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## **Independent Practitioners' Limited Assurance Report**

**To the Board of Directors of Emirates NBD Bank (P.J.S.C.)**

**Limited assurance report on selected sustainability metrics for the year ended 31 December 2024 for Emirates NBD Bank (P.J.S.C.) and its subsidiaries, excluding Denizbank.**

### **Conclusion**

We have performed a limited assurance engagement on whether the subject matter information ("SMI") of Emirates NBD Bank (P.J.S.C.) ("the Company") and its subsidiaries, excluding Denizbank (the "Group") as disclosed in appendix 3 to this report for the year ended 31 December 2024 has been prepared in accordance with the Emirates NBD Greenhouse (GHG) Emissions and Women in Senior Leadership Basis of Reporting 2024 ("Applicable Criteria") as set out in Appendix 2 and published on the corporate website: [www.emiratesnbd.com/en/about-emirates-nbd/sustainability/esg-and-integrated-reports](http://www.emiratesnbd.com/en/about-emirates-nbd/sustainability/esg-and-integrated-reports)

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the SMI of the Group for the year ended 31 December 2024 is not prepared, in all material respects, in accordance with the Applicable Criteria.

Our conclusion on the SMI does not extend to any other information that accompanies or contains the SMI and our report (hereafter referred to as "other information"). We have not performed any procedures with respect to the other information.

### **Subject Matter Information ("SMI")**

The Subject Matter Information for our limited assurance engagement were the selected sustainability metrics ("the Indicators") as detailed in Appendix 1 of this report and as set out in ESG Data Pack 2024 ("ESG Data Pack") for the year ended 31 December 2024, as prepared and presented by the Group.

The Indicators are based on the reporting boundary developed by the Group which consists of the Group's operations under operational control as detailed in Appendix 3.

### **Basis for conclusion**

We conducted our engagement in accordance with *International Standard on Assurance Engagements (ISAE) 3000 (Revised) Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* and *International Standard on Assurance Engagements (ISAE) 3410, Assurance Engagements on Greenhouse Gas Statement* issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standard are further described in the "Our responsibilities" section of our report.



## **Basis for conclusion (continued)**

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

## **Restriction on use or distribution**

Our report is intended solely for the use of Board of Directors of the Group in connection with the SMI and is not intended to be and should not be used by any other party. It will be released to Board of Directors of the Group on the basis that our report shall not be copied, referred to or disclosed, in whole (save for the Group's own internal purposes) or in part, without our prior written consent.

Our report is designed to meet the agreed requirements of Board of Directors of the Group determined by Board of Directors of the Group needs at the time. Our report should not, therefore, be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than Board of Directors of the Group for any purpose or in any context. Any party other than Board of Directors of the Group who obtains access to our report or a copy thereof and chooses to rely on our report (or any part thereof) will do so at its own risk. To the fullest extent permitted by law, we accept no responsibility and deny any liability to any party, other than Board of Directors of the Group, for our work, for the assurance report we will issue, and for the conclusions we reach.

## **Use of our assurance report on a website**

We have consented to the publication of our report on the Group corporate website at [www.emiratesnbd.com/en/about-emirates-nbd/sustainability/esg-and-integrated-reports](http://www.emiratesnbd.com/en/about-emirates-nbd/sustainability/esg-and-integrated-reports) for the purpose of the Group showing that it has obtained an independent limited assurance report in connection with the SMI.

## **Responsibilities for the SMI**

The Board of Directors of the Group are responsible for:

- designing, implementing and maintaining internal control relevant to the preparation of the SMI that are free from material misstatement, whether due to fraud or error;
- selecting or developing suitable Applicable Criteria for preparing the SMI and appropriately referring to or describing the Applicable Criteria used;
- preparing and properly calculating the SMI in accordance with the Applicable Criteria;
- making the Applicable Criteria available to intended users;
- ensuring compliance with law, regulation or applicable contracts;
- making judgments and estimates that are reasonable in the circumstances;
- identifying and describing any inherent limitations in the measurement or evaluation of information subject to assurance in accordance with the Applicable Criteria;
- preventing and detecting fraud;



## **Responsibilities for the SMI (continued)**

- selecting the content of the SMI, including identifying and engaging with intended users to understand their information needs;
- establishing targets, goals and other performance measures, and implementing actions to achieve such targets, goals and performance measures;
- documenting and retaining underlying data and records to support the SMI;
- informing us of other information that will be included with the SMI;
- ensuring that the staff involved with the preparation of the Applicable Criteria and calculation of the SMI are properly trained, information systems are properly updated and that any changes in reporting encompass all significant business units; and
- supervision of other staff involved in the preparation of the SMI

Those charged with governance are responsible for overseeing the reporting process for the entity's SMI.

## **Inherent limitations**

For the purposes of this limited assurance engagement, we have not performed any procedures around:

- The nature of non-financial information, the absence of a significant body of established practice on which to draw, and the methods and precision to be used to determine non-financial information allow for different, but acceptable evaluation and measurement techniques and can result in materially different measurements, affecting comparability between entities and over time;
- We will not seek to establish the reliability of sources of information by reference to evidence independent of the Group;
- Our procedures did not include assessment of accuracy or completeness of the Reporting boundary and operating boundary determined by management
- Verifying the completeness or accuracy of the information within the Group's IT systems or agreeing data to the underlying source documentation. Where the Group made use of third-party within the emissions calculation, our work has been restricted to agreeing a selection of data back to the third-party information, as opposed to confirming the underlying accuracy of the third-party data; and
- Our procedures did not include evaluating compliance of the SMI against any required targets which remains the responsibility of management of the Group.

## **Our responsibilities**

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the SMI are free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained. The conclusion expressed above relates solely to the SMI; an
- reporting our conclusion to the Board of Directors of the Group.



## Our responsibilities (continued)

### **Summary of the work we performed as the basis for our conclusion**

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence about the SMI that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the SMI and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

- Obtaining understanding of the Applicable Criteria and their suitability used by the entity in preparing the SMI;
- Conducting interviews with the Group's management to obtain an understanding of the key processes, systems, and controls in place over the preparation of the SMI;
- Performing recalculation of relevant formulae used in manual calculations and assessed whether the data has been appropriately consolidated;
- Performing selected limited testing, including agreeing a selection of the input data used to calculate the SMI to corresponding source documentation or third-party data where applicable;
- Considering the appropriateness of the carbon conversion factor calculations and other unit conversion factor calculations used by reference to widely recognised and established conversion factors;
- Reperforming a selection of carbon conversion factor calculations and other unit conversion factor calculations;
- Assessing the reasonableness of assumptions used in management's estimates, if any; and
- Reading the narrative in the ESG Data Pack with regard to the Applicable Criteria and for consistency with our findings.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

KPMG Lower Gulf Limited

Date: 26 JUN 2025

Dubai, United Arab Emirates



## Appendix 1

The selected sustainability metrics (“the Indicators”) covered by our limited assurance engagement are:

The Indicators (FY 2024)	ESG Data Pack 2024*
Direct (Scope 1) GHG Emissions (tCO <sub>2</sub> e)	757.78
Indirect (Scope 2) GHG Emissions (tCO <sub>2</sub> e)	36,271.17
Indirect (Scope 3) GHG Emissions – Category 6 Business Travel only (tCO <sub>2</sub> e)	1,223.90
Women in senior leadership in the UAE (Diversity) (%)	18.97%

*\*The above Selected Sustainability Metrics over which independent limited assurance is performed are marked with the symbol Δ in ESG Data Pack 2024.*



## **Appendix 2 – Emirates NBD Group Greenhouse (GHG) Emissions and Women in Senior Leadership Basis of Reporting 2024 (“Applicable Criteria”)**

### **Emirates NBD Greenhouse (GHG) Emissions and Women in Senior Leadership Basis of Reporting 2024**

This document serves as a guide for Emirates NBD's GHG operational greenhouse gas (GHG) emissions quantification methodology for the calculation and reporting of Scope 1, Scope 2 and Scope 3 [Category 6 - Business Travel only] as well as a guide for Women in Senior Leadership (WIL) reporting. It outlines the protocols and standards that the Emirates NBD Group (Group), with the exclusion of DenizBank, adheres to for reporting. Our GHG emissions tracking and WIL monitoring activities are developed for the Group activities and operations across United Arab Emirates (UAE), Kingdom of Saudi Arabia (KSA), Egypt, United Kingdom (UK), India, Singapore, Indonesia, China. The scope of the GHG emissions tracking and monitoring excludes DenizBank and its associated operations across geographic locations is primarily based on internally available data. For WIL, the scope covers UAE only.

The GHG Protocol - Corporate Accounting and Reporting Standard (Revised Edition) has been used as the benchmark while other supporting GHG Protocol documents such as Scope 2 Guidance and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard have been referred for respective scope emission categorization and calculations.

For Women in senior leadership, internally generated management criteria has been used which is based on the internally defined designations divided into multiple bands, from Executive Committee level to Department and Division Heads.

In formulating this guidance, we have been guided by the principles of information preparation and reporting, emphasizing relevance, reliability, comparability, and transparency to provide our stakeholders with a lucid and consistent understanding of our GHG emissions profile, as follows:

- Principle of Information Preparation: We prioritize the conveyance of available data to allow our disclosures to meet the highest standards of informational quality possible.
- Principle of Information Reporting: Our reporting is underpinned by the principles of consistency with historical data and transparency. This approach allows comparability, facilitating a clear and accurate understanding for all stakeholders.
- This document includes the basis of reporting for GHG emissions metrics for Financial Year (FY) 2024 only.
- The reported information uses data that was available to the bank as of 31 December 2024.



## Reporting Scope

Data has been collected from all entities listed above for the 12-month period from 1<sup>st</sup> January 2024 to 31 December 2024.

For GHG emissions calculation, data is collected from each entity and then consolidated at the Group level in UAE, using Microsoft Sustainability Manager.

CO<sub>2</sub> has been considered the most material greenhouse gas (GHG) for the purpose of the emissions calculations. Aside from any refrigerant leaks which form part of Scope 1, all other greenhouse gases have been deemed immaterial on the basis that these are negligible and/or cannot be calculated with a sufficient level of reliability, however, CO<sub>2</sub>e factors were used wherever available, in which case elements of other greenhouse gases would have been included in total emissions. CO<sub>2</sub>e is reported in metric tonnes in Emirates NBD's reporting. For Women in Senior Leadership (WIL), data has been sourced from internal HR systems for the same 12-month reporting period and reflects the proportion of women holding senior leadership positions across all included entities. The definition of 'senior leadership' has been consistently applied across geographies to ensure comparability.

### Approach to defining **Organizational Boundary**:

1. The organizational boundary geographically covers the Group across UAE, KSA, Egypt, UK, India, Singapore, Indonesia, and China with the exclusion of DenizBank and its associated operations across other geographic locations.
2. For WIL reporting, the organizational boundary is limited to operations within the United Arab Emirates (UAE) only, based on the availability and consistency of HR data for senior leadership roles.
3. For the purposes of setting the organizational boundary, control approach as outlined in GHG guidelines, has been followed.
4. For the entities under operational control, please refer to Appendix 1.
5. ENBD follows the GHG Protocol's operational control approach, which means we report as Scope 1 and Scope 2 100% of the GHG emissions from global operations over which we have the authority to introduce and implement policies, such as those that would influence energy consumption. Refer Table 1 for list of entities with operational control.

### **Operational Boundary**:

1. Emission sources are divided into three scopes, based on the degree of control or influence that the bank has over them.
2. For the purpose of Scope 1 emissions calculation, the applicable activities and respective descriptions are provided in the Scope 1 table below under 'Methodology'.
3. For the purpose of Scope 2 emissions calculation, the applicable activities and respective descriptions are provided in the Scope 2 table below under 'Methodology'.
4. For the purpose of Scope 3 (Business Travel only) emissions calculation, the applicable activities and respective descriptions are provided in the Scope 3 table below under 'Methodology'.
5. Emirates NBD has computed emissions against all categories/emission types within Scope 1, Scope 2 and Scope 3 (Business Travel only), bearing limitations wherever applicable due to limited data availability.
6. For Women in Senior Leadership (WIL), the metric has been calculated based on HR data available for operations within the UAE only and reflects the proportion of women holding defined senior leadership positions as per internal classification standards.



Table 1 - The activities and entities included for Scope 1, Scope 2 and Scope 3 (Business Travel only)

<b>GHG Emission Scope</b>	<b>Activity</b>	<b>Entity</b>
Scope 1	Stationary Combustion (Diesel Generators)	<ul style="list-style-type: none"> <li>Egypt- Emirates NBD Egypt S.A.E</li> <li>UAE: Emirates NBD Bank PJSC</li> </ul>
	Mobile Combustion (Vehicles)	<ul style="list-style-type: none"> <li>UAE- Emirates NBD Bank PJSC</li> <li>KSA- KSA Branch, Emirates NBD Capital (KSA) CJSC</li> <li>India - India (Branch)</li> <li>Egypt- Emirates NBD Egypt S.A.E</li> <li>Singapore-Singapore Branch</li> <li>China- China (Representative Office)</li> <li>Indonesia- China (Representative Office)</li> </ul>
	Fugitive Emissions (Refrigerant Emissions)	<ul style="list-style-type: none"> <li>Egypt- Emirates NBD Egypt S.A.E</li> </ul>
	Stationary Combustion (Natural Gas)	<ul style="list-style-type: none"> <li>UK- London Branch</li> </ul>
Scope 2	Electricity Consumption	<ul style="list-style-type: none"> <li>UAE- Emirates NBD Bank PJSC</li> <li>India - India (Branch)</li> <li>Egypt - Emirates NBD Egypt S.A.E</li> <li>KSA- KSA Branch, Emirates NBD Capital (KSA) CJSC</li> <li>UK – London Branch</li> <li>Singapore- Singapore (Branch)</li> <li>China- China (Representative Office)</li> <li>Indonesia- Indonesia (Representation Office)</li> </ul>
Scope 3	Business Travel	<ul style="list-style-type: none"> <li>UAE - Emirates NBD Bank PJSC</li> <li>India - India (Branch)</li> <li>Egypt - Emirates NBD Egypt S.A.E</li> <li>KSA- KSA Branch, Emirates NBD Capital (KSA) CJSC</li> <li>UK – London Branch</li> <li>Singapore- Singapore (Branch),</li> <li>China- China (Representative Office)</li> <li>Indonesia - Indonesia (Representation Office)</li> </ul>
Women in Senior Leadership	Women in Senior Leadership	<ul style="list-style-type: none"> <li>UAE - Emirates Islamic Bank (P.J.S.C.), Emirates NBD Asset Management Limited, Emirates NBD Bank PJSC, Emirates NBD Capital P.S.C, Emirates NBD Securities LLC, Emirates NBD Global Services LLC (formerly Tanfeeth LLC)</li> </ul>



ENBD identifies and maps the emission sources or activities that fall within the organizational and operational boundaries, assigning them to the appropriate scope. ENBD identifies the emission sources applicable for each of the assets within the organizational boundary as a part of an operational boundaries mapping exercise (see Table 2). The operational boundaries mapping is updated annually to reflect any changes in the bank’s operations, such as the addition or removal of entities, facilities or other emission sources

Table 2 – Emission sources and scope classifications

Scope	Emission Source/Activity	Data Source
Scope 1	Natural gas consumption	Utility bills
	Heating oil consumption	Utility bills
	Propane gas consumption	Utility bills
	Diesel consumption	Fuel receipts or mileage
	Gasoline consumption	Fuel receipts or mileage
	Jet fuel consumption	Fuel consumption records
	Refrigerant leakage	Maintenance records
Scope 2	Electricity consumption	Utility bills
	Chilled water consumption	Utility bills
	Steam consumption	Utility bills
Scope 3		
	Air travel	Travel agency records and/or procurement data
	Rail travel	Rail company records and/or procurement data
	Rental car travel	Rental company records
	Employee vehicles	Expense reports
	Hotel stays	Travel agency records
	Taxi travel	Travel agency records or expense reports



### **Carbon Accounting Approach:**

For the emission calculations, an absolute approach has been employed. The calculation procedure is outlined as follows:

1. **Emission Factor:** An absolute emission factor has been sourced, indicating the amount of GHG emissions produced per unit of a specific activity. This factor is presented as a direct representation of emissions for each unit of the given activity, without any normalization or relative comparisons.
2. **Variable (Spend or Consumption):** The variable of interest, representing the activity level, is either the financial expenditure (spend) on a particular product or service or the consumption of a specific resource such kWh or liters consumed.
3. **Calculation:** To ascertain the total GHG emissions, the absolute emission factor is multiplied by the chosen variable (either spend or consumption). The result of this multiplication offers an absolute measure of the emissions without any adjustments or comparisons.

By adopting the Absolute measures approach, there's an emphasis on providing a clear, unambiguous, and comprehensive view of emissions. This methodology ensures transparency in reporting and enables straightforward benchmarking against set targets and historical performance.

### **Estimation Method Hierarchy and Use of Activity / Spend-based Methodology**

In alignment with the GHG Protocol's Corporate Standard, Emirates NBD applies a clear hierarchy in the selection of estimation methods to ensure that GHG emissions are reported as accurately and transparently as possible. The order of preference is as follows:

1. **Direct measurement** – e.g., metered electricity or fuel usage
2. **Activity-based data** – e.g., distance travelled, number of hotel nights
3. **Spend-based estimation** – e.g., AED spent × emission factor

Where actual consumption or activity data is not available, **spend-based methods** are used as a last resort for selected Scope 1, Scope 2, and Scope 3 (Business Travel) categories.

While spend-based methods allow broader data coverage, they are the **least accurate** in the GHG Protocol hierarchy due to the following limitations:

- Currency values fluctuate independently of consumption volume
- Regional cost structures vary widely by vendor, market, and geography
- Prices paid do not always correlate with emissions produced (e.g., business class flights vs. economy)

To address this, Emirates NBD applies the following safeguards:

- Emission factors are sourced from reputable, externally published databases such as DEFRA, EPA, IEA, and national regulators
- Adjusted emission factors are used in certain cases (e.g., class-weighted air travel EF for UAE)



These practices ensure that even where spend-based estimates are used, the underlying calculations remain as transparent, regionally relevant, and comparable as possible. Emirates NBD remains committed to progressively improving data quality and reducing reliance on spend-based estimation through enhanced data systems and processes across all geographies.

### **Emissions Factor:**

All emission factors for the purpose of emissions calculations have been sourced from third-party data source. Emissions Factors databases used are:

- IEA 2024
- DEFRA 2024
- EPA 1.3

In addition to these, the following sources have been used for specific requirements:

- Egypt – Fugitive Emissions – Greenhouse Gas Reporting Gov.UK
- UK – Electricity - Greenhouse Gas Reporting Gov.UK
- Singapore – Electricity – EMA Energy Market Authority
- Indonesia – Electricity – ClimaTiq.io

### **Women in Senior Leadership:**

As part of Emirates NBD's commitment to fostering diversity, equity, and inclusion, the Women in Senior Leadership (WIL) metric is reported to track the representation of women in executive and senior management roles. Senior leadership is defined in alignment with internal HR classifications, including Group Executive Committee members, Business Unit Heads, and other designated senior management roles. Emirates NBD remains committed to tracking and improving gender balance in senior roles and enhancing transparency through robust internal systems and periodic independent verification.

### **Methodology**

GHG emissions data comprises greenhouse gas emissions arising from:

#### **1. Scope 1:**

For the purpose of Scope 1 emissions calculation, the following activities have been taken into consideration where data is available:

- Emissions from owned and controlled properties and facilities with diesel generators
- Emissions from owned and controlled fleet of cars through consumption of fossil fuel
- Any intentional or unintentional refrigerant leaks
- Emissions from natural gas consumption
- Spend data for countries with unavailable consumption data



The details of activities computed in Scope 1 are outlined in the below table.

Activity	Description
Stationary Combustion (Diesel Generators)	<p>According to the GHG Protocol Corporate Standard document, Scope 1 emissions for office-based organizations should be considered if the organization owns or operates combustion devices. Since Emirates NBD does not own combustion devices, or diesel generators for these facilities in KSA, India, Singapore, UK, Indonesia and China, there have been no relevant calculations done for these countries.</p> <p>For Emirates NBD's UAE and Egypt offices, the liter usage is based on third party data and the emissions are calculated from diesel generators on actuals for FY'24.</p>
Mobile Consumption (Vehicles)	<p>All entities provide data for their fuel consumption in litres. However, Egypt provides it by spend data, which we then converted by rates given to us by the Egypt team.</p>
Fugitive Emissions (Refrigerant Emissions)	<p>Emirates NBD's UAE facilities do not have outdated A/C and refrigerant systems known to give rise to toxic GHG emissions that fall under Scope 1 emissions. The Group is in the process of setting up a robust measurement system to include all countries in the future for calculating refrigerant emissions.</p> <p><b>UAE and KSA</b></p> <p>For most branches in UAE and KSA, cooling systems are provided by district cooling. The Group is in the process of setting up a robust measurement system for identifying leakages and calculating fugitive emissions, particularly for UAE and KSA. However, they are not included in the calculation of emissions in the current or previous periods due to a current lack of data availability. These are the two largest regions for the Group's business activity. Given the climates in these regions, it is likely that Scope 1 emissions would change materially if this data was included. We will seek this data in future reporting periods.</p> <p><b>Egypt</b></p> <p>Refrigerant emissions data is applicable for Egypt only. The data is collected in KG's.</p>
Natural Gas	<p><b>UK</b></p> <p>The emissions from natural gas consumption at Emirates NBD UK are computed within Scope 1 due to the usage of biomethane for heating.</p>



**2. Scope 2:**

- Based on the data available at the time of calculations, there were no contractual agreements in place to support Scope 2: Quality Criteria requirements for market-based methodology, hence, a location-based methodology has been followed for calculating emissions.

Location based methodology has been followed for calculating Scope 2 emissions. For the purpose of Scope 2 emissions calculation, the following activities have been taken into consideration: -

- Emissions from electricity consumption across all facilities
- Electricity consumption from charging of Electric Vehicles (EVs)
- Electricity consumption from data centers and server room
- Energy consumption from steam, heating, and cooling systems
- Spend data for countries where consumption data is unavailable

The details of electricity consumption are outlined in the below table.

Activity	Description
Electricity Consumption	<p>All countries provide the data in kWh, however, KSA Capital and Egypt have provided a spend based approach.</p> <p>For KSA Capital we divided the spend data to 0.3 obtained from the following source:  <a href="https://www.se.com.sa/en/OurServices/ColumnC/Bills-and-Consumption/ConsumptionTariffs">https://www.se.com.sa/en/OurServices/ColumnC/Bills-and-Consumption/ConsumptionTariffs</a></p> <p>Egypt: For Egypt the spend data was divided by 1.8 (Jan-Aug) 2024 which was given by the Egypt team. Source: <a href="https://egyptera.org/en/Tarrif2024N.aspx">https://egyptera.org/en/Tarrif2024N.aspx</a> For (Sep-Dec) 2024 the rate is 2.33, source: <a href="https://egyptera.org/en/TarrifAug2024.aspx">https://egyptera.org/en/TarrifAug2024.aspx</a></p>



### 3. Scope 3 Category 6 (Business Travel only)

Emirates NBD has calculated Scope 3 emissions for business travel based on actual available spend data for all entities.

Factor Libraries used:

- DEFRA 2024 factor library was used for air travel and car hire.
- EPA 1.3 factor library was used for hotels.

As approximately 80% of Emirates NBD's total business travel emissions arise from the UAE, an adjusted emission factor was computed based on the actual class-wise distribution of flights taken by employees in the UAE. This ensures that the emission factor used reflects the real travel patterns and class mix, which significantly influences carbon intensity.

To derive the adjusted emission factor:

- The number of trips in each travel class (Economy, Business, First, Premium Economy) was determined from UAE-specific data.
- Each travel class was associated with its corresponding DEFRA emission factor (kg CO<sub>2</sub>e per passenger-kilometre).
- A weighted average was calculated by multiplying each class's percentage share by its emission factor, summing these products to arrive at a final adjusted figure.
- This adjusted emission factor is applied to all business travel emissions, as it is based on real and representative activity data from the dominant contributing geography

### 4. Women in Senior Leadership

For the purpose of calculating the Women in Senior Leadership (WIL) metric, the following parameters have been taken into consideration:

- Total number of employees in designated senior leadership roles (as defined by Group Human Resources)
- Total number of female employees within these senior leadership roles
- Data scope limited to UAE operations only for the 2024 reporting period

WIL is calculated using the percentage of women in senior leadership based on a monthly average across the reporting period to better reflect employee movements throughout the year ended 31 December 2024.

An absolute approach is applied. The percentage of women in senior leadership is calculated using the formula:

$$\text{WIL (\%)} = \left( \frac{\text{Number of women in Band 0, 1, and 2 in the UAE}}{\text{Total number of employees in Band 0, 1, and 2 in the UAE}} \right) \times 100$$

No estimation or proxy techniques are applied in the calculation. Only verified HR records were used to ensure the metric reflects actual workforce composition.



## **Data collection and data management**

Our management is fully responsible for ensuring that GHG emissions are reported accurately and in strict accordance with this established guidance.

To uphold accuracy and integrity in our reporting, we have:

- Implemented internal controls that govern the accurate measurement and reporting of emissions data, designed to avoid the exclusion of any material misstatements due to error or fraud.
- Established and applied objective criteria for the measurement, preparation, and reporting of GHG emissions data.
- Ensured that the information, alongside the criteria, is presented in a manner that provides clarity, facilitating understanding, reliability, and comparability.
- Adhered to the reporting criteria, providing a transparent and comprehensive account of our GHG emissions.

Data has been collected from all entities listed for the period Jan to Dec 2024 for Scope 1, Scope 2, Scope 3 Category 6 Business Travel. For GHG emissions calculation, data is collected from each entity and then consolidated at the Group level in UAE, using Microsoft Sustainability Manager.

Consolidated WIL data is submitted by HR for reporting purposes.

As we use mostly actual and primary data (i.e. actual data on our energy use in our offices, car fleet, and purchased electricity) to account for our scope 1 and 2 emissions, this calculation is performed to the highest data quality level. If no actual data is available we use estimates.

## **Assurance:**

KPMG Lower Gulf Limited were engaged to perform an independent limited assurance opinion, under ISAE 3000 (Revised) and ISAE 3410, over Scope 1, Scope 2, Scope 3 (Business Travel only) GHG emissions and Women in Senior Leadership metric for financial year ended 31 December 2024. The limited assurance report is available on our corporate website at [www.emiratesnbd.com](http://www.emiratesnbd.com); and is recommended to be read in full.



## Appendix

### List of entities under operational control

Location	Name
Singapore	EMIRATES NBD BANK (P.J.S.C) – Singapore Branch
UK	EMIRATES NBD BANK (P.J.S.C) – UK Branch
KSA	EMIRATES NBD Branch A Branch of Emirates NBD
	Emirates NBD Capital KSA CJSC
India	EMIRATES NBD BANK (P.J.S.C) INDIA BRANCH
Egypt	Emirates NBD Egypt S.A.E.
China	China (Representative Office)
Indonesia	Indonesia (Representative Office)
UAE	Emirates NBD Bank PJSC
	Emirates Islamic Bank (P.J.S.C.)
	Emirates NBD Asset Management Limited
	Emirates NBD Global Services LLC (formerly Tanfeeth LLC)
	Emirates NBD Capital P.S.C
	Emirates NBD Properties LLC
	Emirates NBD Securities LLC



### Appendix 3 – List of entities covered in scope of engagement

Location	Name
Singapore	EMIRATES NBD BANK (P.J.S.C) – Singapore Branch
UK	EMIRATES NBD BANK (P.J.S.C) – UK Branch
KSA	EMIRATES NBD Branch – A Branch of Emirates NBD (P.J.S.C)
	Emirates NBD Capital KSA CJSC
India	EMIRATES NBD BANK (P.J.S.C) INDIA BRANCH
Egypt	Emirates NBD Egypt S.A.E.
China	China (Representative Office)
Indonesia	Indonesia (Representative Office)
UAE	Emirates NBD Bank PJSC
	Emirates Islamic Bank (P.J.S.C.)
	Emirates NBD Asset Management Limited
	Emirates NBD Global Services LLC (formerly Tanfeeth LLC)
	Emirates NBD Capital P.S.C
	Emirates NBD Properties LLC
	Emirates NBD Securities LLC