risks;		Not reported
	(d) climate-related opportunities—the amount and percentage of assets or business activities aligned with climate-related opportunities;		
	(e) capital deployment—the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities;		

RISK MANAGEMENT

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S2-29	(f) internal carbon prices—the entity shall disclose:	(i) an explanation of whether and how the entity is applying a carbon price in decision-making (for example, investment decisions, transfer pricing and scenario analysis); and	Not reported
		(ii) the price for each metric tonne of greenhouse gas emissions the entity uses to assess the costs of its greenhouse gas emissions;	
	(g) remuneration—the entity shall disclose:	(i) a description of whether and how climate-related considerations are factored into executive remuneration (see also paragraph 6(a)(v)); and	
		(ii) the percentage of executive management remuneration recognised in the current period that is linked to climate-related considerations.	
IFRS S2-32	An entity shall disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the entity discloses, the entity shall refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the industry-based Guidance on Implementing IFRS S2.		
IFRS S2-33	An entity shall disclose the quantitative and qualitative climate-related targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the entity shall disclose: (a) the metric used to set the target (see paragraphs B66–B67)		Not reported
	(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);		Not reported
	(c) the part of the entity to which the target applies (for example, whether the target applies to the entity in its entirety or only a part of the entity, such as a specific business unit or specific geographical region);		Not reported

RISK MANAGEMENT

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S2-33	(d) the period over which the target applies;		Not reported
	(e) the base period from which progress is measured;		
	(f) any milestones and interim targets;		
	(g) if the target is quantitative, whether it is an absolute target or an intensity target; and		Not reported
	(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.		
IFRS S2-34	An entity shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including: (a) whether the target and the methodology for setting the target has been validated by a third party;		Not reported
	(b) the entity's processes for reviewing the target;		Not reported
	(c) the metrics used to monitor progress towards reaching the target; and		Not reported
	(d) any revisions to the target and an explanation for those revisions		
IFRS S2-36	For each greenhouse gas emissions target disclosed in accordance with paragraphs 33–35, an entity shall disclose: (a) which greenhouse gases are covered by the target		Not reported
	(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target.		Not reported
	(c) whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target. If the entity discloses a net greenhouse gas emissions target, the entity is also required to separately disclose its associated gross greenhouse gas emissions target (see paragraphs B68–B69).		Not reported
	(d) whether the target was derived using a sectoral decarbonisation approach.		

RISK MANAGEMENT

IFRS Index	Recommended disclosure item	Recommended disclosure subitem	Page number
IFRS S2-36	(e) the entity's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the entity shall disclose information including, and with reference to paragraphs B70–B71:	(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	
		(ii) which third-party scheme(s) will verify or certify the carbon credits;	
		(iii) the type of carbon credit, including whether the underlying offset will be nature-based or aligned with technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	
		(iv) any other factors necessary for users of general purpose financial reports to understand the credibility and integrity of the carbon credits the entity plans to use (for example, assumptions regarding the permanence of the carbon offset).	
IFRS S2-37	In identifying and disclosing the metrics used to set and monitor progress towards reaching a target described in paragraphs 33–34, an entity shall refer to and consider the applicability of cross-industry metrics (see paragraph 29) and industry-based metrics (see paragraph 32), including those described in an applicable IFRS Sustainability Disclosure Standard, or metrics that otherwise satisfy the requirements in IFRS S1.		

Appendix 3 Abbreviations

ADEK	Abu Dhabi Department of Education and Knowledge
AGEDI	Abu Dhabi Global Environmental Data Initiative
AGM	Annual General Meeting
BCM	Business Continuity Management
BIA	Business Impact Analyses
BoD	Board of Directors
BSO	British Schools Overseas
BYOD	Bring Your Own Device
CDD	Cooling Degree Days
CMA	Capital Market Authority
CPOMS	Child Protection Online Monitoring System
DFM	Dubai Financial Market
DLP	Data Loss Prevention
DSL	Designated Safeguarding Lead
EAP	Employee Assistance Programme
EEG	Emirates Environmental Group
ERM	Enterprise Risk Management
ESG	Environmental, Social, and Governance
GCC	Gulf Cooperation Council
GHG	Greenhouse Gas
GJ	gigajoule
GRI	Global Reporting Initiative
G&T	Gifted and Talented
IFRS	International Financial Reporting Standards
IIR	Injury and Illness Rate
ISO	International Organisation for Standardization
kg	kilogram
kWh	kilowatt-hour
KHDA	Knowledge and Human Development Authority
LTI	Lost Time Injuries
LTIFR	Lost Time Injury Frequency Rate
LTIR	Lost Time Incident Rate
m^3	cubic metre
MSS	Model Service Society
MTC	Medical Treatment Cases
MWh	megawatt-hour
NPQ	National Professional Qualification
NPQH	National Professional Qualification for Headship
PJSC	Public Joint Stock Company
PoD	People of Determination
RISG	Raha International School
RISKCC	Raha International School Khalifa City Campus
SEND	Special Educational Needs and Disabilities
SDG	Sustainable Development Goals
TAC	Team Around the Child
TCFD	Task Force on Climate-related Financial Disclosures
tCO2e	Tonnes of Carbon Dioxide Equivalent
TRIR	Total Recordable Incident Rate
UAE	United Arab Emirates
UDL	Universal Design for Learning
UN	United Nations
UNGC	United Nations Global Compact
UNSDG	United Nations Sustainable Development Goals

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