



Excellence Driving Center L.L.C

Sustainability Report

2022

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INTRODUCTION

At Excellence Driving Center, we recognize the critical importance of sustainable practices in shaping a better future for our planet and society.

As part of our ongoing commitment to responsible business conduct, we are pleased to present our first sustainability report.

We firmly believe that reporting on our sustainability initiatives is

- vital to track our progress,
- identify areas for improvement,
- showcase our contributions to a sustainable world.

With this in mind, we have made a commitment to regular sustainability reporting, ensuring that we remain accountable for our actions and their impact on the environment, economy, and society.

Recognizing the universal significance and transformative potential of the United Nations Sustainable Development Goals, we have integrated them into our sustainability strategy.

Our report showcases how our initiatives align with these global goals, enabling us to contribute to the collective efforts to address pressing environmental, social, and economic challenges.

By aligning our actions with the UN SDGs, we aim to play our part in creating a more equitable, resilient, and sustainable future for all.

In this sustainability report, we provide a comprehensive overview of our sustainability performance, initiatives, and progress. We delve into key areas, such as

- environmental stewardship,
- social responsibility,
- ethical business practices,
- employee well-being.

By sharing our achievements, challenges, and future plans, we aim to foster transparency, engage stakeholders, and inspire collective action.

Sustainability is an ongoing journey. As we navigate the path forward, we remain committed to continuous improvement, innovation, and collaboration with our stakeholders.

Together, we can drive sustainable excellence and make a positive impact on our communities and the world.

What gets measured - gets managed



MESSAGE FROM OUR CEO

“ —

One of our values at EDC is Collaboration - We recognize and enforce the power of teamwork and we truly believe that We together can create a difference.

Our role and responsibility is to ensure a better, more sustainable future for all, and our ESG strategy is at the core of this.

Reducing our impact on the environment, creating a workplace where our colleagues can feel they belong and thrive, having transparent processes in the company, are critical for our success and our contribution to society.

In the Excellence Driving Center, we believe that through our actions, we can demonstrate that environmental consciousness, social responsibility, and economic prosperity can coexist harmoniously.

This is the first year that the Excellence Driving Center is reporting on ESG and sharing our vision for **getting better in the sustainability journey**.

Our mission is ambitious, and the potential that lies ahead is extensive.

Together, let us continue to pursue excellence, embrace innovation, and champion sustainability in all that we do. By leading the way and inspiring others, we can collectively shape a brighter, more sustainable future.

It is our commitment to constant improvement on behalf of our stakeholders in an ever-changing world.

Ali Al Zaabi
Chief Executive Officer



ABOUT THIS REPORT

The standards of the Global Reporting Initiative (GRI) inform our ESG reporting. Our sustainability strategy is guided by various factors, including ESG standards, frameworks, and emerging trends. We conduct comprehensive research, which involves industry benchmarking and analyzing sustainability disclosures of peer companies. We also take input from shareholders and other stakeholders to understand their perspectives on ESG matters. Furthermore, our senior executives and leaders play a crucial role by reviewing ESG topics that are gaining prominence, identifying areas where Excellence Driving Center can take a leading role, and areas where improvements can be made. This collaborative approach ensures that our sustainability strategy aligns with industry best practices and positions us to excel in key areas while addressing areas of opportunity for growth.



In this report, we also describe ways in which our core operations and social impact activities contribute to the United Nations Sustainable Development Goals (SDGs). Although our business touches the majority of the SDGs, we are focusing our efforts on those that align with our aims in order to make the most impactful contribution to sustainable development and for people over the next decade.



Accordingly, this report was made with external independent sustainability experts from Brolch Consulting. The data presented reflect 2022 performance unless otherwise stated.



ABOUT US

Excellence Driving Centre was launched with a goal to empower and equip communities with driving skills in a seamless, efficient and easy manner driven through the concept of Human First.

With a promise to simplify the teaching method, we bring a human experience that allows the customer to truly enjoy the process. With a promise to simplify the teaching method, we bring a human experience that allows the customer to truly enjoy the process.

That's why we recognize that a driver's license is not just a driver's license, but a key to one's future, career, income, empowerment, and confidence.

That's what has propelled us to continuously innovate, to help our customers reach their potential seamlessly.

The Excellence Driving Centre was launched with a goal to empower and equip communities with driving skills in a seamless, efficient and easy manner driven through the concept of Human First.

Establishing a human experience along with comfort of learning in Excellence Driving.



OUR MISSION

Our mission is to foster a sustainable environment where we grow skillfully together with our customers, collaborators, shareholders, and employees. We want to create a stronger community by bringing together the finest services and the best technologies. Our aim is to lead the way by building valuable relationships and embracing together the potential of a brighter future.

OUR VISION

To be the global leader, that continues to collaborate, innovate, and pioneer educational methods and processes within the realm of driving skills, to make mobility accessible to all.

OUR VALUES

Human First - We have designed all our processes and our products to be human first.

Simplicity - We have removed all complexities and crafted our offers, teaching methods and processes to be simple.

Collaboration - We recognize and enforce the power of teamwork and we truly believe that We together can create a difference.

Integrity - With honest and ethical business practices, we are set to build a brand which is competent, trusted and committed to its customers.

Aspirations - We honor and embrace the hunger to learn something new every day. Our objective is to motivate every individual to unlock new potential.

Innovation - We are pioneers relentlessly working together to create an enduring brand, whether it is constantly innovating the driving method or integrating digital efficiencies.

Excellence - We uphold the highest standards and continually work to exceed expectations.

Licensing Services

Car

Motorcycle

Heavy Bus

Heavy Truck



2022 HIGHLIGHTS

15
BRANCHES
ACROSS DUBAI

COMMITMENT TO REGULARLY REPORT
ON CARBON FOOTPRINT AND
SUSTAINABILITY PROGRESS

MONTHLY
SUCCESSFUL WELL-BEING EVENTS

MORE THAN
23K
FIRST ATTEMPT
ROAD TESTS



SOLAR PANEL
IMPLEMENTATION
PLAN

40%
OF KEY LEADERSHIP ROLES
ARE HELD BY WOMEN.

600+
EMPLOYEES

PROVIDED FULLY PAID
SCHOLARSHIP TO CHILD
WITH DETERMINATION

WORKFORCE OF
25
DIFFERENT
NATIONALITIES

ACHIEVED
ISO 9001:2015,
ISO 14001:2015,
ISO 45001:2018
CERTIFICATION



2030 TARGETS



ENVIRONMENTAL

- Achieve GC Mark Green & GC Mark Blue Planet, Implement 5S methodology
- Reduce fuel consumption by 30%
- Incorporate 100 CNG and 50 EVs cars
- Have 40% renewable energy with solar panels
- Use 70% Green Chemicals
- Reduce paper consumption by 70%
- Achieve 70% recycling of IT waste
- Have 70% IT infrastructure environmentally friendly
- Achieve 40% environmentally friendly material purchases through green procurement practices
- Reduce water consumption by 40%



SOCIAL

- Increase the representation of women in our workplace by 15%
- Maintain 100% gender pay equity
- Maintain monthly employee well-being events



GOVERNANCE

- Implement a comprehensive risk assessment related to corruption
- Develop and implement specific procedures addressing bribery, providing clear guidelines for our employees and stakeholders
- Conduct physical training programs on cyber security awareness for our employees.



ENVIRONMENT

It is our belief that sustainable business practices are essential for the long-term well-being of our planet and future generations. Therefore, we actively seek opportunities to integrate environmentally conscious approaches into every aspect of our operations. We understand how important it is to balance environmental initiatives with business activities, and strive to reduce emissions through adopting new technologies, using more renewable energy and implementing other measures.

7 AFFORDABLE AND
CLEAN ENERGY



13 CLIMATE
ACTION





ENVIRONMENTAL SUSTAINABILITY

As a testament to our dedication, we are proud to hold ISO 14001:2015 certification, which underscores our robust environmental management system and commitment to continuous improvement in environmental performance.

Furthermore, we are excited to announce that in 2023, we will be achieving the GC Mark Green certification and will be implementing 5S. By pursuing this certification, we demonstrate our commitment of setting a higher standard for environmental excellence.



2023 TARGET:

**ACHIEVE GC MARK GREEN &
GC MARK BLUE PLANET,
IMPLEMENT 5S METHODOLOGY**

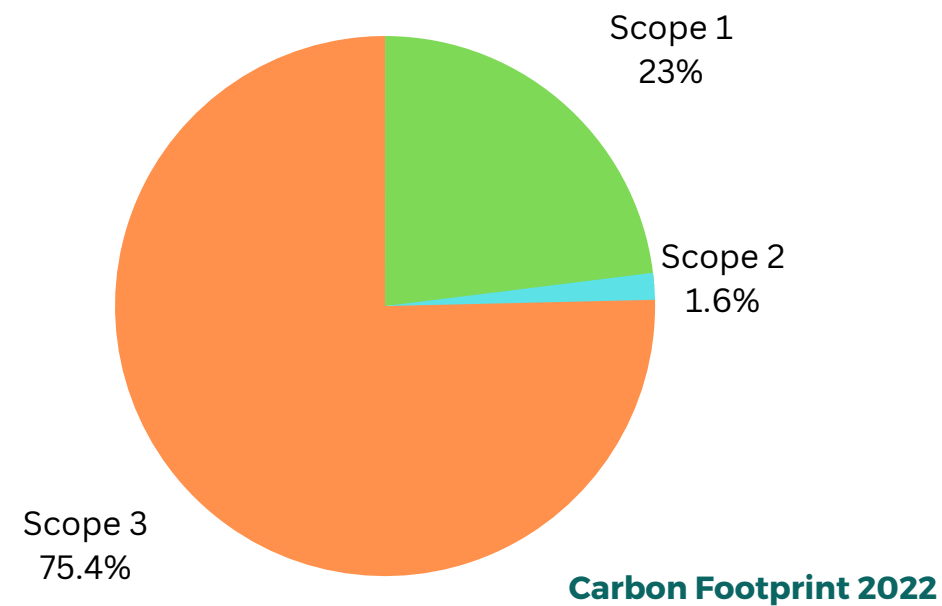




CARBON EMISSIONS

We are analyzing our carbon footprint and assessing the most meaningful actions we can take to promote a better future for our planet, as well as for customers, employees, and other stakeholders. We recognize this will require proactive emissions reduction efforts; business as usual won't get us there. While we establish and refine our environmental strategy, we are taking action to avoid, reduce, and remove emissions from our operations and business model.

With an external professional consultant, we measure our scope 1, 2, and 3 emissions. As part of our sustainability report, we are proud to present a comprehensive analysis of our carbon footprint. This marks our first official disclosure of our carbon emissions and serves as a significant milestone in our environmental journey. By conducting this thorough assessment, we have gained valuable insights that will continue to inform our environmental investments and guide the development of programs aimed at reducing, avoiding, and removing emissions. Moving forward, we are committed to regularly report our carbon footprint analysis to ensure continued progress in our environmental sustainability efforts.



Scope	Definition and methodology
Scope 1 (direct emissions)	Scope 1 emissions are driven by our operations – like the fuel consumed by our operational fleet and company vehicles, fugitive emissions from refrigerants.
Scope 2 (indirect emissions)	Scope 2 emissions are released from the electricity we consume.
Scope 3 (indirect emissions)	Scope 3 emissions are associated with activities outside the immediate control of the organization. These emissions result from activities such as use of sold products, and disposal or treatment of waste generated from operations.

In our commitment towards sustainability and reducing carbon emissions, our driving center has set ambitious targets for the coming years.

By the end of 2023, we aim to introduce 100 Compressed Natural Gas (CNG) cars to our fleet, replacing traditional petrol-powered vehicles.

This transition will significantly reduce our reliance on fossil fuels and subsequently decrease our carbon footprint. Additionally, recognizing the importance of electric mobility, we have set a goal to incorporate 50 Electric Vehicles (EVs) into our center's fleet by 2030. We are determined to make the most sustainable choices available to us and contribute to a greener future for our driving center and the environment.

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ENERGY MANAGEMENT: DRIVING TOWARDS AFFORDABLE AND CLEAN ENERGY

2023 TARGET:

Have 40% renewable energy
with solar panels



ENERGY MANAGEMENT

At the Excellence Driving Center, we recognize the significance of sustainable energy practices in addressing climate change and promoting a cleaner future. In alignment with the United Nations Sustainable Development Goal 7 - Affordable and Clean Energy, we have set ambitious goals and implemented strategic initiatives to enhance our energy management practices. As part of our commitment to efficient energy utilization, we are proud to announce that we are ISO 50001:2018 certified. This internationally recognized certification showcases our adherence to rigorous energy management standards and validates our dedication to continuous improvement in reducing energy consumption and minimizing environmental impact. By adopting best practices and utilizing innovative technologies, we strive to lead by example in the driving school industry, promoting sustainable energy practices and contributing to a greener and more sustainable future.



As part of our commitment to sustainable energy, we have set a key goal for 2023: to significantly increase our utilization of renewable energy sources.

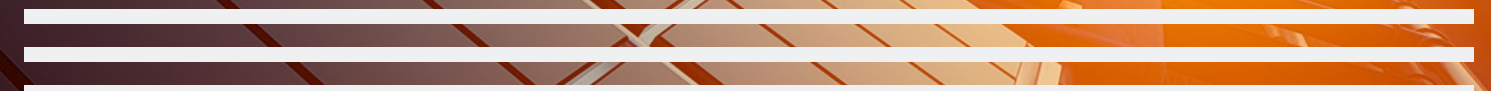
Our target for 2023 is to meet 40% of our energy requirements through renewable sources, by installing and utilizing solar panels.

This percentage aligns with the regulations set by the Dubai Electricity and Water Authority (DEWA), and while it represents the maximum allowed, we are dedicated to harnessing as much renewable energy as possible within these constraints. By harnessing the sun's energy, we aim to significantly reduce our dependence on conventional energy sources and contribute to a greener future. This transition will not only lower our carbon emissions but also serve as a tangible demonstration of our commitment to clean energy practices. In line with this target, we are actively working towards obtaining the GC Mark Blue Planet certification, a recognized standard that validates our commitment to sustainable energy practices. This certification will serve as an endorsement of our efforts and demonstrate our dedication to driving positive environmental change.



2023 TARGET: ENERGY MANAGEMENT PLAN

To ensure effective energy management, we also have set a target for 2023 to develop a comprehensive energy management plan. This plan will serve as a guideline for a range of strategies and initiatives aimed at optimizing energy efficiency throughout our operations. By closely monitoring and analyzing our energy consumption patterns, we will be able to identify areas where energy efficiency improvements can be made.





2025 TARGET: RETROFIT SOLUTIONS

Additionally to that by 2025, we aim to implement various retrofit solutions across our facilities, including energy-efficient lighting, insulation upgrades, and advanced HVAC systems, among others. These measures will significantly improve energy efficiency and reduce our environmental footprint. Looking ahead, we have set a target to obtain Leadership in Energy and Environmental Design (LEED) certification for our main buildings by 2030. By striving for LEED certification, we demonstrate our commitment to creating healthier and more environmentally responsible driving center facilities, promoting sustainable practices within our operations, and contributing to a greener future for the wider community.



WASTE

In our operations, we adopt various strategies to minimize waste generation, prioritize recycling, and promote the repair and reuse of materials whenever feasible. Our investment in a newer, connected fleet and proactive maintenance based on real-time data alerts has positively impacted our waste efforts. Monitoring and maintaining the correct tire pressure extends the life of tires, reducing the number we have to recycle or repurpose. Quick detection of windshield damage can often result in a repair, rather than replacement, lowering the number of windshields that need to be recycled. We expect that our steady migration from gasoline-fueled vehicles to CNG will also lower the amount of motor oil we use and recycle each year. Considering the specialized handling and disposal requirements for industry waste streams, we work closely with certified waste service providers to ensure strict compliance with local regulations.

In our commitment to waste reduction and responsible resource management, we have established ambitious targets for various aspects of waste management.

By the year 2030, we aim to reduce our paper consumption by 70% through the implementation of digital alternatives and improved document management practices.

This shift towards digitalization will not only reduce our environmental impact but also enhance operational efficiency.

Additionally, we have set a target to achieve 70% recycling of IT waste by 2025.

To ensure proper recycling practices, we will partner with certified waste management providers who adhere to environmentally sound disposal methods.

Furthermore, looking ahead to 2030, we strive to have 70% of our IT infrastructure designed to be both environmentally friendly and energy-efficient.

This includes implementing energy-saving technologies, optimizing data center operations, and utilizing equipment with high energy efficiency ratings. These targets reflect our dedication to minimizing waste generation, promoting responsible recycling, and maximizing the environmental and energy performance of our IT systems.



In line with our sustainability goals, we have set several targets for the coming years.



By 2030, we aim to achieve 40% environmentally friendly material purchases through our green procurement practices, ensuring that a significant portion of our procurement aligns with stringent environmental standards.



Furthermore, we have set a target to reduce water consumption by 40% by 2025. This will be accomplished through the implementation of various retrofit solutions, such as water-efficient fixtures, leak detection systems, and smart irrigation technologies.



Additionally, by 2030, we strive to utilize 70% environmentally friendly chemicals throughout our operations, promoting the use of non-toxic and biodegradable substances. These targets exemplify our commitment to sustainable practices and our continuous efforts to minimize our environmental impact.

The background image is a wide-angle photograph of a desert oasis. In the foreground, a calm body of water reflects the surrounding landscape. Several tall palm trees stand prominently, their fronds reaching towards a clear blue sky with a few wispy clouds. The water's surface is still, creating clear reflections of the trees and the sky. In the middle ground, a sandy area with more palm trees and some small structures is visible. In the background, a steep, rocky hillside rises, its surface a mix of brown and tan hues. The overall scene is peaceful and scenic, representing a natural environment.

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By adopting environmentally friendly practices and collaborating with stakeholders, we seek to create a positive and lasting impact on the environment while ensuring a sustainable future for generations to come.

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SOCIAL

At the core of our social strategy and organizational culture lies a solid foundation built upon shared values and strong relationships, which promote inclusive growth. We firmly believe that the ideal workplace is characterized by inclusivity, support, and trust that permeate across all levels of the organization, fostering a harmonious and collaborative environment.

4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



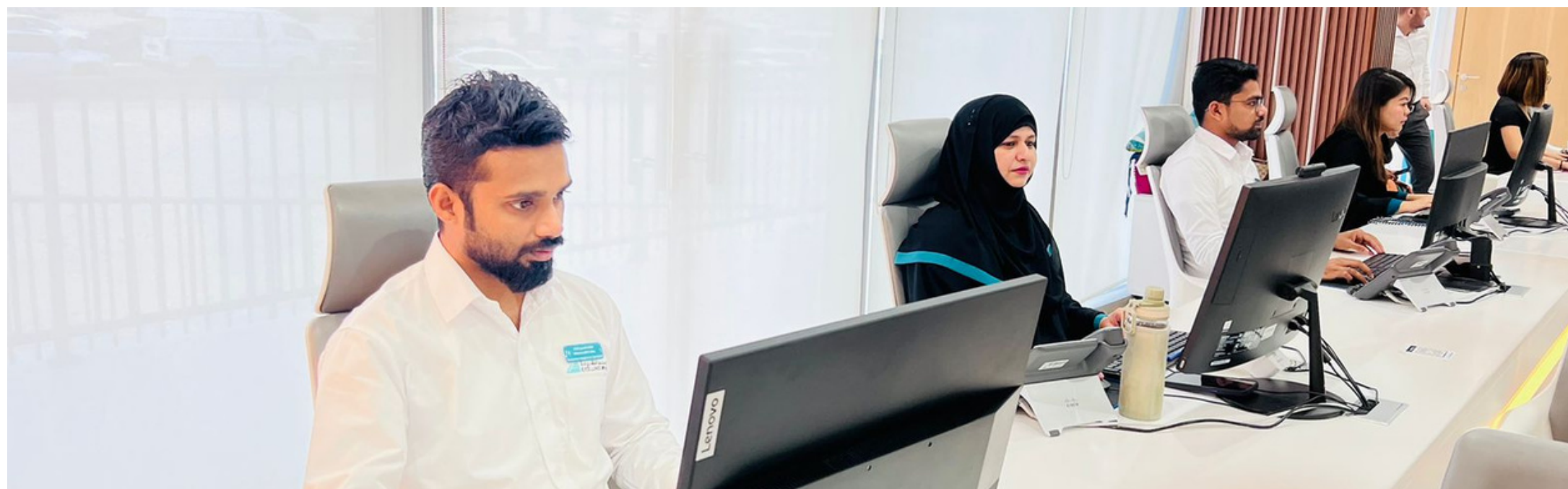


EDC TEAM

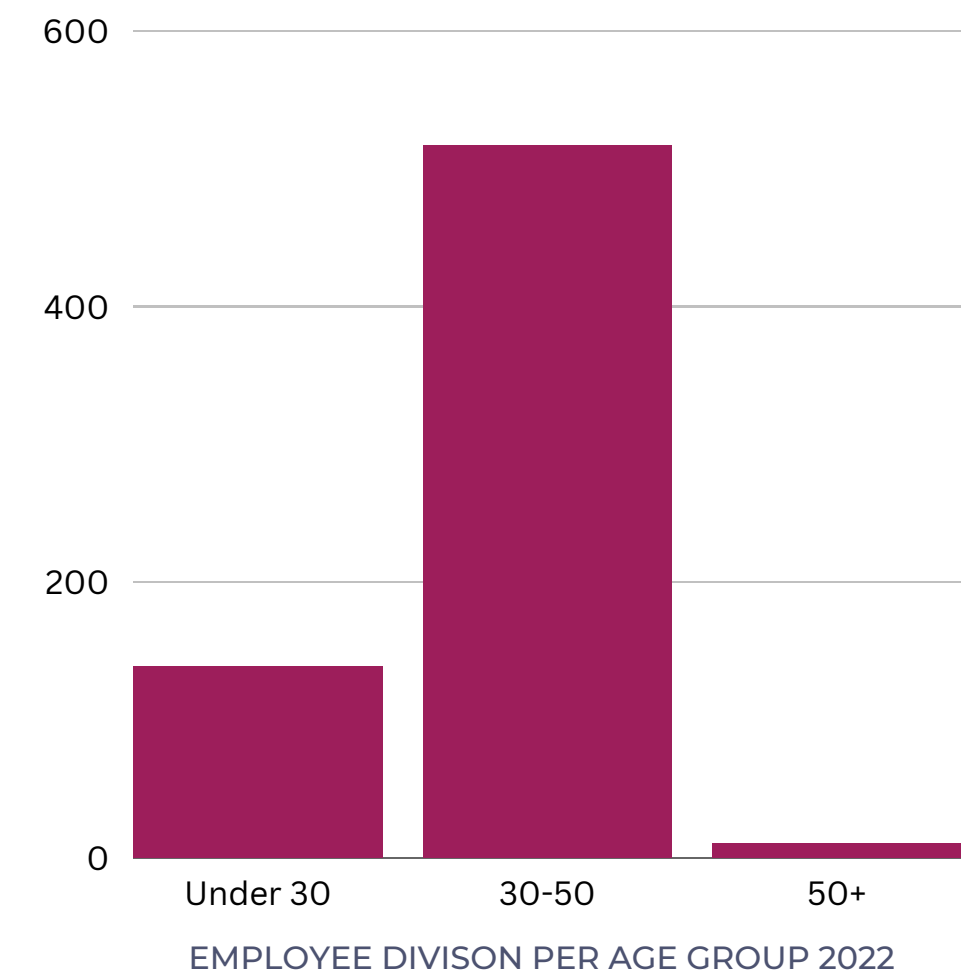
We acknowledge the importance of recognizing individual and team performance, while also encouraging personal and collective growth. We celebrate accomplishments, be they at an individual or collective level, acknowledging the contributions that drive our success.

Our unwavering support for our employees has always been a top priority, and it remains as such. We are committed to anticipating and responding to their evolving needs, ensuring their continuous growth, development, and well-being. By actively engaging with our employees, we create an environment that values their voices and concerns, allowing us to address their needs effectively.

Our social strategy and organizational culture revolve around shared values, nurturing strong relationships, and fostering inclusive growth. We encourage an inclusive and supportive workplace, built on trust and characterized by open communication, recognition of performance, encouragement of growth, and celebration of accomplishments. We are dedicated to prioritizing the growth, development, and well-being of our employees by proactively adapting to their changing needs.



Excellence Driving Center as on 2022 December had more than 600 employees. Our team members are the cornerstone of the Excellence Driving Center. They are not only our greatest asset but also the foundation upon which our success is built. We recognize the significance of fostering both visible and invisible diversity in our workforce representation as a crucial priority.



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Attract, hire, include, empower, advance, invest.



As a company serving a diverse customer base with varying needs and preferences, it is imperative that our workforce reflects the diverse demographics, preferences, and requirements of our clientele. We firmly believe that the more our team composition aligns with the diverse makeup of our customers, the better equipped we are to design and deliver products, services, and experiences that cater to their unique needs. This alignment enables us to foster stronger brand loyalty and build enduring relationships with our valued customers.

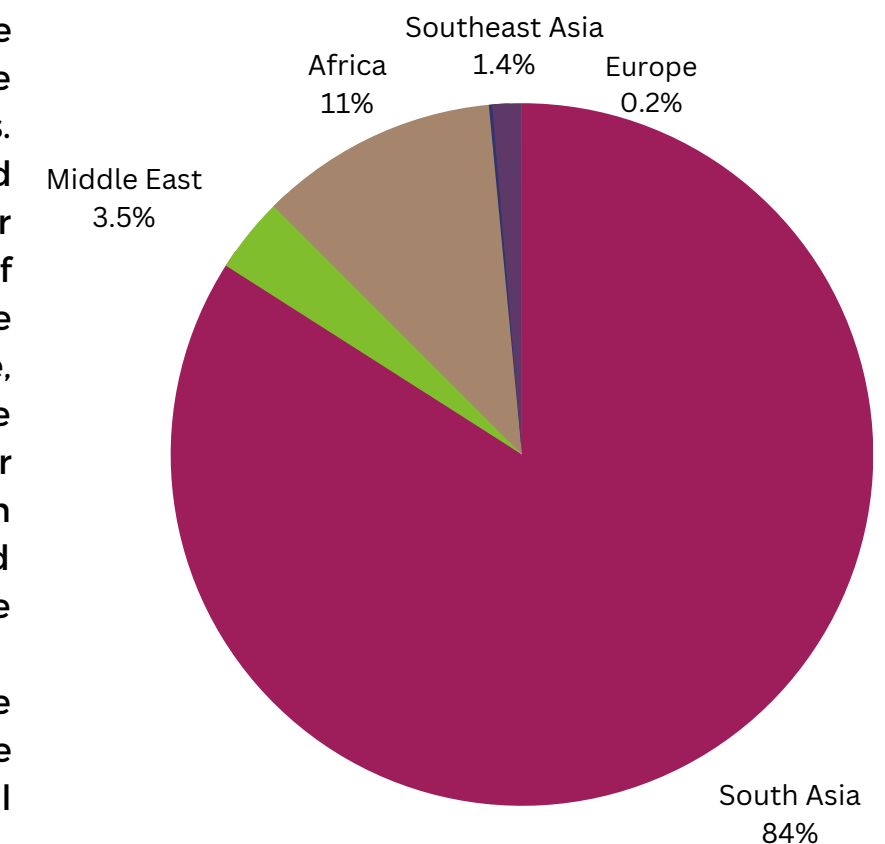
We understand that diversity encompasses not only visible aspects such as race, ethnicity, and gender but also the invisible dimensions that include diverse perspectives, experiences, and backgrounds. By embracing diversity in all its forms, we unlock the potential for creativity, innovation, and problem-solving within our organization.

We firmly believe that diversity acts as a competitive advantage in fulfilling our mission and undertaking our daily tasks. By embracing a diverse workforce, we gain a broader range of perspectives, experiences, and talents, enabling us to tackle challenges with greater creativity and innovation. Our commitment reflects our dedication to building an inclusive environment where every individual feels valued and has an equal opportunity to thrive.

Workforce of more than 25 nationalities

Our team leaders themselves hail from diverse backgrounds, showcasing the importance we place on embracing different cultures and nationalities. We recognize that cultivating empathy and understanding among team members is vital for fostering innovation through the utilization of cultural and national differences. Our diverse learning courses provide valuable knowledge, enabling individuals to navigate and appreciate different cultures effectively. Additionally, our collaborative projects serve as platforms for team members to collaborate, exchange ideas, and leverage their varied perspectives for innovative problem-solving.

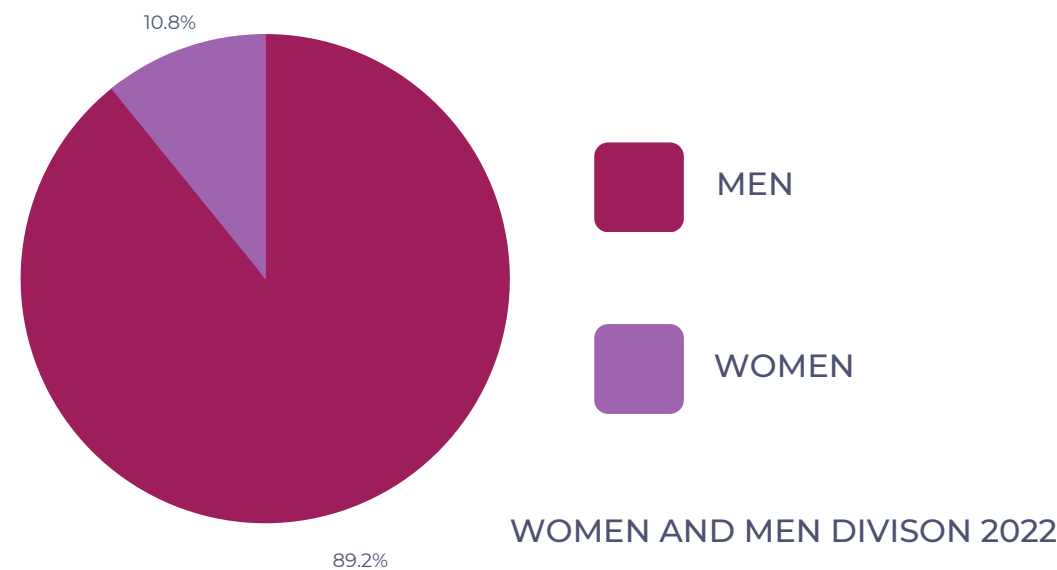
By emphasizing the significance of diversity, we empower our team members to thrive in an inclusive environment that promotes innovation and mutual respect across cultural and national boundaries.



EMPLOYEE DIVISION PER ETHNICITY 2022



EMPOWERING WOMEN IN OUR WORKFORCE



At present, women continue to face certain barriers and biases in the workforce. However, we firmly believe that by setting ambitious goals and taking proactive measures, we can drive meaningful change and create an environment where women can thrive and excel in their careers. We take great pride in our progress in achieving a balanced representation of women in leadership positions.

Currently, within our top management, 40% of key leadership roles are held by women.

We are committed to empowering women within our organization. We recognize the importance of fostering gender equality and creating a workplace that offers equal opportunities for all individuals.



In addition to our commitment to empowering women within our organization and promoting gender equality, in the Excellence Driving Center we have established a clear target:



to increase the representation of women in our workplace by 15% over the next five years.

We understand that empowering women requires a comprehensive approach. We are committed to fostering an inclusive work culture that promotes gender equality, providing a safe and supportive environment where women can freely express their ideas, contribute their unique perspectives, and participate in decision-making processes.

We also recognize that gender equality is not solely a women's issue but a collective responsibility. We encourage active engagement from all employees to challenge and overcome gender biases and stereotypes within our workplace.

By setting this ambitious target and implementing targeted initiatives, we are dedicated to creating a workplace that enables women to thrive and reach their full potential. In EDC we believe that achieving gender parity will not only benefit our organization but also contribute to building a more equitable society as a whole.



Fostering Talent Within Our Organization

At our company, we place a strong emphasis on recognizing and nurturing the talent that resides within our workforce. We firmly believe in providing growth opportunities and encouraging aspiring leaders to flourish within our organization. As part of our talent development strategy, we have implemented a proactive approach to internal recruitment and promotion.

Prior to seeking external candidates, we ensure that every new position is first announced and offered internally within our company. **For example, when an instructor demonstrates a keen interest and strong potential to become a master trainer, assessor, or team leader, we proactively offer them the opportunity to pursue this career advancement within our company. Similarly, for our customer representatives, we recognize their potential and dedication. As a result, we provide them with the opportunity to transition into roles such as sales executives or supervisors, allowing them to further develop their skills and contribute to the growth of the organization.** By doing so, we create an environment that not only values the contributions of our current employees but also inspires them to aspire to leadership roles. This approach serves as a powerful motivator for individuals to stay with our organization, grow professionally, and pursue their career aspirations.

By granting our internal talent the first opportunity to apply for new positions, we foster a sense of loyalty and commitment within our workforce. This practice not only showcases our confidence in the abilities of our employees but also instills a sense of trust and empowerment. It enables us to harness the potential of our existing team members and recognize their dedication, knowledge, and skills and to build a fulfilling and long-lasting career with us.



Employee Occupational Health and Safety



The well-being and safety of our employees are very important to us. We are committed to providing a safe and secure working environment, ensuring that our employees are equipped with the knowledge and skills necessary to navigate occupational hazards, using proven risk management principles to reduce workplace injuries and unplanned, complying with relevant health & safety legal requirements, and continuously improving our Health & Safety management systems. To ensure the highest standards of employee safety we have implemented ISO 45001:2018 occupational health and safety management system and we have designated an Occupational Health and Safety Officer. This officer is responsible for overseeing and implementing various safety measures, conducting risk assessments, and monitoring compliance with safety regulations.

Training Programs for Employee Health and Safety:

Monthly Training:

We conduct regular monthly training sessions to address specific occupational health and safety topics, ensuring that our employees remain up-to-date with the latest safety protocols and best practices.

Performance Improvement Training:

To further enhance employee safety, we offer performance improvement training, focusing on areas where additional skills and knowledge may be required to mitigate risks effectively.

RTA Mandatory Trainings:

As a driving school aligned with RTA Dubai, we ensure that our employees undergo the mandatory trainings prescribed by the RTA. These trainings cover a wide range of topics, including behavior in traffic, adverse driving conditions, hazard forecasting, defensive driving, accident protocols, first aid, and knowledge of traffic rules and regulations.

Fire Safety Training:

We provide fire safety training to equip our employees with the necessary skills to prevent and respond to fire-related emergencies effectively.



MENTAL HEALTH

As an organization, we understand the importance of providing opportunities for our employees to prioritize their mental health. To achieve this, Excellence Driving Center organizes monthly well-being events that aim to promote a healthy work-life balance and create a sense of community within our team. These events are designed to encourage engagement, relaxation, and overall well-being.

For example, we organize comprehensive healthcare checkup sessions for all our employees. These kinds of events allow them to take charge of their health and undergo necessary screenings and assessments. By providing access to healthcare professionals and valuable medical insights, we aim to empower our employees to make informed decisions about their well-being.



Recognizing the demanding nature of our driving instructors' roles, we offer stress relief sessions tailored specifically for them. These sessions provide valuable tools and techniques to manage stress, enhance relaxation, and promote overall mental and emotional well-being.

These well-being events have a positive impact on the mental health of our employees. By organizing regular activities and promoting a sense of community, we have created a supportive environment where individuals feel valued and connected. Our employees have reported increased job satisfaction, reduced stress levels, and improved overall mental well-being as a result of these initiatives. We believe that a happy and mentally healthy workforce leads to increased productivity, creativity, and success.

Another initiative we implemented to enhance employee well-being is to organize team games on a monthly basis. These games are designed to foster team spirit, collaboration, and a sense of community among our employees. Anyone from the team is encouraged to participate, creating an inclusive and engaging environment. These activities not only provide an opportunity for our employees to have fun and unwind but also offer a platform for them to showcase their skills and talents. Moreover, we introduce exciting prizes to add an element of friendly competition, further motivating our employees to actively participate in these events.





Supporting Local Community

During the reporting period, we also visited a Childs Determination Center, where we witnessed first-hand the determination and resilience of these young individuals. In recognition of the potential of one of the center's students, we took the opportunity to provide a fully paid scholarship.

This scholarship not only aims to provide the student with skills but also to instill a sense of empowerment and confidence. By providing access to education, we open new avenues for personal growth and independence, enabling them to embrace opportunities beyond their disabilities. Additionally, this act of giving reflects the belief that happiness is profoundly interconnected with philanthropy. We firmly acknowledge that by reaching out and supporting those less fortunate, we foster a deeper sense of purpose and satisfaction among our team and the broader community.

Moreover, we are proud to share that our commitment to empowering the next generation extends beyond the Child's Determination Center. As part of our dedication to fostering education and creating opportunities, our company also takes pride in providing scholarships to the children of our staff members. In 2022 we provided scholarships to 5 children of our staff members. By investing in the education of our team's offspring, we strive to contribute to their academic journey and future prospects.



TRAFFIC SAFETY

The introduction of automobiles has revolutionized people's lives by providing them with mobility, convenience, and the joy of driving. Over the years, the automotive industry has made remarkable progress, especially in the development of autonomous driving technologies and driver-assist features. Furthermore, the world is currently experiencing significant changes in its urban landscape due to rapid urbanization.

In 2022, there were 381 fatalities in the UAE caused by traffic accidents. According to the World Health Organization (WHO), approximately 3 million people die each year in traffic accidents globally. More than 90% of traffic accidents are caused by human error.

Without proactive measures, it is projected that traffic accidents could ascend to become the seventh leading cause of global mortality by the year 2030. Recognizing the gravity of this issue, our driving school places paramount importance on providing comprehensive and top-quality educational training for newly licensed drivers. We achieve this by employing highly skilled and experienced instructors who possess the expertise necessary to instill responsible and safe driving practices in our customers. By equipping them with the knowledge and skills required to navigate the roads with competence, we strive to contribute to the reduction of traffic accidents and devastating consequences.



In 2022 out of a total of 23,150 first attempt road tests conducted at Excellence Driving Center we achieved a pass rate of 33.32%.



We are proud to provide transparency regarding the pass rate of first attempt road tests, as this reflects our dedication to ensuring the highest standards of driver education and competency.



GOVERNANCE

We have established governance structures and policies to ensure responsible and ethical management of our business. These frameworks not only strengthen our company's operations but also form the foundation for our sustainability strategy. By implementing these structures, we can effectively address environmental and social issues, aligning our business practices with our commitment to sustainability.

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS





Our Management team is responsible for managing the day-to-day operations and implementing policies and strategies to achieve our goals. This is done in accordance with the guidelines set by the shareholders. The Chief Executive Officer (CEO), appointed by the shareholders, holds responsibility for operational and administrative functions, collaborating with the management team to enhance performance. It is the CEO's responsibility to implement any effective internal control systems and follow any recommendations made by auditors, external oversight bodies, and the shareholders.

In addition to the roles and responsibilities mentioned earlier, it is important to note that we foster open communication and transparency within our organization. To facilitate this, we hold weekly management meetings and an annual meeting where stakeholders, including shareholders, management, and employees, come together to discuss various aspects of the company. These meeting serves as a platform to exchange ideas, address concerns, provide updates, and collaborate on important matters. It reinforces our commitment to inclusive decision-making and ensures that everyone has a voice in shaping the future of our organization.



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STRENGTHENING GOVERNANCE FOR SUSTAINABLE FUTURE



CORRUPTION AND ANTI - BRIBERY

The Excellence Driving Center maintains a zero-tolerance policy towards corruption and bribery. We firmly assert that such practices have no place within our organization. To reinforce this stance, we have implemented a comprehensive set of policies, including our Purchase Policy and Work Ethics Policy, which explicitly state our refusal to engage in any form of corruption or bribery. These policies serve as guiding principles for all employees, highlighting our dedication to upholding ethical standards.

Promoting transparency and accountability is integral to our anti-bribery efforts. Approximately 60% of all company transactions are conducted using online transactions, ensuring detailed records of financial activities. Our finance department regularly examines these records, verifying that each transaction complies with both regulatory requirements and internal policies. To further strengthen our control measures, we have implemented a system of random audits. Each week, a selection of 5-6 transactions is randomly chosen and subjected to thorough scrutiny, leaving no room for potential violations to go undetected.

We also maintain a strict policy that any instructor found accepting bribes will face immediate termination of their working contract. This approach underscores our dedication to ensuring a fair and transparent learning environment, where the merit of customer's performance is not compromised.

As we strive for continuous improvement, we have set goals for the upcoming year to further strengthen our anti-bribery measures. One of our objectives is to **implement a comprehensive risk assessment related to corruption, enabling us to identify potential vulnerabilities and take proactive measures to mitigate risks. Additionally, we aim to develop and implement specific procedures addressing bribery, providing clear guidelines for our employees and stakeholders to recognize, prevent, and report any suspicious activities.**





DATA PRIVACY & INFORMATION SECURITY

We recognize the importance of keeping data safe and continue to invest in our data security as it relates to data privacy and the increasing cyber threats. As we move into an increasingly digital and connected world, making sure our customers' data is handled with care and kept safe is one of the key focuses.

We have deployed antivirus software and firewalls, which serve as critical layers of defense against malicious activities. Additionally, we have established a partnership with a reputable third-party provider to further strengthen our cyber security posture. They have installed agents on our endpoints to actively monitor for any attacks or threats. Their system promptly reports any detected security breaches, enabling us to take immediate action and mitigate risks effectively.

In terms of data management, we handle customer data with utmost care and diligence. All customer data is stored in a third-party database hosted on secure cloud servers. Regular backups are scheduled to ensure data integrity and availability. To maintain strict access controls, only authorized personnel, primarily software developers, are granted direct access to the database. We have implemented an IT policy that outlines stringent data protection measures, access rights procedures, and acceptable practices for our developers and employees.

In our commitment to fostering cyber security awareness among our employees, we have implemented various initiatives. Upon joining our organization, employees are required to sign our IT policy. Additionally, we regularly share cyber security awareness emails with our employees, keeping them informed about the latest threats, best practices, and precautionary measures.



Our goal for 2023 is to introduce physical training program on cyber security awareness for our employees.



A STRONG PARTNERSHIP: EXCELLENCE DRIVING CENTER AND RTA DUBAI



Alignment with RTA Guidelines:

Excellence Driving Center and RTA Dubai share a commitment to road safety. Recognizing that road accidents can be mitigated through effective driver education, both entities place a strong emphasis on instilling safe driving practices. By following the guidelines established by the RTA, we ensure that its instructors are well-versed in the latest regulations and best practices.

Continuous Improvement:

By collaborating closely with the RTA, we remain informed about any updates or changes in regulations and guidelines. This enables us to continually enhance its programs and deliver the most relevant and effective training to its customers. Through regular communication and feedback exchange, the partnership between Excellence Driving Center and RTA Dubai facilitates a continuous learning process.

The commitment to road safety, alignment with RTA guidelines, and dedication to continuous improvement are the driving forces behind this successful collaboration. By working together, both entities play an instrumental role in shaping competent and responsible drivers in the UAE. With our shared vision, we contribute to a safer and more secure road environment for all.

In the dynamic landscape of new driver training and road safety, the collaboration between Excellence Driving Center and the Roads and Transport Authority (RTA) Dubai has proven to be a powerful alliance. Both entities recognize the significance of their respective roles in promoting road safety and producing skilled drivers. The RTA, as the regulatory body, sets the guidelines and standards, while the Excellence Driving Center acts as the platform for imparting quality driver education. This collaboration acknowledges the importance of a comprehensive approach to driver training, combining theoretical knowledge with practical skills.

Shared Commitment to Road Safety:

Excellence Driving Center and RTA Dubai share a commitment to road safety. Recognizing that road accidents can be mitigated through effective driver education, both entities place a strong emphasis on instilling safe driving practices. By following the guidelines established by the RTA, we ensure that its instructors are well-versed in the latest regulations and best practices.

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MATERIALITY



MATERIALITY


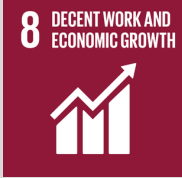
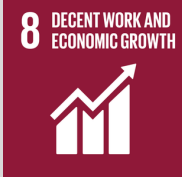


SUSTAINABLE DEVELOPMENT GOALS REFERENCE TABLE

SDG	TARGET	TARGET DESCRIPTION	SUMMARY OF EDC ACTIVITIES
 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.3	By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	Our driving center welcomes individuals of all genders, providing equal opportunities for women and men to enroll in our programs. Additionally, we have both female and male driving instructors who are qualified and experienced, ensuring that students have the opportunity to learn from instructors who understand and cater to their unique needs.
 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.4	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	Currently, we have established 15 branches across various locations, and we continue to expand our reach to ensure accessibility for as many individuals as possible. To further promote inclusivity and affordability, we have introduced special packages to make our driving center more accessible to diverse socioeconomic backgrounds.
 Achieve gender equality and empower all women and girls	5.5	Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	We are proud to have taken significant steps towards this goal by ensuring that 40% of our top management positions are filled by women. This commitment reflects our belief in the importance of diversity and gender balance in leadership roles.






SUSTAINABLE DEVELOPMENT GOALS REFERENCE TABLE



SDG	TARGET	TARGET DESCRIPTION	SUMMARY OF EDC ACTIVITIES
 <p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>	7.2	By 2030, increase substantially the share of renewable energy in the global energy mix	To address this target, we formulated and implemented a comprehensive solar panel plan. Looking ahead, we are determined to accelerate our efforts and aim to achieve 40% of renewable energy in our energy mix by 2023.
 <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	To ensure equal pay for equal work, we have established a clear policy that emphasizes fairness and transparency. Our remuneration system is based on an individual's skills, qualifications, and contributions rather than gender or any other discriminatory factor. Through different training programs, we provide the necessary support to help our employees realize their full potential and progress in their careers. Additionally, we prioritize the well-being of our employees, recognizing the importance of mental health and overall wellness. To promote a healthy work-life balance and support mental well-being, we organize monthly well-being events and initiatives
	8.8	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	At present, our center is proud to employ more than 600 individuals, comprising both women and men from diverse backgrounds. Our human rights policy is at the core of our commitment to achieving SDG 8.5. This policy outlines clear guidelines and principles to ensure that all employees are treated with respect, fairness, and dignity. It prohibits any form of discrimination based on gender, age, disability, or any other characteristic protected by law.



SUSTAINABLE DEVELOPMENT GOALS REFERENCE TABLE

SDG	TARGET	TARGET DESCRIPTION	SUMMARY OF EDC ACTIVITIES
 Take urgent action to combat climate change and its impacts	13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	In line with our commitment to improving education and awareness on climate change, we have started to report on sustainability while fostering a company-wide culture of awareness among our employees.
 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	16.5	Substantially reduce corruption and bribery in all their forms	We have adopted a zero-tolerance policy regarding corruption and anti-bribery to create a fair and transparent learning environment. Any instructor found accepting bribes, gifts, or any form of inducements will face immediate termination of their working contract. This approach underscores our dedication to maintaining the highest standards of professionalism and fairness.
 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	16.6	Develop effective, accountable and transparent institutions at all levels	One of the key initiatives we have implemented to promote transparency is the publication of our sustainability report. This report provides comprehensive insights into our center's activities, including our environmental, social, and economic performance. To enhance accountability, we maintain a clear organizational chart that outlines the hierarchical structure of our center. Every employee knows their role within the organization and understands how their contributions align with the center's overall objectives.

SUSTAINABLE DEVELOPMENT GOALS REFERENCE TABLE

SDG	TARGET	TARGET DESCRIPTION	SUMMARY OF EDC ACTIVITIES
	16.7	Ensure responsive, inclusive, participatory and representative decision-making at all levels	Our management practices emphasize open communication and accessibility. All employees have access to relevant information about the center's operations, policies, and decision-making processes. To facilitate this, we hold weekly management meetings and an annual meeting where stakeholders, including shareholders, management, and employees, come together to discuss various aspects of the company. These meetings serves as a platform to exchange ideas, address concerns, provide updates, and collaborate on important matters.
 <p>Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development</p>	17.17	Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	One of our most significant and valued partnerships is with the RTA. Through our partnership with the RTA, we gain access to the latest industry standards, regulations, and best practices. This enables us to align our driving education with the most current requirements, ensuring that our customers receive comprehensive and up-to-date training.

