

MAGAZINE



FIRST EDITION

ESG



CHAIRMAN'S MESSAGE

Compound or Be Disrupted.

Dear Partners,

Every era has its turning point - and this one belongs to those who learn faster, adapt deeper, and execute with precision. Learning alone is potential; wisdom is what happens when knowledge compounds through action, teaching, and shared intent.

From today, each of us carries a duty that defines our culture: whatever you learn, teach it to at least five others. Because knowledge, like capital, only grows when it circulates. Each idea taught becomes an investment in our collective intelligence - multiplying not only our performance, but the resilience of our partnerships.

Everything we do carries energy. Every action, every decision, every signal cascades across our ecosystem. That energy defines our culture - and culture determines destiny. Let this momentum be our signature. What we build mirrors what we believe, and what we believe forges the character of our group.

Technology doesn't ask for permission. A six-month edge can vanish in thirty days - sometimes overnight.

If we pause, we are not second - we are forgotten. We don't win by working harder; we win by learning obsessively, teaching fearlessly, and executing flawlessly.

Here is our rhythm:

- **Learn (Daily):** Dedicate 60 minutes to new AI tools, systems, or frameworks that expand your range.
- **Adapt (48 hours):** Apply one insight within two days - visible, measurable, and teachable.

- **Implement (Weekly):** Deliver one improvement each week - a faster process, a clearer decision, a leaner model.
- **Compound (Weekly):** Teach what you've learned to five others - because acceleration is collective.

We are not companies - we are partners in a living architecture of curiosity, courage, and compounding value. We strengthen our strongest performers and elevate our weakest links - because the integrity of the chain is the measure of our strength. We are builders, engineers, and guardians of momentum - bulletproofing our companies for the future through discipline, transparency, and shared intelligence. Our shareholders expect velocity with vision - growth that compounds like trust, measured not only in profit but in resilience.

The next three years will compress a decade of change. That is our advantage - if we stay thirty days ahead, always teaching, always building, always evolving.

History favors those who act while others wait.

Let us be remembered as the generation that turned knowledge into capital and purpose into legacy.

**Let's remain obsessed.
Let's stay thirty days ahead.
Let's keep compounding.**

With belief,

Tahnoon bin Zayed Al Nahyan
Chairman, IHC





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**FROM THE CHAIRMAN'S**

Driving Growth Toward a More Resilient Future

**His Excellency
Matar Suhail Ali Al Yabhouni
Aldhaheri****“WE BUILD A RESILIENT
FUTURE NOT BY CHANCE,
BUT BY COMMITMENT, UNITY,
AND PURPOSE.”**

Over the years, ESG has **grown into a diverse, resilient, and future-focused organization**, one built on discipline, integrity, and ambition, values shaped throughout my journey in the UAE Armed Forces, public service, and the private sector, and which continue to guide our path today. Our **success has always been rooted in the dedication of our people and the trust we build across every industry** we touch.

In line with the guidance of His Highness, **we embrace a culture of continuous learning, improvement, and collective intelligence**. We commit to staying ahead by adapting quickly, executing with precision, and sharing what we learn. Every action we take compounds our **progress, strengthens our group, and builds resilience by design**.

As we enter a new chapter of growth, our focus remains clear: **to build a resilient future, one that is sustainable, innovative, and capable of adapting to the opportunities and challenges ahead**. Together, we will continue to elevate our standards, expand our horizons, and shape a future that reflects the spirit of Emirates Stallions Group: strong, united, and resilient.

Thank you for your dedication and unwavering contribution to our journey.
Together, we build the future.



FROM THE CEO'S DESK

Leading with Vision

Kayed Khorma
Group Chief Executive Officer

Welcome to the first edition of our internal magazine, a platform designed to keep us **connected, informed, and aligned as one team.**

At ESG Emirates Stallions Group, a proud subsidiary of IHC, we continue to **expand our presence across industries and markets**, driven by our shared values of impact and client success.

As we grow, it is vital that each of us uphold the principles outlined in our Code of Business Conduct, ensuring **integrity and excellence** define everything we do.

Thank you for your dedication and contributions to ESG's success. **Together, we will continue to build a future of progress, pride, and shared achievement.**



“COMPOUND OR BE DISRUPTED”

HHS TAHNOON BIN ZAYED AL NAHYAN

**BUILDING A RESILIENT
FUTURE, *TOGETHER***

+45

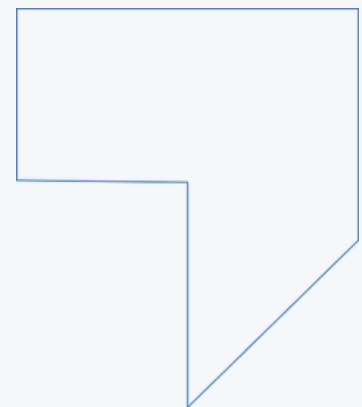
SUBSIDIARIES

04

INDUSTRIES

+20

COUNTRIES



PERFORMANCE & RESULTS

Numbers that Reflect Our Progress

Q3 Financial Results



Emirates Stallions Group Delivers Standout **9M 2025 Results, Driving Revenue 19% to AED 1.07 Billion** and **Operating Profit 38%** to AED 208.8 Million.

- Robust double-digit **growth** in revenue and profitability, reflecting business resilience and diversification.
- Operating profit before tax surged 38% to AED 208.8 million, highlighting **operational strength and disciplined execution**.
- Growth was primarily driven by **strong performance** in **manpower & accommodation** solutions and **real-estate development & services**.
- Continued investment focus on high-growth sectors reinforces **ESG's long-term value strategy**.

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Q1 - Q3 HIGHLIGHTS

Milestones that Shape Our Growth

ESG HQ Moves To A New Home

ESG has officially moved to its new headquarters, a step that reflects our ongoing growth and evolving ambitions. The new location represents more than just a change of space; it's a foundation for new strategies, bigger goals, and continued success as we move forward together.

[Watch Video](#)



ESG Subsidiaries Moved to a New Space

ESG's subsidiaries have officially moved to their new building, offering a modern and integrated workspace that enhances daily operations and supports the group's upcoming projects.



We are proud of the **remarkable progress** our teams continue to achieve across the Emirates Stallions Group ecosystem.

From our new **ESG** headquarters to milestone developments such as **Seamont** with Royal Development Holding (RDH), **Mallside** by ESG Hospitality & Royal Development Company (RDC), **DMT Park** by Gulf Dunes Landscaping (GDL), and the new **Decovision branch in the KSA**, each achievement reflects our collective commitment to growth, innovation, and sustainable excellence.

Together, we are not only building projects, we are **shaping a resilient future**, powered by collaboration, creativity, and unwavering dedication.

Alejandro Fonseca - Group COO





ROYAL
DEVELOPMENT HOLDING
AN ESG COMPANY

PROJECT OF THE MONTH

An exclusive waterfront residential development in Abu Dhabi, Seamont Residences is thoughtfully designed to offer a harmonious blend of luxury, comfort, and nature. Nestled along the shores of Al Gurm, the project features contemporary architecture, lush landscapes, and serene views, creating a private sanctuary that promotes well-being, relaxation, and refined living.

Seamont Residences
Reem Island - Abu Dhabi

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DMT PARK Project

GDL proudly completed the DMT Park Package 15, developed for the Department of Municipalities and Transport (DMT) in Al Shamkhah District, Abu Dhabi Mainland. The project encompasses three beautifully designed community parks, completed in 2025, marking another milestone in creating greener, more vibrant public spaces that enhance community well-being and urban sustainability.



AL AJBAN FARMS

Al Ajban Farm serves as the operational hub of **ESG Agro**, leading the UAE's shift toward sustainable and circular agriculture. The farm combines green waste recycling, animal composting, forage and feed production, and the ESG Nursery into one integrated system that transforms organic waste into valuable resources. Through innovation and efficient resource management, Al Ajban Farm supports national goals for food security and environmental sustainability.





MALLSIDE Superstructure

ESG Hospitality, in collaboration with Hilton, proudly celebrates the swift success of its debut project, the Mallside Residence and Hotel Apartments in Dubai. Managed by Royal Development Company (RDC), a subsidiary of Emirates Stallions Group, the 18-floor tower at Dubai Hills Estate achieved a record-time sellout showcasing ESG’s excellence in strategy, innovation, and delivery within the hospitality sector.



DECOVISION KSA Branch Launch

As part of its ongoing regional growth, **Decovision** proudly announces the opening of its new branch in the KSA. This strategic expansion strengthens the company’s presence in the Gulf region, bringing its expertise in interior design, fit-out, and furnishing solutions closer to clients across KSA. The new office represents Decovision’s commitment to delivering exceptional craftsmanship, innovative design, and seamless project execution on an international scale.



Seamont Residences



mallside
residence



EVENTS & EXHIBITIONS
Experiences that Bring Us Together

Showcasing Sectoral Excellence and Sustainability at MIITE 2025



ESG proudly participated in the “Make it in the Emirates” 2025 exhibition, showcasing its diversified portfolio with a focus on manufacturing and agriculture. The event reinforced ESG’s commitment to innovation, sustainability, and contribution to the UAE’s industrial ecosystem.

[Watch Video](#)



ESG Flag Day Pride in Every Wave

We are deeply proud and grateful to our incredible team for coming together to celebrate **UAE Flag Day**. Raising the flag side by side reflects not only our shared pride in the nation, but also our unity, commitment, and dedication to contributing to the UAE's continued progress. It is moments like these that remind us of the values we uphold and the responsibility we carry toward shaping a stronger future together.

[Watch Video](#)





NEWS & ANNOUNCEMENTS
Updates from Across the Group

The Headlines



Emirates Stallions Group Expands Saudi Presence with 13,000 sqm Warehouses under 16-year Agreement

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Royal Development Holding and SAAS Properties Sell Out Phase 1 of “Seamont Autograph Collection Residences” by Marriott

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ESG Emirates Stallions Group Achieves Strong H1 2025 Performance with 11% Year-on-Year Growth in both Revenue and Operational Profit

[Read More](#)



OUR PEOPLE
Meet the Faces Behind ESG

Naushad Kunnath
Document Controller



After nearly a decade with **ESG**, Naushad Kunnath shares his thoughts on work-life balance, the evolving company culture, and what they value most about being part of the team. Their journey highlights the strength of collaboration, innovation, and long-term growth within **ESG** and **RAPM**.

Company: Royal Architect Project Management

• **What do you enjoy most about your job?**

I'm enjoying everything. Whether this is positive or negative, and I'm proud to say that I'm working with very professional and very good cooperative teams.

• **How would you rate your work-life balance?**

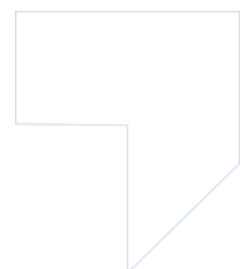
Generally satisfied with my current role and the team I'm working with.

• **What changes have you observed in the company culture over your ten-year journey?**

Over the past ten years, I observed that the company has become stronger and more innovative.

• **How would you describe the company culture at RAPM?**

Friendly, motivating and customer focused.



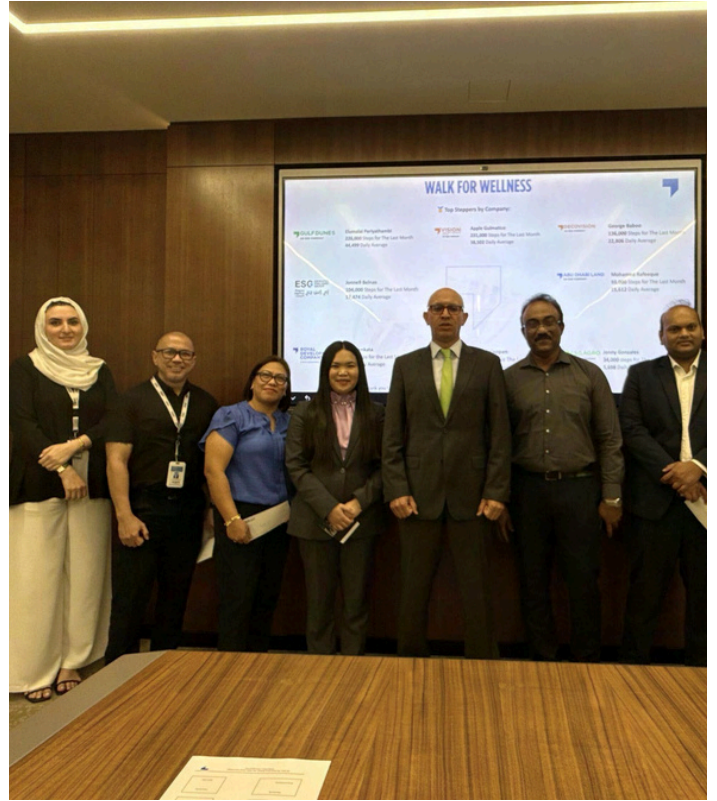


HEALTH & WELLBEING

Caring for Our People

Employee Wellness

Beyond the environmental side, we're also continuing our efforts to support people through initiatives that promote employee health, well-being, and workplace engagement. These actions reflect our broader commitment to corporate social responsibility, where both people and planet are at the heart of how we grow.



Managing Stress At Work

Stress is a part of work, but managing it effectively can improve both focus and well-being. Here are a few quick tips:

- **Prioritize Tasks:** Start your day with a clear plan.
- **Take Breaks:** Short pauses can refresh your mind.
- **Stay Hydrated:** Water keeps you energized & focused.
- **Practice Mindfulness:** A minute of deep breathing can make a big difference.
- **Set Boundaries:** Disconnect after work to recharge.



SUSTAINABILITY & ENVIRONMENT

Small Steps, Big Impact

At **ESG**, we're taking meaningful steps to build a more sustainable workplace. This quarter, we began phasing out single-use items across our offices and enhanced efforts around waste management, encouraging teams to practice proper segregation, reduce overall waste, and divert materials from landfills. Small changes, when made consistently, can lead to a significant impact.



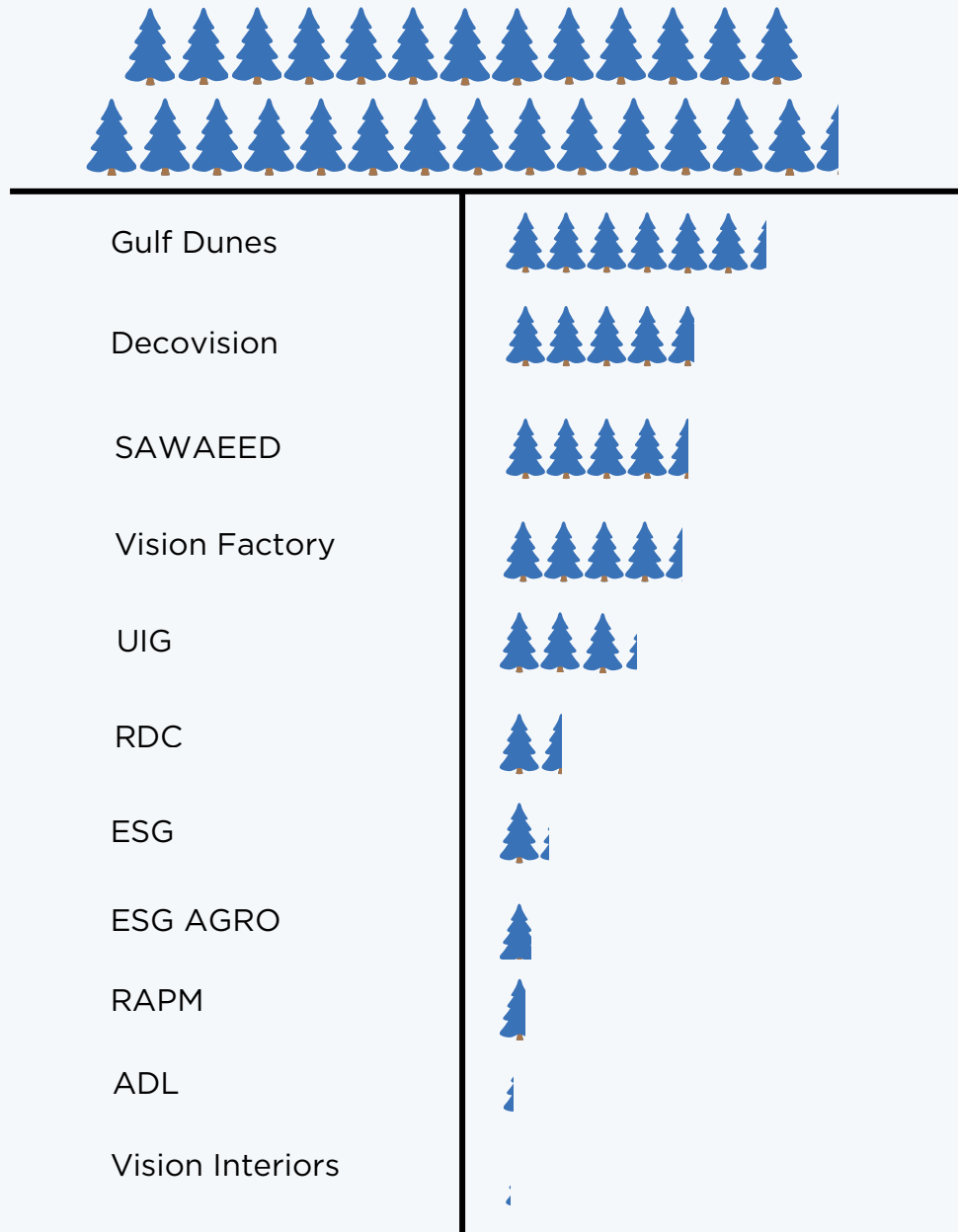
Group Sustainability Awareness Meeting

We also introduced our **Group Sustainability Policy**, which gives us all a shared direction and clearer goals to work toward. To bring it to life, we've been running regular awareness sessions, helping everyone understand how simple daily choices can contribute to larger sustainability efforts.



ESG Paper Consumption October 2025

Total trees used by **ESG**: 27.36 trees



As part of our sustainability efforts, this data helps monitor progress and encourage responsible paper usage across the Group. This initiative is designed to raise awareness, promote accountability, and support continuous improvement across all teams.



COMMUNITY IMPACT

Building Talent and Giving Back

ESG x First Star Academy

Season 2025-2026

ESG proudly sponsors First Star Sports Academy for the third year, supporting youth empowerment through professional football and basketball programs. This partnership enhances **ESG's** brand visibility across uniforms, digital platforms, and events, while offering **ESG** employees and their families an exclusive 15% discount on all academy activities.



SAIF AI PLATFORM

New tools that expand our range

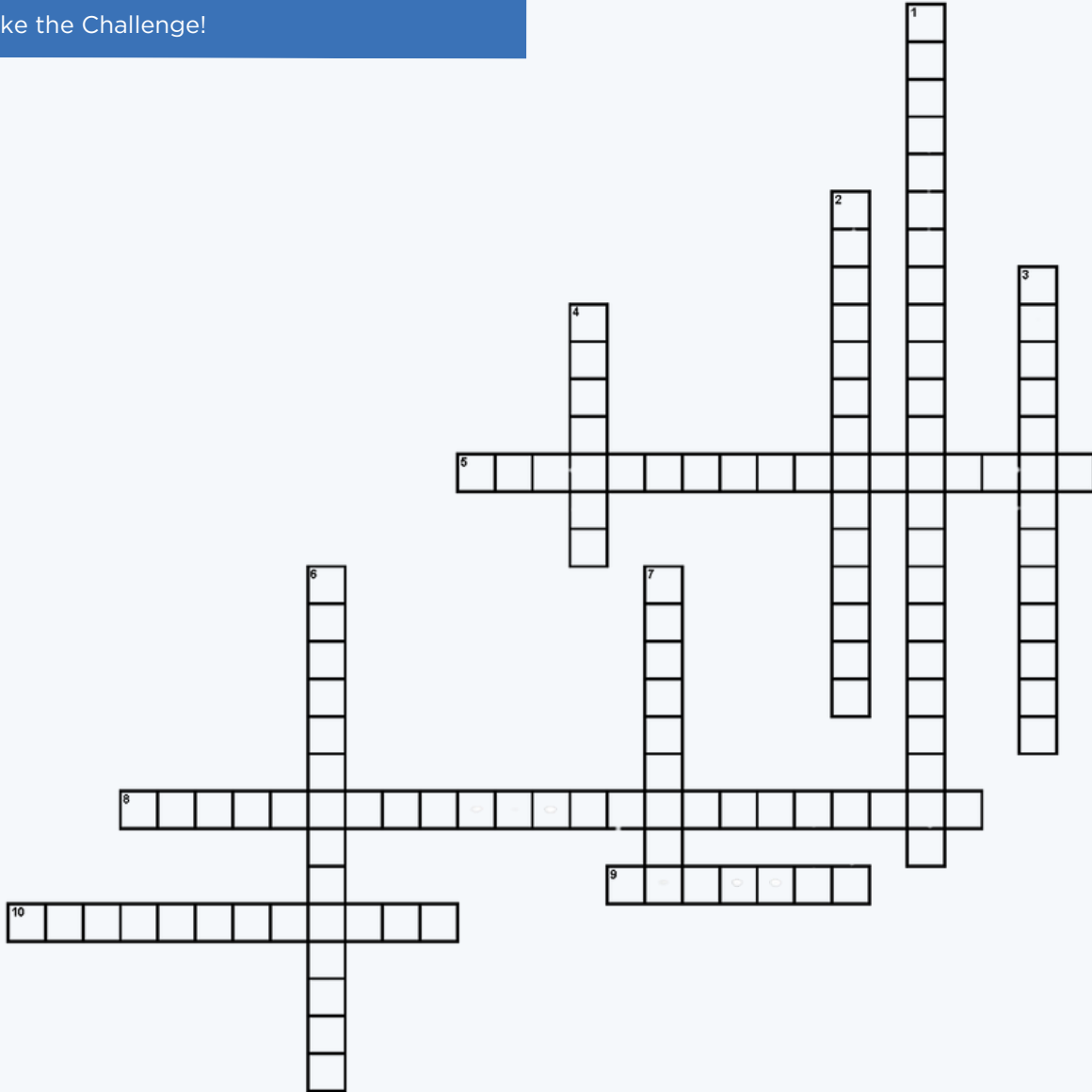


SAIF marks a major step in our digital transformation, a move toward becoming an AI-native and AI-empowered organization. Through this platform, we will embed intelligence into our daily operations, enhance efficiency, and enable faster, smarter decision-making.



UNLOCK THE FUN

Take the Challenge!



Across

- [5]** INTERIOR AND FITOUT COMPANY
- [8]** REAL ESTATE DEVELOPER
- [9]** AN AGRICULTURE COMPANY
- [10]** CONSTRUCTION COMPANY

Down

- [1]** REAL ESTATE DEVELOPMENT COMPANY
- [2]** PROJECT MANAGEMENT COMPANY
- [3]** WOOD WORK AND UPHOLSTERY SOLUTIONS
- [4]** LUXURIOUS HOME FURNITURE OFFERINGS
- [6]** MANPOWER SUPPLY AND STAFF ACCOMMODATION COMPANY
- [7]** LANDSCAPING COMPANY

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ESG EMIRATES
STALLIONS
GROUP

مجموعة
ستاليونز
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We'd love to hear your feedback and suggestions to make our upcoming magazines even better. Share your thoughts with us, and let's shape the future of our communications together!



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