



الاتحاد العقارية  
Union Properties

# ESG Report 2024



# Table of Content

<b>CEO &amp; BOARD MEMBER, ENG. AMER KHANSAHEB'S MESSAGE</b>	76
<b>EXECUTIVE SUMMARY</b>	77
<b>BOARD OF DIRECTORS OVERSIGHT</b>	78
<b>COMPANY VALUES</b>	79
<b>COMPANY OVERVIEW</b>	80
	81 OUR PEOPLE & CULTURE
	82 CORPORATE ORGANISATION CHART
	83 OUR OPERATIONS
	84 UNION PROPERTIES AT A GLANCE
	85 STAKEHOLDERS
	86 ESG PRINCIPLES & GOALS
	87 OUR FOCUS
	88 OUR JOURNEY
<b>ENVIRONMENT</b>	90
	95 SUSTAINABLE MATERIAL & PURCHASING
	96 PAPERLESS PROCESS IMPLEMENTATION
	96 URBAN FORESTATION
	97 SUSTAINABLE NURSERY
	97 WASTE MANAGEMENT & RECYCLING
	98 COMPANY-SPECIFIC INITIATIVES
<b>SOCIAL</b>	101
	112 KEY FACTORS IN 2024
	112 COMPANY-SPECIFIC INITIATIVES
	114 COMPANY AWARDS & RECOGNITION
<b>GOVERNANCE</b>	121
	123 HEALTH AND SAFETY
	126 LEGAL REGISTER
	127 RISK MANAGEMENT
	128 DIGITAL/IT INITIATIVES & CYBER SECURITY
<b>2025 PROJECTS</b>	130
	130 ESG CERTIFICATION
	130 NATIVE TREE PLANTING INITIATIVE
	130 IMPLEMENTING MULCHING MACHINES FOR SUSTAINABLE LANDSCAPING
	131 GREEN WASTE MANAGEMENT INITIATIVE
	131 THE MANGROVES INITIATIVE
	131 GROUP HSE INITIATIVE
<b>ANNEX</b>	170
	170 POWERS AND RESPONSIBILITIES OF THE AUDIT COMMITTEE
	171 COMMITTEE MEETINGS AND COMPOSITION
	171 KEY ACTIVITIES OF THE AUDIT COMMITTEE DURING 2024
	173 RELATIONSHIP BETWEEN EXTERNAL AUDITOR AND AUDIT COMMITTEE





## CEO & Board Member, Eng. Amer Khansaheb's Message

The year 2024 marked a pivotal year for Union Properties (UP) and its subsidiaries. As we overcame legacy challenges and chartered our growth story, we went through a lot of inward reflection to determine what course to set for ourselves. It gives me great pride to experience the alignment of the organization at all levels behind key moral values that we want reflected in how we do business, and how we impact our surroundings.

The outcome of this reflection can be witnessed in the design of our new projects. As we incorporate high standard specifications, utilising the latest innovations, to reduce the utility consumption of our buildings, and to support other industries' sustainability efforts, such as by enabling EV chargers in the carparking of our projects. The project designs also prioritize enabling its residents to fulfil their ambition in leading a healthy and productive life. Moving forward, our approach to future developments will continue to focus on utilizing the latest technologies and innovations to positively impact the environment and enhance the wellbeing of society.

Looking inward, we continue to evaluate our internal process, seeking opportunities for improvement in governance, and customer experience. We also take great pride in fostering a work environment that values diversity, inclusivity, and equity, knowing that these pillars are essential catalysts for innovation and development.

Looking ahead, Union Properties and its subsidiaries will continue to integrate these values into every aspect of our ESG strategy, ensuring they remain a cornerstone of our operations and decision-making processes. Our strategic vision is to not only meet but exceed stakeholder expectations, positioning ourselves as a leader in shaping a more sustainable and equitable future for everyone.

Sincerely,

**Eng. Amer Khansaheb**  
**CEO & Board Member**





## Executive Summary

Union Properties stands as a leader in sustainable real estate development in Dubai. Our 2024 ESG Report is a testament to our commitment to environmental stewardship, social responsibility, and exemplary governance.

We focus on elevating our customers' quality of life by delivering high-quality conditions and a diverse range of exceptional services, all while adhering to global standards and best practices. A prime example of our sustainability drive is the ongoing infrastructure upgrades in Motor City and Uptown Mirdif, aimed at enhancing green spaces, reducing power consumption, and improving pedestrian and cycling infrastructure, thereby contributing to a reduced carbon footprint and a superior living experience.

Our latest launched project, Takaya, is a prime example of these principles in action. Valued at AED1.6 billion, this mixed-use development aims to be a model of urban sustainability within the Dubai Motor City landscape. Offering 788 residential and commercial units, Takaya marks our dedication to eco-friendly construction methods and modern urban living needs.

Our journey is defined by a steadfast dedication to creating legacies that enrich communities and contribute positively to our environment and society.



## Board of Directors Oversight

The Board of Directors plays a pivotal role in setting standards and principles for internal control, providing objective and independent advice. This approach fosters an environment conducive to internal control that aligns with the Board's expectations and enhances the effectiveness of key committees, including the Audit, Risk & Compliance Committee, and the Executive Committee. Additionally, the Internal Audit Department operates under a Charter, endorsed by the relevant committees and the Board, with a consistent focus on ESG considerations.



**Mr. Mohamed Fardan  
Ali Al Fardan**  
Chairman



**Mr. Abdul Wahab  
Al-Halabi**  
Vice Chairman



**Eng. Amer Abdulaziz  
Hussain Khansaheb**  
Chief Executive Officer  
& Board Member



**Mr. Abdulrahman Sharaf**  
Board Member



**Mr. Saif Al Serkal**  
Board Member



**Mr. Darwish Abdulla Darwish  
Ahmed Al Ketbi**  
Board Member



**Ms. Afaf Al Kontar**  
Board Member



## Company Values

At the heart of our company are four core values. These values collectively shape our identity, drive our decisions, and inspire us to continually strive for greatness.

**Nurturing Growth & Committed to Care:** Our people are the heart of our organization. By prioritizing their well-being, fostering growth, and providing meaningful career paths, we create a workplace where individuals can thrive, innovate, and contribute to the ongoing success of our company.

**Our Relationships:** At the core of our interactions, integrity is our cornerstone, ensuring honesty and ethical conduct. Our commitment to reliability fosters trust, while transparency in communication promotes openness and clarity. United by pride in what we do, we build a foundation of collective accomplishment and dedication to excellence in our pursuits.

**Ethical Practices for Positive Impact:** We actively engage in ethical and responsible practices that positively impact the well-being of the communities we serve. We believe in conducting ourselves with integrity, fostering positive change, and contributing to a sustainable and thriving society.

**Excellence & Commitment:** We dedicate ourselves to maintaining high standards, ensuring that every task reflects our unwavering commitment to quality.

**Innovation & Determination:** We encourage creativity and resilience in the face of challenges. This commitment drives us to explore new possibilities and find inventive solutions.

### Mission:

Our mission is to realize ambitions by delivering diverse high-quality projects, enhancing our performance with cutting-edge design, technology and management to create dynamic investment opportunities for sustainable growth in the UAE.

### Vision:

Our vision is to provide best-in-class opportunities in the UAE real estate sector, empowering our customers to fulfill their ambitions.



## Company Overview

For over thirty years, Union Properties has been a significant contributor to Dubai's dynamic development landscape. Starting as a visionary enterprise, we have grown to become a key player in shaping the skyline and communities of Dubai. Our ethos, deeply rooted in the ethos of the city itself, transcends conventional construction, which is about creating sustainable, vibrant communities where quality of life is paramount.

In 2024, this ethos has evolved to meet the challenges and opportunities of a rapidly changing world. We are not just constructing buildings; we are crafting environments that are resilient, sustainable, and in harmony with the natural world. Our projects now are more than just physical structures; they embody our commitment to innovation, sustainability, and customer-centric development.

Our growth journey has been marked by a keen awareness of our environmental responsibilities. We have embraced green technologies and sustainable practices not as an option, but as a fundamental aspect of our business model. This commitment is visible in every project we undertake, each one a testimony to our dedication to sustainable development and a better future.

As we look forward, we are excited by the possibilities that the future holds. We are committed to continuing our journey of growth, innovation, and sustainability, striving to create not just buildings, but legacies that enrich communities and contribute positively to the environment and society.



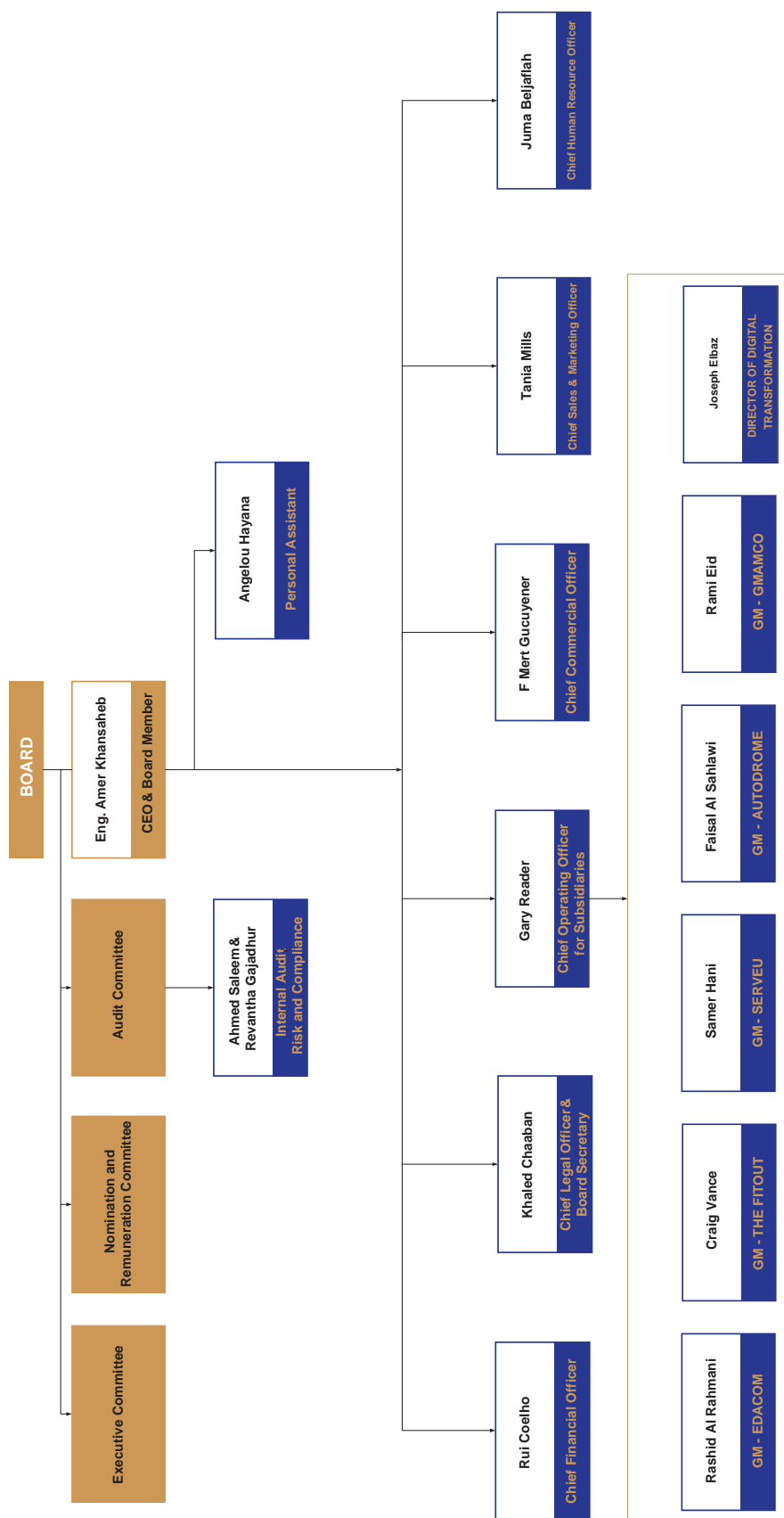


## Our People & Culture

Our people embody a set of core values that define our organization. Grounded in trust, experience, and pride in heritage, our diverse team thrives on innovation, future focus, and unity. Transparency is a key element in our communication, and our people share a limitless ambition that drives us to new heights. Together, these qualities drive us toward collective success and a sustainable future.



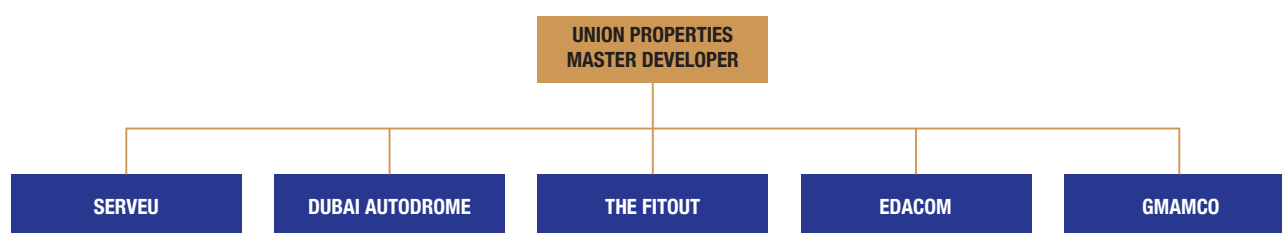
## Corporate Organisation Chart





## Our Operations

As visionaries in Dubai and the UAE, we maintain our position through landmark real estate ventures and the operational excellence of our subsidiaries. Dubai Autodrome, ServeU, The Fitout, Edacom and Gmamco each play integral roles in driving our success forward.



## Union Properties at a Glance

In 2024, our notable achievements underscored our unwavering dedication to ESG principles.

Installed over 5,000 solar panels, generating 5,638,804.34 kWh and feeding 447,413,750 kWh back to the grid, resulting in AED 900,000 in energy cost savings.

Launched an innovative project, Takaya in Motor City, blending modern living with natural serenity, marking a milestone in shaping the future of real estate.

CEO, Eng. Amer Khansaheb was named one of Forbes Middle East's 'The 100 Most Impactful Real Estate Leaders of 2024.

ServeU achieved significant progress in its paperless transition leading to a 39% decrease despite increased demand from new projects.

Expanded its workforce to 8,506 employees, representing 48 nationalities.

CEO, Eng. Amer Khansaheb was ranked 24th in Construction Business News ME's Top 100 Construction Giants.

Planted 77 Palm trees, 625 Ornamental trees, 158 Olive trees and 20,439 Shrubs in various UAE locations.

Awarded as the 'Real Estate Developer of the Year' at the Construction Innovation Awards 2024.

CEO, Eng. Amer Khansaheb was named among the 30 Real Estate Leaders Bringing Massive Transformation to the Gulf's Realty Sector.

Securely shredded 3,750 kg of paper and recycled 22,000 kg of metal scrap, reducing the need for virgin materials, conserving energy and cutting greenhouse gas emissions.

Proudly received the esteemed title of 'Most Influential Real Estate Thought Leader' at the UAE Realty Awards 2024.

ServeU holds essential ISO certifications, including ISO 9001, ISO 14001, ISO 45001, ISO 41001, ISO 30401, ISO 22301, and ISO 50001.

Reduced emissions by 25% compared to 2020, cutting 3,903.34 tons and achieving cumulative savings of approximately AED 5.3 Million over 5 years.

CEO, Eng. Amer Khansaheb was awarded "CEO of the Year" at the GCC Gov HR & Youth Awards 2024.

The Fitout upholds ISO 9001, ISO 14001, and ISO 45001 certifications and has completed its 2024 surveillance audit without non-conformities. It also holds FSC certification, emphasizing sustainable material sourcing.

Launched Edacom mobile and web app offering e-services such as move-in/move-out, access cards, work permits, fit-out NOC, facility booking, and online payments.

CHRO, Juma Beljafiah was recognized as one of the top pioneering CHROs in 2024 for driving employee engagement and organizational success through employee-centric initiatives.

Edacom achieved ISO 9001, ISO 14001, and ISO 45001 certifications, underscoring its commitment to quality and environmental management.

Upgraded drainage systems, installed dewatering systems and enhanced stormwater management to prevent flooding, improve water flow.

During the "A Guide for Residential Communities" ceremony organized by Dubai Police, Edacom and ServeU were honored for their impactful contributions to the community, with 8 out of 10 certificates awarded to both companies.

Six staff members from Edacom have earned the RERA M100 Certification, demonstrating continued excellence in development & learning.

Participated in Earth Hour by switching off lights at its facilities and client locations, saving 5,605.12 kWh of energy.

Edacom's GM, Mr. Rashid Al Rahmani was awarded during Durub Al Atta by H.E. Abdulla Mohammed Busenad for his exceptional leadership and his team's contributions in fostering creativity and positively impacting the community.

Launched an NFC-Powered Smart Asset Tagging solution, integrated with Microsoft Dynamics 365, improving asset management efficiency and reducing tracking time by 30%.



## Stakeholders

Our stakeholders are the cornerstone of our business. We understand that internal and external stakeholders are equally important and interdependent. This includes our customers, communities, employees, shareholders, regulators, service providers, and the environment. By aligning our objectives with the expectations of our stakeholders, we ensure that our business operations not only fulfil their immediate needs but also contribute positively to broader societal and environmental goals.



## ESG Principles & Goals

To solidify our position as a leader in the real estate sector and to drive sustainable growth, we have outlined a clear set of ESG principles and goals:



Our goal is to be recognized as the leading local real estate group in the Emirates, offering a breadth and depth of services unmatched in the industry.



We are committed to developing unrivalled, state-of-the-art integrated communities across Dubai, focusing on innovative design and sustainability.



We aim to offer best-in-class services and experiences across our managed communities, ensuring superior quality and customer satisfaction.



Attracting and retaining top talent is crucial for our growth and success. We are dedicated to creating a work environment that fosters professional development and innovation.



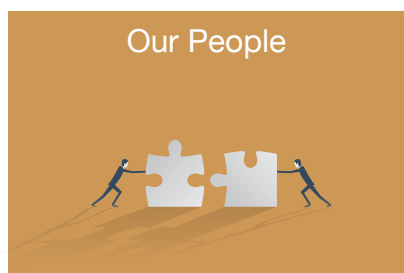
Focus on Return on Assets (ROA) and Return on Capital Employed (ROCE) to ensure sustainable growth and profitability.



Implement sustainable practices to increase Return on Equity (ROE) and Earnings Per Share (EPS), with the aim to consistently declare dividends.



Utilize our subsidiary portfolio to strengthen our Liquidity Ratio and optimize the Debt-Assets Ratio, ensuring financial stability and resilience.



Invest in our workforce to improve our Cost Efficiency Ratio, fostering a culture of efficiency and productivity.



## Our Focus

Our vision extends beyond current market demands, aiming to foresee and shape the real estate landscape of the future. As we navigate through our fourth decade, our zest for innovation and relevance to our stakeholders remains as vital as it was at our inception. Our forward-thinking approach positions us as a trendsetter in the industry.

Embracing the challenges of climate change, as highlighted by our CEO & Board Member, Eng. Amer Khansaheb, we are committed to sustainable development and climate-resilient solutions. This commitment is not just about building durable structures; it is about rethinking our approach to real estate in the face of environmental changes. We are integrating advanced technologies and resilient designs to create properties that are not only sustainable but also adaptable to the evolving climate.

Our focus on developing sustainable cities directly addresses global concerns like carbon emissions, energy efficiency, and water conservation. These efforts are crucial for creating environments that enhance the quality of life and foster community well-being.



## Our Journey

In our journey towards sustainability and excellence, we continue to align our practices with the UAE's visionary initiatives, particularly emphasizing the Dubai 2040 Urban Master Plan and the UAE Green Agenda 2015-2030. Governed by the regulations of the Dubai Financial Services Authority (DFSA) and the Dubai International Financial Centre (DIFC), our governance framework is evolving to incorporate these ambitious sustainability goals.

The Dubai 2040 Urban Master Plan, a blueprint for sustainable urban development, resonates with our vision for environmental stewardship and quality living. This plan's focus on green spaces and sustainable urban growth mirrors our commitment to integrating similar principles in our development projects.

Complementing this is our alignment with the UAE Green Agenda 2015-2030, guiding us in integrating sustainable practices and clean energy solutions. This agenda underpins our strategy in promoting sustainable lifestyles and fostering green growth, aligning with global sustainability standards.



**Recycling and Waste Management:** By 2040, we aim to establish smart recycling stations throughout these communities, contributing to a circular economy.



**Energy Efficiency:** Our vision includes retrofitting projects with BMS & Energy management systems, water sensor faucets, light sensors, and widespread installation of solar panels to promote energy efficiency and renewable energy adoption.



**Green Initiatives:** We plan to enhance greenery and create shaded areas to improve environmental comfort while planting the seeds for a sustainable future.



**Sustainable Agriculture and Recreation:** Our strategy includes polytunnels, recreational facilities, public parks and programs to promote active and healthy lifestyles.



**Educational and Health Initiatives:** We are committed to fostering community well-being through educational opportunities, health check-ups, and blood drives.



**Safety Education and Compliance:** We will continue to enhance safety education and compliance mechanisms for the benefit of our communities.



**Optimized Building Operations:** Our vision includes the integration of advanced systems for efficient building operations.



Our Takaya project, exemplifies our commitment to these sustainability principles, blending growth with environmental consciousness. This project is a milestone in our journey, reflecting our dedication to the UAE's vision of sustainable development.

As we progress towards these ambitious goals, we remain dedicated to transparency, accountability, and continuous improvement in our pursuit of sustainable development. Our journey is marked not just by adherence to regulations but by our active role in contributing to the UAE's transformative sustainability vision. We are committed to being a responsible, forward-thinking organization, contributing to a sustainable future.

## Responding to Market Trends

We recognize the importance of adapting to the evolving real estate landscape, influenced by customer preferences and technological advancements. Our strategies include significant infrastructure upgrades focusing on sustainability, such as those in Motor City, and a shift towards customer-centric initiatives that align with the global trend of increased sustainability awareness. These efforts reflect our commitment to staying ahead in a rapidly changing market by providing solutions that meet the current and future needs of our clients.



# ENVIRONMENT

Our dedication to environmental stewardship is a cornerstone of our operations. In alignment with the Dubai 2040 Urban Master Plan, we are unwavering in our commitment to creating developments that harmonize with nature, optimize resource use, and minimize environmental impact. This commitment extends across various aspects, including renewable energy, sustainable material sourcing, and urban forestation. Each initiative stands as a testament to our resolve to create eco-friendly and resilient communities.



## Energy Savings & GHG Emissions

Our sustainability strategy is deeply rooted in our commitment to renewable and alternative energy, with several key initiatives underway across the group. We're harnessing solar energy in our developments, significantly cutting down on traditional energy dependency and affirming our pledge to clean energy. Our construction approach prioritizes energy efficiency through natural lighting, enhanced insulation, and intelligent systems, yielding properties that are both sustainable and cost-effective.

In 2024, Dubai Autodrome continued to make significant strides in sustainable energy usage by fully operationalizing its solar panels across both the Dubai Autodrome and Dubai Kartdrome venues. This initiative saw the completion of over 5,000 solar panels, which collectively generated a remarkable 5,638,804.34 Kilowatt-Hours of power. Demonstrating a commitment to not just self-sufficiency but also community contribution, Dubai Autodrome fed 447,413,750 Kilowatt-Hours back into the public electricity system, aiding in the power supply across various neighbourhoods in the Emirate.

This shift towards renewable energy sources has yielded substantial financial benefits. For the year 2024, Dubai Autodrome achieved energy cost savings of approximately AED 900,000.



### SOLAR ENERGY FIGURES 2024

	<b>ENERGY PRODUCED (kWh)</b> 5,638,804.34
	<b>CO2 AVOIDED/YEAR</b> 3,677.66 Metric Tons
	<b>CARS REMOVED/YEAR</b> 780.82
	<b>SMART PHONES CHARGED</b> 447,413,750



## Energy Management Edacom

As part of our sustainability program, we began our initial efforts at Motor City in 2020 to reduce energy consumption. In 2024, as part of its ongoing energy management program, Edacom implemented several significant initiatives to further reduce energy consumption and enhance overall energy efficiency. These measures have been carefully designed to optimize energy use across all facilities and contribute to the company's sustainability objectives.

### Our effort

#### 1. BMS Upgrades and Delta T:

This initiative focuses on upgrading and enhancing the Building Management System (BMS) and Delta T to improve energy management and operational efficiency. As part of the project, BTU sensors have been installed at various chilled water network headers across different floors to collect data. This data is analyzed to optimize the operation of the chilled water system, ensuring it runs under optimal or on-demand conditions. The goal is to achieve efficient and sustainable operations, meeting the targeted Delta T parameters, while also reducing energy consumption and promoting conservation.

The project will eventually be expanded across all buildings, ensuring that the entire system benefits from enhanced monitoring and data-driven insights. This proactive approach will further optimize energy usage and contribute to Edacom's ongoing commitment to improving sustainability and operational performance across its assets.

**2. LED Adoption:** In line with its commitment to reducing its carbon footprint, Edacom continues to transition to energy-efficient LED lighting across all its premises. LEDs consume significantly less power compared to traditional incandescent or fluorescent lights and have a longer lifespan, further reducing energy consumption and maintenance costs.

**3. FAHU Upgrades:** In line with sustainability and energy management practices, Edacom is in process of completing a mock-up, which includes the replacement of heat recovery wheels and the transformation of FAHU operations to an on-demand control system, utilizing the latest technology in VFD/Control unit components.

**4. Additional Initiatives:** In addition to these primary measures, Edacom is exploring other innovative strategies to further improve energy management. This includes the installation of smart meters for improved energy monitoring, optimizing building insulation to reduce heating and cooling needs, and conducting energy audits to identify additional areas for improvement.

These actions are part of Edacom's broader commitment to sustainability, aiming at not only reducing operational costs but also contributing to environmental stewardship by lowering the company's overall carbon emissions. By integrating these energy-saving technologies and practices, Edacom is paving the way for a more sustainable, energy-efficient future.





## UP ASSETS OVERALL ENERGY MANAGEMENT DASHBOARD

Baseline Emissions (Kgs)

25.79 Millions

Actual Emissions (Kgs)

18.58 Millions

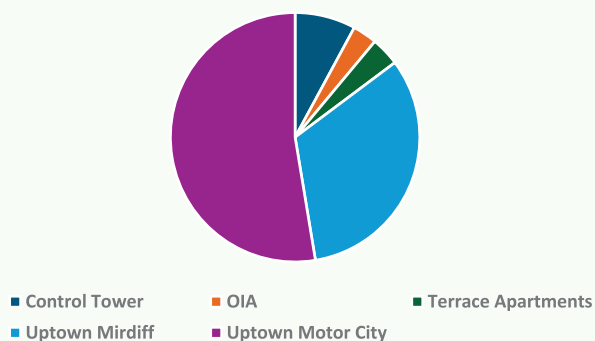
Emissions Reduction (Kgs)

7.13 Millions

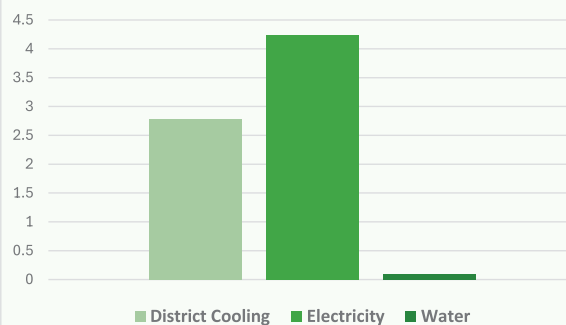
Emissions Reduction (%)

27.70%

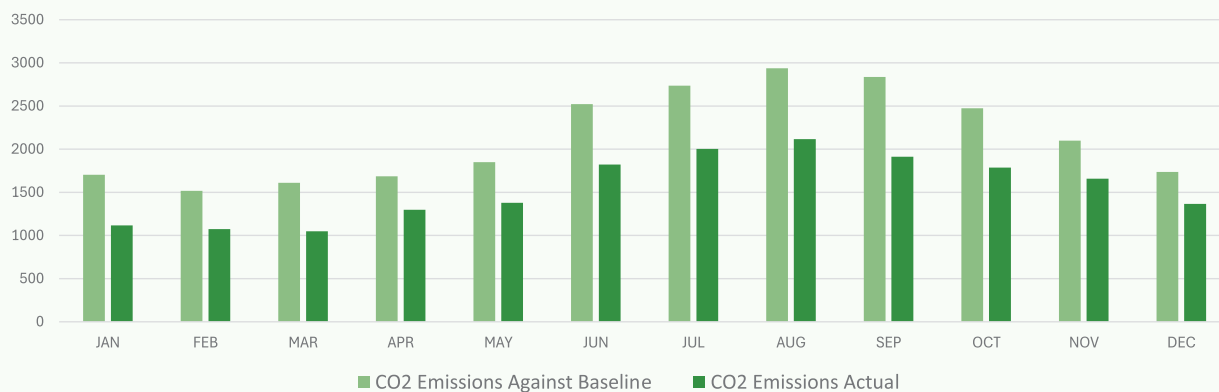
Emissions Reduction Breakdown By Project



2024 Actual Emissions Reduction By Utility  
In Million Kgs



CO2 Emissions 2024 Actual Vs Baseline



Number of trees saved due to emissions  
reduction against baseline

324,090 Trees



Equivalent Smart Phones charged based on  
Carbon Emissions Savings against Baseline

1.6 Billions Phones

### UP ASSETS OVERALL ENERGY MANAGEMENT DASHBOARD

**Baseline Cost (AED)**

**34.73 Millions**

**Actual Cost (AED)**

**24.99 Millions**

**Cost Reduction (Kgs)**

**9.08 Millions**

**Cost Reduction (%)**

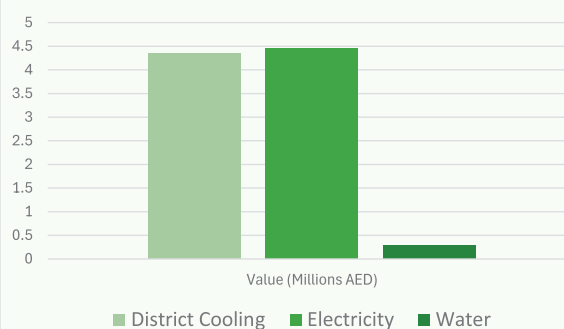
**25.50%**

Utilities Cost Reduction Breakdown By Project

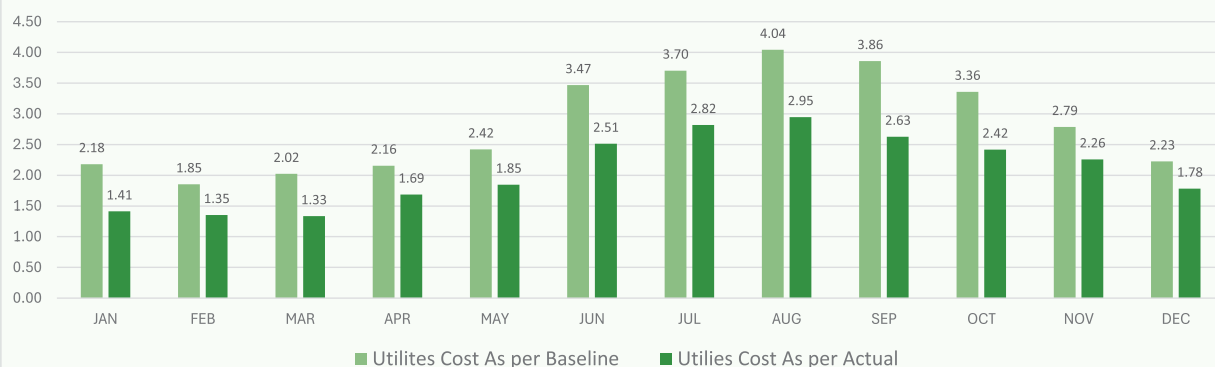


Control Tower   OIA   Terrace Apartments  
Uptown Mirdiff   Uptown Motor City

2024 Actual Cost Reduction By Utility  
In Million AED



Utilities Cost (2024 Actual Vs Baseline)  
In Million AED





## Installation of Solar Panel at ServeU and The Fitout

**ServeU and The Fitout**, as subsidiaries of Union Properties, jointly manage and share a common portfolio of building operations. As part of the company's broader strategy to adopt sustainable practices and reduce its environmental impact, management has decided to install solar panels on the roof of the building in 2025. This solar energy initiative will help decrease the facility's reliance on traditional power sources by harnessing renewable energy. By integrating solar panels, the company not only aims to reduce its energy costs but also seeks to make a positive contribution to environmental conservation. This move aligns with the commitment to global sustainability trends, reducing its carbon footprint, and fostering cleaner, more energy-efficient business models.

Furthermore, the energy generated by the solar panels will be used to power both the joinery machinery and office spaces, reinforcing the company's dedication to renewable energy and environmental stewardship. Over time, this investment in solar energy will deliver long-term operational cost savings while advancing the company's corporate social responsibility (CSR) objectives, positioning it as a forward-thinking and environmentally responsible organization.

This new initiative, will significantly reduce our reliance on conventional energy sources, thereby reducing the CO2 emissions associated with our operations. By shifting to renewable energy generated by solar panels, we aim to decrease the amount of electricity sourced from the grid, which will directly reduce our carbon footprint.





## Sustainable Material & Purchasing

Our approach to sustainability extends beyond energy efficiency and into the materials and procurement processes we employ. We are committed to a comprehensive green procurement plan that ensures sustainability is woven into every aspect of our operations.

We have developed a green procurement strategy that involves close collaboration with our clients, ensuring that our projects adhere to the highest standards of environmental responsibility. This strategy is not just about fulfilling contractual obligations; it is about leading the way in sustainable development practices.

An example of our commitment is evident at ServeU, one of our key subsidiaries. In 2024, ServeU continued a significant initiative to replace units containing R22 refrigerant gas with environmentally friendly alternatives such as R32, R1343A, and R410 refrigerants. Additionally, a refrigerant gas recovery mechanism was implemented to reduce emissions during maintenance works. This not only aligned with global environmental standards and local authority guidelines but also demonstrated our proactive approach to reducing our ecological footprint.

Our dedication to sustainability is further exemplified in our joinery operations. The Fitout, another subsidiary, is committed to using green materials and eco-friendly practices. This includes sourcing sustainable timber and other materials that meet environmental standards, ensuring that our constructions are not only aesthetically pleasing but also environmentally sound.

When selecting suppliers and materials, we consider the entire lifecycle impact of products. This includes analysing the sourcing, usage, and end-of-life disposal to ensure that every aspect of our supply chain contributes to our sustainability goals.

We invest in training our procurement teams and stakeholders in sustainable purchasing practices. This ensures that everyone involved in our procurement processes is aware of our sustainability goals and is equipped to make decisions that align with these objectives.

Adding to our sustainable practices, Gmamco's adoption of advanced technologies has led to significant energy savings and a reduction in CO2 emissions. By transitioning to more energy-efficient processes, we have achieved a notable decrease in our carbon footprint. This strategic move reflects our commitment to not only enhance operational efficiency but also to contribute proactively to our sustainability targets.

Moving forward, we are exploring further opportunities to expand our sustainable procurement practices. This includes forming more partnerships with suppliers who are leaders in sustainability and integrating innovative technologies to track and ensure the sustainability of our supply chain.



## Paperless Process Implementation

In 2024, ServeU, a subsidiary of Union Properties, continued its paperless transition project, targeting a 75% reduction in paper usage. Based on paper ream consumption data, the first half of the year saw a significant reduction, with the largest drop of 39%, reflecting the impact of digitalization efforts. However, from August to December, paper usage increased due to new projects and additional locations, leading to higher operational demands. Despite this, the overall trend demonstrates ongoing progress in resource efficiency. Future initiatives will further enhance digital integration to minimize paper dependency.

## Urban Forestation

Strong emphasis is placed on environmental sustainability, particularly through the integration of urban forestry in existing communities and future developments. Advanced landscaping initiatives are underway to enhance the green spaces within current communities, contributing to an improved environmental quality and aesthetic.

This commitment is deepened with a focus on sustainable practices from the planning stage. Central to this is the use of timber sourced in compliance with Forest Stewardship Council (FSC) standards, ensuring responsible forest management and sustainability in construction materials. This approach not only adheres to environmental stewardship but also aligns with our goal of enhancing community well-being and ecological health in every aspect of our developments.

In 2024 ServeU's commitment to environmental sustainability, made significant strides in enhancing green spaces and managing waste responsibly. The team successfully planted 77 Palm trees, 625 Ornamental trees, 158 Olive trees and 20,439 Shrubs enhancing the aesthetics and environmental quality of urban areas. These trees not only beautify the surroundings but also contribute to air purification.

In addition to the above achievements, ServeU has implemented a tree planting initiative focused on selecting long-lasting tree species to avoid the need for frequent replacements. Instead of planting short-lifespan trees, such as Cordia Sebestia trees we have opted for trees like the Tabebuia Rosea and Hibiscus Tiliaceus which have a longer lifespan. This approach not only reduces the effort and costs associated with frequent tree replacements, but also contributes to greater environmental sustainability as the long-lasting trees help improve air quality, provide shade and support urban biodiversity over an extended period.





## Sustainable Nursery

ServeU has launched a sustainable nursery to promote biodiversity and environmental stewardship. Focused on drought-tolerant, pollinator-friendly native plants, the nursery aims to restore ecological balance and enhance green spaces. Designed with sustainability at its core, it will utilize organic farming practices and renewable resources to minimize waste.

Additionally, ServeU has engaged in communities through workshops and educational campaigns to raise awareness about sustainable landscaping and its benefits. While challenges like erratic supply chains for temporary plants persist, ServeU remains committed to delivering eco-friendly and high-quality landscaping solutions.

## Waste Management & Recycling

In 2024, ServeU, in collaboration with Endoshred, securely shredded and disposed of 3,750 kg of paper, ensuring the confidentiality of sensitive documents. ServeU also implemented a recycling plan for metal waste, leading to the proper segregation and disposal of 22,000 kg of metal scrap which was managed through our waste management supply chain. This effort not only contributed to organizing workspaces, but also played a vital role in resource conservation. By recycling this substantial amount of metal, ServeU effectively reduced the need for raw material extraction, conserving energy, and reducing greenhouse gas emissions.

In a parallel effort, The Fitout's approach to waste management shows their commitment to environmental sustainability. Central to their operations is a robust waste management system, emphasizing waste prevention, reduction, reuse, and recycling. This system is augmented by comprehensive waste tracking and documentation, ensuring that environmental protection is maintained throughout every stage of operation.




### CERTIFICATE OF DESTRUCTION

**CUSTOMER NAME:** SERVEU (LLC)

**SERVICE LOCATION:** Umm Ramool, Dubai, UAE

**SERVICE ORDER NO:** SO/0224/0068

This is to certify that EndoShred successfully shredded and destroyed beyond recognition all of customer's confidential materials and data on-site, details are below. All of the shredded materials will either be recycled or safely disposed in compliance with the UAE Government laws and regulations.

The collected materials were never manipulated or otherwise modified prior to them being shredded.

Vehicle No: S - 83712

Service Date(s): Monday, 5<sup>th</sup> of February 2024

Shredding Description: On-site Secure Shredding Service of confidential documents

- Total Weight of Shredded Materials: 3,750 kgs.

EndoShred extends warm congratulations to your team for taking this step towards contributing to a greener future.

Thank you for Your Business.

5 February 2024

---

DATE



"Shredding for security,  
Recycling for the Future"



Rifa Esliaz  
CEO, Head of Business & Strategy

---

SIGNATURE

P.O. Box 214743, Dubai - UAE | T: +971 4 431 0337 | E: mail@endoshred.com | www.endoshred.com

## Company-Specific Initiatives

### Sustainable Wood Waste Recycling

The Fitout's robust waste management system focuses on preventing, reducing, reusing, and recycling waste. Wood powder generated in the factory is repurposed as bedding for poultry farms, later processed into green fertilizers, creating a circular economy. By utilizing 250-300 tons of wood powder annually, this initiative reduces environmental impact, supports sustainable agriculture, and promotes waste recycling.

### Sustainable Furniture Donation Initiative

Edacom's initiative focuses on collaborating with housekeeping companies to collect used furniture from households. Reusable furniture is donated to charitable causes, aligning with Dubai's zero-waste strategy. This practice reduces landfill waste, extends furniture lifecycles, and supports social welfare by providing valuable items to those in need. Edacom's efforts contribute to a sustainable circular economy while supporting Dubai's environmental and social goals.

### Reduction in Electrical and Water Consumption

Edacom's commitment to sustainability is evident in its successful reduction of electricity, water and district cooling consumption. In 2024 alone, the company achieved a remarkable 27.7% reduction in emissions compared to 2020, equivalent to 7.13 million kilograms.

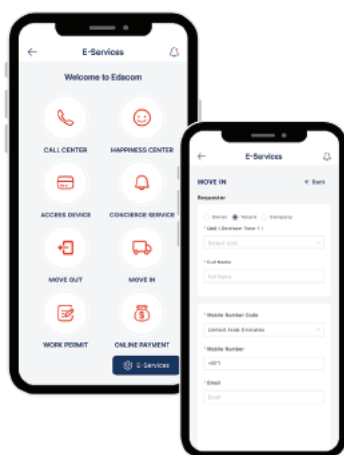
Over a 3-year span, Edacom's efforts have cumulatively led to a remarkable reduction of 22 million kilograms of emissions, translating into a financial saving of AED 17.48 Million.

### Implementation of Online e-Service Modules

As part of its commitment to sustainability, Edacom has embraced digital transformation by implementing advanced online e-service modules, fostering a paperless management environment. This strategic move empowers community members to efficiently manage service requests, track progress, access property details, communicate, and make online payments. This initiative significantly reduces paper usage and minimizes the need for physical office visits, aligning with Edacom's environmental objectives.

### Launch of EDACOM Mobile and Web App

Edacom, has also launched a new mobile and web app as part of its commitment to improving the community experience. The app offers a range of e-services, including move-in / move-out requests, access cards, work permits, fit-out NOCs, facility bookings and a happiness centre, in addition to online payments and financial statements.



Click the E-Services button to access the community's E-service portal where various services are available (e.g., move-in/out, access cards, making service charge payments)



## Enhancements in Motor City

Edacom has been progressing with upgrading the Centralized Chilled Water (CHW) insulations in various buildings within Motor City. This ongoing project plays a key role in enhancing energy efficiency and driving down utility costs for residents. Through these continuous investments in energy-efficient solutions, Edacom is helping to pave the way for a greener future in Motor City.

## Stormwater Project

Enhancing assets and portfolios over time is crucial for ensuring the comfort and safety of residents in the community. Edacom places great emphasis on customer satisfaction and is dedicated to continually improving the living environment. In response to the heavy rains experienced in the United Arab Emirates in May 2024, Edacom took significant and proactive steps to improve stormwater management and ensure better resilience against future weather events.

The company has been progressively implementing advanced measures to manage stormwater, focusing on preventing flooding and minimizing water damage. These actions include the continuous upgrade of drainage systems, the enhancement of water flow management infrastructure with the installation of dewatering systems, and the regular maintenance of the network through major sewerage and stormwater jetting. These improvements ensure the network is always prepared for rainy conditions and that excess rainwater is handled more efficiently through sustainable solutions.

By taking these proactive steps, Edacom is not only enhancing the safety and comfort of residents but also contributing to the long-term sustainability and resilience of the communities it serves, ensuring that they are well-prepared for future weather events. This initiative demonstrates Edacom's commitment to enhancing the quality of life and delivering lasting value to its customers.





## Earth Hour 2024

ServeU actively participated in Earth Hour by switching off lights across its facilities and client locations, reinforcing its commitment to environmental responsibility. The initiative also served as an educational opportunity for employees, highlighting the importance of resource conservation. Through this effort, ServeU achieved a total energy savings of 5,605.12 kWh, demonstrating its dedication to sustainability and energy efficiency.

## Enhancing and Expanding Our Robot Team

As part of ServeU's sustainability initiative, we've introduced a team of advanced cleaning robots at Abu Dhabi Airport. Leomop provides eco-friendly cleaning with 10 hours of operation, Rex efficiently covers large areas while reducing water consumption, and LionsBot enables real-time monitoring through mobile app management. These robots are enhancing both sustainability and efficiency at Terminal A, marking a significant step in our environmental efforts. ServeU is now expanding robotic cleaning across all valid client sites. This innovation will drive environmental sustainability and improve cleaning efficiency, positioning ServeU as a leader in tech-driven and sustainable cleaning solutions within the industry.

## Technological Advancements in Operations

As part of our ongoing commitment to sustainability, Gmamco has continued to integrate advanced, energy-efficient technologies to enhance both productivity and environmental responsibility. In 2024, the company's continued use of energy-efficient laser cutting machines has further optimized operations, increasing output while reducing resource consumption. These machines have significantly boosted productivity, enabling us to accomplish the work of two plasma cutting machines in a single day.

Furthermore, Gmamco's implementation of laser welding technology has enhanced both manufacturing precision and energy efficiency. This move reflects our commitment to reducing energy dispersion, minimizing emissions, and fostering environmentally conscious production practices. Through these technological advancements, Gmamco continues to pursue operational excellence while making a positive contribution to both the environment and sustainable production practices.



## SOCIAL

Our social responsibility goes hand in hand with our commitment to creating exceptional real estate developments. We recognize that buildings are not just structures but spaces where communities thrive. Our projects are designed to foster social interaction, cultural expression, and community engagement. We prioritize safety, inclusivity, and accessibility in all our developments. Our commitment extends to the well-being of our employees and the communities we serve, with initiatives aimed at education, skill development, and supporting local businesses. Our approach is people-centric, ensuring that each project we undertake enhances the lives of those who interact with it.

### Leadership and Industry Collaboration

As a testament to Union Properties' commitment to Environmental, Social, and Governance (ESG) principles, our CEO and Board Member, Eng. Amer Khansaheb, has actively engaged in several key initiatives and collaborations. These engagements highlight his leadership and dedication to driving positive change within the real estate and facilities management sectors.

### LiveableCitiesX Summit 2024

CEO and Board Member, **Eng. Amer Khansaheb**, participated in an insightful panel discussion titled "Harnessing Expertise: Multi-Stakeholder Partnerships Driving Urban Net-Zero Strategies." The session delved into innovative approaches to sustainable urban development, highlighting the critical role of cross-sector collaboration in achieving net-zero goals. It brought together industry leaders and visionaries for an engaging exchange of ideas.





## International Real Estate & Investment Show Abu Dhabi 2024

CEO and Board Member, **Eng. Amer Khansaheb**, represented **Union Properties** at the International Real Estate & Investment Show Abu Dhabi 2024. He took part in an esteemed panel discussion on new government regulations and initiatives designed to enhance investment opportunities. The event provided a unique opportunity for investors from around the world to explore top investment options and gain valuable insights into current market trends.



## MENA Investment Congress 2024

CEO and Board Member, **Eng. Amer Khansaheb**, represented **Union Properties** at the MENA Investment Congress 2024, where he engaged in insightful discussions with Mr. Ziad Zein, President of the CFA Society Emirates, alongside other industry experts. The two-day event focused on cutting-edge investment strategies for the digital age, with a particular emphasis on investments, sustainable urban growth, and new opportunities for strategic partnerships. This participation underscores **Union Properties'** ongoing commitment to driving innovation and shaping the future of real estate.





## Innovating Future: Visionary Leadership

The interview of the CEO and Board Member, **Eng. Amer Khansaheb**, captures the cover story of 'Finance World Magazine' and showcases CEO's outstanding leadership and visionary approach that continues to drive a legacy of innovation and sustained growth.

In this exclusive interview, our CEO delves into how groundbreaking technologies are reshaping the financial landscape and identifies profitable investment opportunities in emerging sectors like art, sports, and more.



# Smart, luxurious, and lifestyle-oriented: Union Properties' vision for Dubai's real estate!

Pleased to share an insightful interview published by Economy Middle East featuring our CEO and Board Member, **Eng. Amer Khansaheb**, whose visionary approach continues to drive a legacy of innovation and sustained growth at **Union Properties**. This has positioned him as one of the most influential and transformative real estate leaders, who has brought a paradigm shift to the real estate sector in the Gulf region.

In this exclusive edition, he shares the company's strategic plan to adapt to emerging trends, ensuring a future of sustainable growth. **Eng. Amer Khansaheb** also reveals the vision behind the newly launched "Takaya", a project set to redefine urban living with a focus on sustainability, innovation, and community.



## SMART, LUXURIOUS, AND LIFESTYLE-ORIENTED: UNION PROPERTIES' VISION FOR DUBAI'S REAL ESTATE

Developer aims to expand its property portfolio over the next 18 months with new projects valued at AED6 billion

**As we are close to the year's end, how do you anticipate the real estate market in Dubai and the UAE will evolve in the coming years? What factors will drive its growth and development?**

In Dubai and the UAE, we anticipate continued growth in the real estate market, driven by an influx of tourists and ongoing commercial activities. The sector is also set to evolve further, influenced by several key factors, such as the regulatory reforms and the UAE's efforts to diversify its economy beyond oil, particularly through initiatives like Dubai's Economic Agenda (2030). Furthermore, the influx of expatriates and a growing local population will continue to drive demand for residential properties, particularly affordable housing and family-oriented developments. In addition, integrated technology in real estate, such as proptech solutions, and the big focus the UAE is giving on sustainability will significantly contribute to the growth and development.

**What are the main trends in real estate that will impact the economy? How does Union Properties plan to adapt to trends to ensure sustainable growth?**

According to the World Bank's Global Economic Prospects report, the UAE's real GDP is projected to grow by 4.1 percent in 2023 due to investment in key sectors, including real estate. As the country continues to boost its investment in this key sector, various trends are expected to contribute to its growth. In the UAE, a significant trend expected to persist is the demand for affordable housing, particularly for professionals and young families. In line with this, developers are capitalizing on the opportunity to integrate smart properties with technology services. Another key trend is the increasing focus of the UAE government on sustainability, with related policies focusing on eco-friendly and sustainable materials, energy-efficient designs, and green certifications. Additionally, smart-use developments are becoming increasingly popular for their convenience and accessibility, offering a more manageable lifestyle. For instance, one of Union Properties' recently launched smart residential development, Takaya, is a valued at approximately AED2 billion and spread across an area of 420,000 sq. ft, overlooking the Dubai Canal.

**Can you elaborate on the concept and vision behind the newly launched Takaya?**

We launched Takaya with the vision to develop a residential community that seamlessly combines luxury with functionality. The relatively well-designed spaces and smart facilities will enable a holistic living experience for the residents of Takaya. One of our key goals was to create a space where the residents can enjoy a high-end living experience in Dubai by offering premium amenities and services. The project is designed to offer a smart and sustainable lifestyle, with a focus on providing a high-quality living experience for its residents. The project is a smart residential development, with a total area of 420,000 sq. ft, overlooking the Dubai Canal. It is a smart residential development, with a total area of 420,000 sq. ft, overlooking the Dubai Canal. It is a smart residential development, with a total area of 420,000 sq. ft, overlooking the Dubai Canal.

**What are the primary focus areas for Union Properties' growth in the next few years?**

Union Properties, we seek to strengthen our leading position in the real estate sector by catering to the needs of a multi-segment market. Our main goal is to expand our property portfolio in the next 18 months with new projects worth AED6 billion in total. Our strategic goals for the next few years focus on three core competencies: sustainability, smart living, and community. We are committed to providing a high-quality living experience for its residents, with a focus on sustainability, smart living, and community. We are committed to providing a high-quality living experience for its residents, with a focus on sustainability, smart living, and community. We are committed to providing a high-quality living experience for its residents, with a focus on sustainability, smart living, and community.

# Union Properties Reduces its Debt by 73% to AED 400 Million

Pleased to share an insightful interview recently published by \*Al Khaleej\* featuring our CEO and Board Member, **Eng. Amer Khansaheb**. In this encounter, he elaborates on Union Properties' ambitious future plans and upcoming projects, highlighting our continued commitment to growth and excellence in the Real Estate sector.

The interview covers several key topics, including expanding our land bank to 10 million square feet, launching new projects worth AED 6 billion in the near future, and strategic initiatives that will strengthen our position as industry pioneers.



مال وأعمال

WWW.ETRADEARAB.COM

06

الاقتصادية

**عامر خانصاحب الرئيس التنفيذي في حديث لـ«الخليج»**

**«الاتحاد العقارية» تخفض مديونيتها 73% إلى 400 مليون درهم**

يعلن اتحاد العقارية عن انخفاض مديونيتها من 1.4 مليار درهم إلى 400 مليون درهم، بانخفاض قدره 73%، وذلك بعد تسديد ديونها البالغة 1.1 مليار درهم. ويأتي هذا الإنجاز بعد سلسلة من الإجراءات التي اتخذتها الشركة لتخفيض ديونها وتحسين وضعها المالي. ويذكر أن اتحاد العقارية لديها أصول بقيمة 1.5 مليار درهم، مما يعزز من قدرتها المالية وقدرتها على تنفيذ مشاريعها التنموية.

**3 مشروعات بـ 6 مليارات درهم خلال 18 شهراً**

أكد الرئيس التنفيذي للاتحاد العقارية، عامر خانصاحب، أن الشركة لديها 3 مشروعات قيد التنفيذ بقيمة إجمالية تبلغ 6 مليارات درهم، سيتم إكمالها خلال 18 شهراً. وتشمل هذه المشروعات مشاريع سكنية وتجارية متنوعة، تهدف إلى تعزيز التنوع في محفظة الشركة وتحقيق نمو مستدام. ويذكر أن الشركة لديها خطط واضحة لتسريع وتيرة إنجاز هذه المشروعات، مع التركيز على جودة البناء ورضا العملاء.

**ججنا في بيع أراضي لتطوير بقيمة مليار درهم**

أعلن اتحاد العقارية عن خططها لتطوير 3 ملايين متر مربع من الأراضي في منطقة الججنا، بقيمة إجمالية تبلغ مليار درهم. وتهدف الشركة من خلال هذا المشروع إلى تعزيز التنمية العمرانية في المنطقة وتوفير مساكن ومناطق تجارية حديثة. ويذكر أن الشركة لديها شراكة استراتيجية مع الجهات المعنية لتسهيل عملية التطوير وتحقيق أقصى استفادة من الموقع.



## Al Arabiya TV interview with our CEO and Board Member

In Al Arabiya interview, our CEO and Board Member **Eng. Amer Khansaheb** discussed Q1 financial statements and provided an in-depth look at our financial performance, strategic initiatives, and the outlook for the rest of the year.



## CNBC Arabia TV interview with our Vice Chairman

In the CNBC Arabia TV interview, our Vice Chairman **Mr. Abdul Wahab Al Halabi** highlighted our company's strategic shift back to real estate development, stimulated by improved profitability and successful restructuring efforts. This shift aligns with our vision for growth and sustainability in the market, underscored by the upcoming launch of our new development "Takaya" in Motor City further expanding our real estate portfolio.





## Suppliers

At the group level, we continuously enhance supplier relations with a focus on efficiency, sustainability, and accountability. Our procurement strategy emphasizes streamlined operations through system-oriented approaches, ensuring effective collaboration with over 1,500 vendors to support diverse operational needs. Sustainability is integral to our supplier engagement. Across the group, we prioritize green procurement by acquiring products and services with minimal environmental and health impacts. In collaboration with our clients, we implement eco-friendly alternatives wherever possible.

The Fitout reinforces its commitment to sustainability by adopting green materials and eco-friendly practices in its joinery operations.

These efforts reflect our ongoing dedication to responsible procurement, sustainable operations, and fostering long-term partnerships that align with global environmental and operational excellence standards.

## Community

Union Properties remains committed to fostering vibrant communities and advancing sustainable urban development. Through strategic events and project launches, the company continues to showcase its dedication to innovation, connectivity, and creating exceptional living experiences. These initiatives highlight Union Properties ongoing efforts to strengthen community relationships and redefine modern living standards.



## 9th Edition of Fashion Factor

**Union Properties** participated in the 9th edition of Fashion Factor, a remarkable two-day event that served as a platform to showcase its latest development, "Takaya." Combining modern elegance with luxurious amenities, "Takaya" was introduced to potential investors and end users, highlighting its appeal as a vibrant and sophisticated urban community.



## Union Properties Launches "Takaya" at a Successful Event

**Union Properties** proudly unveiled its highly anticipated project, Takaya, in the heart of Motor City during a grand launch event. The occasion was marked by the presence of the company's chairman, board members, shareholders, VIP guests, renowned real estate brokers, and industry experts. The successful event highlighted Union Properties' continued innovation and dedication to shaping the future of real estate. Takaya, set to offer a perfect blend of modern living, natural serenity, and urban accessibility, promises to be a game-changer in the real estate market.





## Union Properties unveils "Takaya" at Ground-breaking Ceremony in Motor City

**Union Properties** proudly marked a significant milestone with the ground-breaking ceremony of its highly anticipated project, Takaya, in the heart of Motor City. The event was attended by the company's chairman, board members, shareholders, VIP guests, and leading real estate professionals. This exciting occasion highlighted Union Properties' commitment to innovation and its ongoing efforts to shape the future of modern living. Takaya promises to redefine community-focused spaces, blending cutting-edge design, seamless connectivity, and vibrant living to create an unparalleled lifestyle experience in the heart of the city.



## Motor City Community New Year Event

Union Properties welcomed the New Year with an exciting event at Uptown Motor City. A variety of activities were organized for the community to enjoy, making it a memorable New Year's Eve celebration. We look forward to continuing to build strong connections with the community and creating more unforgettable moments together in the future.





## Employee Engagement and Wellbeing

At Union Properties, we prioritize the wellbeing and development of our employees. Throughout the year, we have organized a series of events aimed at boosting employee wellbeing and development. These include wellness workshops, leadership training programs, and team-building activities. These initiatives have provided our employees with valuable skills and tools to manage stress, enhance their professional growth, and build stronger team dynamics. The outcomes of these efforts have been highly positive, resulting in increased employee satisfaction, improved productivity, and a more cohesive work environment.

We are also committed to empowering women, particularly in senior management roles. The number of women in management has increased significantly from 38 in the past year to 65 in 2024. This growth reflects our ongoing efforts to promote gender diversity and support the advancement of women within our organization.



## Ru'ya Careers UAE 2024 – Dubai World Trade Centre

During the Ru'ya Careers UAE 2024 event held at the Dubai World Trade Centre, we received more than 300 CVs from a diverse pool of candidates, including senior students, university students, freshly graduates, and experienced professionals. Chosen ones from these candidates have since been employed, reflecting the success of our recruitment efforts. The presence of our C-level executives and GMs during the event was highly appreciated and reinforced our commitment to fostering talent. We look forward to participating in similar events in the future, continuing to bless the commitment and contributions of our team members.





## UAE Flag Day Celebration at Union Properties

In 2024, Union Properties marked the UAE Flag Day with pride and unity, raising the UAE flag across various divisions, including UP HQ, Dubai Autodrome, ServeU, Edacom, The Fitout, GMAMCO, and Uptown Mirdif Mall. The event served as a reminder of our shared heritage and collective values, strengthening the bond between employees across all entities within the UP Group. The participation of employees in this national celebration underscores our commitment to fostering national pride and unity within the organization.



## UAE National Day at Union Properties

Union Properties celebrated UAE National Day with exceptional enthusiasm, bringing together employees from all divisions to honor the spirit of the nation. The event was a symbol of unity and pride, with employees contributing to a memorable celebration. This occasion not only reinforced the deep sense of community within the company but also highlighted the values of connection and collaboration that drive Union Properties forward.



## End of Year Festive Gathering at Union Properties

As we moved into 2025, Union Properties took a moment to reflect on the year gone by and extend our heartfelt appreciation to all employees for their exceptional dedication and contributions throughout 2024. Despite the challenges faced, the collective efforts, innovation, and collaboration of our team members were instrumental in achieving our goals. The accomplishments of the year were a direct result of the professionalism and teamwork that define Union Properties.



## Customers

In the ever-evolving real estate industry, shifting customer preferences are fuelling a wave of innovation. Eng. Amer Khansaheb, CEO & Board Member of Union Properties, highlights the significance of understanding these evolving preferences, which encompass factors such as location, property design, technological features, and environmental considerations. These preferences directly influence our property demand, value, and the overall market direction.

The market caters to diverse customer needs, including sustainability, technological advancements, and changing lifestyles. In response, we are dedicated to enhancing the quality of life for our customers. This commitment involves delivering exceptional living conditions while adhering to global standards and implementing sustainable practices.

The real estate sector is currently undergoing a surge of innovation, driven by changing consumer demands. We are proactively adapting to these changes, with a focus on creating flexible and versatile properties that align with evolving market dynamics.



## Key Factors in 2024

Throughout 2024, Union Properties has made significant strides in enriching our human capital, as evident by the key metrics reported. Our total employee count has grown to 8,506, reflecting a robust increase and demonstrating our expanding operations. The diversity of our workforce has been a particular point of pride, with the number of nationalities represented within the group increasing to 49, enriching our corporate culture with a variety of perspectives and experiences. The representation of UAE Nationals within our workforce remains consistent, aligning with our goal of contributing to the local economy and talent pool. Our HR initiatives are structured to advance our dedication to creating a diverse, inclusive, and supportive workplace that drives performance and innovation.

S.No.	Details	2022	2023	2024	Trend
1	Total No. of Employee	7209	8485	8506	↑
2	Number of Nationalities	40	45	49	↑
3	Female in Leadership	23	38	65	↑
4	% of UAE Nationals	0.02	0.02	0.02	→
5	Employee Turnover	0.36	0.2486	0.25	↑

## Company-Specific Initiatives

### Community Engagement and Diversity

Edacom has demonstrated a strong commitment to community engagement and diversity. The company actively fosters connections with residents and stakeholders, participating in local events and encouraging employee volunteerism. Its human rights framework emphasizes promoting a diverse, equitable, and inclusive work environment. Edacom's future plans include enhancing community involvement by hosting events with local businesses, further supporting local economies and showcasing its dedication to sustainable business practices.

### Football Event in Coordination with Taqdeer

In 2024, Group coordinated a football event with Taqdeer, which saw enthusiastic participation from our employees. This event not only promoted physical fitness but also fostered team spirit and camaraderie among participants. The success of this event has encouraged us to plan more such activities in the future.

### Cycling Event

Union Properties organized a cycling event to promote a healthy lifestyle and environmental awareness among our employees. The event saw a great turnout, with participants enjoying a scenic route and engaging in friendly competition. This initiative highlighted our commitment to employee wellbeing and sustainability.

## Yoga Day

To further support the mental and physical wellbeing of our employees, we celebrated Yoga Day with a series of yoga sessions led by professional instructors. These sessions provided employees with techniques to manage stress and improve their overall health, reinforcing our dedication to a holistic approach to employee wellness.

---

## Tug-of-War in Association with Dubai Police

In collaboration with Dubai Police, we organized a Tug-of-War event that brought together employees and law enforcement officers in a spirit of friendly competition. This event not only promoted physical fitness but also strengthened our community ties and highlighted the importance of teamwork.

---

## Football Event Participation Organized by Dubai Municipality

Our employees actively participated in a football event organized by the Dubai Municipality. This event provided an excellent platform for our team to showcase their skills and engage with the broader community, furthering our commitment to community involvement and employee engagement.

---

## Smart Life Participants in Idol and Employee Engagement

We proudly supported our employees who participated in the Smart Life Idol competition, showcasing their talents and creativity. This initiative was part of our broader employee engagement strategy, aimed at recognizing and celebrating the diverse talents within our workforce.

---

## Mental Health Seminar

The Fitout demonstrates its commitment to employee welfare through initiatives like the Mental Health and Wellbeing seminar. Recognizing the challenges faced by employees, especially those distant from their families, this seminar provided essential support and coping strategies for everyday stressors. This initiative underscores The Fitout's dedication to the holistic health and safety of its workforce, prioritizing mental well-being alongside physical health.



## Company Awards & Recognition

### 'Real Estate Developer of the Year' at the Construction Innovation Awards 2024

**Union Properties** has been recognized as the 'Real Estate Developer of the Year' at the Construction Innovation Awards 2024. This accolade highlights the company's dedication to driving innovation and excellence in the UAE's real estate sector. **Union Properties** continues to set new standards in the industry, creating exceptional spaces that enrich community lifestyles.



### 'Most Influential Real Estate Thought Leader' at the UAE Realty Awards 2024

**Union Properties** proudly received the esteemed title of 'Most Influential Real Estate Thought Leader' at the UAE Realty Awards 2024, the premier event celebrating the visionaries of the UAE's real estate sector. This accolade reflects the company's steadfast dedication to redefining excellence and shaping the future of real estate in the region. The recognition highlights **Union Properties'** commitment to innovation, strategic leadership, and its influential role in advancing the UAE's real estate landscape.





## CEO's Award Recognition at GCC Gov HR & Youth Awards 2024

Union Properties CEO and Board Member, **Eng. Amer Khansaheb**, has been honoured with the prestigious "CEO of the Year" award at the GCC Gov HR & Youth Awards 2024. This award recognizes outstanding leadership and innovation across the region, and we couldn't be prouder of this significant achievement.

This recognition reflects the incredible work we're doing together at Union Properties, and we are confident it will continue to inspire us to strive for even greater success. Mr. Rashid Alrahmani, General Manager of Edacom, had the privilege of attending the event and accepting the award on behalf of our CEO as the timing of the event conflicted with "Takaya" launch event.



## Top Pioneering CHROs Making Waves in 2024

With a sharp eye for talent and a strategic mindset, our CHRO, Juma Beljafrah, champions ideas that not only increase employee engagement but also drive organizational success by championing employee-centric initiatives. Juma realizes that a thriving workforce is the foundation of every successful business, and his efforts contribute to creating environments that support innovation and varied teams.

## Edacom & ServeU Honored by Dubai Police

Union Properties subsidiaries, Edacom and ServeU, have been recognized by Dubai Police for the positive changes both companies have brought within their communities. This recognition is a testament to the outstanding collaboration between both teams and their high responsiveness to Dubai Police, over and above the strong commitment of Union Properties leadership right up to our CEO.

At a ceremony attended by major developers, 8 out of 10 certificates were awarded to ServeU & Edacom. This achievement reflects our values -responsibility, teamwork, and taking care of our communities.



## Edacom awarded by Durub Al Atta

We are delighted to share a moment of pride as Mr. Rashid Al Rahmani, the GM of Edacom, was recognized for his outstanding leadership and the contributions of his dedicated team in driving creativity and creating a positive impact within the community.

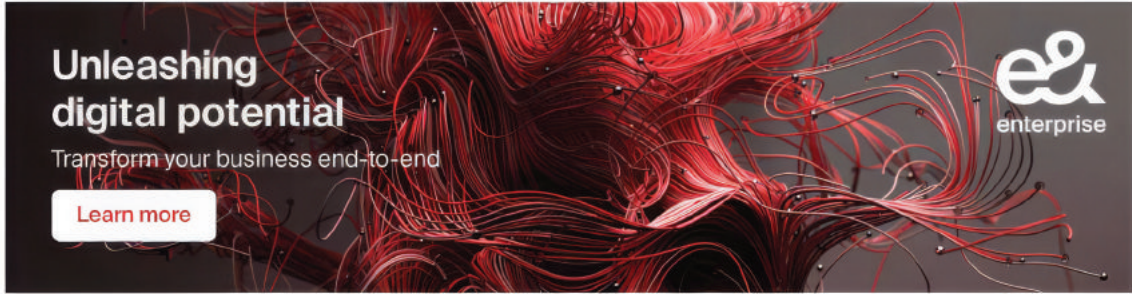
Mr. Rashid Al Rahmani was awarded by H.E. Abdulla Mohammed Busenad in recognition of his exceptional leadership, vision, and unwavering dedication to building vibrant and thriving communities.

## Forbes Middle East's 'The 100 Most Impactful Real Estate Leaders of 2024'

**Union Properties' CEO and Board Member, Eng. Amer Khansaheb**, has earned prestigious recognition as one of 'The 100 Most Impactful Real Estate Leaders of 2024' by Forbes Middle East. This esteemed accolade highlights his influential contributions and visionary leadership, cementing his role as a key figure in shaping the future of the real estate industry.

# Most Impactful Real Estate Leaders 2024

قادة الشركات العقارية الأكثر تأثيرًا في الشرق الأوسط 2024



### 68. عامر خانصاحب

المنصب: العضو المنتدب

الشركة: الاتحاد العقارية

الدولة: الإمارات

تاريخ التأسيس: 1987

تعد الاتحاد العقارية شركة مساهمة عامة تركز على المشاريع السكنية، والتجارية، والصناعية، والترفيهية في جميع أنحاء دبي. سجلت الشركة إيرادات بقيمة 99.2 مليون دولار، وبلغ إجمالي أصولها 1.1 مليار دولار خلال الأشهر التسعة الأولى من عام 2023. تضم محفظة مشاريعها في دبي أوبيا ريزيدنس، وبرج إندكس، وحلبة دبي أوتودروم، وأب تاون مردف، وموتور سيتي. في ديسمبر/ كانون الأول 2022، أعلنت الشركة عن إطلاق مشروع تكايا متعدد الاستخدامات المكون من 788 وحدة، بتكلفة 435.7 مليون دولار. وفي 14 نوفمبر/





## Top 100 Construction Giants – Construction Business News Magazine

**Eng. Amer Khansaheb, CEO and Board Member of Union Properties PJSC**, has been ranked 24th in Construction Business News ME's Top 100 Construction Giants Leading Today and Building Tomorrow.

This recognition highlights his visionary leadership in strengthening Union Properties' position as a leading real estate developer in the UAE, while also reflecting his influential roles in other prominent organizations, showcasing his commitment to advancing the region's construction and real estate sectors.

Construction Business News ME - August 2024

**100 POWER HOUR<sup>24</sup>**

# ENG. AMER KHANSAHEB

## #24

CEO AND BOARD MEMBER / UNION PROPERTIES PJSC

**E**ng. Amer Khansaheb is the CEO and a Board Member at Union Properties PJSC, one of the UAE's leading real estate development companies. His visionary leadership is set to strengthen Union Properties' position in the industry, enhancing client and stakeholder value. In addition to his role at Union Properties, Khansaheb holds key positions in other esteemed organizations within the UAE, reflecting his broad influence and commitment to the region's development.

Eng. Amer Khansaheb leads Union Properties PJSC's operations, managing a portfolio that includes subsidiaries such as Dubai Autodrome, ServeU, EDACOM, The Fitout, and GMAMCO. He oversees the company's latest mixed-use development, 'Takaya,' in Dubai Motor City. Valued at AED 1.6 billion, this cutting-edge residential project aims to redefine urban living standards in the mid-to-high real estate market. Spanning 436,175 sq. ft., 'Takaya' features three residential towers with 744 luxurious yet affordable apartments. The development also includes various units ranging from studios to four-bedroom apartments, penthouses, townhouses, villas, and commercial spaces. The project is designed to enhance Motor City's master community by offering innovative amenities that appeal to investors and meet various customer needs.

Eng. Amer Khansaheb, an accomplished leader, has extensive experience in real estate development, construction management, investment management, and financial analysis. A Chartered Financial Analyst (CFA) since 2010, he combines his financial acumen with a strong background in civil and environmental engineering from the

American University of Beirut and a master's degree in project management from the British University of Dubai.

Union Properties is committed to further solidifying its presence in the UAE's real estate sector. The company's vision is sustainable growth and maximizing stakeholder value through strategic investments and innovative developments. This approach sets the stage for continued success in the industry.



Takaya Project



84 | CONSTRUCTION BUSINESS NEWS ME | AUGUST 2024

WWW.CBNME.COM

## 30 Real Estate Leaders - Economy Middle East

**Eng. Amer Khansaheb, CEO and Board Member of Union Properties PJSC**, has been named among the 30 Real Estate Leaders Bringing Massive Transformation to Gulf's Realty Sector. This recognition celebrates the vision and dedication of industry leaders who have driven the region's real estate evolution, marked by iconic developments like mega malls, luxury villas, and towering skyscrapers.

Eng. Khansaheb's strategic leadership has played a pivotal role in positioning the Gulf as a premier global real estate destination, attracting investors and reshaping the market's future.



## Top Fit-out Powerlist

Proud to share that one of Union Properties subsidiary, The Fitout, under the management of Mr. Craig Vance, has been recognized by the prestigious magazine Design Middle East and listed in its Fit-out Powerlist for the year 2024, off the back of THE FITOUT's recent refurbishment of the luxurious tea lounge Newby Tea, as well as other projects in the residential, commercial and hospitality sectors.

This is a testament of THE FITOUT's "ability to design aesthetically pleasing interiors but also highlights its expertise in creating spaces that enhance customer experience through thoughtful design and attention to detail."

## Recognition for World Environment Day at Abu Dhabi Airport

In June 2024, ServeU participated in an environmental achievement showcase at Abu Dhabi Airport, reinforcing our commitment to sustainability through collaboration with key industry stakeholders. As a major service provider for Zayed International Airport, our role in promoting environmentally responsible practices was acknowledged with a special appreciation certification from the Airport Authority.

This recognition underscores our ongoing dedication to implementing sustainable initiatives and fostering environmental stewardship within our operations.





# GOVERNANCE

Governance is a foundational element of our corporate identity. We are unwavering in our commitment to adhere to the regulatory standards set forth by the Dubai Financial Market (DFM) and the Securities and Commodities Authority rules and regulations (SCA). Our dedication extends beyond compliance; it embodies our values of integrity, transparency, and accountability.



## Evolving Governance Structure

As part of our ongoing commitment to strong governance, Union Properties has established an Inhouse Internal Audit Department reporting functionally to the Audit Committee which demonstrates that the independence aspect of a strong Governance and Control environment is in place. In 2024, we continue to evolve our governance approach, having transitioned from a traditional pyramid structure to a dynamic matrix framework.

This shift enhances flexibility and decision-making across the organization. Additionally, we have integrated a self-assessment tool from the Dubai Sustainable Finance Working Group, further strengthening our ESG framework and solidifying our leadership in governance and corporate responsibility.

## Centralization for Efficiency

In 2024, Union Properties implemented a strategic centralization initiative across key support departments, including HR, Finance, Procurement, Commercial, Legal, IT, and Marketing. This approach has facilitated enhanced control, streamlined processes, improved compliance, and the standardization of practices. Furthermore, the centralization has contributed to significant cost savings, with preliminary estimates indicating a potential reduction in operational expenses.

Looking ahead, we anticipate that further centralization will continue to drive efficiency, with the potential for greater economies of scale, quicker decision-making, and improved resource allocation across the organization. These improvements align with our ongoing efforts to optimize our corporate structure and strengthen our governance framework, ultimately delivering sustained value to our stakeholders.

## New Suite of Contracts

In early 2024, Union Properties collaborated with law firm Fenwick Elliott to develop a new suite of contracts aimed at creating a balanced risk approach in the market. This strategic move is designed to attract top-tier contractors and subcontractors while promoting responsible business practices. The contracts underwent multiple iterations and were finalized with input from the Commercial, Projects, and Legal teams.

Additionally, a training session was held in November 2024, ensuring the entire relevant team is equipped with the knowledge to implement the new contracts effectively. This initiative not only strengthens our governance framework but also fosters fair and sustainable business relationships with our partners.

## Aligning Policies and Procedures

Union Properties has actively reviewed and updated Group Policies, Procedures, Manuals, Flowcharts and Delegation of Authority (in progress) across the organization to align with the new matrix structure. This strategic initiative was focused on enhancing operational efficiency, fostering collaboration, and ensuring adaptability in response to evolving market dynamics. This demonstrates our commitment to strengthening our governance framework and promoting transparency and accountability throughout the organization.

## IFRS Adoption Readiness

We initiated comprehensive preparations for the adoption of IFRS S1 and IFRS S2 standards. Our commitment to aligning with international financial reporting standards led us to assess the impact of these standards on our operations, financial statements, and reporting processes. We prioritized training and communication, ensuring our finance and accounting teams were well-informed about the changes and implications.

To support this effort, we evaluated our existing accounting systems, making necessary updates to accommodate the new requirements. Engaging with stakeholders, including investors, analysts, and regulatory bodies, was essential for maintaining transparency and clear communication during this transition.

We developed a comprehensive timeline for the adoption process, prioritizing adherence to regulatory requirements. Extensive testing and simulation exercises were carried out to evaluate the practical impact and feasibility. Detailed documentation of decisions, challenges, and solutions was meticulously recorded, ensuring future reference and facilitating audits. Moreover, expert guidance from accounting professionals and industry consultants was actively sought to guarantee a seamless transition.

## Corporate Governance Structure

Our commitment to corporate governance extends to prioritizing best practices and aligning with industry standards to safeguard stakeholder rights. We are dedicated to nurturing a corporate culture rooted in ethics and strengthening compliance-focused management.

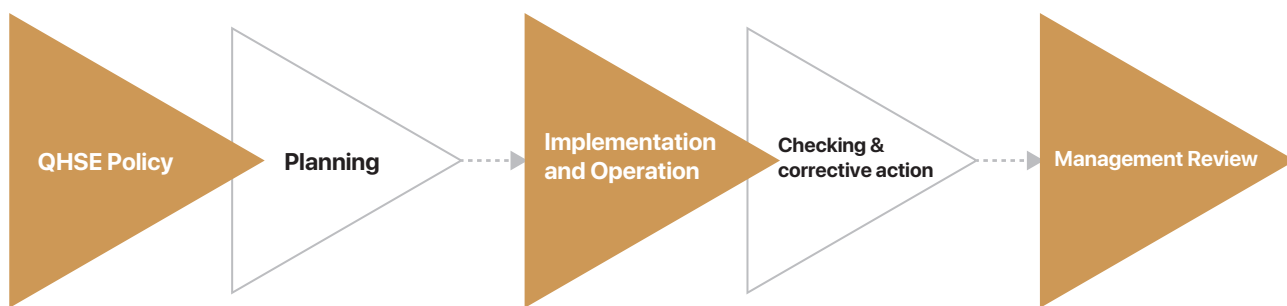


## Health and Safety

At Union Properties, we place great value on our people, the public and the environment. Our Integrated Management Systems (IMS) framework serves as a strategic guide, aligning with both international and national directives, as well as our corporate values, goals, and objectives. Each initiative and program is thoughtfully crafted to meet policy requirements and is executed through a well-governed process. This ensures adherence to defined key performance indicators. Our Health & Safety (H&S) performance and system has undergone an annual external audit to ensure continuous improvement and compliance with industry standards.

### HSE Management System

Aligned with both national and international standards, our HSE Management System is designed to integrate seamlessly with our broader Integrated Management System (IMS), ensuring consistent and measurable performance across all levels of operation.



### HSE Management System Planning

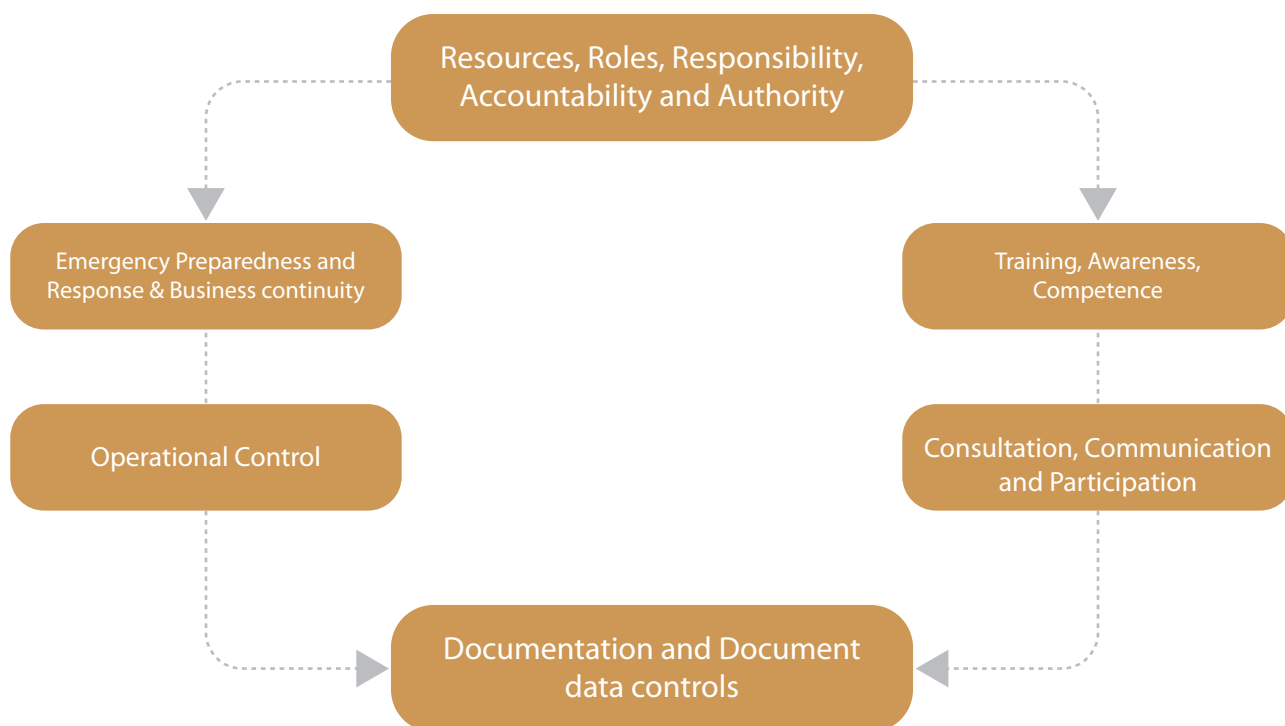
Effective planning is essential to the success of our Health, Safety, and Environment (HSE) Management System at Union Properties. We ensure a systematic approach to planning that enables us to achieve our HSE goals, meet compliance requirements and mitigate risks. Our HSE planning process is aligned with both international standards and national regulations, ensuring that we continuously uphold the highest levels of safety and environmental responsibility.





## HSE Implementation

The successful implementation of the Health, Safety, and Environment (HSE) Management System at Union Properties involve translating our comprehensive planning into action. This phase focuses on effectively embedding HSE practices across all levels of the organization, ensuring that policies, procedures, and controls are consistently applied and fostering a culture of safety and environmental responsibility.



## HSE Monitoring

The HSE Monitoring Program is essential for understanding performance and ensuring the effectiveness of our Health, Safety, and Environment (HSE) Management System. We track performance through key performance indicators such as BSC compliance, environmental regulations, and employee engagement in safety programs. Regular internal inspections, external audits, and environmental monitoring help identify potential hazards and ensure adherence to safety and environmental standards. Incident reporting, investigation, and corrective actions enable us to address issues swiftly and efficiently.

We also prioritize employee feedback and involvement, encouraging staff to report hazards and suggest improvements. Through regular data collection, analysis, and performance reviews, we ensure that our HSE practices are continuously improved. Corrective and preventive actions are implemented based on monitoring results, fostering a proactive approach to risk management and promoting a strong safety culture across the organization.

## HSE Training Program

We recognize that training is a cornerstone for the successful delivery of all business functions. Well-trained personnel are essential not only for maintaining the highest standards of safety and efficiency but also for ensuring that the services we provide meet client expectations and comply with regulatory requirements.

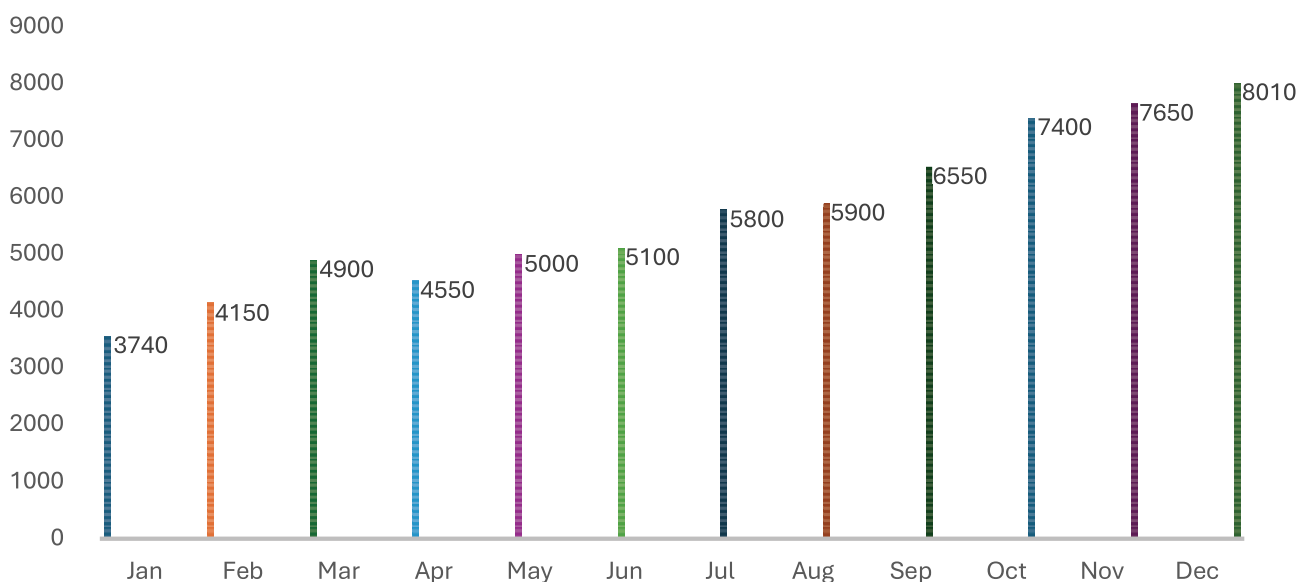
To ensure our workforce is equipped with the necessary skills, knowledge, and competencies, we implement a comprehensive **Training Needs Analysis (TNA)**. This process is meticulously aligned at ServeU with **ISO 30401:2018 standards**, a globally recognized framework for knowledge management. By conducting a thorough TNA, we assess the skills gaps and development needs of our staff, ensuring that training initiatives are tailored to address these gaps and enhance overall performance.

Our training programs are designed to be responsive to the evolving needs of the business, the industry, and regulatory changes. Through this structured approach, we empower our employees with the tools and expertise required to excel in their roles, drive operational excellence, and contribute meaningfully to the success of the organization. Ultimately, this commitment to continuous training and development fosters a culture of learning, improves employee engagement, and ensures that ServeU remains a leader in facilities management.

We have also developed a comprehensive training centre that caters to both soft and hard services. This facility is designed to provide specialized training to ensure that our workforce is equipped with the necessary skills and knowledge to excel in all aspects of facilities management.

## TRAINING HOURS

1 2 3 4 5 6 7 8 9 10 11 12



## Legal Register

Union Properties are in the process of identifying and documenting a legal registers for its various Subsidiaries and Group, and serves as a centralized repository of all legal obligations and requirements. This register encompasses not only statutory and regulatory requirements but also the relevant industry standards that apply to each Subsidiary's operations. It ensures that we have a complete and accurate record of the legal framework governing each aspect of our business, whether it be local, national, or international in scope.

The legal register is an essential tool for ensuring that our organization remains compliant with all applicable laws, regulations, and industry standards, regardless of where the Group operate. It provides a clear overview of the specific legal requirements that each subsidiary must adhere to, helping to minimize the risk of non-compliance, legal disputes, or penalties.

To maintain the highest levels of compliance, the legal register will be continuously monitored and updated. This ongoing review process ensures that the register reflects any changes in laws, regulations, or industry standards as they evolve. Our Legal and Compliance teams will assess new developments and ensure that the Group is promptly informed of any updates or modifications that could impact their operations.

By maintaining and updating this legal register, we not only safeguard the Group from legal risks but also promote a culture of proactive compliance and accountability across the organization. This systematic approach helps us stay ahead of regulatory changes and ensures that the Group can confidently operate within the legal frameworks that govern their specific industries and regions.

## ISO Certifications in 2024: Commitment to Excellence Across Subsidiaries

### ServeU

ServeU continues to uphold essential ISO certifications that reflect its commitment to quality, environmental responsibility, occupational health and safety, and operational excellence. These certifications include:

- ISO 9001:2015 (Quality Management)
- ISO 14001:2015 (Environmental Management)
- ISO 45001:2018 (Occupational Health and Safety Management)
- ISO 41001:2018 (Facility Management)
- ISO 30401:2018 (Knowledge Management)
- ISO 22301:2019 (Business Continuity Management)
- ISO 50001:2018 (Energy Management)

These certifications help ensure that ServeU's operations meet international standards, promoting efficiency, continuous improvement, and customer satisfaction. In addition to its corporate certifications, ServeU has implemented project-specific ISO certifications for facilities management services, which are tailored to meet the unique needs of each project.

This has been successfully extended to several key clients, including the Department of Finance, Emirates NBD, Mashreq Bank, MotorCity, and Uptown Mirdif demonstrating ServeU's dedication to maintaining high standards of service.

### The Fitout

The Fitout maintains ISO 9001:2015 (Quality Management), ISO 14001:2015 (Environmental Management), and ISO 45001:2018 (Occupational Health and Safety Management) certifications with its 2024 surveillance audit completed without non-conformities. The Fitout also holds FSC (Forest Stewardship Council) certification, reflecting its dedication to sourcing materials responsibly and supporting environmental sustainability.



## Edacom

Edacom achieved ISO 9001:2015 (Quality Management), ISO 14001:2015 (Environmental Management), and ISO 45001:2018 (Occupational Health and Safety Management) certifications further emphasizing its commitment to operational excellence, quality, and continuous improvement in environmental and safety standards.

## Dubai Autodrome

The Dubai Autodrome is in the process of obtaining IMS (Integrated Management System) certification, including ISO 9001:2015 (Quality Management), ISO 14001:2015 (Environmental Management), and ISO 45001:2018 (Occupational Health and Safety Management) further enhancing its commitment to quality and sustainability.

## Gmamco

Gmamco is expanding its certifications to include ISO 14001:2015 (Environmental Management) and ISO 45001:2018 (Occupational Health and Safety Management) strengthening its focus on environmental management and workplace safety.

## RERA M100 Certification

Six staff members from Edacom have successfully achieved the RERA M100 Certification, underscoring our commitment to high standards in management practices and operational efficiency. This achievement is a testament to our continuous efforts toward improvement and excellence in all areas of operation.

## Risk Management

To ensure we are committed to identifying and managing risks in a structured and effective manner. Our goal is to safeguard the interests of our stakeholders, ensure business continuity and achieve sustainable growth. We believe that effective risk management is integral to our decision-making processes, enabling us to identify opportunities, minimize potential threats, and respond to uncertainties in a proactive and efficient way.

Risk Management outcomes and implementation strategies and programmes:

- A.** Anti-fraud, money laundering, and corruption policies are being developed to ensure we address any unethical business practices.
- B.** Board and leadership independence and integrity charters have been developed.
- C.** Conflict of Interest and Insider trading declarations are being conducted to ensure transparency and disclosure.
- D.** Risk and opportunity management effectiveness has been conducted and risk registers have been developed.
- E.** Shareholder and interested party engagement KYC to be implemented in 2025.
- F.** Ethics, including training and codes/policies to be implemented in 2025.

## Digital/IT Initiatives & Cyber Security

---

As part of our continued efforts to enhance our governance and operational efficiencies, we have implemented several key IT initiatives across Union Properties and its Subsidiaries in 2024. These initiatives not only bolstered our technological infrastructure but also aligned with our commitment to environmental sustainability and security.

### Biometric Device Implementation

In 2024, Union Properties successfully integrated biometric devices to enhance security and operational efficiency. This initiative, which began in the previous year, has significantly improved security by using unique biometric identifiers, reducing risks of unauthorized access and identity theft. The systems have also streamlined processes, offering cost savings by eliminating traditional timekeeping methods.

The implementation has already delivered notable outcomes, including better accuracy in attendance tracking, a reduction in administrative workload, and stronger overall security. Additionally, these devices have enabled more precise project-based costing, allowing for more efficient resource allocation and improved cost management.

The scalability and data accuracy of the biometric systems have proven to be reliable, supporting a seamless workflow and reinforcing Union Properties commitment to operational excellence and employee satisfaction.

---

### Integration with ERP

Our biometric systems are integrated with our enterprise resource planning (ERP) solutions, further enhancing our operational capabilities. This integration allows for seamless data flow between attendance tracking and other business processes, improving overall efficiency and enabling more informed decision-making.

---

### Future Plans for Technology Upgrades

Looking ahead, we plan to further enhance our technology infrastructure by upgrading our biometric systems with advanced features such as facial recognition and AI-driven analytics. These upgrades will provide even greater security, efficiency, and user convenience. We are also exploring deeper integration to streamline operations and improve data-driven decision-making. Our commitment to leveraging cutting-edge technology underscores our dedication to continuous improvement and delivering sustainable value to our stakeholders.

---

### Vulnerability Assessment and Penetration Testing (VAPT)

To ensure the security and integrity of our IT infrastructure, we conducted a comprehensive Vulnerability Assessment and Penetration Testing (VAPT) exercise. This critical initiative helped us to identify potential vulnerabilities and reinforce our security measures. Regular VAPT exercises are crucial for protecting sensitive data, improving our overall security posture, and safeguarding our brand reputation against potential cyber threats.

---

### Digital Inclusion

2024 marked a pivotal year for Union Properties as we launched a series of enterprise-wide digital initiatives, each carefully designed to create significant value for our customers, partners, and to support the company's vision for sustainable growth.

These projects encouraged active participation from a diverse group of employees, harnessing both technological and non-technological skills. This collaborative approach promoted unprecedented teamwork and made digital accessibility a priority for all.

Key initiatives included the development of an advanced Building Management System aimed at enhancing sustainability across our assets, the introduction of a new Community App that fosters greater social inclusivity within our communities, and the launch of accessible digital assets on our websites. These new features provide enhanced transparency throughout the sales cycle and represent a first in the UAE property development sector.

## Cybersecurity and Data Privacy

To enhance data governance and online security for staff, we implemented Mobile Device Management (MDM) solutions, while also reinforcing governance and business continuity policies, with a focus on addressing high-risk areas.

## NFC-Powered Smart Asset Tagging

Union Properties launched an NFC-Powered Smart Asset Tagging solution, a notable upgrade from traditional QR or Barcode systems.

This initiative, integrated with the Microsoft Dynamics 365 platform, brings a transformative approach to asset management in facilities management (FM). NFC chips, used as discrete asset tags, align seamlessly with modern UAE buildings, offering a blend of aesthetics and functionality. The deployment of this technology has led to an improvement in operational efficiency, with a notable reduction in asset tracking and updating time by up to 30%.





## 2025 PROJECTS

### ESG Certification

In 2025, Union Properties has introduced a new initiative aimed at obtaining ISO certification. This initiative will enhance the operations of the Group and contribute to the organization's continual improvement efforts. Additionally, the focus is to achieve several key certifications, including:

- **ISO 9001:2015 (Quality Management):**

Ensuring consistent quality in products and services.

- **ISO 14001:2015 (Environmental Management):**

Demonstrating a commitment to minimizing environmental impact.

- **ISO 45001:2018 (Occupational Health and Safety Management):**

Promoting a safe and healthy workplace for employees.

- **Along with these, there is an emphasis on obtaining ESG (Environmental, Social, and Governance):** certification to further reinforce the organization's commitment to sustainability and responsible business practices.

### Native Tree Planting Initiative

Inspired by the 'For Our Emirates We Plant' campaign, we plan to support a tree planting initiative in our communities in 2025. With the assistance of ServeU's Landscaping department, we aim to make our communities greener and more sustainable.

Native trees are crucial for preserving the local ecosystem. They require less maintenance, support wildlife, and enhance biodiversity. Our tree planting initiative will contribute to carbon sequestration and combat climate change.

### Implementing Mulching Machines for Sustainable Landscaping

As part of our ongoing commitment to sustainable landscaping practices, Edacom is exploring the implementation of mulching machines in our communities. These machines will play a pivotal role, by efficiently converting organic waste into mulch that can be used to enrich garden beds and promote soil health.

Mulching not only enhances the aesthetic appeal of our landscapes but also offers several environmental benefits. It helps retain soil moisture, suppress weed growth, regulate soil temperature, and improve overall soil structure. By recycling organic waste materials such as leaves, branches, and grass clippings, we contribute to reducing landfill waste and minimizing our environmental footprint.

## Green Waste Management Initiative

ServeU is set to enhance sustainability efforts in 2025 by introducing a wood chipping machine. This machine will process wood waste from landscaping activities into reusable materials such as planting mediums and green fertilizers. The initiative reduces waste volume, supports efficient resource use, and improves soil health and water retention, aligning with ServeU's commitment to sustainable landscaping practices and a greener future.

## The Mangroves Initiative

The Mangroves Initiative is a meaningful project and environmental program that The Fitout plan to implement for further promoting sustainability, corporate responsibility and environmental consciousness within the company and its broader communities.

By launching the Mangroves Initiative, The Fitout can take an active role in addressing pressing environmental issues while engaging employees in a meaningful cause. This initiative not only benefits the planet but also strengthens the company's culture of teamwork, sustainability and social responsibility.

## Group HSE Initiative

As the business continues to expand, the complexity of health and safety (H&S) requirements naturally increase. In response to this, management has decided to review its comprehensive Health and Safety Centralization Program. This program aims to centralize and standardize safety practices across all areas of the business, ensuring that every subsidiary—regardless of size—meets rigorous health and safety standards.

The Health and Safety Centralization Program is designed to bring a unified approach to managing workplace safety, reducing risks, and improving overall compliance with relevant regulations. By consolidating resources and aligning safety protocols across the group, the program will not only ensure that safety practices are consistently applied but will also make it easier to stay updated on evolving safety regulations and best practices.

In essence, this Program represents a strategic initiative to foster a culture of safety and compliance across the Group, ensuring long-term sustainability, improved safety records, and a safer working environment for all employees.



# Contact Us

## Reach Out

To provide feedback or suggestions, please connect with us using the details below



**Email:**  
contactdesk@up.ae



**Address:**  
Dubai Investment Park 1, Jebel Ali,  
PO Box 9152, Dubai, United Arab Emirates



**Phone:**  
8008 UNION (86466)

## Social Media



## Head Office:

Union Business park 1, Green Community East, Dubai Investment Park 1, PO Box 24649, Dubai, UAE



# Scan Now



UP Profile



Takaya Registration



SERVEU



DUBAI AUTODROME



THE FITOUT



EDACOM



GMAMCO



UPTOWN MIRDIFF

