



60 عاماً معاً 60 years together

Celebrating

1963  
2023

Years



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## GHG Emissions Tracking

Summary of Emissions					
Emission Category in tCO <sub>2</sub> e	FY 2020	FY 2021	FY 2022	FY 2023	H1 2023
Scope 1	881	1,083	1,055	970	551*
Scope 2	26,412	27,941	28,915	23,216	12,187*
Scope 3	375	247,366	307,922	353,585	176,793
Total Emissions	27,668	276,391	337,892	377,772	189,531

UAE Emissions			
Emission Category in tCO <sub>2</sub> e	FY 2021	FY 2022	FY 2023
Scope 1	672	769	737
Scope 2	23,318	22,958	23,050

GHG Intensity				
GHG Intensity (Kilograms of CO <sub>2</sub> e/Total Revenue in AED)	FY 2021	FY 2022	FY 2023 <sup>^</sup>	H1 2023
GHG Intensity	0.0017	0.0014	0.0008	0.0008*

\*We have engaged KPMG with an independent limited assurance opinion over our Scope 1, Scope 2 emissions and GHG intensity for H1 2023 in accordance with ISAE 3000 and ISAE 3410. The Limited Assurance Report is available on our website at [www.emiratesnbd.com](http://www.emiratesnbd.com) and we recommend that it is read in full.

<sup>^</sup>The figures for FY 2023 and H1 2023 appear similar as the revenue of the Group doubled in H2 2023 and extrapolation of Scope 1 and Scope 2 numbers.



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## GHG Emissions Breakdown

Further details and methodology are available on Emirates NBD Group ESG Report 2023.

### Emissions Breakdown FY2021-2022

Emission Category in kgCO <sub>2e</sub>	Emirates NBD Group Emissions	
	FY 2021	FY 2022
<b>SCOPE 1 EMISSIONS</b>	<b>1,083,366</b>	<b>1,054,534</b>
Fuel-related activities for stationery sources (diesel generators for buildings)	27,432	17,605
Refrigerant gas leaks (from A/Cs, fridges, etc.)	155,335	-
Fuel consumption of vehicles (owned and controlled)	872,981	985,749
Gas consumption data for all Emirates NBD facilities, offices and branches	27,618	51,181
<b>SCOPE 2 EMISSIONS - MARKET BASED</b>	<b>27,941,024</b>	<b>28,915,442</b>
<b>SCOPE 2 EMISSIONS - LOCATION BASED</b>	<b>27,941,024</b>	<b>28,915,442</b>
Electricity consumption data/money spend for all Emirates NBD facilities, offices and branches	25,513,263	26,753,096
Electricity consumption data/ money spend for all data centers	2,427,761	2,162,347
<b>SCOPE 3 EMISSIONS*</b>		
Category 6: Business travel	<b>1,170,077</b>	<b>5,119,998</b>

\*For Scope 3 emissions, only business travel was measured until 2022.



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## Emissions Breakdown FY2023

Emission Category in kgCO <sub>2</sub> e	Emirates NBD Group Emissions
	FY 2023
<b>SCOPE 1 EMISSIONS</b>	<b>970,379</b>
Fuel-related activities for stationery sources (diesel generators for buildings)	24,647
Refrigerant gas leaks (from A/Cs, fridges, etc.)	24,435
Fuel consumption of vehicles (owned and controlled)	843,006
Gas consumption data for all Emirates NBD facilities, offices and branches	78,291
<b>SCOPE 2 EMISSIONS - MARKET BASED</b>	
<b>SCOPE 2 EMISSIONS - LOCATION BASED</b>	<b>23,215,977</b>
Electricity consumption data/money spend for all Emirates NBD facilities, offices and branches	21,121,542
Electricity consumption data/ money spend for all data canters	2,094,435
<b>SCOPE 3 EMISSIONS</b>	<b>353,585,367</b>
Category 1: Purchased goods and services	302,841,154
Category 2: Capital goods	142,720
Category 3: Fuel and energy related activity	6,361,507
Category 5: Waste generated in operations	850,592
Category 6: Business travel	7,432,795
Category 7: Employee commute	25,923,540
Category 12: End-of-life treatment of sold products	748,144
Category 13: Downstream leased assets	9,284,915



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## Emirates NBD Environmental Data

Electricity Consumption (kWh) - renewable energy consumption*				
	2020	2021	2022	2023
Renewable Energy Consumption	0	0	93,800	<b>321,365</b>

\* The renewable energy data is for Emirates NBD Meydan Offices in UAE, which are equipped with solar panels.

Electricity Consumption (MWh) - non-renewable energy consumption*				
	2020	2021	2022	2023
Electricity Consumption	65,361,888	57,932,474	57,122,444	<b>57,314,059</b>

\* In 2023, we have revised our electricity consumption numbers for 2020, 2021 and 2022 to include the UAE subsidiaries of Emirates NBD.

Electricity Consumption Intensity (MWh/employee)				
	2020	2021	2022	2023
Electricity Consumption Intensity	5.94	5.23	5.15	<b>5.17</b>

Petrol Consumption (liters)				
	2020	2021	2022	2023
Petrol consumption from vehicles (Owned, leased, or outsourced)	379,720	952,029	1,350,600	<b>1,056,457</b>

Petrol Consumption Intensity (liters/employee)				
	2020	2021	2022	2023
Fuel Consumption Intensity	40.2	96.8	126.20	<b>86.75</b>

Paper consumption (in kg) *				
	2020	2021	2022	2023
Total paper consumption (in kg)	164,993	178,065	207,150	<b>204,055</b>

\*In 2023, we have revised our paper consumption numbers for 2020, 2021 and 2022 to include the UAE subsidiaries of Emirates NBD.



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Water consumption (liters)*				
	2020	2021	2022	2023
Total water use	103,507,187	85,342,560	103,070,719	<b>127,696,477</b>

\*In 2023, we have revised our water consumption numbers for 2020, 2021 and 2022 to include the UAE subsidiaries of Emirates NBD.

Water consumption intensity (m <sup>3</sup> /employee)				
	2020	2021	2022	2023
Water Consumption Intensity	10.37	7.1	6.72	<b>10.49</b>

Waste Disposal					
Category	Waste Type	2020	2021	2022	2023
Sent for recycling	Paper (kg)	1,721	2,010	3,718	<b>11,135</b>
	Carton (kg)	5,758	8,218	12,166	<b>35,075</b>
Donated for reuse	Electronics (kg)	758	680	N/A	<b>786</b>
Sent to landfill	General waste (m <sup>3</sup> )	11,023	9,467	11,384	<b>11,357</b>

## Emirates NBD Sustainable Procurement 2023

Procurement Spending	
Total suppliers	2754
Total local suppliers	2129
Percentage of local suppliers	77%
Total amount of spendings on suppliers	4,145,657,916
Total amount of spendings on local suppliers	4,521,051,569
Percentage of spending on local suppliers	92%



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## Emirates NBD Employee profile data 2023

Workforce	
Full time employment	12,178
Permanent employees	11,892
Consultants	286
Total number of new hires	2,651

Women's Representation	
Share of women in total workforce a % of total workforce	40%
Share of women in all management positions as a % of all management positions	32%
Share of women in junior management as a % of all junior management positions	35%
Share of women in top management positions as % of all top management positions	18%
Share of women in management positions in revenue-generating functions as a % of all excluding support functions	32%
Share of women in STEM-related positions as a % of total STEM positions	39%
Number of Nationalities within the company (ethnic diversity) - Only for women	72

People of Determination	
People of Determination hired (number of total employees)	53
Total disability-friendly branches	45

Emiratisation		
	Male	Female
Gender breakdown of Bedaya programme	34%	66%
Gender breakdown of Ruwad Management programme	49%	51%
Number of Emiratis in senior leadership positions	68	



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Parental Leave		
	Male	Female
Employees who took parental leave	362	228
Total number of employees who returned to work after parental leave ended (return to work)	362	228
Total number of employees returned from parental leave who were still employed 12 months after return to work	362	228
Return to work rate (%)	100%	100%

Employee retention	
Employee turnover rate	11.9%
Voluntary employee turnover rate	9.4%
Average tenure for male employees (in years)	6.92%
Average tenure for female employees (in years)	6.58%
2023 Engagement Score	78%

## Emirates NBD Workforce Composition Data 2023

New Employee by Age	
Age	Grand Total
18-30	1,169
31-50	1,457
51+	25

New Employee by Gender	
Gender	Grand Total
Female	982
Male	1,669





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### New Employee by Management Level

Management level	Grand Total
Senior Management	15
Middle Management	188
Junior Management	269
Associates and Officers	2,179

### New Employee by Nationality

Nationality	Grand Total
Africa	28
Arab	226
Egypt	370
GCC	5
India	925
Other Asia	41
Other SubCont	123
Pakistan	272
Philippines	121
UAE	429
Western	111

### Emirates NBD Learning and Development Data 2023

#### Employee Training

Total training hours delivered	425,551
Total training hours delivered to female employees	190,501
Total training delivered to Senior Management employees	5,197
Total training delivered to Middle Management employees	42,160
Average training hours per employee	33
Average training hours per female employee	37
Average training hours per male employee	31
Average training hours per Senior Management employees	19
Average training hour per Middle Management employees	34
Average amount spent per FTE on training and development	AED 1,064
Attendance rate of employees in e-learning/trainings	91%



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## ESG Communities 2023

Dubai Can 2023		
Emirates NBD Fountains Location	Filtered Water Consumed (liters)	Plastic Water Bottles Saved (500ml)
Emaar	139,863	279,726
Emaar	108,652	217,304
Inspiratus Sports District	79,123	158,246
<b>Grand Total</b>	<b>327,638</b>	<b>655,276</b>

Exchanger Volunteering	
Active Exchangers (9% of employees)	862
Volunteering Hours (17% YoY growth)	12,481
Volunteering Events (35% YoY growth)	382
Volunteer Deployments (36% YoY growth)	3,097
Community Beneficiaries (96% YoY growth)	63,999

Community Spending	
	Community Spend
Advocacy for People with Disabilities: #TogetherLimitless	1,877,183
Financial Literacy	30,000
Health & Wellness	10,749,533
Community Development	32,523,814
Environment	170,000
Islamic Contributions	3,987,027
Education	5,082,946
Humanitarian	12,756,749
<b>Total UAE</b>	<b>67,177,252</b>
<b>Total International community spendings (KSA, Egypt, India, Türkiye)</b>	<b>1,423,271</b>
<b>Total Group</b>	<b>68,600,523</b>

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