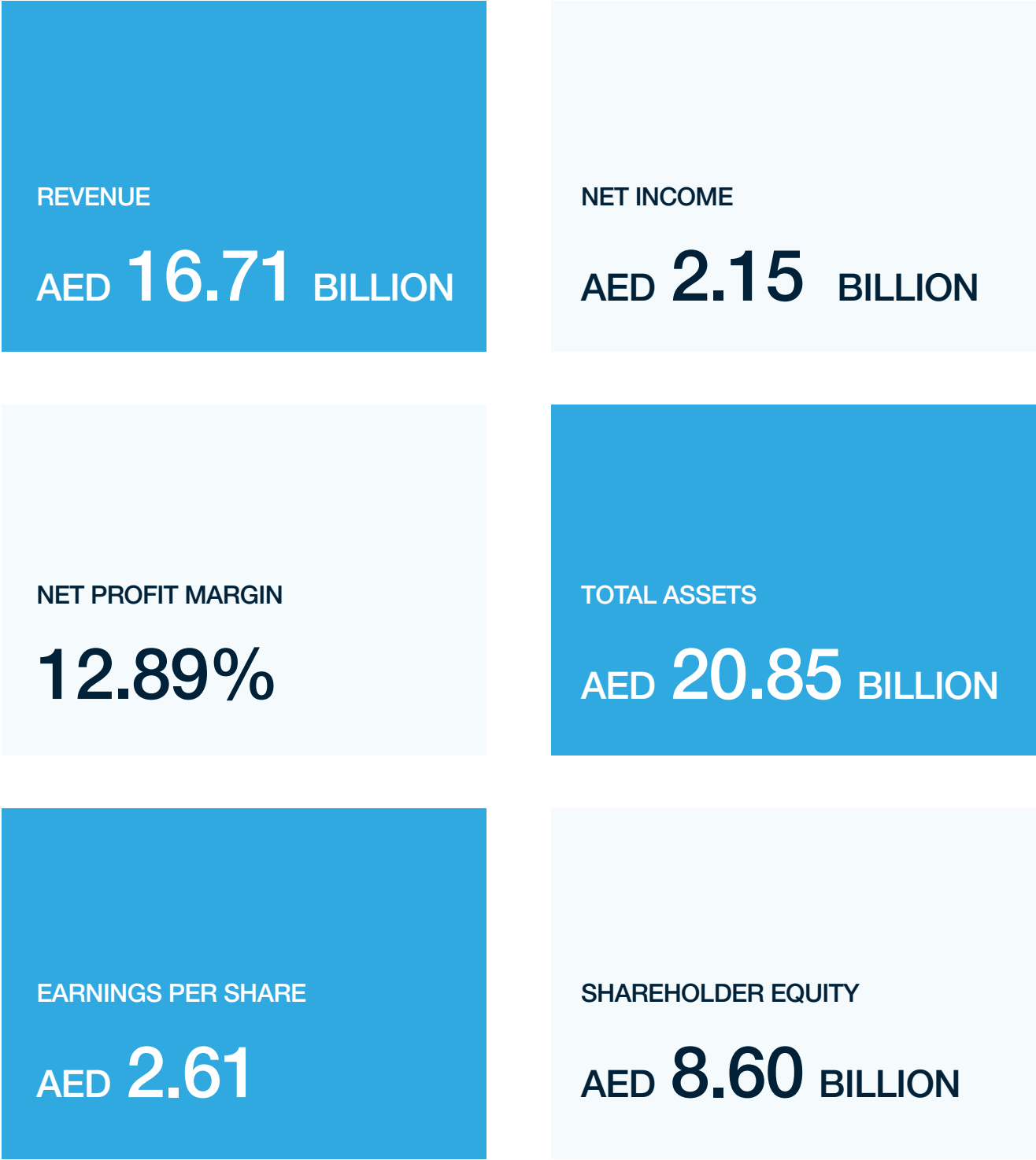


FINANCIAL HIGHLIGHTS



SUSTAINABILITY HIGHLIGHTS



MESSAGE FROM THE GROUP CHAIRMAN

FLEET

NMDC ENERGY EQUIPMENT	NMDC DREDGERS	NMDC SUPPORT CRAFTS
TOTAL OF 19 VESSELS	TOTAL 36 DREDGERS	TOTAL 98 CRAFTS
VESSEL NAME	DREDGER TYPE	CRAFT TYPE
DLS-4200	Heavy Duty CSD (9)	Tug (23)
DELMA 2000	Beavers (18)	Multicat (17)
UMM SHAIF	Water Masters (3)	Pushycat (9)
DLB-1000	Booster stations (3)	Crew Boats (3)
DLB-750	TSHD (2)	Survey Boats (8)
PLB-648	Backhoe (1)	Fuel Barge (1)
SEP-750		Landcraft (4)
SEP-650		Rock Barges (15)
SEP-550		Positioning Barges (4)
SEP-450		Modular Pontoon Barges (5)
SEP-150		Accommodation Barge (1)
NPCC AL MARYAH		Crane Barge (1)
NPCC YAS		Split Hopper Barges (2)
NPCC SAADIYAT		Speed Boat (5)
B-42		
LB-2		
CB-8		
CB-7		
CB-6		

VALUE CREATION

(GRI 2-2)

OUR VALUE CREATION MODEL



OUR FINANCIAL CAPITAL

Our Alignment

Material Topics

- Economic Performance & Innovation

GRI Standards

- GRI 201 - Economic Performance
- GRI 203 - Indirect Economic Impacts



- A sustainable knowledge-based economy
- An optimal, transparent regulatory environment
- Premium education, healthcare, and infrastructure assets
- Maintaining Abu Dhabi's value, culture and heritage

SDGs



FINANCIAL PERFORMANCE

NMDC Group registered record growth in net profit and revenue in 2023 as the company expanded its operations following the acquisition and integration of NMDC Energy.

Net profit for the full year was just over AED 2.15 billion in 2023, a 65% increase from AED 1.3bn a year earlier, while revenue surged by 56% to AED 1

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WORKFORCE PROTECTION

Vision, Policies, and Principles

NMDC Group is dedicated to achieving excellence in Health, Safety, and Environment (HSE) management. Our overarching vision is to prioritize the safety, health, and environmental protection of all stakeholders. Our QHSE policy is implemented daily, ensuring strict compliance at all organizational levels.

Leadership Commitment

Group leadership is committed to process safety throughout the organization. This commitment is evident in the organizational structure, emphasizing employee participation, motivation, and accountability.

Employee Involvement and Motivation

Employee engagement is pivotal to NMDC Group's HSE management. The QHSE Department ensures that process safety is a top priority at all levels, utilizing effective measurement systems and performance indicators to learn from near misses and avoid major incidents.

Incentivizing employee participation in promoting HSE has shown tangible results. The HSE Management's efforts resulted in a remarkable 145% increase in hazard reporting by non-HSE employees. In recognition of their outstanding contributions, the best reporting and HSE-complying employees receive rewards and award certificates on each project. This not only motivates individuals but also reinforces a safety culture within NMDC Group.

Training and Competency

Safety is a top priority at the Group and this is reflected in our rigorous training programs. Employees are equipped with the necessary knowledge and skills to identify hazards and implement preventive measures, contributing to a secure work environment.

H&S Performance Indicators

The table below outlines key H&S performance indicators for the reporting period, detailing man-hours, incidents, and safety frequencies across business units.

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	NMDC D&M												
	Number of Fatalities	Rate of Fatalities	Number of high-consequence work-related injury	Rate of recordable work-related injury	Number of record-able work-related injury *	Rate of recordable work-related injury	Main types of work-related injury	Number of Lost Time Injuries**	Number of Work Days Lost Due to Injury	Number of Other Occupational Injuries	Number of High Potential Incidents	Number of Near Miss Incidents	Number of Hours Worked
2021	1	0.04	0	0.00	12	0.44	EME Incidents	1	24	13	13	102	27,233,183
2022	0	0.00	5	0.22	7	0.31	Slip & Trips	5	320	31	4	100	22,575,190
2023	1	0.03	1	0.03	12	0.36	Caught in between	2	10	46	11	97	33,116,019
					* Excluding Fatality & LTI			** Including Fatality					

	Number of UAE Nationals - NMDC Energy							
	Labor	Entry-Level	Mid-Level	Senior-to-Executive Level	Labor %	Entry-Level %	Mid-Level %	Senior-to-Executive Level %
2021	0	54	203	17	0.00%	19.71%	74.09%	6.20%
2022	0	54	134	12	0.00%	27.00%	67.00%	6.00%
2023	0	200	124	11	0.00%	59.70%	37.01%	3.28%

	Number of UAE Nationals – Total							
	Labor	Entry-Level	Mid-Level	Senior-to-Executive Level	Labor %	Entry-Level %	Mid-Level %	Senior-to-Executive Level %
2021	0	120	223	22	0.00%	32.88%	61.10%	6.03%
2022	8	140	187	23	2.23%	39.11%	52.23%	6.42%

