

## CORPORATE SUSTAINABILITY REPORT

(01<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025)

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# About us

LTC Group, Legnano Teknoelectric Company, was founded by the Bertelli family, able to draw on a wealth of experience in the design and production of electrical transformers for the local market. Today, it boasts an international presence and a position as market leader with production sites in Italy, United Arab Emirates and Taiwan.

The LTC Group philosophy is a stubborn pursuit of excellence through attention to detail, for the production of high-quality magnetic cores for a wide range of transformers and reactors.

Experience, consolidated expertise and ongoing, sophisticated Research and Development are the key elements of the production model we have developed in LTC Group: LTC Way.

The Technical Department and R&D offer ongoing support for our customers. Thanks to a significant volume of data collected and tests carried out over 65 years of production, they come up with the most suitable solutions for any type of requirement.

## Our Strengths

- ❖ We have been operating in the transformer sector for over 65 years
- ❖ We are a family business but we have a managerial structure
- ❖ We constantly invest in machinery and automation
- ❖ We have solid relationships with the best steel producers in the world
- ❖ We Know the raw material better than anyone else
- ❖ We are very ambitious. Every day is a new day for us!

## Code of Ethics

Our focus lies on making the world a better place to live, where progress does not mean exploitation of resources and where diversity and fundamental rights are respected.



**TECHNOLOGY - QUALITY**  
**EXPERIENCE - CARE**  
**INNOVATION - FLEXIBILITY**  
**ON TIME DELIVERY**

# Introduction to Sustainability Report

At Legnano Teknoelectric Company Middle East, we are not just manufacturers of magnetic cores; we are stewards of sustainable progress in the energy sector. Our commitment to Environmental, Social, and Governance (ESG) principles is ingrained in every aspect of our operations, from product design to manufacturing processes. As we present our Sustainability Report, we invite you to delve into our journey towards a greener, more equitable future.

## Environmental Responsibility

The cornerstone of our sustainability efforts lies in our environmental responsibility. We recognize the profound impact of industrial activities on the planet, and thus, we have implemented rigorous measures to minimize our ecological footprint. From reducing energy consumption in our facilities to implementing waste reduction strategies, every decision we make is guided by our commitment to preserving the environment for future generations.

Furthermore, our focus on innovation extends to developing eco-friendly materials and processes. By leveraging advanced technologies and sustainable materials, we aim to create products that not only meet the highest standards of performance but also contribute to a healthier planet. Our dedication to environmental stewardship is not just a moral imperative; it is a strategic investment in a sustainable future.

## Social Impact

At Legnano Teknoelectric Company Middle East, we understand that our responsibilities extend beyond environmental conservation; we are also deeply committed to fostering social progress within our communities. We believe that sustainable development cannot be achieved without addressing social inequalities and promoting inclusive growth.



# Introduction to Sustainability Report

To this end, we have implemented various initiatives to empower local communities and support marginalized groups. Whether through employment opportunities, skills development programs, or community engagement activities, we strive to create positive social impact at every level of our operations. By prioritizing the well-being of our employees, suppliers, and surrounding communities, we aim to build a more resilient and equitable society.

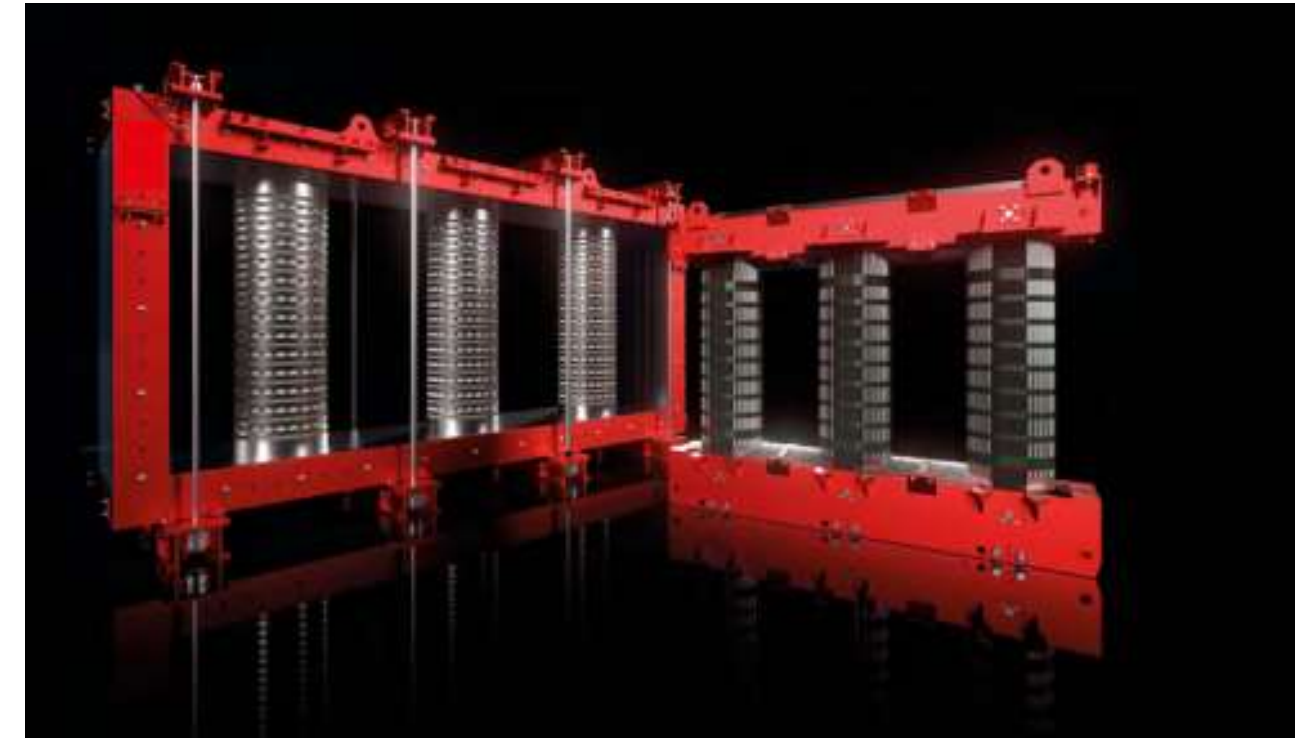
## Governance Excellence

Transparency, integrity, and accountability are the pillars of our governance framework. We recognize that sound governance practices are essential for building trust among stakeholders and ensuring long-term sustainability. As such, we adhere to the highest standards of corporate governance, guided by ethical principles and best practices.

Our commitment to governance excellence is evident in our decision-making processes, risk management practices, and stakeholder engagement efforts. By maintaining open lines of communication and actively soliciting feedback from stakeholders, we strive to foster a culture of trust and collaboration. Through robust governance mechanisms, we aim to mitigate risks, enhance performance, and create value for all our stakeholders.

## Conclusion

As we embark on the journey towards a sustainable future, we remain steadfast in our commitment to environmental stewardship, social responsibility, and governance excellence. Our Sustainability Report is a testament to our on-going efforts to integrate ESG principles into every facet of our business. By embracing sustainability as a core value, we not only mitigate risks and drive operational efficiency but also contribute to the well-being of society and the planet. Together, let us build a future where prosperity is synonymous with sustainability.



## Statement of use (GRI 1-5)

This report is prepared in accordance with GRI standards (2021) for the reporting Period  
01<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025

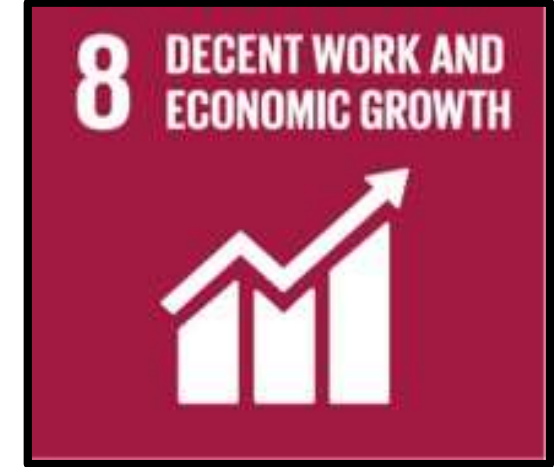


# Our certifications

LTCME (Legnano Teknoelectric Company Middle East), UAE, specializes in processing electrical steel coils into strips, laminations, and assembled magnetic cores, along with manufacturing clamps, mechanical parts, and accessories. Our operations include cutting, assembly, welding, painting, and packaging, supported by certified management systems compliant with ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018, ensuring quality, environmental responsibility, and occupational health and safety.



# Sustainable Development Goal



# Quality, Health and Safety, Environment & Energy Policy

For LTC Group, the quality of the products, the efficiency of the processes, the protection of the health of workers and the community, risk prevention and environmental protection are strategic, priority objectives, equal in standing to economic and financial objectives. With this in mind, LTC Group chooses to pursue the continuous improvement of a Management System in compliance with the ISO 9001 and ISO 45001 standards.

In particular, LTC Group is committed to:

- scrupulously complying with all applicable laws and regulations,
- conducting business ethically, pursuing safety,
- continuously improving the quality of products and processes,
- working towards containing consumption of energy and natural resources and reducing carbon emissions and promoting professional skills,
- maximizing customer satisfaction and working towards open dialogue with employees, customers, suppliers and the general public.

## Green Energy

The philosophy and style of the LTC GROUP focus on clean energy (Green Energy). This emerges from our investments in automation, robotic cutting lines (Industry 4.0). Many of our products are destined for photovoltaic and wind farms, as well as charging stations (electric cars).

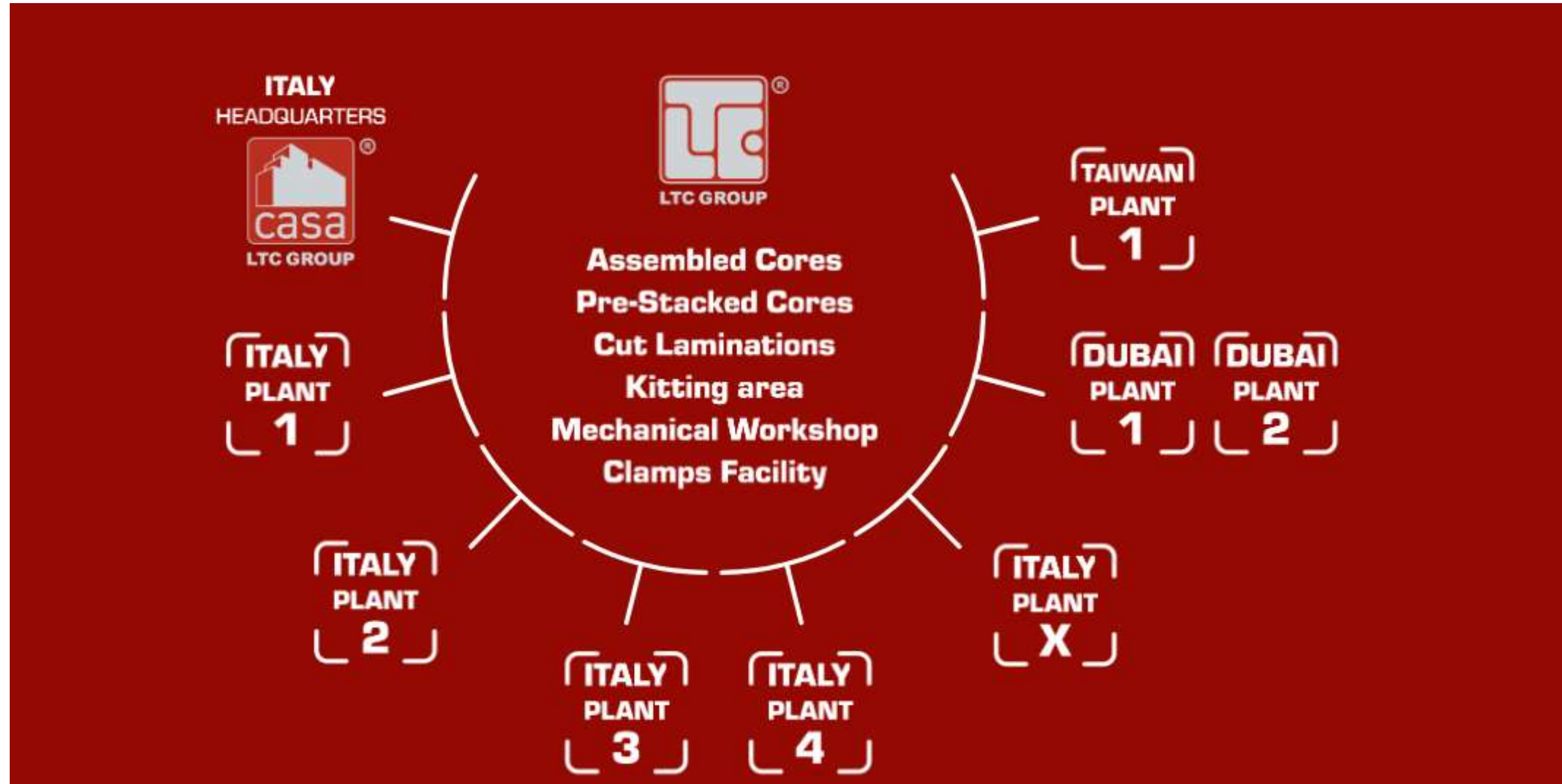
The CASA LTC Group is further proof of our commitment to protecting the environment.

## Electrical Steel Processing

We manufacture a wide range of magnetic cores for: distribution, medium power and power transformers. Traction transformers, special transformers, low voltage transformers and reactors and high voltage shunt reactors.



# Our Plants



# Products



The company employs more than 1.000 people in eight different production units, five of which are located in Italy, in the province of Milan, two in Dubai, in the United Arab Emirates, and one in Taiwan. In each of its plants, the company makes use of some of the world's most advanced equipment, machinery and quality control systems, in order to provide a prompt response to the most varied and sophisticated customer needs.

# Field of applications

## Power generation

Power plants, wind and solar farms.

## Transmission

Transmission networks, Smart grids, HVDC links, high-voltage shunt reactors.

## Distribution

Dry and oil applications.

## End uses

7 different production plants, providing the full range of products, including longitudinal slit to width, cut laminations and production of steel clamps for the assembly of fully built cores for the manufacturing of distribution and power transformers, traction transformers, furnace transformers, dry type low voltage transformers and high voltage line reactors.



### Power Generation

Power Plants, Wind & Solar Farms



### Transmission

Transmission Grids, Smart Grids, HVDC links, High Voltage Shunt Reactor



### Distribution

Dry and Oil applications



### Traction

Railway & Trains

Special applications = Chokes, Furnace Equipment, Data Center, Shielding systems, Instrument Transformers

# Multiple Overhead Cranes For Magnetic Core Production

Legnano Teknoelectric Company Middle East, based in Dubai, United Arab Emirates, is a leading company in processing electrical steel to produce magnetic cores for electric transformers, with four production plants in Italy and one in Dubai.

## A LARGER, MORE EFFICIENT WORKSPACE

LTC ME's newly erected factory in Dubai had to be equipped with several overhead cranes of various lifting capacities to assist in LTC ME's production process. The production facility spreads over 13 000 sqm and is separated into four bays. From the arrival of new material, to the assembly of magnetic cores, to the packaging and dispatch of the finished goods, all processes rely heavily on lifting and moving operations. The aim of the new production facility was to increase more than just the physical space, but also to expand the company's presence through state-of-the-art production equipment, a modern appearance and compliance with the highest safety standards.



## MULTIPLE CAPACITIES AND TWIN-HOIST LIFTING

CXT double-girder cranes with lifting capacities of 80t/20t/10t and two tons have been installed throughout the facility. Equipped with safety features like anti-collision devices and load display, the cranes can be safely and easily operated by radio remote controls, allowing an operator to monitor the load on the crane and manually assist it, if necessary. Twin hoists enable further synchronized lifting with two hoists on one crane. This way, long and heavy parts can be lifted with control and without causing load rotation. Smooth and accurate lifting of items is additionally supported by stepless speeds and true vertical lift, which helps keep the hook centered for precise lifting and positioning.

# Multiple Overhead Cranes For Magnetic Core Production



INDUSTRIAL  
CRANES



NUCLEAR  
CRANES



PORT  
CRANES



HEAVY-DUTY  
LIFT TRUCKS



SERVICE



MACHINE  
TOOL  
SERVICE

## THE RESULTS

Konecranes overhead cranes support a steady and reliable production process. With excellent hook approaches at both ends of the crane and minimal headroom requirement, the CXT cranes are designed to eliminate unused space, as the cranes can operate closer to the walls and lift the load higher. The overhead cranes delivered to LTC ME support production processes in a safe and reliable manner. The new equipment color also coordinates well with LTC ME's red scheme, giving the facility a modern and customized appearance.

# LEAN Manufacturing

LTC Group supports and aims to disseminate and apply the guiding principles of the lean manufacturing model by:

- pursuing the fight against waste
- pursuing continuous improvement
- focusing on the customer
- adding value to processes
- using Lean tools and techniques to apply the principles (5S, VSM, Kanban)



# Careers

Since 1983, LegnanoTeknoelectric Company has been a leader in the international market for processing grain oriented electrical steel with a high level of permeability and very low-loss laser-etched materials, as well as processing non-grain oriented electrical steel for the production and assembly of cores for transformers and electrical ballasts.

The company is involved in the complete production cycle (from raw materials to finished products), employing more than 500 people in 5 different production units, four of which are located in Italy, in the province of Milan, and one in Dubai, in the United Arab Emirates.

In each of its plants, the company makes use of the most advanced equipment, machinery and quality control systems in the world, by virtue of which Legnano Teknoelectric Company is able to offer a prompt response to the most varied customer requirements, thanks to a comprehensive range of products of the highest quality and value: cut electrical steel and cores for the construction of power and distribution transformers, traction transformers, transformers for ovens. Today, Legnano Teknoelectric Company is a leader in the production of cores for radial reactors for high voltage lines (High Voltage Shunt Reactors).



## Organizational Details: GRI 2-1

|                                           |                                                                                          |
|-------------------------------------------|------------------------------------------------------------------------------------------|
| <b>Legal Name</b>                         | : LEGNANO TEKNOELECTRIC COMPANY MIDDLE EAST FZCO                                         |
| <b>Nature of ownership and legal form</b> | : FZCO                                                                                   |
| <b>Location of its headquarters</b>       | : PO Box 262887, Street S400 No. 5, Jebel Ali Free Zone,<br>Dubai, United Arab Emirates. |
| <b>Country of operation</b>               | : Dubai, UAE                                                                             |



# GRI 2 – General Disclosures

## GRI 2-1: Organizational Details

LEGNANO TEKNOELECTRIC COMPANY MIDDLE EAST FZCO (LTCME) is a manufacturing company located in Jebel Ali Free Zone, Dubai, UAE. The Company produces electrical steel laminations, magnetic cores, and fabricated components for transformer and electrical equipment manufacturers while integrating ESG principles into its operations.

## GRI 2-2: Entities Included in the Organization's Sustainability Reporting

This Sustainability Report includes all manufacturing, warehouse, office, and supporting operations under LTCME's operational control during the reporting period. Environmental, social, governance, and economic performance are reported collectively to provide stakeholders with a complete overview of the Company's sustainability performance.

## GRI 2-3: Reporting Period, Frequency and Contact Point

The report covers 1 January 2025 to 31 December 2025 and is prepared annually. Sustainability information is compiled from operational departments using documented procedures and is available for customers, regulators, investors, certification bodies, and other stakeholders requiring transparent ESG disclosures.

## GRI 2-4: Restatements of Information

LTCME reviews sustainability information regularly to improve reporting accuracy and consistency. Where calculation methods or reporting practices change, information is updated following internal verification procedures. Restatements are disclosed where necessary to maintain reliable, transparent, and comparable sustainability reporting.

## GRI 2-5: External Assurance

Sustainability information is prepared through documented internal controls and verification processes. Environmental data, including greenhouse gas emissions, follows ISO 14064-1:2018 and the GHG Protocol. Independent verification may be conducted whenever requested by customers, certification bodies, or other interested stakeholders.



## GRI 2 – General Disclosures

### GRI 2-6: Activities, Value Chain and Other Business Relationships

LTCME manufactures precision electrical steel products through cutting, machining, welding, painting, assembly, and packaging processes. Its value chain includes responsible sourcing, production, logistics, customers, contractors, and approved suppliers working together to deliver high-quality products while supporting sustainable business practices.

### GRI 2-7: Employees

LTCME employs personnel across manufacturing, engineering, maintenance, logistics, administration, quality, and management functions. The Company promotes equal opportunity, employee wellbeing, occupational health and safety, continuous learning, and professional development while complying with UAE labour regulations and ethical employment practices.

### GRI 2-8: Workers Who Are Not Employees

LTCME engages contractors, consultants, temporary workers, and service providers for specialized activities including maintenance, logistics, security, and waste management. These workers receive appropriate site induction and are required to comply with Company safety, environmental, and operational requirements throughout their engagement.

### GRI 2-9: Governance Structure and Composition

LTCME maintains a governance structure that oversees business strategy, sustainability, risk management, legal compliance, quality, environmental management, and occupational health and safety. Senior management reviews ESG performance regularly and allocates resources to support continual improvement and responsible corporate governance.

### GRI 2-10: Nomination and Selection of the Highest Governance Body

Members of the highest governance body are selected based on leadership, technical expertise, integrity, industry experience, and commitment to ethical business practices. The governance body provides strategic direction, oversees organizational performance, and supports sustainable growth through responsible decision-making and effective corporate oversight.

### GRI 2-11: Chair of the Highest Governance Body

LTCME's highest governance body provides strategic leadership and oversees environmental, social, governance, quality, and business performance. The Chair promotes ethical decision-making, regulatory compliance, risk management, and sustainable business practices while ensuring effective governance and long-term organizational resilience.

## GRI 2 – General Disclosures

### GRI 2-12: Role of the Highest Governance Body in Overseeing the Management of Impacts

The highest governance body oversees significant economic, environmental, and social impacts by reviewing organizational risks, ESG objectives, compliance obligations, and business performance. Management regularly evaluates sustainability initiatives, allocates resources, and monitors continual improvement to support responsible corporate governance.

### GRI 2-13: Delegation of Responsibility for Managing Impacts

LTCME employs personnel across manufacturing, engineering, maintenance, logistics, administration, quality, and management functions. The Company promotes equal opportunity, employee wellbeing, occupational health and safety, continuous learning, and professional development while complying with UAE labour regulations and ethical employment practices.

### GRI 2-14: Role of the Highest Governance Body in Sustainability Reporting

The highest governance body reviews and approves sustainability reporting before publication. Management verifies that disclosures are accurate, complete, and aligned with organizational objectives, applicable regulations, and internationally recognized reporting frameworks, supporting transparency and stakeholder confidence.

### GRI 2-15: Conflicts of Interest

LTCME maintains policies that require employees and management to disclose actual or potential conflicts of interest. Business decisions are based on fairness, integrity, transparency, and compliance with applicable legal and ethical requirements to protect stakeholder confidence and corporate reputation.

### GRI 2-16: Communication of Critical Concerns

Employees and stakeholders may communicate significant operational, legal, environmental, ethical, or safety concerns through established reporting channels. Management reviews reported issues promptly, investigates where necessary, implements corrective actions, and monitors resolution to minimize organizational risks.

### GRI 2-17: Collective Knowledge of the Highest Governance Body

The highest governance body possesses collective expertise in manufacturing, engineering, finance, sustainability, environmental management, occupational health and safety, quality management, and corporate governance. This knowledge supports informed decision-making, strategic planning, effective risk management, and long-term business sustainability.

## GRI 2 – General Disclosures

### GRI 2-19: Remuneration Policies

LTCME applies remuneration practices designed to attract, retain, and motivate qualified personnel. Compensation considers job responsibilities, professional competence, organizational performance, market conditions, and compliance with applicable labour regulations while supporting fairness, transparency, and equal opportunity across the workforce.

### GRI 2-20: Process to Determine Remuneration

Employee remuneration is determined through structured evaluation of qualifications, experience, responsibilities, individual performance, market benchmarks, and organizational objectives. Management periodically reviews compensation practices to maintain competitiveness, fairness, legal compliance, and alignment with long-term business performance and sustainability goals.

### GRI 2-21: Annual Total Compensation Ratio

LTCME is committed to fair, transparent, and equitable remuneration practices. Compensation structures are developed based on employee responsibilities, qualifications, experience, performance, and market conditions. The Company periodically reviews remuneration practices to promote employee motivation, retention, and compliance with applicable labour regulations while supporting sustainable business growth.

### GRI 2-22: Statement on Sustainable Development Strategy

LTCME is committed to integrating sustainability into its business strategy through responsible governance, environmental stewardship, operational excellence, and social responsibility. The Company continuously improves energy efficiency, resource conservation, waste management, employee wellbeing, and ethical business practices while creating long-term value for customers, employees, suppliers, and other stakeholders.

### GRI 2-23: Policy Commitments

LTCME maintains policies supporting ethical business conduct, environmental protection, occupational health and safety, quality management, human rights, legal compliance, and continual improvement. These policies guide daily operations, promote responsible decision-making, and reinforce the Company's commitment to sustainable manufacturing and stakeholder confidence.

### GRI 2-24: Embedding Policy Commitments

LTCME implements its policy commitments through employee training, operational procedures, management reviews, internal audits, performance monitoring, and continuous communication. Responsibilities are assigned across departments to ensure policy requirements are integrated into routine activities and organizational decision-making processes.

## GRI 3 – Material Topics

### GRI 3-1: Process to Determine Material Topics

LTCME identifies material topics by assessing its environmental, economic, and social impacts, stakeholder expectations, regulatory obligations, operational risks, and business strategy. The assessment helps prioritize significant sustainability issues and guides resource allocation, performance monitoring, and continual improvement initiatives.

### GRI 3-2: List of Material Topics

LTCME's material topics include energy management, greenhouse gas emissions, climate change, waste management, resource efficiency, environmental compliance, occupational health and safety, employee development, ethical governance, responsible procurement, product quality, customer satisfaction, and sustainable supply chain management.



# GRI 3 – Material Topics

## GRI 3-3: Management of Material Topics

LTCME manages material topics through documented policies, measurable objectives, operational controls, internal audits, management reviews, employee training, performance indicators, and continual improvement programmes. Progress is regularly monitored to ensure effective risk management, regulatory compliance, and achievement of the Company's sustainability objectives.

### Most Environmental Initiatives

- Energy Efficiency and Resource Management
- Greenhouse Gas (GHG) Emissions Management and Climate Change Mitigation
- Water Stewardship and Resource Management
- Waste Management and Hazardous Material Handling
- Circular Economy and Product Lifecycle Management
- Environmental Conservation and Advocacy Initiatives
- Renewable Energy Integration and Carbon Footprint Reduction
- Water Recycling and Reuse Practices
- Product Impact and Sustainable Consumption
- Biodiversity Conservation
- Air Quality Management and Pollution Control

### Most Social Initiatives

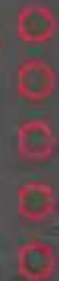
- Occupational Health & Safety (OH&S) Performance
- Human Capital Development and Continuous Learning
- Fair Labor Practices and Living Wage Standards
- Employee Engagement and Participation in Social Dialogue
- Gender Diversity and Inclusion in the Workforce
- Labor Rights and Supply Chain Integrity
- Workforce Development and Training
- Work-Life Balance and Employee Well-being
- Employee Health and Well-being Benefits
- Executive Pay Ratio and Income Inequality
- Diversity and Inclusion in the Workforce
- Human Rights Due Diligence and Stakeholder Engagement

### Most Governance Initiatives

- Whistle blower Protection and Corporate Governance Transparency
- Cyber security and Data Privacy Governance
- Sustainable Supply Chain Management and Responsible Procurement Training
- Anti-Corruption Measures and Governance Integrity
- Ethical Business Practices and Compliance Training
- Supplier Code of Conduct Adherence



# GOVERNANCE



**TRACTION**  
Railway & Train

# GRI 201 – Economic Performance

## GRI 201-1: Direct Economic Value Generated and Distributed

LTCME generates economic value through the manufacture and supply of electrical steel laminations, magnetic cores, and fabricated components for industrial customers. Revenue supports employee wages, supplier payments, operational costs, taxes, business investments, and community contributions, strengthening sustainable growth and long-term value creation.

## GRI 201-2: Financial Implications and Other Risks and Opportunities Due to Climate Change

LTCME recognizes climate change as a significant business consideration affecting energy costs, supply chains, raw material availability, and operational efficiency. The Company reduces financial risks through energy efficiency, greenhouse gas management, preventive maintenance, sustainable procurement, and continuous improvement initiatives supporting long-term business resilience.

## GRI 201-3: Defined Benefit Plan Obligations and Other Retirement Plans

LTCME provides employee benefits in accordance with applicable UAE labour regulations and Company policies. Employee entitlements, including end-of-service benefits and other statutory obligations, are managed responsibly to promote employee wellbeing, financial security, legal compliance, and responsible workforce management.

## GRI 201-4: Financial Assistance Received from Government

LTCME operates independently and complies with all applicable regulatory requirements. Where eligible government incentives or regulatory support programmes are available, they are utilized transparently to improve operational efficiency, sustainability initiatives, and long-term business competitiveness while maintaining compliance with applicable legal requirements.



# GRI 202 – Market Presence

## GRI 202-1: Ratios of Standard Entry-Level Wage to Local Minimum Wage

LTCME provides fair and competitive remuneration based on employee qualifications, skills, responsibilities, and market conditions. Entry-level wages comply with applicable UAE labour regulations and Company policies, supporting equitable employment practices, workforce stability, employee satisfaction, and sustainable organizational growth.

## GRI 202-2: Proportion of Senior Management Hired from the Local Community

LTCME recruits competent professionals based on qualifications, experience, leadership capability, and business requirements. Employment decisions promote equal opportunity while supporting workforce diversity, knowledge transfer, local talent development where feasible, and effective leadership aligned with the Company's strategic objectives.



# GRI 203 – Indirect Economic Impacts

## GRI 203-1: Infrastructure Investments and Services Supported

LTCME invests in modern manufacturing equipment, energy-efficient technologies, facility improvements, employee development, and environmental initiatives that enhance operational performance and support sustainable industrial development. These investments improve productivity, resource efficiency, workplace safety, and long-term economic value for stakeholders.

## GRI 203-2: Significant Indirect Economic Impacts

LTCME contributes to economic development by creating employment opportunities, supporting local suppliers, developing technical capabilities, improving manufacturing efficiency, and promoting responsible supply chain practices. These activities strengthen industrial growth, customer confidence, and sustainable economic development within the region.



## GRI 205 – Anti-Corruption

### GRI 205-1: Operations Assessed for Risks Related to Corruption

LTCME evaluates operational activities for potential corruption risks through internal controls, management oversight, documented procedures, and ethical business practices. Risk assessments support transparent decision-making, regulatory compliance, effective governance, and protection of the Company's reputation and stakeholder confidence.

### GRI 205-2: Communication and Training About Anti-Corruption Policies and Procedures

LTCME communicates ethical business principles and anti-corruption expectations to employees through policies, induction programmes, training, and management communication. Employees are encouraged to conduct business with honesty, integrity, transparency, and full compliance with applicable legal and organizational requirements.

### GRI 205-3: Confirmed Incidents of Corruption and Actions Taken

LTCME maintains zero tolerance for bribery, corruption, fraud, and unethical conduct. Any reported incidents are investigated promptly, appropriate disciplinary or corrective actions are implemented, and preventive measures are strengthened to maintain ethical business operations and stakeholder trust.

## GRI 206 – Anti-Competitive Behaviour

### GRI 206-1: Legal Actions for Anti-Competitive Behaviour, Anti-Trust, and Monopoly Practices

LTCME conducts its business fairly and complies with applicable competition laws and commercial regulations. The Company promotes ethical competition, transparent business practices, and responsible customer and supplier relationships while avoiding anti-competitive behaviour, restrictive trade practices, and conflicts with regulatory requirements.





# ENVIRONMENT



## GRI 301 – Materials

### GRI 301-1: Materials Used by Weight or Volume

LTCME primarily uses electrical steel coils, structural steel, welding consumables, paints, coatings, packaging materials, and auxiliary production consumables. Material consumption is monitored through inventory and production records to improve resource efficiency, minimize waste generation, optimize manufacturing processes, and support responsible material management throughout the production lifecycle.

### GRI 301-2: Recycled Input Materials Used

LTCME promotes circular economy practices by recovering steel scrap generated during manufacturing and directing recyclable materials to authorized recycling facilities. Recycling initiatives reduce virgin material consumption, conserve natural resources, minimize waste generation, and improve environmental performance while supporting sustainable manufacturing and responsible resource utilization.

### GRI 301-3: Reclaimed Products and Packaging Materials

Packaging materials, wooden pallets, cardboard boxes, and reusable transport materials are recovered whenever practical. LTCME continuously improves packaging efficiency, encourages reuse and recycling, reduces unnecessary packaging waste, and optimizes material utilization while maintaining product protection, transportation safety, and customer satisfaction.

## GRI 302 – Energy

### GRI 302-1: Energy Consumption Within the Organization

LTCME consumes electricity for production machinery, compressed air systems, lighting, HVAC, office facilities, and supporting utilities. Energy consumption is monitored regularly to identify efficiency opportunities, reduce operational costs, improve production performance, and support greenhouse gas emission reduction and sustainability objectives.

### GRI 302-2: Energy Consumption Outside the Organization

LTCME conducts its business fairly and complies with applicable competition laws and commercial regulations. The Company promotes ethical competition, transparent business practices, and responsible customer and supplier relationships while avoiding anti-competitive behaviour, restrictive trade practices, and conflicts with regulatory requirements.



## GRI 302 – Energy

### GRI 302-3: Energy Intensity

LTCME monitors energy intensity using operational performance indicators to measure electricity consumption relative to production output. Equipment optimization, preventive maintenance, process improvements, and operational efficiency programmes help reduce energy intensity while maintaining product quality and manufacturing performance.

### GRI 302-4: Reduction of Energy Consumption

Energy reduction initiatives include LED lighting upgrades, preventive maintenance, compressed air optimization, efficient production planning, equipment improvements, and employee awareness programmes. These initiatives reduce electricity consumption, improve operational efficiency, lower greenhouse gas emissions, and support continual environmental improvement.

### GRI 302-5: Reductions in Energy Requirements of Products and Services

LTCME continuously improves manufacturing processes through efficient production planning, equipment modernization, and operational optimization. These initiatives reduce overall energy requirements for products and services while maintaining production efficiency, product quality, customer satisfaction, and long-term sustainability performance.

## GRI 303 – Water and Effluents

### GRI 303-1: Interactions with Water as a Shared Resource

LTCME recognizes water as a valuable shared resource and promotes responsible water management through monitoring, leak prevention, conservation initiatives, efficient housekeeping, and employee awareness. These practices reduce freshwater consumption and support environmental sustainability throughout manufacturing operations.

### GRI 303-2: Management of Water Discharge Impacts

Water discharges are managed in accordance with applicable environmental regulations and internal operational procedures. Appropriate controls, monitoring activities, and responsible wastewater management practices minimize pollution risks, protect surrounding environments, and support regulatory compliance.

### GRI 303-3: Water Withdrawal

Water is primarily withdrawn for domestic purposes, sanitation, cleaning, and limited operational requirements. Consumption is monitored regularly to identify conservation opportunities, improve efficiency, reduce unnecessary usage, and support responsible water resource management across the facility.

## GRI 303 – Water and Effluents

### GRI 303-4: Water Discharge

LTCME manages wastewater through approved drainage and wastewater systems while complying with applicable environmental requirements. Operational controls and routine monitoring help minimize adverse environmental impacts and ensure responsible discharge management practices throughout manufacturing operations.

### GRI 303-5: Water Consumption

Water consumption is monitored through routine inspections, meter readings, leak detection programmes, employee awareness initiatives, and efficient water fixtures. These measures improve water conservation, reduce freshwater demand, and enhance the Company's overall environmental performance.



## GRI 304 – Biodiversity

### GRI 304-1: Operational Sites Owned, Leased or Managed in Biodiversity-Sensitive Areas

LTCME operates within the Jebel Ali Free Zone industrial area and has not identified operations within designated biodiversity-sensitive locations. Environmental management practices minimize operational impacts while supporting responsible land use, pollution prevention, and environmental protection.

### GRI 304-2: Significant Impacts of Activities on Biodiversity

The Company minimizes biodiversity impacts through pollution prevention, waste management, efficient resource utilization, environmental monitoring, and compliance with applicable regulations. Continual improvement initiatives further reduce ecological risks associated with manufacturing activities and industrial operations.

### GRI 304-3: Habitats Protected or Restored

Although LTCME operates within an industrial environment, it supports biodiversity protection through responsible environmental management, pollution prevention, waste reduction, efficient resource use, and continual improvement initiatives that contribute to environmental conservation and sustainable industrial development.

## GRI 304 – Biodiversity

### GRI 304-4: IUCN Red List Species and National Conservation List Species

Water is primarily withdrawn for domestic purposes, sanitation, cleaning, and limited operational requirements. Consumption is monitored regularly to identify conservation opportunities, improve efficiency, reduce unnecessary usage, and support responsible water resource management across the facility.



## GRI 305 – Emissions

### GRI 305-1: Direct (Scope 1) GHG Emissions

Scope 1 emissions arise primarily from diesel consumption, refrigerant leakage, and controlled operational activities. During 2025, LTCME reported 13.273 tCO<sub>2</sub>e of Scope 1 emissions and continues implementing measures to improve fuel efficiency and reduce direct greenhouse gas emissions.

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

Scope 2 greenhouse gas emissions arise primarily from purchased electricity used for production equipment, lighting, HVAC systems, and facility operations. In 2025, LTCME reported 2,829.516 tCO<sub>2</sub>e of Scope 2 emissions. The Company continues implementing energy efficiency projects and renewable electricity initiatives to reduce indirect emissions.

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

Scope 3 emissions represent the largest portion of LTCME's carbon footprint, totaling 177,659.200 tCO<sub>2</sub>e in 2025. Major sources include purchased electrical steel, supplier activities, inbound logistics, outbound transportation, and other value chain operations. Supplier engagement and low-carbon sourcing remain key emission reduction priorities.

# GRI 305 – Emissions

## GRI 305-3: Scope 3 Upstream Emissions

Upstream Scope 3 emissions mainly result from purchased electrical steel, raw material production, supplier manufacturing activities, procurement processes, inbound transportation, business travel, employee commuting, and waste generated in operations. In 2025, LTCME reported Upstream Scope 3 emissions of 162,209.000 tCO<sub>2</sub>e. The Company collaborates with suppliers to improve environmental performance, encourage responsible sourcing, and reduce value chain emissions.

## GRI 305-3: Scope 3 Downstream Emissions

Downstream Scope 3 emissions are associated with product transportation, customer distribution, logistics activities, outbound freight, and product delivery. In 2025, LTCME reported Downstream Scope 3 emissions of 15,450.000 tCO<sub>2</sub>e. The Company works with logistics providers to optimize transportation routes, improve delivery efficiency, and reduce greenhouse gas emissions across downstream operations.

## GRI 305-4: GHG Emissions Intensity

LTCME monitors greenhouse gas emission intensity to evaluate operational efficiency and measure emissions relative to production output. Emission intensity indicators support performance evaluation, identify improvement opportunities, and monitor progress toward the Company's SBTi-aligned climate targets, long-term decarbonization strategy, and Net Zero 2050 commitment.

# GRI 305 – Emissions

## GRI 305-5: Reduction of GHG Emissions

LTCME operates within the Jebel Ali Free Zone industrial area and has not identified operations within designated biodiversity-sensitive locations. Environmental management practices minimize operational impacts while supporting responsible land use, pollution prevention, and environmental protection.

## GRI 305-6: Emissions of Ozone-Depleting Substances (ODS)

The Company minimizes biodiversity impacts through pollution prevention, waste management, efficient resource utilization, environmental monitoring, and compliance with applicable regulations. Continual improvement initiatives further reduce ecological risks associated with manufacturing activities and industrial operations.

## GRI 305-7: NO<sub>x</sub>, SO<sub>x</sub> and Other Significant Air Emissions

Although LTCME operates within an industrial environment, it supports biodiversity protection through responsible environmental management, pollution prevention, waste reduction, efficient resource use, and continual improvement initiatives that contribute to environmental conservation and sustainable industrial development.

## GRI 306 – Waste

### GRI 306-1: Waste Generation and Significant Waste-Related Impacts

Manufacturing operations generate steel scrap, packaging materials, hazardous waste, maintenance waste, and general operational waste. LTCME manages waste through segregation, recycling, safe handling, monitoring, and continual improvement programmes to minimize environmental impacts and support sustainable manufacturing practices.

### GRI 306-2: Management of Significant Waste-Related Impacts

Waste is managed through segregation at source, recycling programmes, licensed waste contractors, employee awareness, and environmental monitoring. These practices ensure regulatory compliance, improve resource recovery, reduce landfill disposal, and support the Company's circular economy and environmental management objectives.

### GRI 306-3: Waste Generated

LTCME monitors waste generation by category, including recyclable steel scrap, packaging waste, hazardous materials, and general waste. Waste data is regularly reviewed to identify reduction opportunities, improve recycling performance, and enhance overall environmental sustainability across manufacturing operations.

## GRI 306 – Waste

### GRI 306-3: Hazardous Waste

Hazardous waste generated by LTCME includes used oil, paint residues, chemical containers, contaminated materials, and maintenance waste. These materials are segregated, labelled, safely stored, and disposed of through authorized waste management contractors in accordance with applicable environmental regulations.

### GRI 306-3: Non-Hazardous Waste

Non-hazardous waste includes steel scrap, paper, cardboard, plastic packaging, wooden pallets, and office waste. Recyclable materials are separated at source and transferred to authorized recycling facilities to maximize resource recovery, reduce landfill disposal, and support circular economy initiatives.

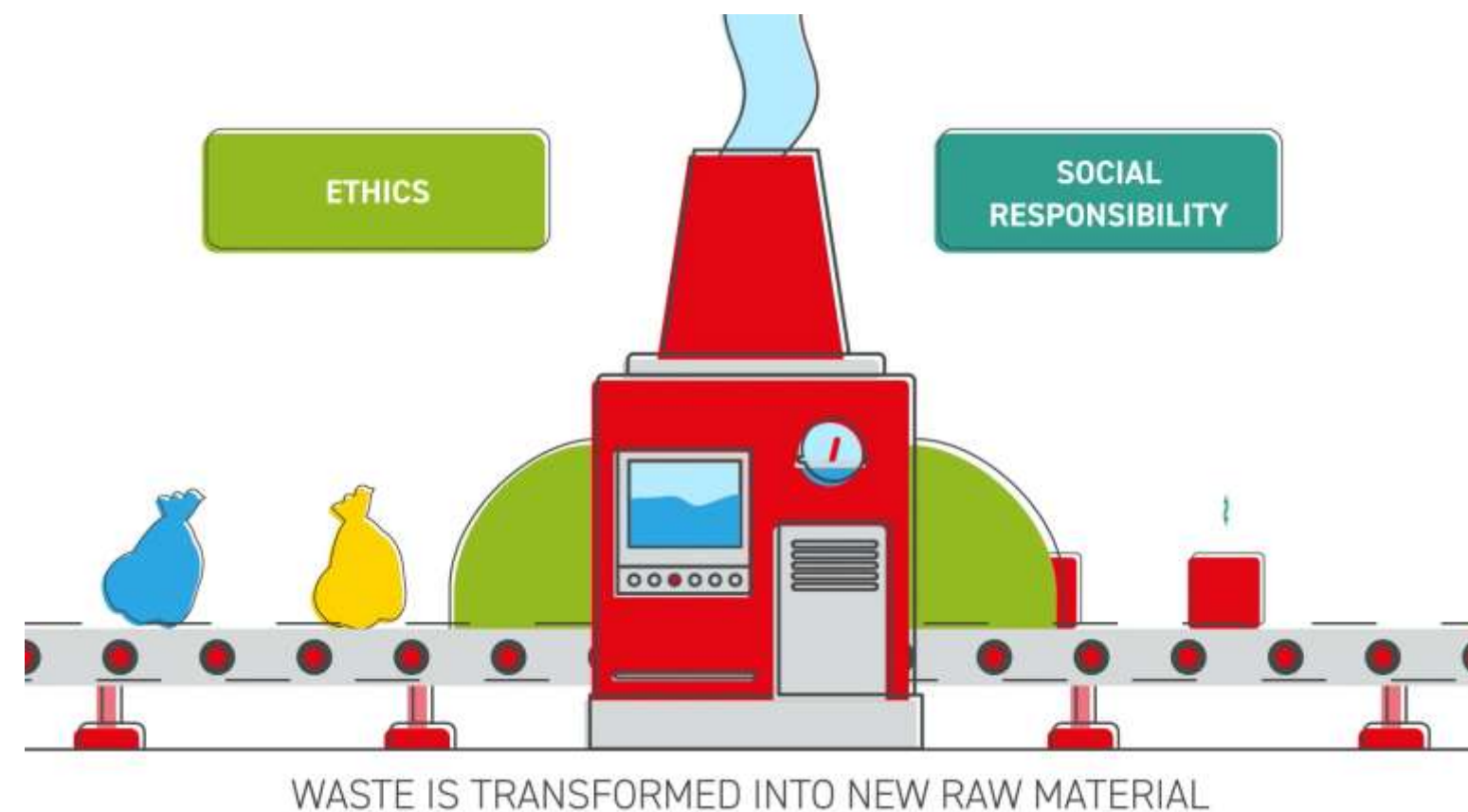
### GRI 306-4: Waste Diverted from Disposal

LTCME diverts significant quantities of waste from landfill through steel scrap recycling, packaging recovery, material segregation, and recycling programmes. These initiatives conserve natural resources, improve recycling rates, reduce disposal costs, and contribute to the Company's environmental sustainability objectives.

## GRI 306 – Waste

### GRI 306-5: Waste Directed to Disposal

Waste that cannot be reused or recycled is managed through licensed waste contractors using environmentally responsible disposal methods. Disposal activities comply with applicable legal and environmental requirements, ensuring safe handling while minimizing potential impacts on the environment.



## GRI 307 – Environmental Compliance

### GRI 307-1: Non-Compliance with Environmental Laws and Regulations

During the reporting period, LTCME recorded no significant environmental fines or penalties. Compliance is maintained through the ISO 14001 Environmental Management System, regular monitoring, internal audits, legal compliance evaluations, corrective actions, and continual improvement of environmental performance.



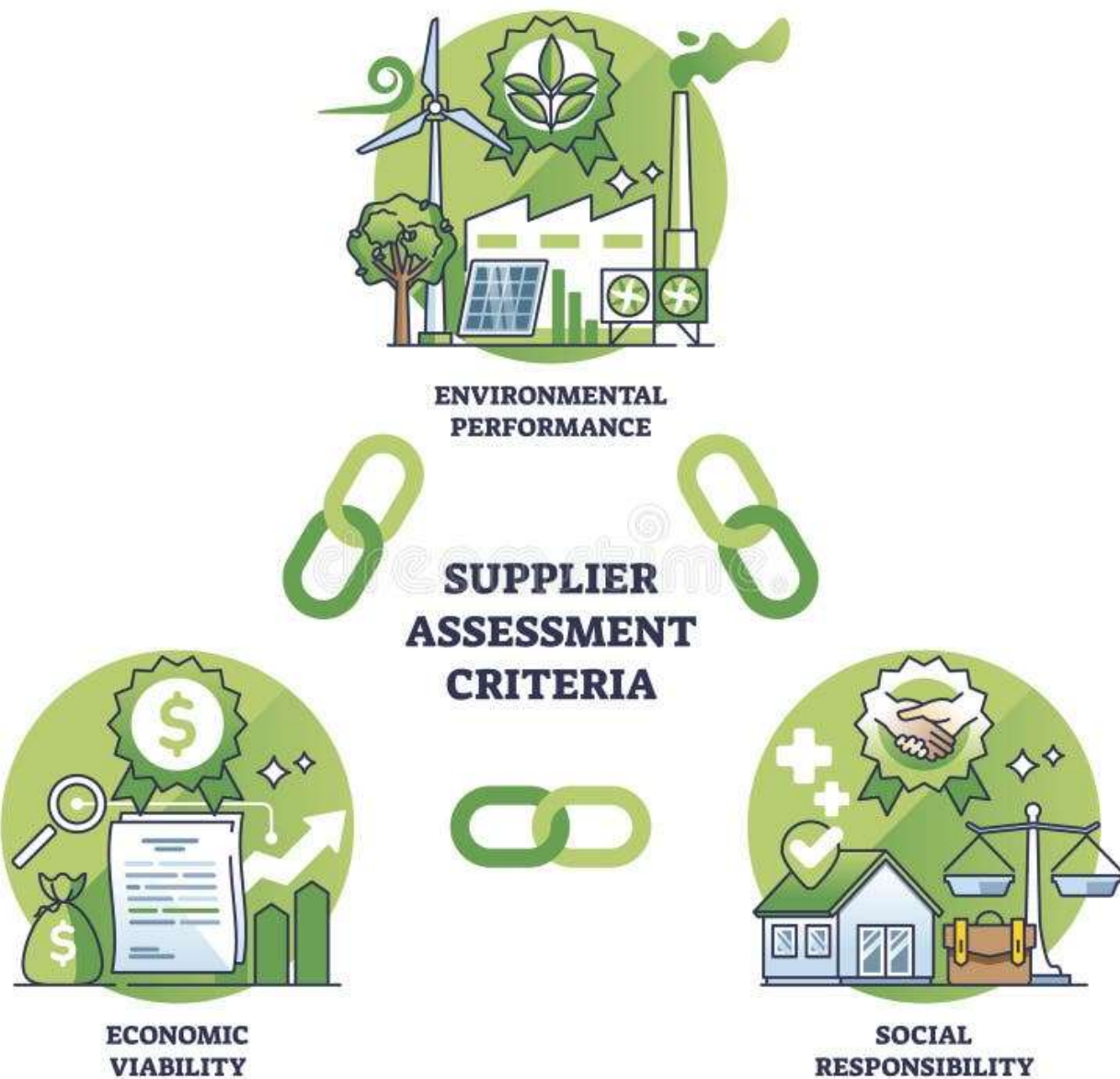
# GRI 308 – Supplier Environmental Assessment

## GRI 308-1: New Suppliers Screened Using Environmental Criteria

Environmental performance is considered during supplier selection and evaluation. Suppliers are assessed for regulatory compliance, environmental management practices, responsible resource utilization, and sustainability performance to encourage responsible sourcing and strengthen environmental performance throughout the supply chain.

## GRI 308-2: Negative Environmental Impacts in the Supply Chain and Actions Taken

Where environmental risks are identified within the supply chain, LTCME engages suppliers through communication, performance reviews, corrective action requests, and continual improvement initiatives. These activities strengthen supplier environmental performance, promote responsible business practices, and reduce environmental impacts across the value chain.





# SOCIAL

# GRI 401 – Employment

## GRI 401-1: New Employee Hires and Employee Turnover

LTCME recruits qualified employees based on competence, experience, equal opportunity, and business requirements. Employee hiring and turnover are monitored to improve workforce stability, talent retention, succession planning, and organizational performance while complying with applicable UAE labour laws and ethical employment practices.

## GRI 401-2: Benefits Provided to Full-Time Employees

LTCME provides full-time employees with benefits in accordance with UAE labour regulations and Company policies. Benefits include medical insurance, annual leave, end-of-service benefits, paid leave, training opportunities, and occupational health and safety protection to promote employee wellbeing and job satisfaction.

## GRI 401-3: Parental Leave

Eligible employees receive maternity, paternity, and parental leave benefits in accordance with UAE labour legislation and Company policies. LTCME supports employees returning from parental leave through fair employment practices, equal career opportunities, and a respectful workplace environment.

# GRI 402 – Labour/Management Relations

## GRI 402-1: Minimum Notice Periods Regarding Operational Changes

LTCME communicates significant organizational and operational changes through established management channels. Employees receive appropriate notice, consultation, and guidance in accordance with employment contracts, Company procedures, and applicable labour regulations, promoting transparency and effective workforce engagement.



# GRI 403 – Occupational Health & Safety

## GRI 403-2: Hazard Identification, Risk Assessment and Incident Investigation (Hazardous Waste)

Hazardous waste handling activities are managed through risk assessments, operational controls, employee training, personal protective equipment, spill response procedures, and regular inspections. These measures minimize health and safety risks while ensuring compliance with environmental and occupational health requirements.

## GRI 403-2: Hazard Identification, Risk Assessment and Incident Investigation (Non-Hazardous Waste)

Non-hazardous waste is managed through safe segregation, collection, storage, recycling, housekeeping, employee awareness, and routine inspections. These practices reduce workplace hazards, improve operational cleanliness, and promote a safe, healthy, and environmentally responsible working environment.

## GRI 403-8: Workers Covered by an OH&S Management System

LTCME operates an ISO 45001 Occupational Health and Safety Management System covering employees, contractors, and visitors. Risk assessments, safety training, inspections, emergency preparedness, and continual improvement initiatives help maintain a safe workplace and protect personnel from occupational hazards.

## GRI 403-9: Work-Related Injuries

Work-related injuries are recorded, investigated, and reviewed to identify root causes and implement corrective actions. Safety performance is continuously monitored through inspections, incident reporting, employee training, and preventive measures designed to reduce workplace accidents and improve occupational safety performance.

## GRI 403-10: Work-Related Ill Health

LTCME promotes employee health through workplace monitoring, occupational hygiene practices, medical support, personal protective equipment, and health awareness programmes. Preventive measures reduce occupational health risks associated with manufacturing activities while supporting employee wellbeing and productivity.



# GRI 404 – Training and Education

## GRI 404-1: Average Hours of Training per Employee

Employees receive regular training in technical skills, occupational health and safety, environmental awareness, quality management, emergency preparedness, and professional development. Continuous learning enhances employee competence, operational performance, regulatory compliance, and organizational effectiveness.

## GRI 404-2: Programs for Upgrading Employee Skills

LTCME provides continuous learning through technical training, leadership development, environmental awareness, quality improvement programmes, compliance education, and safety training. These initiatives strengthen employee competence, improve operational performance, and support long-term career development and organizational success.

## GRI 404-3: Performance and Career Development Reviews

Employee performance is evaluated through structured appraisal processes that identify training requirements, career development opportunities, performance objectives, and improvement plans. Regular reviews encourage professional growth, recognize achievements, and support organizational excellence.

# GRI 405 – Diversity and Equal Opportunity

## GRI 405-1: Diversity of Governance Bodies and Employees

LTCME promotes diversity and equal opportunity by employing individuals with different nationalities, backgrounds, skills, and experience. Employment decisions are based solely on qualifications, competence, performance, and business needs, ensuring fairness and an inclusive workplace.

## GRI 405-2: Ratio of Basic Salary and Remuneration

Employee remuneration is determined according to qualifications, experience, responsibilities, performance, and market conditions. LTCME promotes equal pay for equal work while maintaining fair, transparent, and non-discriminatory compensation practices in compliance with applicable labour regulations.



## GRI 406 – Non-Discrimination

### GRI 406-1: Average Hours of Training per Employee

LTCME maintains a workplace free from discrimination, harassment, bullying, and unfair treatment. Any reported incidents are investigated promptly, appropriate corrective actions are implemented, and awareness programmes reinforce respect, equality, diversity, and employee wellbeing.

## GRI 408 – Child Labor

### GRI 408-1: Operations at Risk of Using Child Labor

LTCME strictly prohibits child labour throughout its operations and expects suppliers to comply with labour legislation, ethical employment standards, and internationally recognized human rights principles. Supplier evaluations support responsible sourcing and compliance across the supply chain.

## GRI 409 – Forced or Compulsory Labor

### GRI 409-1: Operations at Risk of Forced Labor

The Company prohibits forced, bonded, compulsory, or involuntary labour in all business activities. Employment is voluntary, legally compliant, and supported by transparent recruitment practices, ethical employment standards, and respect for internationally recognized human rights.

## GRI 412 – Human Rights Assessment

### GRI 412-1: Operations Subject to Human Rights Reviews

LTCME integrates human rights considerations into operational management through compliance with labour laws, ethical business practices, workplace safety, equal employment opportunities, and regular monitoring. These measures support responsible business conduct and respect for fundamental human rights.

### GRI 412-2: Employee Training on Human Rights Policies

Employees receive awareness training on ethical behaviour, workplace respect, labour rights, diversity, non-discrimination, and responsible business conduct. These programmes strengthen understanding of human rights principles and reinforce the Company's commitment to ethical employment practices.

### GRI 412-3: Significant Investment Agreements Including Human Rights Clauses

Employees receive awareness training on ethical behaviour, workplace respect, labour rights, diversity, non-discrimination, and responsible business conduct. These programmes strengthen understanding of human rights principles and reinforce the Company's commitment to ethical employment practices.

## GRI 413 – Local Communities

### GRI 413-1: Operations with Local Community Engagement Programs

LTCME supports local communities through responsible business practices, employment opportunities, environmental protection initiatives, stakeholder engagement, and participation in activities that contribute to sustainable economic development and positive social impact within the community.

### GRI 413-2: Operations with Significant Actual or Potential Negative Impacts

Potential community impacts are identified through environmental monitoring, operational controls, regulatory compliance, and stakeholder engagement. Continual improvement measures minimize environmental and social risks while supporting responsible manufacturing and sustainable community relationships.



## GRI 414 – Supplier Social Assessment

### GRI 414-1: New Suppliers Screened Using Social Criteria

New suppliers are evaluated for compliance with labour practices, occupational health and safety, ethical conduct, legal compliance, human rights, and responsible business principles before approval. This assessment supports a responsible and sustainable supply chain.

### GRI 414-2: Negative Social Impacts in the Supply Chain and Actions Taken

Where social risks are identified, LTCME engages suppliers through communication, corrective action plans, performance monitoring, and continual improvement initiatives. These activities strengthen supplier compliance, improve responsible business practices, and reduce social risks across the supply chain.



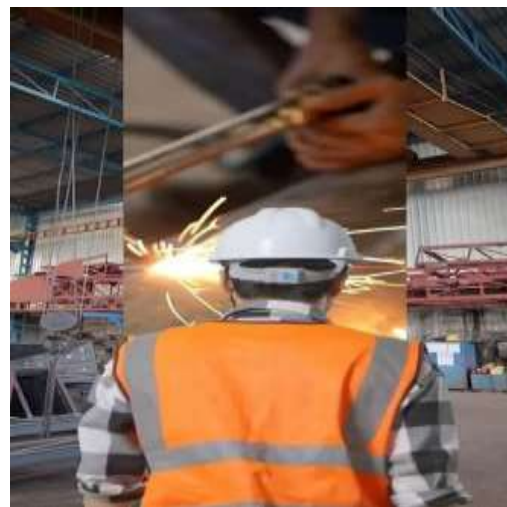
## GRI 416 – Customer Health and Safety

### GRI 416-1: Assessment of Health and Safety Impacts of Products and Services

LTCME manufactures products under controlled quality management processes to ensure compliance with customer specifications, applicable standards, and product safety requirements. Quality assurance activities protect customer health, improve operational reliability, and support customer satisfaction.

### GRI 416-2: Incidents of Non-Compliance

During the reporting period, LTCME recorded no significant incidents of non-compliance related to customer health and safety requirements. The Company remains committed to product quality, regulatory compliance, customer satisfaction, and continual improvement of manufacturing processes.



## GRI 418 – Customer Privacy

### GRI 418-1: Substantiated Complaints Concerning Breaches of Customer Privacy

LTCME protects confidential customer and business information through secure information management systems, controlled access, confidentiality agreements, and compliance with applicable legal and contractual data protection requirements. No substantiated customer privacy breaches were reported during the reporting period.

## GRI 419 – Socioeconomic Compliance

### GRI 419-1: Non-Compliance with Laws and Regulations

During the reporting period, LTCME reported no significant non-compliance with applicable socioeconomic laws and regulations. Compliance is maintained through effective governance, internal controls, employee awareness programmes, legal compliance reviews, and continual improvement of management systems.



# Sustainability Performance Data

01<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025

| S. No | Topic                        | Policy Commitment                             | KPI (2025) | Unit  | Measure                            |
|-------|------------------------------|-----------------------------------------------|------------|-------|------------------------------------|
| 1     | Environmental Advocacy       | Promote environmental awareness               | 6          | Count | Environmental activities conducted |
| 2     | Resource Management          | Implement responsible environmental practices | 92         | %     | Initiatives implemented            |
| 3     | Chemical Safety              | Train employees on chemical handling          | 100        | %     | Employees trained                  |
| 4     | Sustainable Procurement      | Supplier ESG contract compliance              | 100        | %     | Suppliers with ESG clauses         |
| 5     | Supplier Sustainability      | CSR supplier assessment                       | 100        | %     | Suppliers assessed                 |
| 6     | Supplier Audits              | Sustainability on-site audits                 | 100        | %     | Suppliers audited                  |
| 7     | Supplier Improvement         | Corrective action implementation              | 100        | %     | Suppliers completing actions       |
| 8     | Employee Training            | Increase employee competence                  | 100        | Count | Employees trained                  |
| 9     | Supplier Code of Conduct     | Improve supplier compliance                   | 100        | %     | Suppliers signing Code             |
| 10    | Sustainable Products         | Energy-efficient product improvements         | 8          | Count | Product improvements               |
| 11    | Eco-Design                   | Sustainable product design                    | 95         | %     | New products with eco-features     |
| 12    | Product Stewardship          | Usage & disposal instructions                 | 100        | %     | Products with manuals              |
| 13    | Ethics                       | Eliminate nepotism                            | 0          | Count | Cases reported                     |
| 14    | Governance                   | Eliminate JV conflicts                        | 0          | Count | Conflicts reported                 |
| 15    | Occupational Health & Safety | Zero reportable incidents                     | 0          | Count | Reportable incidents               |
| 16    | Occupational Health & Safety | Zero lost workdays                            | 0          | Count | Lost workdays                      |
| 17    | Occupational Health & Safety | Reduce workplace accidents                    | 0          | Count | Work-related accidents             |
| 18    | Occupational Health & Safety | Reduce injuries                               | 0          | Count | Injuries                           |
| 19    | Employee Health              | Annual health screening                       | 100        | %     | Employees screened                 |
| 20    | Anti-Corruption              | Zero corruption cases                         | 0          | Count | Confirmed incidents                |
| 21    | Business Ethics              | Ethics awareness                              | 100        | %     | Employees trained                  |
| 22    | Anti-Bribery                 | Zero bribery cases                            | 0          | Count | Cases                              |
| 23    | Anti-Bribery                 | Zero facilitation payments                    | 0          | Count | Payments                           |

# Sustainability Performance Data

01<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025

| S. No | Topic                 | Policy Commitment            | KPI (2025)  | Unit   | Measure                  |
|-------|-----------------------|------------------------------|-------------|--------|--------------------------|
| 24    | Energy                | Energy consumption           | 6,402,036.7 | kWh    | Total energy consumed    |
| 25    | Energy                | Total energy consumption     | 6,402,036.7 | kWh    | Annual consumption       |
| 26    | Renewable Energy      | Renewable electricity        | 0           | kWh    | Renewable energy used    |
| 27    | Energy Management     | Energy reporting             | 2           | Count  | Reports issued           |
| 28    | Energy Efficiency     | Energy-efficient upgrades    | 15          | Count  | Upgrades completed       |
| 29    | Diversity & Inclusion | Zero discrimination          | 0           | Count  | Incidents                |
| 30    | Diversity & Inclusion | Corrective actions           | 0           | Count  | Cases                    |
| 31    | Grievance Management  | Timely case resolution       | 100         | %      | Resolution rate          |
| 32    | Workplace Conduct     | Reduce incidents             | 0           | Count  | Incidents                |
| 33    | Air Emissions         | Painting Booth 1 emissions   | 5           | kg     | Air pollutants           |
| 34    | Air Emissions         | Painting Booth 2 emissions   | 4           | kg     | Air pollutants           |
| 35    | Air Emissions         | Blasting Booth 1 emissions   | 59          | kg     | Air pollutants           |
| 36    | Air Emissions         | Blasting Booth 2 emissions   | 48          | kg     | Air pollutants           |
| 37    | VOC Management        | Reduce VOC usage             | 10          | Litres | VOC consumed/month       |
| 38    | Clean Technology      | Adopt clean technologies     | 9           | Count  | Technologies implemented |
| 39    | Information Security  | Zero cybersecurity incidents | 0           | Count  | Incidents                |
| 40    | Whistleblowing        | Whistleblower reports        | 0           | Count  | Reports                  |
| 41    | Information Security  | Controlled access            | 100         | %      | Compliance               |
| 42    | Cybersecurity         | Threat reduction             | 0           | Count  | Threat incidents         |
| 43    | Employee Welfare      | Health insurance coverage    | 100         | %      | Employees covered        |
| 44    | Compensation          | CEO-to-median pay ratio      | 0.40        | Ratio  | Compensation ratio       |
| 45    | Employee Welfare      | Coverage maintained          | 100         | %      | Coverage                 |
| 46    | Employee Welfare      | Workplace incidents          | 0           | Count  | Incidents                |

# Sustainability Performance Data

01<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025

| S.No | Topic                  | Policy Commitment                 | KPI (2025)  | Unit               | Measure                 |
|------|------------------------|-----------------------------------|-------------|--------------------|-------------------------|
| 47   | Climate Change         | Scope 1 GHG emissions             | 12.747      | tCO <sub>2</sub> e | Scope 1 emissions       |
| 48   | Climate Change         | Scope 2 (Location-based)          | 2,717.442   | tCO <sub>2</sub> e | Scope 2 emissions       |
| 49   | Climate Change         | Scope 2 (Market-based)            | 2,717.442   | tCO <sub>2</sub> e | Scope 2 emissions       |
| 50   | Climate Change         | Scope 3 emissions                 | 170,623.700 | tCO <sub>2</sub> e | Scope 3 emissions       |
| 51   | Climate Change         | Scope 3 Downstream                | 14,838.180  | tCO <sub>2</sub> e | Downstream emissions    |
| 52   | Climate Change         | Scope 3 Upstream                  | 155,785.520 | tCO <sub>2</sub> e | Upstream emissions      |
| 53   | Refrigerant Management | Fluorinated gas compliance        | 100         | %                  | Compliance              |
| 54   | Climate Action         | GHG reduction achieved            | 3           | tCO <sub>2</sub> e | Reduction               |
| 55   | Learning & Development | Career development participation  | 100         | %                  | Employees participating |
| 56   | Learning & Development | Training hours                    | 14          | Hours              | Average per employee    |
| 57   | Career Development     | Individual development plans      | 85          | Count              | Employees               |
| 58   | Performance Management | Performance evaluations           | 100         | %                  | Employees evaluated     |
| 59   | Product Stewardship    | End-of-life training              | 100         | %                  | Employees trained       |
| 60   | Hazardous Substances   | Toxic substances reduced          | 0           | Tons               | Reduction               |
| 61   | Waste Management       | Improper disposal                 | 0           | Count              | Incidents               |
| 62   | Living Wage            | Benchmark coverage                | 100         | %                  | Employees covered       |
| 63   | Living Wage            | Employees below living wage       | 0           | %                  | Employees               |
| 64   | Living Wage            | Total workforce below living wage | 0           | %                  | Workforce               |
| 65   | Living Wage            | Wage gap                          | 0           | %                  | Gap                     |
| 66   | Compensation           | Wage transparency                 | 100         | %                  | Roles benchmarked       |
| 67   | Governance             | Records maintained                | 100         | Count              | Records                 |
| 68   | Compliance             | Non-compliance reduction          | 100         | Count              | Events managed          |
| 69   | Biodiversity           | Green landscape                   | 10          | %                  | Site area               |

# Sustainability Performance Data

01<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025

| S. No | Topic                    | Policy Commitment               | KPI (2025) | Unit   | Measure              |
|-------|--------------------------|---------------------------------|------------|--------|----------------------|
| 70    | Biodiversity             | Invasive species control        | 100        | Count  | Cases managed        |
| 71    | Sustainable Materials    | Eco-friendly materials          | 19         | %      | Materials used       |
| 72    | Human Rights             | External human rights incidents | 0          | Count  | Incidents            |
| 73    | Data Privacy             | Data breaches                   | 0          | Count  | Breaches             |
| 74    | Labour Rights            | Labour standards compliance     | 100        | %      | Compliance           |
| 75    | Employee Engagement      | Social dialogue                 | 15         | Count  | Engagement sessions  |
| 76    | Employee Engagement      | Employee participation          | 97         | %      | Engagement           |
| 77    | Equal Treatment          | Agreements implemented          | 0          | Count  | Agreements           |
| 78    | Waste Recovery           | Waste recovered                 | 15,222     | Tons   | Waste recovered      |
| 79    | Hazardous Waste          | Hazardous waste generated       | 143,235.02 | Tons   | Hazardous waste      |
| 80    | Non-Hazardous Waste      | Non-hazardous waste generated   | 19,832     | Tons   | Non-hazardous waste  |
| 81    | Waste Management         | Waste mapping                   | 100        | %      | Waste streams mapped |
| 82    | Hazardous Waste          | Disposal incidents              | 0          | Count  | Incidents            |
| 83    | Human Rights             | Child/Forced labour cases       | 0          | Count  | Cases                |
| 84    | Human Rights             | Worker ID safeguarding          | 100        | %      | Workers covered      |
| 85    | Human Rights             | Recruitment fee cases           | 0          | Count  | Cases                |
| 86    | Customer Health & Safety | Customer safety incidents       | 0          | Count  | Incidents            |
| 87    | Product Safety           | Product safety incidents        | 0          | Count  | Incidents            |
| 88    | Quality Management       | Quality inspections             | 88         | Count  | Quality checks       |
| 89    | Waste                    | Waste to landfill               | 0          | Litres | Landfilled waste     |
| 90    | Hazardous Materials      | Hazardous substance training    | 100        | %      | Employees trained    |
| 91    | Waste Compliance         | Improper disposal               | 0          | Count  | Non-compliance       |
| 92    | Fraud Prevention         | Fraud case resolution           | 100        | %      | Cases resolved       |

# Sustainability Performance Data

01<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025

| S. No | Topic                   | Policy Commitment              | KPI (2025) | Unit   | Measure             |
|-------|-------------------------|--------------------------------|------------|--------|---------------------|
| 93    | Labour Compliance       | Labour record verification     | 100        | %      | Records verified    |
| 94    | Water                   | Water pollution                | 1,172      | m³     | Pollutant quantity  |
| 95    | Water                   | Total water consumption        | 7,783.19   | Tons   | Water consumed      |
| 96    | Water                   | Water recycled & reused        | 2,025.22   | Litres | Water reused        |
| 97    | Water Compliance        | Wastewater compliance          | 100        | %      | Compliance          |
| 98    | Compliance              | Environmental non-compliance   | 0          | Count  | Incidents           |
| 99    | Sustainable Procurement | Buyer sustainability training  | 100        | %      | Buyers trained      |
| 100   | Supplier Governance     | Supplier Code signed           | 100        | %      | Suppliers           |
| 101   | Supplier Ethics         | Ethical code compliance        | 97         | %      | Suppliers compliant |
| 102   | ESG Procurement         | Procurement staff ESG training | 100        | %      | Staff trained       |
| 103   | Workforce Diversity     | Women employees                | 19         | %      | Workforce           |
| 104   | Leadership Diversity    | Women in management            | 6          | %      | Top management      |
| 105   | Board Diversity         | Women on Board                 | 0          | %      | Board members       |
| 106   | Diversity               | Minority representation        | 82         | %      | Workforce           |
| 107   | Diversity               | Minority in management         | 0          | %      | Top management      |
| 108   | Equal Pay               | Gender pay gap                 | 0          | %      | Pay gap             |
| 109   | Circular Economy        | WEEE collection                | 47         | %      | EEE recovered       |

# GRI INDEX

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

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# INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance 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 :**

**Authorized Representative (Assurer)**

**Name :** S. Elango

**Designation :** Associate Certified Sustainability Assurance Practitioner

**Certificate No :** AA1000 (ACSAP) C.N: A09122401

**Signature :** 



