

Global Sustainability Policy

POLICY DOCUMENT
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Introduction

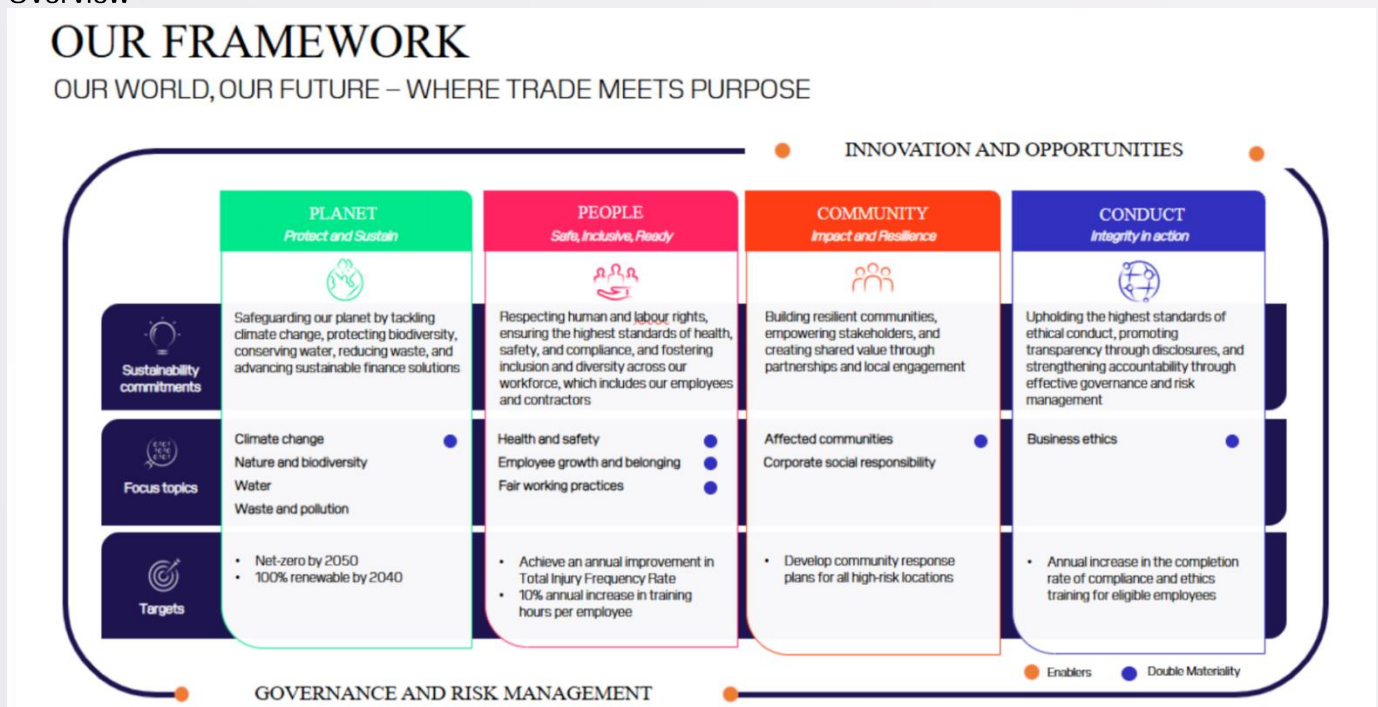
DP World is committed to conducting business responsibly and sustainably, creating long-term value for its people, customers, shareholders, communities, and the environment. Sustainability is integral to DP World's strategy, decision-making, and licence to operate, supporting resilient growth and responsible trade.

DP World demonstrates this commitment as a signatory to the United Nations Global Compact (UNGC), aligning its operations and strategies with the UNGC's Ten Principles covering human rights, labour, the environment, and anti-corruption. Through this commitment, DP World seeks to contribute positively to global development while managing ESG risks and opportunities across its value chain.

This Policy is informed by recognised international frameworks and standards, including:

- United Nations Sustainable Development Goals (SDGs);
- GRI Sustainability Reporting Standards;
- Universal Declaration of Human Rights;
- International Financial Reporting Standards (IFRS);
- Corporate Sustainability Reporting Directive(CSRD);
- International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work; and
- United Nations Guiding Principles on Business and Human Rights.

Overview



DP World's sustainability framework is structured around four core pillars:

- Planet – Protect and sustain;
- People – Safe, inclusive, ready;
- Communities – Impact and resilience; and
- Conduct – Integrity in action.

These pillars are supported by two enablers:

- Governance and risk management; and
- Innovation and opportunities.

Group Sustainability operates as a central coordinating function, positioned between external stakeholders and internal operations. It supports alignment between stakeholder expectations, targets, material priorities and disclosures.

Purpose

The purpose of this Policy is to:

- Establish a consistent sustainability governance structure across the Group;
- Clarify roles and accountabilities for sustainability topics across functions and regions;
- Support alignment of sustainability activities with Group strategy, materiality and disclosures; and
- Provide a clear reference for how sustainability is governed and coordinated across DP World.

This Policy addresses the following key ESG risks, which are also informed by ERM framework

- Environmental risks, including climate change, waste and pollution, water and biodiversity impacts;
- Health and safety risks affecting employees and contractors;
- People-related risks, including workforce practices and employee engagement;
- Community and social licence to operate risks, particularly in locations with direct local impacts;
- Governance, ethics and compliance risks; and
- Reputational and ESG rating risks arising from stakeholder expectations and disclosures.

Embedded controls include defined ownership of sustainability topics, Board-level and senior management oversight, internal governance forums, alignment to recognised disclosure frameworks, and internal assurance mechanisms.

Scope

This Policy applies to:

- All DP World entities under the Group's operational control or where we have majority ownership.
- We encourage the adoption of this Policy by joint ventures and other entities that do not fall under the above category.

All applicable entities are responsible for implementing this Policy in accordance with local laws, regulations, and operational requirements.

Policy

DP World's sustainability commitments are articulated under the following pillars:

Planet – Protect and sustain

- Focus Areas: Climate change, nature and biodiversity, water, and waste and pollution.
- DP World is committed to safeguarding the environment. The Group will:
 - Manage climate-related risks and opportunities and support the transition to a low-carbon economy;
 - Protect nature and biodiversity, including marine and coastal ecosystems;
 - Promote responsible water stewardship and pollution prevention;
 - Reduce waste; and
 - Advance sustainable finance activities to support environmental and climate-related objectives.

People – Safe, inclusive, ready

- Focus Areas: Health and safety, employee growth and belonging, and fair working practices.
- DP World is committed to respecting human and labour rights and fostering a safe, inclusive, and high-performing workforce. The Group will:
 - Uphold the highest standards of HSE by fostering a Zero Harm culture built on care for our people;

- Maintain the highest standards of health and safety;
- Promote fair working practices and ethical employment conditions;
- Support employee development, training, and wellbeing;
- Foster diversity, equity, and inclusion; and
- Extend these principles to suppliers and business partners where applicable.

Communities – Impact and resilience

- Focus Areas: Affected communities and corporate social responsibility.
- DP World is committed to creating positive social impact and strengthening the resilience of communities where it operates. The Group will:
 - Identify and manage impacts on affected communities;
 - Engage stakeholders through transparent and inclusive processes;
 - Deliver community investment and social responsibility initiatives aligned with local needs and global priorities;
 - Develop and maintain community response plans for high-risk locations; and
 - Provide strategic approach for identifying community related risks, delivering anchor programmes, tracking beneficiary data, and guiding CSR initiatives across the Group.

Conduct – Integrity in Action

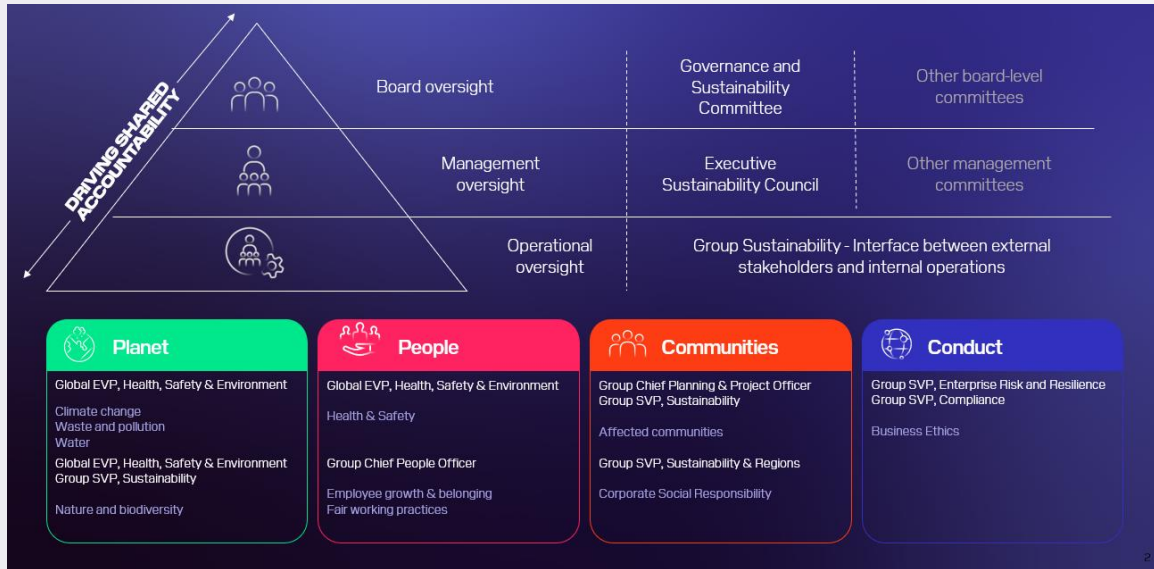
- Focus Areas: Business ethics.
- DP World is committed to the highest standards of ethical conduct, transparency, and accountability. The Group will:
 - Uphold strong corporate governance and risk management practices;
 - Implement policies and procedures to effectively manage compliance with applicable laws and regulations;
 - Deploy processes and systems designed to prevent corruption, bribery and other unethical behaviour;
 - Promote transparency through accurate, timely, and consistent disclosures; and
 - Provide regular ethics and compliance training for eligible employees.

Sustainability governance and oversight

Board-level oversight of sustainability matters is provided by the Board Governance and Sustainability Committee, which reviews sustainability strategy, material ESG matters and related disclosures.

Senior management oversight is provided through the Executive Sustainability Council, chaired by the Chief Operating Officer – Ports & Terminals. The Council provides a forum for senior management discussion, coordination and oversight of sustainability priorities.

Each sustainability topic is supported by an Executive Sponsor, aligned to the governance structure outlined in this Policy.



Reporting and disclosure

DP World aligns sustainability reporting and disclosures with recognised international frameworks as part of internal best practice and compliance-driven requirements.

Group Sustainability coordinates Group-level sustainability reporting and engagement with ESG ratings agencies, where relevant.

Subsidiaries are encouraged to rely on Group sustainability disclosures, unless separate reporting or filings are mandated by local legal or regulatory requirements.

Definitions and Terms

In this Policy the following definitions apply, unless the context requires otherwise:

Term	Definition
ESG	Environmental, Social and Governance
Group	DP World Limited and its subsidiaries
DP World	DP World Limited and its subsidiaries
CSR	Corporate Social Responsibility