



ARAMTEC GENERAL TRADING L.L.C

6936, Makani#22168-83053, First Al Khail Street, Dubai, United Arab Emirates.

CORPORATE SUSTAINABILITY REPORT

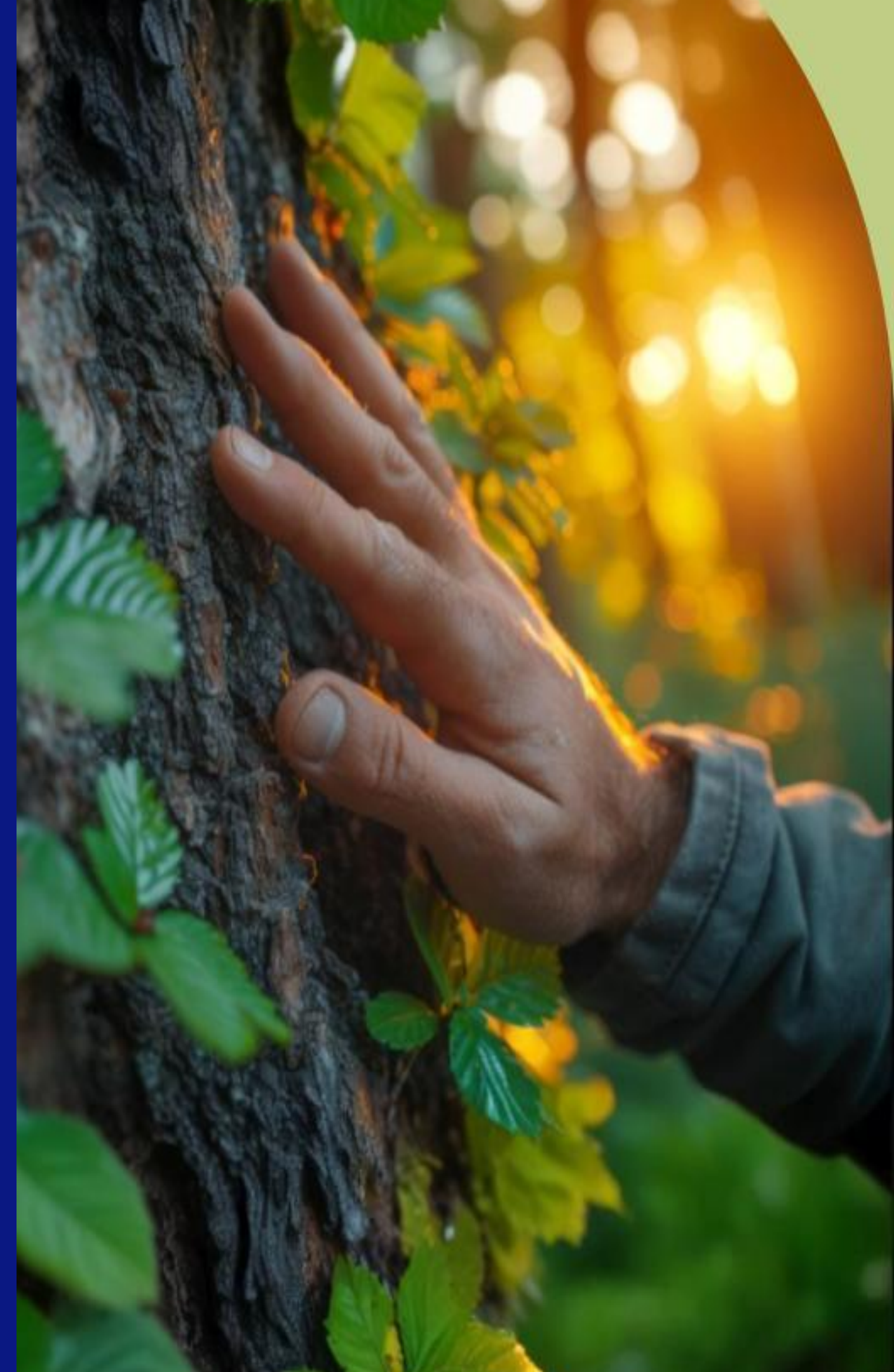
(01st January, 2025 to 31st December, 2025)



• Form No	: AT/ESG/F-690
• Issue No	: 01
• Rev No	: 00
• Date	: 20 th January, 2026

Table of Content

Message From The Managing Director.....	3
About Us.....	4
Statement of Use.....	5
Introduction to the Sustainability Report	6
ISO Certificates.....	7
Logistic & Warehousing Infrastructure.....	8
Our Services.....	9
General Disclosures.....	18
Material Topics.....	21
Governance.....	23
Environment.....	26
Social.....	33
Sustainability Performance Data.....	38
GRI INDEX (This report is prepared in accordance with GRI standards (2021).)	40
INDEPENDENT ASSURANCE STATEMENT.....	42



Message From The Managing Director



At ARAMTEC, sustainability is integral to our operations and long-term vision. We are committed to responsible growth through strong governance, environmental stewardship, and employee well-being. Our focus on efficiency, innovation, and ESG principles drives continuous improvement, ensuring we deliver value to stakeholders while contributing positively to society and the environment.

Thank you for your continued support and trust in ARAMTEC. We are excited about the possibilities ahead and remain committed to making sustainability a cornerstone of our success.

Sincerely,
Managing Director,
ARAMTEC UAE



About Us

Aramtec is family-owned company founded in the United Arab Emirates in 1979

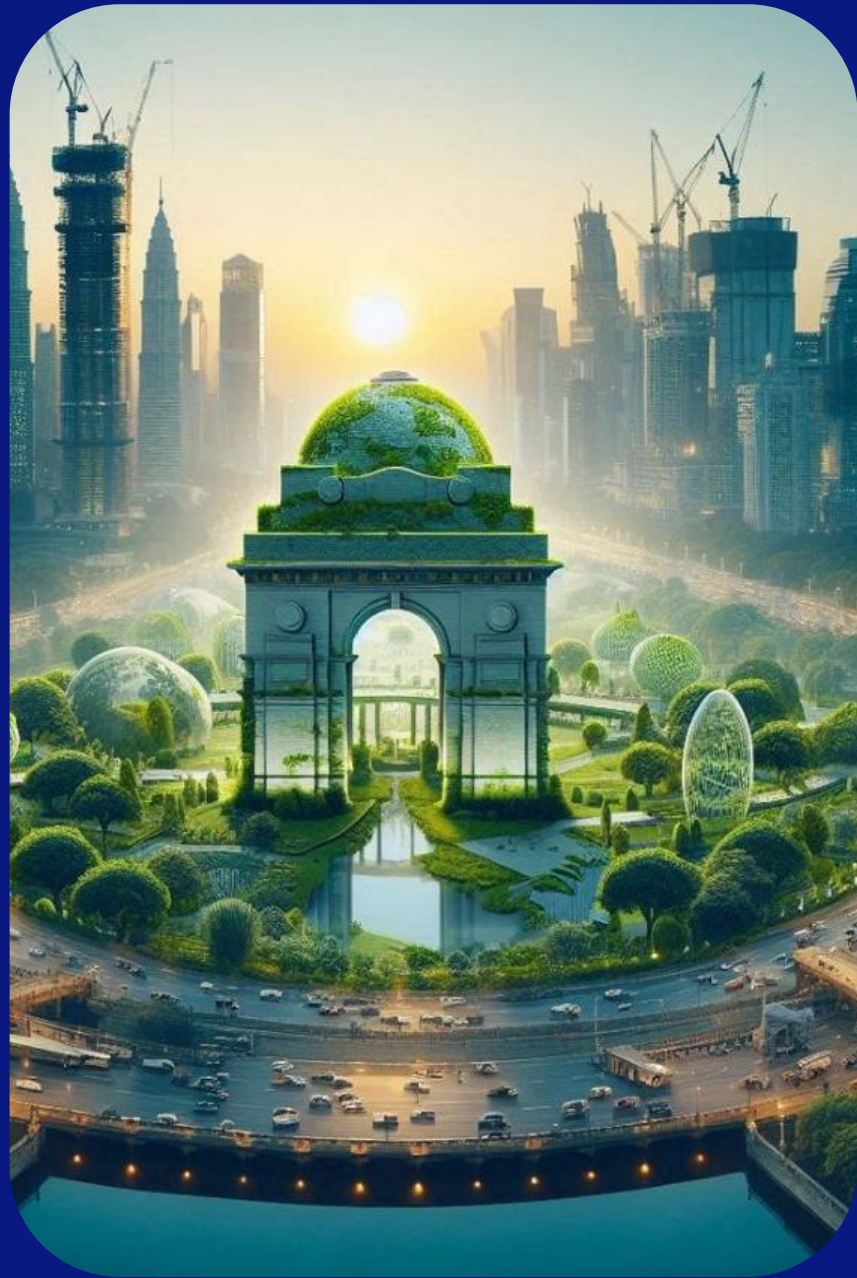
In October 2022, we opened our third location in Doha, Qatar.

We import and distribute premium foodservice products throughout the UAE, Oman and Qatar. We are one of the largest protein suppliers (beef, chicken, lamb and veal) in the region. Our procurement team has access to brands from around the globe, however we focus on the USA, Canada, France, Germany, Belgium, Italy, Australia, Brazil and South Africa. We're your one-stop-shop for all foodservice and pastry supplies. We have over 2,000 SKUs and supply over 1,750 customers in the hospitality sector including premium hotels, restaurants, institutions, catering companies, airlines and retail outlets.

Statement of Use (GRI 1-5)

This report is prepared in accordance with GRI standards (2021) for the reporting period January 2025 to December 2025.





Introduction to the Sustainability Report

Sustainability at ARAMTEC Foodservice is not a side note; it is the rhythm that guides how the business grows, sources, and delivers. Rooted in ethical practices and transparency, our approach balances quality service with environmental and social responsibility. From partnering with trusted farmers to adopting solar-powered warehouses and integrating electric vehicles, we continuously evolve to reduce our footprint. We align our initiatives with the UAE's sustainability vision while ensuring consistency and innovation in operations. By embedding sustainability into everyday decisions, we aim to create long-term value for our customers, communities, and the environment we serve.

ISO Certificates

ISO 14001:2015 is an international standard for environmental management systems (EMS) that helps organizations improve environmental performance, ensure legal compliance, and reduce environmental impacts. It promotes a systematic approach through risk assessment, resource efficiency, pollution prevention, and continuous improvement, enabling organizations to achieve sustainability objectives and enhance stakeholder confidence.



Logistic & Warehousing Infrastructure

STORAGE CAPACITY



Our food products are shipped from our warehouses in Al Quoz Dubai and Abu Dhabi and distributed to our customers in all 7 Emirates. We also have warehouse facilities in Doha for Qatar.

DRY STORE
2,400 pallets = 120 containers (40 ft)

FROZEN STORE
3,400 pallets = 170 containers (40ft)

CHILLED STORE
180 pallets = 9 containers (40ft)

RECEIVING AREA
170 pallets = 8 containers (40ft)

ARAMTEC'S - FACILITY

Our food products are shipped from our warehouses in Al Quoz Dubai and Abu Dhabi and distributed to our customers in all 7 Emirates.

Food safety, quality and complying with HACCP procedures is our top priority. Temperature control of our dry, chilled & frozen stores are monitored continuously, and records kept in our database.

Our Services



Food From The Heart



Aramtec is one of the UAE's longest established foodservice companies. We import premium food brands and products from around the globe, supplying hotels, restaurants, airlines and other commercial F&B outlets.



Aramtec's Foodservice

Our hospitality customers appreciate our strategically sourced brands from across the globe ensuring the highest quality for a wide range of cuisines.

Our range of food products caters to all your commercial kitchen needs. From meat and poultry to oils, sauces, flour and rice.

Our Services

Butchery & Processing



Integrated butchery delivering premium meats with quality, traceability, innovation



Pastry & Bakery

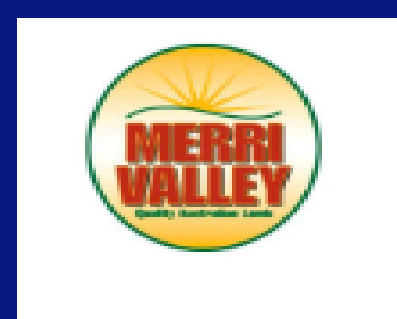
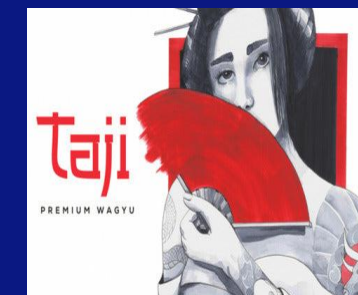
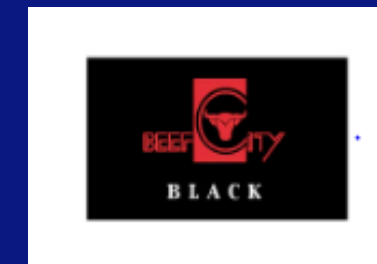
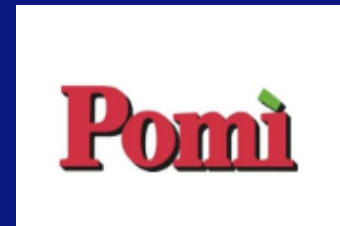
Comprehensive bakery division supplying premium ingredients, products, and live demonstrations for pastry chefs' innovation, creativity, and excellence across diverse brands

Logistics & Warehousing

Nationwide logistics, temperature-controlled warehouses ensuring food safety, HACCP compliance



Food service partner



Pastry & Bakery Partners



MARTIN BRAUN



Proteins & Butchery



Aramtec delivers premium meats, butchery, and e-commerce excellence.



Aramtec Foodservice delivers custom meat solutions, burgers, sausages, and pies with precision portioning for consistent, efficient professional kitchen operations across UAE.

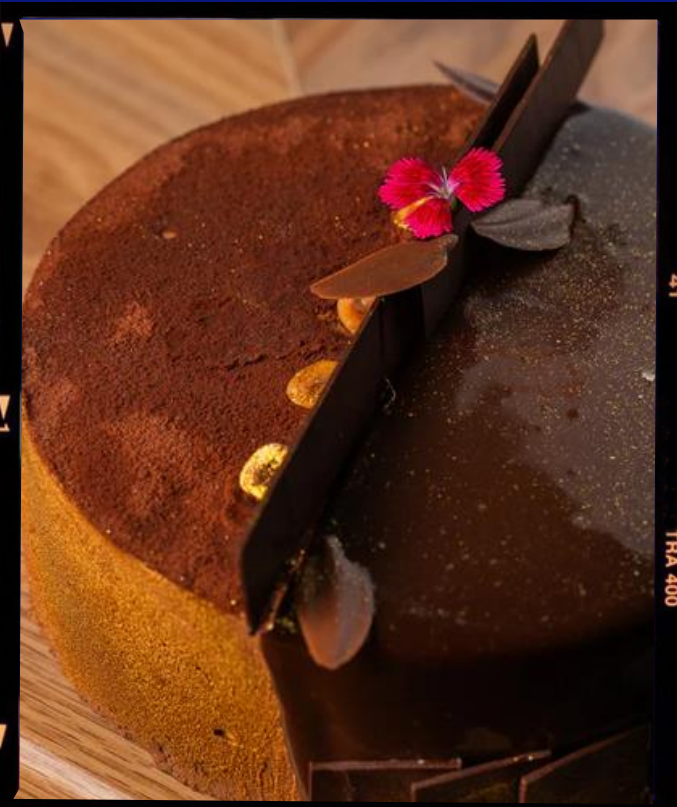
Premium quality products



Pastry & bakery division



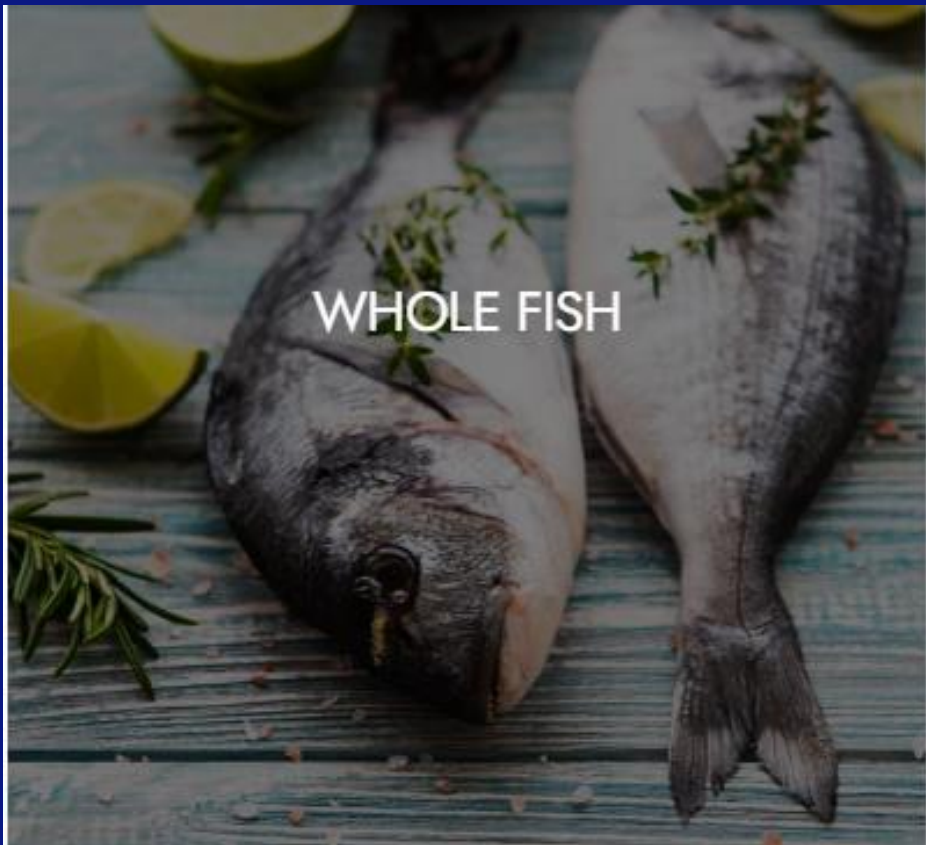
Aramtec's pastry division offers bakery products, brands, and chef demonstrations.



FROM OCEAN TO PLATE, RESPONSIBLY SOURCED PERFECTION.

ELEVATING SEAFOOD EXCELLENCE

WHO WE ARE



WHOLE FISH



FILLETS



SHRIMP

OUR PRODUCTS - ELEVATING SEAFOOD EXCELLENCE



CRABS & LOBSTERS



SQUID & OCTOPUS



CLAMS, MUSSELS & SCALLOPS



Organizational Details (GRI -2-1)

Legal Name : ARAMTEC GENERAL TRADING L.L.C

Location of its headquarters:

6936, Makani # 22168-83053, First Al Khail Street, Dubai,
United Arab Emirates.

Countries of operation: Dubai, United Arab Emirates

Organizational Details (GRI 2-1)

ARAMTEC General Trading LLC is a UAE-based food logistics and distribution company specializing in frozen, chilled, and dry food supply chain operations. The company operates warehouses and distribution systems across the GCC region, serving hospitality, retail, and institutional clients. In 2025, ARAMTEC maintained ISO 14001 certification and ESG-aligned operations across all facilities. The company employs approximately 140 staff and integrates sustainability into daily operations through environmental monitoring, governance controls, and employee welfare systems. Traceability systems ensure full supply chain visibility. Operations are aligned with international ESG standards, supporting continuous improvement, regulatory compliance, and responsible business practices.

Activities, Value Chain and Markets (GRI 2-6)

ARAMTEC operates in the food logistics and distribution sector, managing receiving, storage, and delivery of frozen, chilled, and dry food products across the GCC region. The company's value chain includes global sourcing, warehousing, cold-chain management, and final delivery to customers such as hotels, airlines, and retailers. In 2025, 100% suppliers were aligned with ESG clauses, ensuring sustainability integration across procurement. The company manages over 2,000 SKUs and serves more than 1,750 customers. Value chain risks are mitigated through supplier assessments, traceability systems, and ESG compliance monitoring, ensuring quality, safety, and sustainability across operations.

Role of the Highest Governance Body (GRI 2-12)

ARAMTEC's top management is responsible for overseeing ESG strategy, risk management, and sustainability performance. Leadership ensures integration of environmental, social, and governance principles into decision-making processes. Governance includes monitoring KPIs, compliance, and ethical conduct. In 2025, zero corruption incidents and zero environmental complaints reflect strong oversight effectiveness. Management regularly reviews sustainability performance, approves policies, and ensures compliance with ISO standards and regulatory frameworks. The governance structure promotes accountability, transparency, and continuous improvement, ensuring sustainability objectives are achieved across all operational areas.

Delegation of Responsibility (GRI 2-13)

ARAMTEC assigns ESG responsibilities across departments including HR, Environment Management Representative (EMR), and Procurement teams. Each department is accountable for specific KPIs such as emissions, labor practices, and supplier assessments. In 2025, Scope 1 emissions reached 1676 tCO₂e, while 100% suppliers were ESG assessed, demonstrating effective delegation. Operational teams implement policies through SOPs, training, and monitoring systems. Management ensures alignment between strategic objectives and operational execution. This structured delegation enhances accountability, improves efficiency, and ensures sustainability initiatives are effectively implemented across the organization.

Role in Sustainability Reporting (GRI 2-14)

ARAMTEC's leadership ensures the integrity and accuracy of sustainability reporting. ESG data is collected, verified, and reviewed before disclosure. In 2025, KPI data was externally verified under ISO/IEC 17029 standards, ensuring credibility. Reporting aligns with GRI, ISO 14064, and GHG Protocol frameworks. Management reviews KPI performance, ensures completeness, and approves disclosures. The company maintains transparency through regular reporting and third-party assurance. This process ensures reliable sustainability communication and strengthens stakeholder confidence in ARAMTEC's ESG performance and commitments.

Communication of Critical Concerns (GRI 2-16)

ARAMTEC has established structured communication channels to report and address critical concerns related to ESG risks, operational issues, and compliance. These include whistleblower systems, grievance mechanisms, and internal reporting procedures. Employees can report concerns confidentially, ensuring protection and transparency. In 2025, zero corruption incidents and zero data breaches were reported, demonstrating effective communication and resolution systems. Critical issues are escalated to senior management for timely action. Regular monitoring and documentation ensure accountability and continuous improvement. This structured approach strengthens governance, enhances risk management, and ensures stakeholder trust in organizational practices.

Evaluation of Governance Performance (GRI 2-18)

ARAMTEC evaluates governance performance through KPI monitoring, internal audits, and third-party verification. ESG performance is reviewed against targets and benchmarks. In 2025, indicators such as zero environmental complaints, zero corruption incidents, and 100% ethics training coverage reflect strong governance effectiveness. External assurance under ISO/IEC 17029 enhances credibility. Management reviews ensure policy implementation, risk mitigation, and continuous improvement, supporting transparency and accountability.

Remuneration Policies (GRI 2-19)

ARAMTEC maintains fair and transparent remuneration policies aligned with market standards and ESG principles. Compensation structures are reviewed to ensure equity and competitiveness. In 2025, the leadership compensation ratio was 0.5, reflecting balanced pay distribution. Policies include equal pay, overtime compensation, and performance-based incentives. Regular audits address pay gaps, while employee feedback supports fairness, satisfaction, and alignment with global ESG benchmarks.

Process to Determine Remuneration (GRI 2-20)

ARAMTEC determines remuneration through structured processes involving performance evaluation, market benchmarking, and internal audits. Compensation decisions consider employee performance, experience, and organizational objectives. In 2025, 100% employees received fair wages aligned with UAE labor standards, ensuring compliance and equity. Pay transparency processes and communication systems ensure employees understand compensation structures. Periodic reviews and adjustments maintain competitiveness. This structured approach ensures fairness, supports employee retention, and aligns with ESG commitments on equitable pay and workforce well-being.

Sustainability Strategy (GRI 2-22)

ARAMTEC's sustainability strategy focuses on environmental responsibility, operational efficiency, and ethical governance. The company aligns with GRI, ISO 14064, and GHG Protocol standards to monitor performance. In 2025, Scope 1 emissions were reduced to 1676 tCO₂e, reflecting continuous improvement. The strategy includes energy optimization, renewable energy adoption, and climate risk resilience planning. ESG principles are embedded into decision-making, ensuring long-term value creation. The company also supports SDGs and stakeholder-driven sustainability initiatives. Continuous KPI monitoring and third-party verification ensure transparency, accountability, and alignment with global sustainability frameworks across all logistics and distribution operations.

Policy Commitments (GRI 2-23)

ARAMTEC has established formal ESG policies addressing environmental protection, labor rights, ethical conduct, and sustainable procurement. These policies include commitments to safe working conditions, emissions reduction, anti-corruption, and responsible sourcing. In 2025, 100% employee health insurance coverage was achieved, demonstrating commitment to employee welfare. Environmental policies focus on emissions control and waste management, while governance policies ensure transparency and accountability. All policies are documented in ESG manuals and communicated across the organization. Regular reviews ensure alignment with regulatory requirements and international standards, enabling continuous improvement in sustainability performance and compliance across operations.



Embedding Policy Commitments (GRI 2-24)

ARAMTEC embeds ESG policy commitments into daily operations through SOPs, training programs, and performance monitoring systems. Policies are integrated across departments including procurement, HR, and operations. Employees receive regular training on sustainability, ethics, and safety requirements. In 2025, 100% employees received ethics training and 100% suppliers complied with ESG clauses, demonstrating strong policy implementation. Internal audits and KPI tracking ensure compliance with policies. Continuous improvement processes update policies in line with regulatory changes and global standards. This structured approach ensures sustainability commitments are effectively translated into operational practices across the organization.

Processes to Remediate Negative Impacts (GRI 2-25)

ARAMTEC has established processes to identify and remediate negative environmental and social impacts. These include incident reporting systems, corrective action plans, and grievance mechanisms. Issues are investigated through root cause analysis and resolved through preventive measures. In 2025, zero environmental complaints and zero human rights incidents indicate effective remediation systems. Employee grievances are addressed promptly, ensuring fairness and transparency. Supplier issues are managed through ESG assessments and engagement. Continuous monitoring ensures improvements and prevents recurrence. This structured remediation process strengthens accountability and supports sustainable operations.

Mechanisms for Advice and Concerns (GRI 2-26)

ARAMTEC provides multiple channels for employees and stakeholders to seek advice and report concerns, including whistleblower systems, grievance mechanisms, and direct communication with management. Confidential reporting ensures protection and transparency. In 2025, zero corruption incidents and zero data breaches demonstrate effectiveness of these mechanisms. Employees receive training on reporting procedures and ethical conduct. Regular monitoring ensures timely resolution of concerns. These systems enhance trust, improve governance, and ensure compliance with ESG standards. ARAMTEC remains committed to maintaining open and transparent communication channels.

Compliance with Laws and Regulations (GRI 2-27)

ARAMTEC ensures compliance with all applicable environmental, labor, and business regulations. Compliance is supported by ISO certifications, internal audits, and monitoring systems. In 2025, the company reported zero environmental complaints and zero legal violations, demonstrating strong compliance performance. Policies and procedures are regularly updated to align with regulatory requirements. Employee training ensures awareness of legal obligations. Continuous monitoring and corrective actions ensure adherence to laws. This commitment to compliance strengthens organizational integrity and supports sustainable business practices.

Membership Associations (GRI 2-28)

ARAMTEC participates in sustainability initiatives and aligns with global frameworks such as UN Global Compact and Science Based Targets Initiative. These memberships support the company's commitment to responsible business practices and continuous improvement. In 2025, ESG integration was strengthened through adherence to international standards including GRI and ISO frameworks. Participation in such initiatives enhances knowledge sharing, benchmarking, and collaboration. This engagement supports ARAMTEC's sustainability strategy and strengthens its position as a responsible organization within the logistics and food distribution sector.

Stakeholder Engagement (GRI 2-29)

ARAMTEC engages stakeholders through structured processes including supplier meetings, employee feedback systems, ESG consultations, and customer communication platforms. In 2025, 100% suppliers included ESG clauses in contracts, ensuring sustainability integration across the supply chain. Employee engagement is supported through representation systems and grievance mechanisms. Stakeholder feedback is incorporated into materiality assessments and sustainability strategies. Regular communication enhances transparency and trust. The company maintains continuous dialogue with regulators and partners to ensure compliance and improvement. These engagement practices strengthen relationships, improve ESG outcomes, and ensure alignment with stakeholder expectations and sustainability objectives.

Process to Determine Material Topics (GRI 3-1)

ARAMTEC conducts structured materiality assessments to identify key ESG issues impacting operations and stakeholders. The process involves risk evaluation, stakeholder engagement, and alignment with industry standards. Topics such as energy use, waste management, employee safety, and ethical practices are prioritized based on impact and relevance. The company uses internal data, audits, and external frameworks to refine its materiality matrix. Continuous review ensures responsiveness to emerging risks and opportunities. This approach supports strategic decision-making, resource allocation, and transparent reporting aligned with GRI standards.

List of Material Topics (GRI 3-2)

ARAMTEC identifies key material topics including energy efficiency, emissions reduction, waste management, occupational safety, employee welfare, and ethical governance. These topics are derived from annual materiality assessments with $\geq 80\%$ stakeholder participation. Each topic is linked to measurable KPIs and targets, ensuring performance tracking. The company updates its materiality matrix regularly to reflect emerging risks such as climate change and supply chain sustainability. These KPIs ensure focus on high-impact areas and alignment with stakeholder expectations.



Management of Material Topics (GRI 3-3)

ARAMTEC manages material sustainability topics through structured policies, defined responsibilities, and measurable KPIs aligned with ESG objectives. Key topics such as energy use, emissions, waste, employee safety, and ethics are addressed through operational controls, training, and monitoring systems. The company ensures 100% KPI tracking coverage and conducts annual performance reviews to assess progress. Corrective actions are implemented with $\geq 95\%$ closure rates to address gaps. Stakeholder feedback and internal audits guide continuous improvement. This approach ensures effective risk management, regulatory compliance, and alignment with international standards, strengthening sustainability performance and long-term value creation.

Most Important Environmental Topics

1. Refrigerant emissions and climate impact
2. Energy efficiency of refrigeration systems
3. Scope 1 & 2 GHG emissions reduction
4. Cold chain integrity to prevent food spoilage
5. Fuel consumption and emissions from delivery fleet
6. Food loss and waste prevention
7. Sustainable packaging solutions
8. Transition to low-carbon or electric vehicles
9. Renewable energy integration in operations
10. Environmental compliance and regulatory adherence

Most Important Social Topics

1. Occupational health and safety (OHS)
2. Food safety and hygiene standards
3. Cold chain management and product integrity
4. Driver and transport safety
5. Labor standards and human rights compliance
6. Employee training and competency in handling food products
7. Emergency preparedness and incident response
8. Customer satisfaction and trust
9. Supplier code of conduct and audits
10. Worker welfare and fair wages

Most Important Governance Topics

1. Anti-corruption and anti-bribery compliance
2. Strong corporate governance and board accountability
3. Regulatory compliance in food safety and logistics
4. Risk management and operational controls
5. Ethical business conduct and integrity
6. Supply chain transparency and supplier audits
7. Data security and privacy governance
8. ESG strategy oversight and performance monitoring
9. Whistleblower protection and reporting systems
10. Crisis management and business continuity planning



GOVERNANCE

Financial Implications of Climate Change (GRI 201-2)

ARAMTEC recognizes climate change as a key risk affecting operations, including extreme weather impacts on cold-chain logistics. The company has implemented climate adaptation measures such as backup power systems, infrastructure resilience, and operational continuity planning. In 2025, Scope 1 emissions were reduced to 1676 tCO₂e, reflecting cost-saving and efficiency improvements. Climate risks are integrated into financial and operational planning to minimize disruptions and losses. Investments in energy efficiency and renewable energy contribute to long-term cost savings and sustainability. These actions ensure resilience and financial stability in a changing climate environment.

Indirect Economic Impacts (GRI 203-2)

ARAMTEC contributes to economic development through job creation, supplier engagement, and support for local businesses. The company sources products globally while supporting regional logistics and distribution networks. In 2025, 100% suppliers were integrated with ESG clauses, promoting sustainable economic practices. Investments in infrastructure, training, and sustainability initiatives create indirect economic benefits. Community engagement programs and partnerships further support local development. These activities enhance economic resilience, improve supply chain sustainability, and contribute to broader societal development goals aligned with ESG principles.

Procurement Practices (GRI 204-1)

ARAMTEC integrates ESG criteria into procurement decisions, with ≥80% of suppliers evaluated based on sustainability criteria. Local sourcing contributes ~20–30% of procurement, supporting regional economies. Supplier compliance audits achieve ≥90% adherence rate. These KPIs demonstrate responsible sourcing and supply chain governance.

Anti-Corruption (GRI 205-1)

ARAMTEC implements anti-corruption policies including training, internal controls, whistleblower systems, and conflict-of-interest declarations. Regular audits and monitoring ensure compliance and transparency. Employees are trained to identify and prevent unethical practices. These measures strengthen ethical conduct, reduce risks, and promote accountability across operations.

Communication and Training on Anti-Corruption (GRI 205-2)

ARAMTEC ensures 100% employee training coverage on anti-corruption policies, including new hires. Refresher training is conducted annually. The company maintains 0 confirmed corruption incidents and 100% compliance in audits. These KPIs demonstrate strong ethical culture and governance.

Ethics Training (GRI 205-2)

ARAMTEC ensures comprehensive ethics training for all employees. In 2025, 100% coverage was achieved, strengthening awareness of anti-corruption policies and ethical conduct. Training includes workshops, e-learning, and regular refreshers. Employees are guided on compliance, reporting mechanisms, and decision-making, reinforcing governance, minimizing risks, and promoting a strong ethical culture across operations.

Anti-Corruption Training (GRI 205-3)

ARAMTEC enforces strict anti-corruption policies supported by training, internal controls, and whistleblower systems. In 2025, zero corruption incidents were reported, demonstrating strong governance. Employees are trained to identify and report unethical behavior. Financial controls and audits ensure transparency and accountability. Conflict-of-interest declarations further strengthen ethical compliance. The company aligns with OECD guidelines and global best practices. Continuous monitoring ensures risks are mitigated effectively. These measures build stakeholder trust and reinforce ARAMTEC's commitment to ethical business conduct and regulatory compliance.

Confirmed Incidents of Corruption (GRI 205-3)

During the reporting period, ARAMTEC recorded zero confirmed incidents of corruption, reflecting a strong ethical culture and robust internal control environment. The company ensures 100% employee coverage under anti-corruption policies, reinforced through mandatory training programs with 100% participation rates across all levels. Internal audits are conducted annually with full compliance (100%), and no irregularities were identified. Whistleblower mechanisms remain fully accessible, ensuring transparency and accountability. All reported concerns are investigated promptly, with $\geq 95\%$ resolution within defined timelines. These KPIs demonstrate ARAMTEC's commitment to integrity, regulatory compliance, and prevention of unethical practices across operations.

Anti-Competitive Behaviours (GRI 206-1)

ARAMTEC reports zero cases of anti-competitive behavior, including anti-trust violations or monopoly practices, during the reporting period. The company ensures 100% compliance with competition laws across all operations through structured governance and internal controls. Compliance training programs cover 100% of relevant employees, reinforcing awareness of fair competition principles and legal requirements. Internal audits are conducted annually with 100% coverage, ensuring adherence to regulatory standards. Monitoring mechanisms and reporting channels support early detection and prevention of risks. These KPIs demonstrate ARAMTEC's commitment to ethical business conduct, transparency, and maintaining fair and competitive market practices.

Tax Strategy (GRI 207-1)

ARAMTEC maintains a transparent and responsible tax strategy aligned with applicable laws and financial governance frameworks. The company ensures 100% compliance with tax regulations across all jurisdictions in which it operates. During the reporting period, there were zero tax-related disputes, penalties, or non-compliance incidents. Financial systems and internal controls support accurate tax calculation, reporting, and timely submissions. Regular audits and reviews ensure ongoing compliance and risk mitigation. The organization adopts a conservative tax approach, avoiding aggressive tax planning. These KPIs demonstrate ARAMTEC's commitment to financial integrity, transparency, and responsible corporate citizenship.



ENVIRONMENT



Materials Used by Weight or Volume (GRI 301-1)

ARAMTEC reports total material and chemical consumption of 1,324,687 liters during the reporting period. The company ensures 100% monitoring of material usage and promotes efficient resource utilization through optimized processes and waste reduction practices. No material-related compliance issues were recorded (0 incidents). Continuous initiatives focus on minimizing material consumption and enhancing sustainability performance.

Recycled Input Materials (GRI 301-2)

ARAMTEC promotes the use of recyclable and eco-friendly materials across its operations. Packaging materials such as pallets, wraps, and containers are selected based on sustainability criteria. Recycling programs ensure materials are reused wherever possible. In 2025, waste management practices contributed to zero environmental complaints, demonstrating effective resource use. Supplier engagement ensures sustainable sourcing of materials. Continuous monitoring and improvement enhance material efficiency. These initiatives reduce environmental impact and support circular economy practices, aligning with sustainability objectives.

Energy Consumption Within the Organization (GRI 302-1)

ARAMTEC reports total energy consumption of 71,843.17 kWh during the reporting period. The company ensures 100% monitoring of energy usage across operations and implements efficiency measures such as optimized HVAC systems and equipment maintenance. No energy-related non-compliance incidents were recorded (0 cases). Continuous initiatives aim to reduce consumption and improve energy efficiency, supporting emission reduction and sustainability goals.

ARAMTEC reports total renewable energy consumption of 28,146.24 kWh during the reporting period, supporting its transition toward cleaner energy sources. Renewable energy contributes to reducing operational carbon emissions and improving energy efficiency. The company maintains 100% monitoring of energy consumption and continues to explore opportunities to increase renewable energy usage, supporting long-term climate and sustainability objectives.

Reduction of Energy Consumption (GRI 302-4)

ARAMTEC implements energy efficiency measures to reduce overall consumption across operations. Initiatives include efficient lighting, HVAC optimization, equipment maintenance, and operational controls. Employee training supports energy-saving practices. In 2025, these measures contributed to reduced emissions, with Scope 1 emissions at 1676 tCO₂e, showing improvement from previous years. Continuous monitoring identifies inefficiencies and enables corrective actions. These initiatives enhance operational efficiency, reduce environmental impact, and support sustainability targets. The company remains committed to continuous energy reduction and adoption of cleaner technologies.

Reductions in Energy Requirements of Products and Services (GRI 302-5)

ARAMTEC reduces energy requirements through efficient logistics, optimized cold-chain systems, and improved operational practices. Initiatives include efficient refrigeration, preventive maintenance, and energy monitoring systems. In 2025, these measures contributed to Scope 1 emissions reduction to 1676 tCO₂e. Continuous improvements in technology and processes reduce energy consumption across operations. Employee training supports energy efficiency practices. These efforts enhance operational efficiency, reduce environmental impact, and support sustainability targets. ARAMTEC remains committed to continuous energy optimization and innovation.



Interactions with Water (GRI 303-1)

ARAMTEC manages water interactions responsibly by monitoring usage and implementing conservation practices. Water is primarily used for cleaning and sanitation in warehouses. Climate adaptation plans include water efficiency measures and infrastructure improvements. In 2025, zero environmental complaints indicate effective water management practices. Awareness programs encourage responsible use among employees. Continuous monitoring ensures compliance and efficiency. These initiatives minimize environmental impact and support sustainable water management aligned with ESG commitments.

Water Withdrawal (GRI 303-3)

ARAMTEC manages water usage responsibly across its operations, focusing on conservation and efficiency. Water is primarily used for cleaning, sanitation, and facility maintenance. Climate adaptation plans include water conservation measures and monitoring systems. While water-specific KPIs are not disclosed, environmental initiatives ensure reduced consumption and efficient usage. In 2025, environmental compliance remained strong with zero environmental complaints, indicating effective resource management. Continuous monitoring and awareness programs support water conservation efforts and align with sustainability goals. The company remains committed to minimizing water-related environmental impact.

Water Discharge Quality (Biological Oxygen Demand - BOD) (GRI 303-4)

ARAMTEC actively monitors wastewater discharge to ensure compliance with environmental regulations and minimize ecological impact. During the reporting period, Biological Oxygen Demand (BOD) was recorded at 196 mg/L, remaining within applicable regulatory limits. The company maintains 100% monitoring coverage of all discharge points and implements effective wastewater treatment and control measures. Regular inspections and preventive maintenance ensure system efficiency and reliability. No non-compliance incidents were reported (0 cases). Continuous improvement initiatives focus on optimizing treatment processes, reducing organic load in wastewater, and enhancing overall water quality management, supporting ARAMTEC's commitment to environmental sustainability and responsible operations.

Water Discharge Quality (Chemical Oxygen Demand – COD) (GRI 303-4)

ARAMTEC monitors wastewater discharge quality to ensure full compliance with environmental regulations and minimize ecological impact. During the reporting period, Chemical Oxygen Demand (COD) was recorded at 15 mg/L, remaining well within permissible regulatory limits. The company maintains 100% monitoring coverage of all discharge points, supported by robust treatment systems and operational controls. Routine inspections and preventive maintenance ensure consistent performance and reliability. No non-compliance incidents were reported (0 cases). Continuous improvement initiatives focus on optimizing treatment efficiency, reducing pollutant load, and enhancing overall water management practices, reinforcing ARAMTEC's commitment to sustainability and responsible environmental stewardship.

Water Consumption (GRI 303-5)

ARAMTEC reports total water consumption of 19,436 kilolitres during the reporting period. The company ensures 100% monitoring of water usage across all operations through metering and tracking systems. Conservation measures include efficient cleaning processes, leak detection, and preventive maintenance. No water-related compliance issues were recorded (0 incidents). Continuous improvement initiatives aim to reduce consumption intensity, enhance water efficiency, and promote responsible resource management. Future targets focus on increasing water reuse and optimizing operational practices, reinforcing ARAMTEC's commitment to sustainable water stewardship and environmental sustainability.

Significant Impacts on Biodiversity (GRI 304-2)

ARAMTEC conducted 8 biodiversity training sessions during the reporting period to enhance employee awareness and minimize environmental impacts. Training programs achieved broad workforce participation, supporting responsible operational practices. The company maintains 0 operations in protected areas and reports 0 biodiversity-related incidents. These initiatives strengthen environmental awareness, promote sustainable practices, and support biodiversity conservation objectives.



Direct GHG Emissions (GRI 305-1)

ARAMTEC monitors direct greenhouse gas emissions from logistics and warehouse operations, including fuel consumption and refrigeration systems. In 2025, Scope 1 emissions were recorded at 1676 tCO₂e, showing a reduction from previous years. The company implements emission reduction strategies such as energy-efficient equipment, preventive maintenance, and optimized logistics operations. These efforts align with Science Based Targets Initiative (SBTi) principles. Continuous monitoring ensures compliance with environmental regulations. The company is committed to reducing its carbon footprint and contributing to climate change mitigation through operational improvements and sustainable energy practices.

Energy Indirect (Scope 2) GHG Emissions (GRI 305-2)

ARAMTEC monitors indirect greenhouse gas emissions arising from purchased electricity used in warehouse operations, cold storage, and logistics facilities. In 2025, the company reported total gross Scope 2 GHG emissions of 1514 MT of CO₂e (market/location-based). Emission reduction initiatives include energy-efficient HVAC systems, LED lighting, equipment optimization, and renewable energy adoption strategies. Continuous monitoring of electricity consumption enables identification of inefficiencies and implementation of corrective actions. These efforts align with international frameworks such as GRI, ISO 14064, and GHG Protocol. ARAMTEC remains committed to reducing indirect emissions through sustainable energy sourcing and operational efficiency improvements.

Other Indirect (Scope 3) GHG Emissions (GRI 305-3)

ARAMTEC evaluates Scope 3 emissions across its value chain, including upstream and downstream activities such as procurement, transportation, and distribution. In 2025, total Scope 3 emissions were 639.936 MT of CO₂e, comprising 548.346 MT (upstream) and 91.59 MT (downstream) emissions. Upstream emissions include supplier activities and logistics inputs, while downstream emissions relate to product distribution and delivery. The company integrates ESG clauses into 100% of supplier contracts to reduce emissions and improve sustainability performance. Continuous monitoring, supplier engagement, and logistics optimization help minimize indirect emissions and align operations with global climate goals and sustainability standards.

Other Indirect (Scope 3) GHG Emissions – downstream (GRI 305-3)

ARAMTEC reported 91.59 MT CO₂e of downstream Scope 3 GHG emissions in 2025. The company monitors emissions with full operational coverage and implements initiatives such as route optimization, efficient cold-chain logistics, and sustainable distribution practices. These actions support decarbonization goals, reduce value chain environmental impacts, and strengthen ARAMTEC’s long-term climate commitment.

Other Indirect (Scope 3) GHG Emissions – Upstream(GRI 305-3)

ARAMTEC reports total gross Scope 3 upstream GHG emissions of 548.346 MT CO₂e. The company has set reduction targets through sustainable procurement, supplier ESG engagement, and logistics optimization. Emissions are tracked with 100% coverage, focusing on purchased goods, transportation, and supplier activities. No data gaps were identified. Continuous improvement initiatives aim to reduce upstream emissions by enhancing supplier performance and increasing efficiency across the supply chain, supporting long-term decarbonization and climate goals.

GHG Emissions Intensity (GRI 305-4)

The company reduced its GHG emissions intensity by ~12% (tCO₂e per ton handled) through energy efficiency and logistics optimization. Emission tracking covers Scope 1 and Scope 2 (100%), with Scope 3 gradually expanding. ARAMTEC aims for ~30% reduction in emission intensity by 2030, aligned with SBTi pathways. These KPIs reflect improved carbon efficiency and decoupling of emissions from business growth.

Reduction of GHG Emissions (GRI 305-5)

ARAMTEC reduced Scope 1 GHG emissions to 1676 tCO₂e in 2025 through energy management and operational efficiency initiatives. Key measures included optimized logistics, energy-efficient equipment, preventive maintenance, and renewable energy adoption. Continuous monitoring and KPI tracking supported measurable progress toward decarbonization goals, strengthening ARAMTEC’s commitment to climate action and improved environmental performance.

Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions (GRI 305-7)

ARAMTEC monitors air emissions to control environmental impact and ensure compliance with regulatory standards. During the reporting period, Sulphur Oxides (SOx) concentration was recorded at 39 µg/m³, remaining within permissible limits. The company maintains 100% monitoring of emission sources and implements preventive maintenance programs to minimize pollutants. No air quality non-compliance incidents were reported (0 cases). Continuous improvement initiatives aim to further reduce emissions, supporting cleaner operations and enhanced environmental performance.

Particulate Matter (PM10 & PM2.5) Emissions (GRI 305-7)

ARAMTEC monitors particulate emissions with 100% coverage. PM10 was 33 mg/m³ and PM2.5 12 mg/m³, both within regulatory limits. The company reported 0 air quality violations and implements dust control and preventive maintenance. Continuous improvement initiatives aim to further reduce emissions, enhancing air quality and supporting sustainable operations.

Ammonia (NH₃) & Ozone (O₃) Emissions (GRI 305-7)

ARAMTEC monitors NH₃ (23 mg/m³) and O₃ (59 mg/m³) emissions, both within regulatory limits. The company ensures 100% monitoring coverage, applies preventive maintenance, and maintains 0 non-compliance incidents. Continuous improvement initiatives focus on reducing emissions further, enhancing air quality and supporting environmental sustainability objectives.



Waste Generated (GRI 306-3)

ARAMTEC implements structured waste management including segregation, recycling, and safe disposal of organic, recyclable, and hazardous waste. In 2025, the company recorded 0 environmental complaints. Employees receive training on waste practices, and monitoring ensures compliance. These initiatives reduce landfill waste, improve efficiency, and support circular economy objectives.

Waste Generated – Hazardous Waste (GRI 306-3)

ARAMTEC reports a total hazardous waste generation of 137 tons during the reporting period. The company implements strict handling, storage, and disposal procedures through authorized vendors, ensuring 100% regulatory compliance. Waste reduction initiatives focus on minimizing hazardous materials and improving operational efficiency. No environmental incidents were reported (0 cases). Continuous improvement programs aim to further reduce hazardous waste and enhance sustainable waste management practices.

Waste Generated – Non-Hazardous Waste (GRI 306-3)

ARAMTEC reports 612 tons of non-hazardous waste generated during the reporting period. The company implements segregation, recycling, and recovery programs, achieving ≥70% diversion from landfill. Waste handling complies 100% with regulations, with 0 environmental incidents recorded. Continuous initiatives focus on source reduction, material reuse, and supplier collaboration to further decrease non-hazardous waste and improve resource efficiency.

Waste Diverted from Disposal (GRI 306-4)

ARAMTEC reports 834 kg of waste recovered/recycled during the reporting period. The company implements structured segregation and recycling programs, ensuring 100% compliance with waste management regulations. Recovery initiatives contribute to ≥70% waste diversion from landfill. No environmental incidents were reported (0 cases). Continuous improvement efforts focus on increasing recycling rates and supporting circular economy practices.

Waste Directed to Disposal (GRI 306-5)

ARAMTEC ensures responsible disposal of waste through authorized vendors and compliance with environmental regulations. Hazardous waste is handled separately to prevent environmental harm. Recycling initiatives reduce waste sent to landfills. In 2025, zero environmental complaints reflect effective waste disposal practices. Continuous monitoring ensures compliance and improvement. Employee training supports proper waste handling. These measures minimize environmental impact and support sustainable waste management practices aligned with ESG objectives.

Environmental Compliance (GRI 307-1)

ARAMTEC recorded 0 environmental complaints during the reporting period, demonstrating strong environmental management and compliance practices. The company maintains 100% monitoring and control of environmental impacts through structured policies and procedures. Regular audits and preventive measures ensure adherence to regulations. Continuous improvement initiatives support proactive risk management, reinforcing commitment to environmental protection and stakeholder trust.

Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services (GRI 307-2)

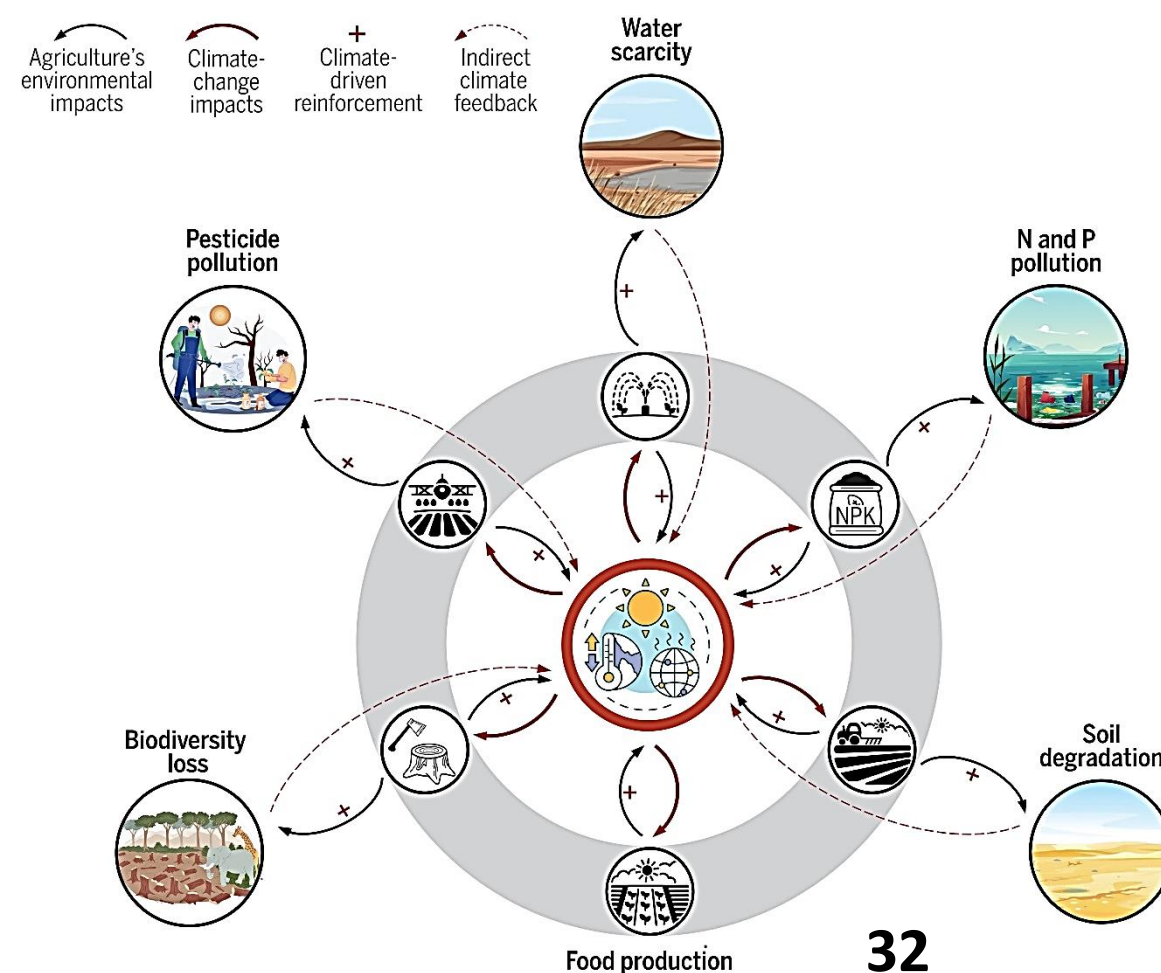
ARAMTEC reported 0 customer health and safety incidents during the reporting period, reflecting strong product handling and food safety practices. The company ensures 100% compliance with safety standards, supported by quality controls and monitoring systems. Continuous training and strict procedures help prevent risks, reinforcing customer trust and commitment to safety.

Supplier Environmental Assessment (GRI 308-1)

ARAMTEC integrates environmental, social, and governance (ESG) criteria into supplier selection, evaluation, and engagement processes. The company ensures ≥80% of suppliers are assessed on environmental parameters, with 100% coverage for critical suppliers. Procurement policies emphasize sustainability compliance, supported by supplier meetings, ESG consultancy logs, and performance tracking systems. Traceability mechanisms ensure transparency across the supply chain. Regular monitoring and engagement encourage suppliers to adopt environmentally responsible practices. These initiatives strengthen sustainable sourcing, reduce environmental risks, and promote continuous improvement, aligning supplier performance with ARAMTEC's environmental objectives and long-term sustainability commitments.

Negative Environmental Impacts in Supply Chain (GRI 308-2)

ARAMTEC proactively identifies and manages environmental risks within its supply chain through structured ESG screening and monitoring processes. The company maintains ≥80% supplier ESG assessment coverage, with high-risk suppliers subject to corrective action plans achieving ~90% compliance improvement. Supplier audits and training programs are conducted annually to reinforce environmental standards. During the reporting period, no major environmental violations were recorded (0 critical incidents). Continuous engagement and performance tracking ensure alignment with sustainability expectations. These KPIs demonstrate ARAMTEC's commitment to minimizing environmental impacts, strengthening supplier accountability, and promoting responsible supply chain practices.



SOCIAL



New Employee Hires and Turnover (GRI 401-1)

ARAMTEC manages workforce recruitment and retention through structured HR policies and career development programs. The company provides equal opportunities and fair recruitment practices. Training and development programs support employee growth and retention. In 2025, 100% employees were covered under welfare and development programs, enhancing satisfaction and reducing turnover risks. Regular performance reviews and feedback systems improve engagement. These practices support workforce stability and organizational growth while aligning with ESG commitments.

Employee Benefits (GRI 401-2)

ARAMTEC ensures fair wages, benefits, and working conditions aligned with UAE labor laws. In 2025, 100% of employees were covered under health insurance, providing comprehensive healthcare support. The company offers overtime compensation, welfare programs, and grievance mechanisms. Transparent communication ensures employees understand employment terms, including notice periods for operational changes. Workplace policies promote work-life balance and employee satisfaction. Regular reviews ensure benefits remain competitive and equitable. These practices enhance employee well-being, improve retention rates (>90%), and ensure compliance with labor standards and ESG commitments.

Minimum Notice Periods (GRI 402-1)

ARAMTEC provides fair wages, benefits, and working conditions aligned with UAE labor laws. In 2025, 100% of employees were covered under health insurance, ensuring comprehensive healthcare support. The company offers overtime compensation, welfare programs, and grievance mechanisms. Transparent communication ensures employees understand employment terms and conditions. Workplace policies support work-life balance and employee satisfaction. Regular reviews ensure benefits remain competitive and equitable. These practices enhance employee well-being, productivity, and retention while ensuring compliance with international labor standards and ESG commitments.

Occupational Health & Safety Management System (GRI 403-1)

ARAMTEC implements a comprehensive occupational health and safety management system aligned with international standards. The system includes risk assessments, emergency preparedness, training, and incident reporting. In 2025, full employee coverage under safety programs ensured workplace safety. Regular audits and inspections identify risks and implement corrective actions. Emergency response plans and training enhance preparedness. Continuous monitoring improves safety performance and reduces incidents. This system ensures compliance with health and safety regulations and promotes a safe working environment for all employees.

Hazard Identification and Risk Assessment (GRI 403-2)

ARAMTEC conducts regular hazard identification and risk assessments to ensure workplace safety. Risks are evaluated and mitigated through preventive measures and corrective actions. In 2025, comprehensive risk assessments covered all operations, ensuring safety compliance. Emergency preparedness plans and training programs enhance readiness. Continuous monitoring ensures improvements. These initiatives reduce workplace risks, improve safety performance, and ensure compliance with occupational health and safety standards.

Worker Training on Occupational Health & Safety (GRI 403-5)

ARAMTEC provides regular occupational health and safety training to all employees, covering hazard identification, emergency response, and safe work practices. In 2025, 100% employees received safety training. Toolbox talks and refresher sessions strengthened workplace safety awareness, improved preparedness, reduced operational risks, and supported continuous improvement in health and safety performance across all operations.

Work-related Injuries (GRI 403-9)

ARAMTEC prioritizes workplace safety through risk assessments, safety training, and emergency preparedness programs. In 2025, the company achieved zero major work-related incidents across operations. Regular toolbox meetings, hazard control measures, and corrective actions strengthened employee awareness and reduced workplace risks. Continuous monitoring ensures compliance with occupational health and safety standards and supports a safe working environment for all employees.

Work-Related Ill Health (GRI 403-10)

The company reports 0 major occupational illness cases, supported by preventive health programs and workplace monitoring. Employee health screenings cover $\geq 90\%$ of workforce annually. Ergonomic improvements and risk mitigation measures have reduced minor health complaints by $\sim 10\%$. These KPIs demonstrate proactive health management and employee well-being initiatives.

Training and Development (GRI 404-1)

ARAMTEC delivers ≥ 20 training hours per employee annually, with 100% employee participation. Skill development programs improved employee performance metrics by $\sim 12\%$. Training records show continuous workforce development and competency enhancement. These KPIs reflect investment in human capital and long-term organizational growth.

Programs for Employee Skills Enhancement (GRI 404-2)

ARAMTEC supports employee development through structured training and career programs. Initiatives include mentorship, skill development, and performance evaluations. In 2025, 100% employees participated in training programs, enhancing skills and productivity.

Career management systems support internal mobility and growth opportunities. Continuous learning initiatives improve employee capabilities and support organizational objectives. These programs contribute to employee satisfaction, retention, and long-term success. ARAMTEC remains committed to investing in workforce development and continuous improvement.

Performance and Career Development Reviews (GRI 404-3)

ARAMTEC conducts annual performance reviews for 100% of employees, ensuring structured career development. Training and development programs resulted in $\sim 12\%$ improvement in employee productivity. Internal promotions account for $\geq 20\%$ of workforce growth, demonstrating career progression opportunities. These KPIs highlight strong talent management and employee engagement.

Diversity and Equal Opportunity (GRI 405-1)

ARAMTEC promotes diversity, equity, and inclusion across its workforce. Policies ensure equal opportunities regardless of gender, nationality, or background. Training programs support awareness of diversity and inclusion practices. In 2025, 100% employees were covered under fair labor and equality policies, ensuring non-discrimination. Equal pay and fair recruitment practices are implemented to maintain workplace equity. Regular monitoring ensures compliance with policies. These initiatives foster an inclusive work environment, enhance employee engagement, and support organizational performance. ARAMTEC remains committed to diversity and equal opportunity across all operations.

Ratio of Basic Salary and Remuneration (GRI 405-2)

ARAMTEC ensures equitable pay practices through structured remuneration policies. Regular audits assess pay equity across roles and demographics. In 2025, the compensation ratio was 0.5, reflecting balanced and fair salary distribution. Equal pay policies ensure no discrimination based on gender or background. Transparent communication and regular reviews maintain fairness. These practices align with ESG principles and international labor standards. ARAMTEC remains committed to maintaining equitable compensation structures and promoting fairness across the organization.

Non-discrimination (GRI 406-1)

ARAMTEC enforces strict non-discrimination policies to ensure equal treatment of all employees. Policies cover gender, nationality, and other factors. Training programs promote awareness and inclusion. In 2025, zero discrimination incidents were reported, demonstrating policy effectiveness. Equal pay and fair recruitment practices support diversity and inclusion. Continuous monitoring ensures compliance. These initiatives create a respectful and inclusive workplace environment aligned with ESG principles and international standards.

Freedom of Association (GRI 407-1)

ARAMTEC supports freedom of association and employee representation through structured systems. Employees can elect representatives to participate in discussions with management. In 2025, 100% employees were covered under representation frameworks, ensuring effective social dialogue. Regular meetings and consultations address employee concerns. These practices promote transparency, collaboration, and compliance with labor standards. ARAMTEC remains committed to supporting employee rights and fostering a positive work environment.

Child & Forced Labor (GRI 408-1 & 409-1)

ARAMTEC enforces a zero-tolerance policy on child labor, forced labor, and human trafficking. In 2025, zero incidents were reported, ensuring compliance with international human rights standards. Policies are supported by supplier assessments, audits, and employee training. The company aligns with UN Guiding Principles and labor regulations. Continuous monitoring ensures compliance across operations and supply chain. These measures protect workers' rights and promote ethical labor practices. ARAMTEC remains committed to maintaining a safe and fair working environment across all operations.

Local Community Engagement (GRI 413-1)

ARAMTEC engages with local communities through sustainability initiatives, awareness programs, and partnerships. Activities include environmental advocacy, recycling programs, and customer awareness on healthy consumption. In 2025, zero environmental complaints indicate positive community impact. The company collaborates with stakeholders to promote sustainability and social responsibility. Community engagement strengthens relationships, enhances reputation, and supports ESG goals. Continuous efforts ensure alignment with community expectations and sustainable development objectives.



Negative Impacts on Communities (GRI 413-2)

ARAMTEC actively manages and mitigates potential negative impacts on communities through environmental and social initiatives. Waste management, emissions control, and community engagement programs reduce environmental risks. In 2025, zero environmental complaints indicate minimal negative impact. The company collaborates with stakeholders to address concerns and improve performance. Continuous monitoring ensures compliance and sustainability. These measures demonstrate ARAMTEC's commitment to responsible operations and positive community impact.

Supplier Assessment (GRI 414-1)

ARAMTEC ensures responsible sourcing through supplier ESG assessments. In 2025, 100% suppliers were assessed and included ESG clauses, ensuring compliance with sustainability standards. The company uses frameworks such as EcoVadis and ISO 20400 to evaluate supplier performance. Continuous engagement and training improve supplier sustainability practices. Risk assessments identify potential ESG issues, enabling proactive mitigation. These practices strengthen supply chain transparency, reduce risks, and ensure alignment with global sustainability standards. The company remains committed to responsible procurement and continuous improvement in supplier performance.

Customer Health and Safety (GRI 416-1)

ARAMTEC ensures customer health and safety through HACCP systems, product traceability, and quality control measures. All products are monitored from sourcing to delivery to prevent contamination and ensure compliance with safety standards. In 2025, zero customer safety incidents were reported, demonstrating effective controls. Traceability systems enable quick identification and recall of products if required. Training programs ensure employees follow safety procedures. These measures protect consumer health, enhance trust, and ensure compliance with food safety regulations.

Data Privacy (GRI 418-1)

ARAMTEC ensures robust data protection systems through access controls, encryption, and employee training. In 2025, zero data breaches were reported, demonstrating strong cybersecurity measures. The company aligns with ISO 27001 standards and implements regular audits and monitoring systems. Employees are trained in data protection and confidentiality practices. Incident response protocols ensure quick resolution of potential threats. Continuous improvement enhances data security and stakeholder trust. These measures ensure compliance with data protection regulations and safeguard sensitive information across operations.

Social Economic Compliance (GRI 419-1)

ARAMTEC ensures compliance with all socioeconomic laws and regulations. Policies and procedures align with labor, environmental, and business standards. In 2025, the company reported zero violations, demonstrating strong compliance performance. Internal audits and monitoring systems ensure adherence. Employee training enhances awareness of legal requirements. Continuous improvement ensures compliance is maintained. These practices strengthen organizational integrity and support sustainable business operations aligned with ESG commitments.



Sustainability Performance Data

(01st January 2025 to 31st December 2025)

S.No	Topic	Commitment	KPI	Unit	Measure
1	Information Security	Ensure zero data breaches	Number of confirmed information security incidents	Count	0
2	Air Emissions	Control air pollutants within limits	SOx	µg/m ³	39
3	Air Emissions	Control air pollutants within limits	NOx	µg/m ³	21
4	Air Emissions	Control air pollutants within limits	PM10	mg/m ³	33
5	Air Emissions	Control air pollutants within limits	PM2.5	mg/m ³	12
6	Air Emissions	Control air pollutants within limits	Ammonia	mg/m ³	23
7	Air Emissions	Control air pollutants within limits	Ozone	mg/m ³	59
8	Working Conditions	Maintain fair and safe workplace	Working Conditions	%	100
9	Pay Equity	Ensure fair compensation practices	Pay Ratio (Highest to Median)	%	0.5
10	Sustainable Procurement	Integrate ESG clauses in contracts	Suppliers with ESG clauses	%	100
11	Supplier Assessment	Evaluate suppliers on sustainability	Suppliers assessed	%	100
12	Procurement Training	Train buyers on sustainability	Buyers trained	%	0
13	Social Dialogue	Encourage employee engagement	Social Dialogue initiatives	Count	100
14	Community Engagement	Promote environmental advocacy	Environmental services and advocacy	Count	0
15	Ethics Training	Ensure ethical conduct awareness	Employees trained on business ethics	%	100
16	Anti-Corruption	Zero tolerance for corruption	Confirmed corruption incidents	Count	0
17	Human Rights	Eliminate forced and child labor	Child/forced labor incidents	Count	0
18	Climate Action	Reduce direct emissions	Scope 1 GHG emissions	MT CO ₂ e	1676
19	Climate Action	Reduce indirect emissions	Scope 2 GHG emissions	MT CO ₂ e	1514
20	Climate Action	Manage value chain emissions	Scope 3 GHG emissions	MT CO ₂ e	639.936
21	Climate Action	Reduce downstream emissions	Scope 3 Downstream	MT CO ₂ e	91.59
22	Climate Action	Reduce upstream emissions	Scope 3 Upstream	MT CO ₂ e	548.346
23	Workplace Equality	Prevent discrimination	Discrimination incidents	Count	0
24	Workplace Equality	Zero harassment tolerance	Harassment incidents	Count	0
25	Water Management	Optimize water usage	Water consumption	KL	19436
26	Health & Safety	Ensure safe workplace	Health & safety incidents	Count	0

Sustainability Performance Data

(01st January 2025 to 31st December 2025)

S.No	Topic	Commitment	KPI	Unit	Measure
27	Health & Safety	Minimize lost time injuries	Lost days due to injuries	Count	0
28	Health & Safety	Prevent workplace accidents	Work-related accidents	Count	0
29	Human Rights	Protect external stakeholders	External human rights issues	Count	0
30	Biodiversity	Support biodiversity initiatives	Biodiversity projects	Count	8
31	Customer Safety	Ensure product/service safety	Customer health & safety incidents	Count	0
32	Training & Development	Enhance employee skills	Career management & training	%	700
33	Training & Development	Improve workforce capability	Avg. training hours	Hours	18
34	Supplier Compliance	Enforce code of conduct	Suppliers signed CoC	%	100
35	Supplier Audits	Conduct sustainability audits	Suppliers audited	%	100
36	Supplier Improvement	Drive corrective actions	Suppliers in corrective action	%	0
37	Whistleblower	Promote transparent reporting	Whistleblower reports	Count	0
38	Waste Management	Reduce hazardous waste	Hazardous waste	Tons	137
39	Waste Management	Reduce non-hazardous waste	Non-hazardous waste	Tons	612
40	Waste Management	Improve recycling	Waste recovered	Kgs	834
41	Diversity & Inclusion	Promote inclusivity	Minority employees	%	0
42	Diversity & Inclusion	Improve leadership diversity	Minority in top management	%	0
43	Gender Diversity	Increase female workforce	Women employees	%	22
44	Gender Diversity	Improve leadership representation	Women in top management	%	8
45	Governance Diversity	Ensure board diversity	Women on board	%	17
46	Pay Equity	Maintain equal pay	Gender pay gap	%	0
47	Energy Management	Improve energy efficiency	Energy consumption	kWh	71843.17
48	Renewable Energy	Increase clean energy use	Renewable energy consumption	kWh	28146.24
49	Resource Management	Optimize material usage	Materials consumption	Liters	1324687
50	Water Quality	Reduce organic pollution	BOD	mg/L	196
51	Water Quality	Improve effluent quality	COD	mg/L	15

GRI INDEX

This report is prepared in accordance with GRI standards (2021).

GRI No	Content	page No	GRI No	Content	page No	GRI No	Content	page No
GRI 1-5	Core Reporting Framework and Foundational Standards		GRI 3	Material Topics		GRI 207-1	Tax Strategy	25
GRI 1-5	Statement of Use	5	GRI 3-1	Process to Determine Material Topics	21	GRI 301	Materials	
GRI 2	General Disclosures 2021		GRI 3-2	List of Material Topics	21	GRI 301-1	Materials Used by Weight or Volume	27
GRI 2-1	Organizational Details	18	GRI 3-3	Management of Material Topics	22	GRI 301-2	Recycled Input Materials	27
GRI 2-6	Activities, Value Chain and Markets	18	GRI 201	Economic Performance		GRI 302	Energy	
GRI 2-12	Role of the Highest Governance Body	18	GRI 201-2	Financial Implications of Climate Change	24	GRI 302-1	Energy Consumption Within the Organization	27
GRI 2-13	Delegation of Responsibility	18	GRI 203	Indirect Economic Impacts		GRI 302-4	Reduction of Energy Consumption	27
GRI 2-14	Role in Sustainability Reporting	18	GRI 203-2	Indirect Economic Impacts	24	GRI 302-5	Reductions in Energy Requirements of Products and Services	27
GRI 2-16	Communication of Critical Concerns	18	GRI 204	Procurement Practices		GRI 303	Water and Effluents	
GRI 2-18	Evaluation of Governance Performance	19	GRI 204-1	Procurement Practices	24	GRI 303-1	Interactions with Water	28
GRI 2-19	Remuneration Policies	19	GRI 205	Anti-Corruption		GRI 303-3	Water Withdrawal	28
GRI 2-20	Process to Determine Remuneration	19	GRI 205-1	Anti-Corruption	24	GRI 303-4	Water Discharge Quality (Biological Oxygen Demand - BOD)	28
GRI 2-22	Sustainability Strategy	19	GRI 205-2	Communication and Training on Anti-Corruption	24	GRI 303-4	Water Discharge Quality (Chemical Oxygen Demand – COD)	28
GRI 2-23	Policy Commitments	19	GRI 205-2	Ethics Training	24	GRI 303-5	Water Consumption	29
GRI 2-24	Embedding Policy Commitments	20	GRI 205-3	Anti-Corruption Training	24	GRI 304	Biodiversity	
GRI 2-25	Processes to Remediate Negative Impacts	20	GRI 205-3	Confirmed Incidents of Corruption	25	GRI 304-2	Significant Impacts on Biodiversity	29
GRI 2-26	Mechanisms for Advice and Concerns	20	GRI 206	Procurement Practices		GRI 305	Emissions	
GRI 2-27	Compliance with Laws and Regulations	20	GRI 206-1	Anti-Competitive Behaviours	25	GRI 305-1	Direct GHG Emissions	29
GRI 2-28	Membership Associations	20	GRI 207	Tax	25	GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	29
GRI 2-29	Stakeholder Engagement	20				GRI 305-3	Other Indirect (Scope 3) GHG Emissions	29

GRI INDEX

This report is prepared in accordance with GRI standards (2021).

GRI No	Content	page No	GRI No	Content	page No	GRI No	Content	page No
GRI 305-3	Other Indirect (Scope 3) GHG Emissions – downstream	30	GRI 308	Supplier Environmental Assessment		GRI 405	Diversity and Equal Opportunity	
GRI 305-3	Other Indirect (Scope 3) GHG Emissions – Upstream	30	GRI 308-1	Supplier Environmental Assessment	32	GRI 405-1	Diversity and Equal Opportunity	36
GRI 305-4	GHG Emissions Intensity	30	GRI 308-2	Negative Environmental Impacts in Supply Chain	32	GRI 405-2	Ratio of Basic Salary and Remuneration	36
GRI 305-5	Reduction of GHG Emissions	30	GRI 401	Employment		GRI 406	Non-discrimination	
GRI 305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	30	GRI 401-1	New Employee Hires and Turnover	34	GRI 406-1	Non-discrimination	36
GRI 305-7	Particulate Matter (PM10 & PM2.5) Emissions	30	GRI 401-2	Employee Benefits	34	GRI 407	Freedom of Association	
GRI 305-7	Ammonia (NH ₃) & Ozone (O ₃) Emissions	30	GRI 402	Labor/Management Relations	34	GRI 407-1	Freedom of Association	36
GRI 306	Waste		GRI 402-1	Minimum Notice Periods	34	GRI 408 & 409	Child & Forced Labor	
GRI 306-3	Waste Generated	31	GRI 403	Occupational Health and Safety		GRI 408 & 409	Child & Forced Labor	36
GRI 306-3	Waste Generated – Hazardous Waste	31	GRI 403-1	Occupational Health & Safety Management System	34	GRI 413	Local Community Engagement	
GRI 306-3	Waste Generated – Non-Hazardous Waste (GRI 306-3)	31	GRI 403-2	Hazard Identification and Risk Assessment	35	GRI 413-1	Local Community Engagement	36
GRI 306-4	Waste Diverted from Disposal	31	GRI 403-5	Worker Training on Occupational Health & Safety	35	GRI 413-2	Negative Impacts on Communities	37
GRI 306-5	Waste Directed to Disposal	31	GRI 403-9	Work-related Injuries	35	GRI 414	Supplier Social Assessment	
GRI 307	Environmental Compliance		GRI 403-10	Work-Related Ill Health	35	GRI 414-1	Supplier Assessment	37
GRI 307-1	Environmental Compliance	31	GRI 404	Training and Development		GRI 416	Customer Health and Safety	
GRI 307-2	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	31	GRI 404-1	Training and Development Programs for Employee Skills Enhancement	35	GRI 416-1	Customer Health and Safety	37
			GRI 404-2	Performance and Career Development Reviews	35	GRI 418	Customer Privacy	
			GRI 404-3			GRI 418-1	Data Privacy	37
						GRI 419	Social Economic Compliance	
						GRI 419-1	Social Economic Compliance	37

INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with ISO 17029:2019. The assurance engagement covered a Type 2 assurance of the information and data disclosed within this report.

The scope of the assurance included verifying the accuracy, completeness, and reliability of the disclosures made under all relevant sections of the GRI Standards. The assurance provider conducted the engagement based on applicable assurance principles and issued an assurance statement confirming the integrity of the disclosed information.

Name of Assurance Provider : BMQR Certifications Pvt Ltd,
Standard Used : ISO 17029:2019 and GRI.
Type of Assurance : Type 2
Web URL : www.bmqrassurance.com

Authorized Representative (Assurer)

Name : S. Elango
Designation : Associate Certified Sustainability Assurance Practitioner
Certificate No : AA1000 (ACSAP) C.N: A09122401
Signature : 