



CORPORATE SUSTAINABILITY REPORT

(01st January 2025 to 31st December 2025)



Albaddad Capital LLC (Group), Dubai, UAE.

Form No: AB/CSR/F-690

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General Manager's Message on Sustainability Report



At ALBADDAD, we believe sustainable growth is fundamental to our long-term success and our responsibility to the communities and environment in which we operate. As a leading provider of modular structures, tents, prefabricated buildings, steel and glass products, construction solutions, and turnkey event infrastructure, we are committed to integrating Environmental, Social and Governance (ESG) principles across our operations.

Our sustainability journey focuses on reducing environmental impacts, improving resource and energy efficiency, ensuring safe and inclusive workplaces, promoting ethical business practices, and creating value for our customers, employees, suppliers, and communities. We continuously seek innovative solutions that support circularity, responsible material use, waste reduction, and sustainable construction.

This Sustainability Report reflects our progress, commitments, and areas for improvement. We remain committed to transparency, accountability, continuous improvement, and collaboration with our stakeholders to build a resilient, responsible, and sustainable future for ALBADDAD and the industries we serve.

About Us

Founded in 1971, ALBADDAD has grown from a local brand to a global leader in modular construction, sustainability, and fast-track solutions. Our journey began with the honor of serving the Abu Dhabi royal family, which propelled us to the forefront of the industry. Today, with headquarters in the UAE and KSA, ALBADDAD spans over 1.5 million square meters of facilities and employs more than 7,000 professionals across the GCC.

Operating in over 50 markets worldwide, including the Middle East, Africa, Asia, Europe, and the USA, we proudly hold three Guinness World Records (2016, 2023, 2024) for constructing the world's largest marquees in Mecca, covering 1.5 million sqm in a single year.

Our portfolio includes temporary, semi-permanent, and permanent modular structures, delivered with a focus on sustainability. Through innovative recycling programs, we divert 30% of waste from landfills, contributing to international carbon certification achievements.

Backed by a world-class project management team, ALBADDAD guarantees seamless design, execution, and handover of mega projects globally. With innovation, sustainability, and excellence at our core, ALBADDAD continues to set new industry benchmarks in modular structures and turnkey solutions.



Introduction to Sustainability Report

ALBADDAD is committed to integrating sustainability principles into its business strategy, operations, and decision-making processes. As a leading UAE-based organization engaged in the design, manufacture, supply, installation, rental, and maintenance of modular structures, tents, prefabricated buildings, steel and glass products, construction solutions, and turnkey event infrastructure, we recognize our responsibility to create long-term value for our stakeholders and the environment. Our sustainability approach integrates Environmental, Social, and Governance (ESG) considerations across our activities and value chain. This Sustainability Report presents our progress, initiatives, performance, and commitments in areas including climate action, energy and resource efficiency, waste management, occupational health and safety, employee development, responsible supply chains, ethical business practices, and stakeholder engagement. It reflects our commitment to transparency, continuous improvement, regulatory compliance, and responsible growth while supporting sustainable development and contributing positively to the communities and industries in which ALBADDAD operates.



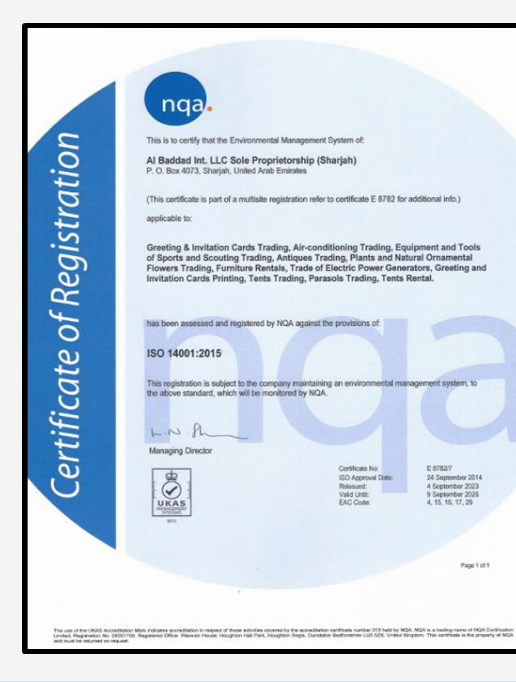
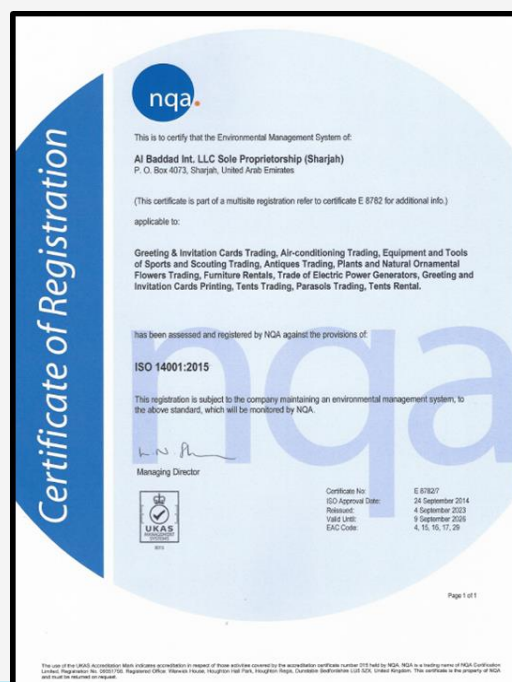
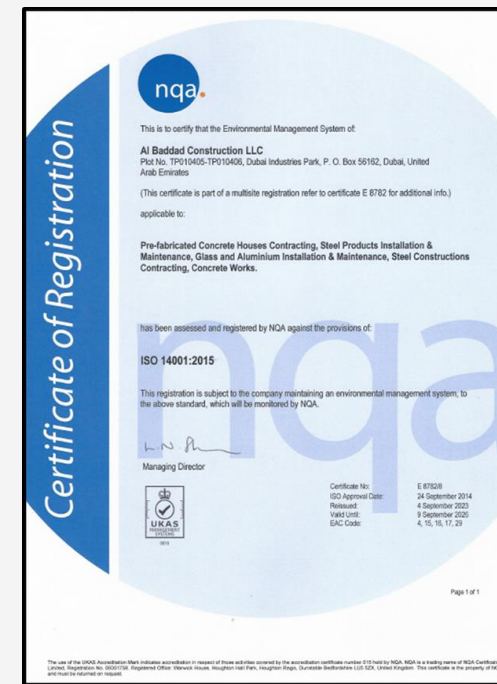
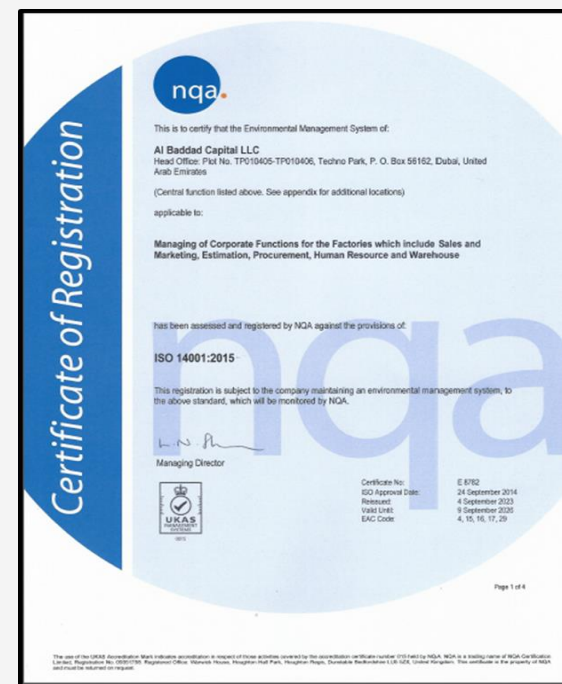
Statement of Use (GRI 1—5)

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



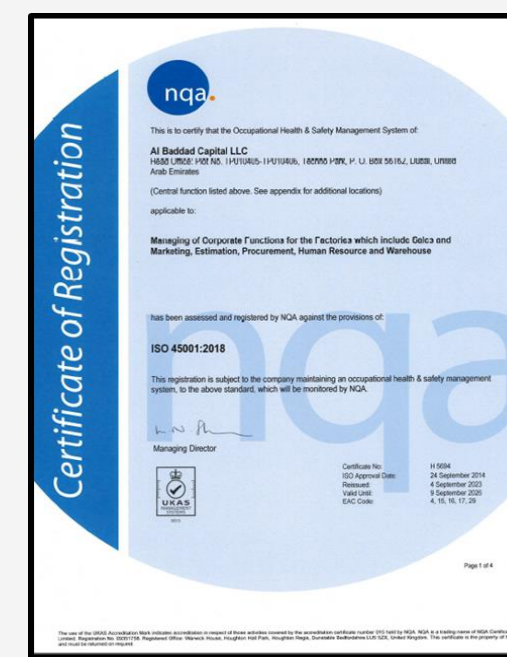
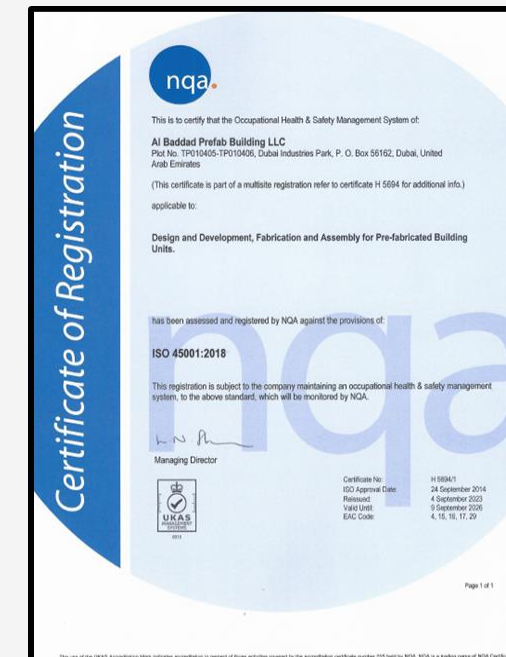
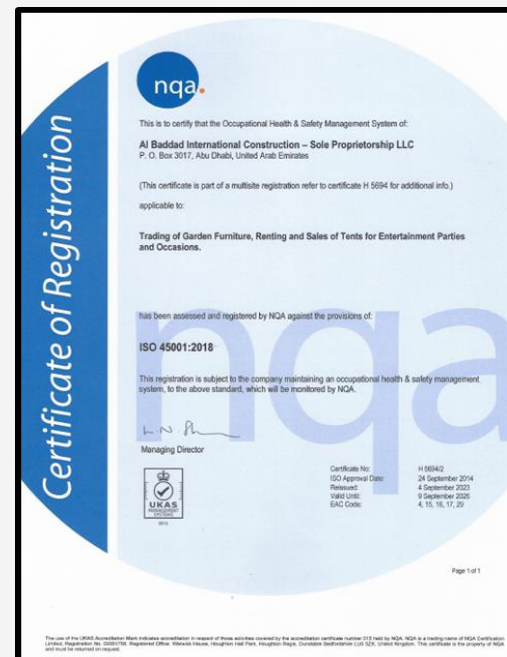
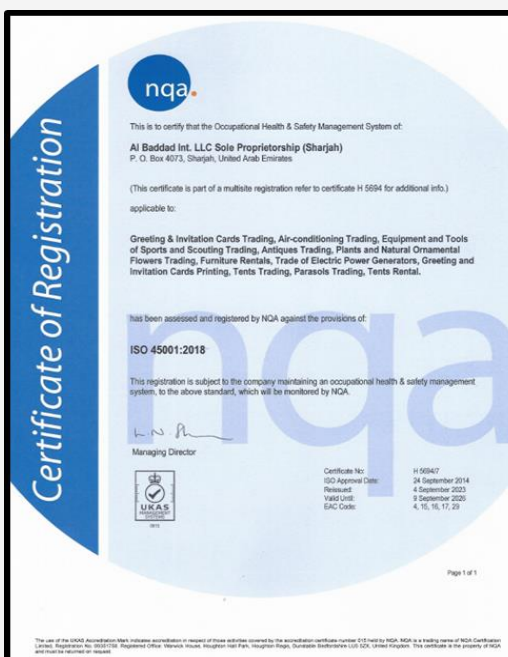
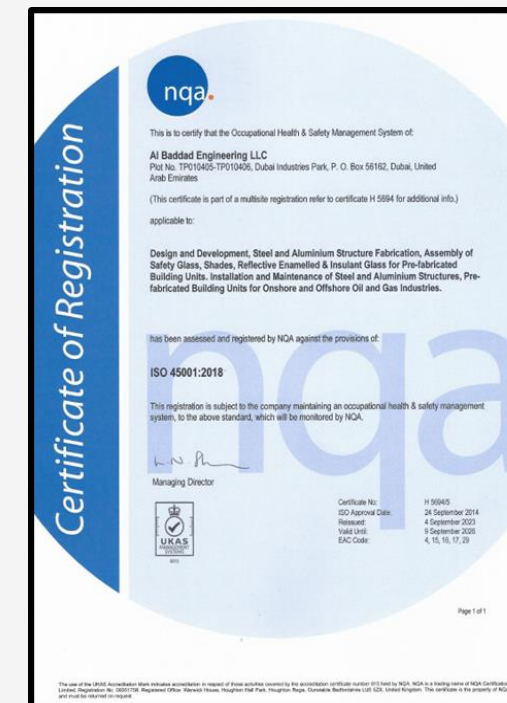
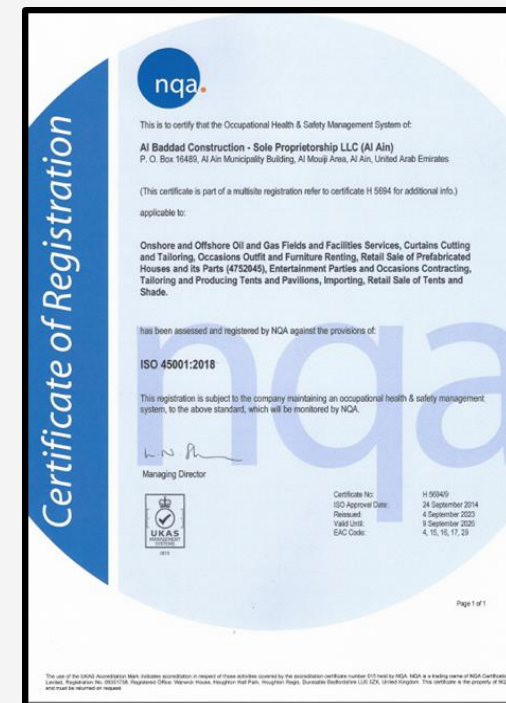
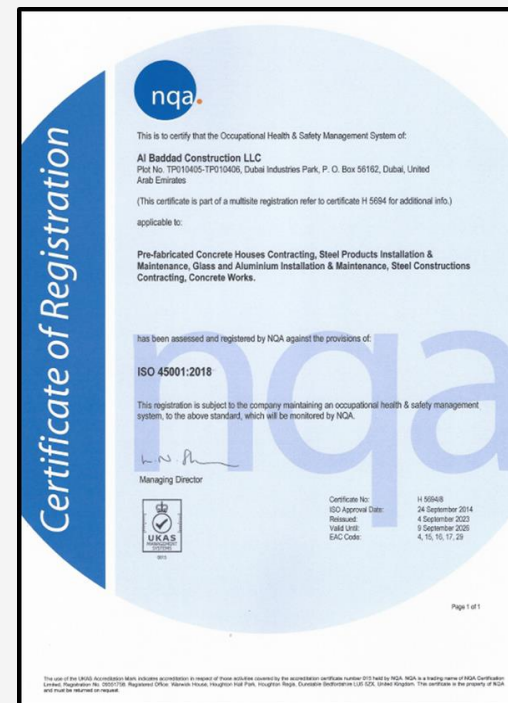
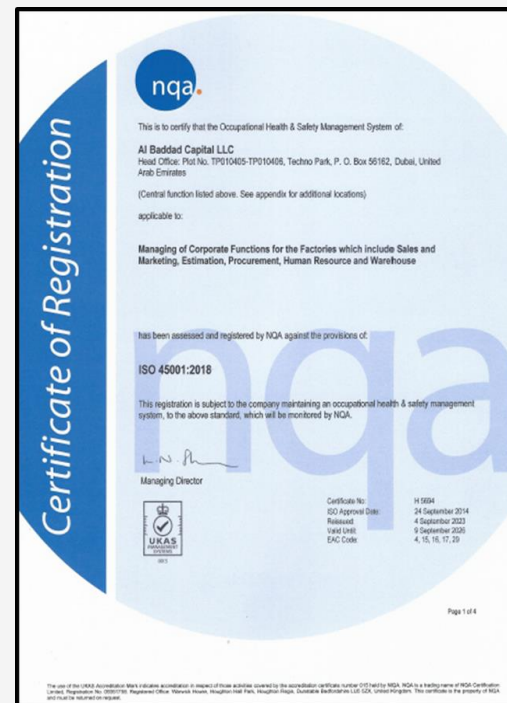
ISO 14001:2015 Certificates

ALBADDAD's ISO 14001:2015 Environmental Management System Certificates demonstrates its commitment to managing environmental impacts, complying with applicable environmental requirements, preventing pollution, conserving resources, reducing waste, and continually improving environmental performance. The certification confirms that ALBADDAD has established, implemented, maintained, and continually improved a systematic environmental management framework across relevant operations.

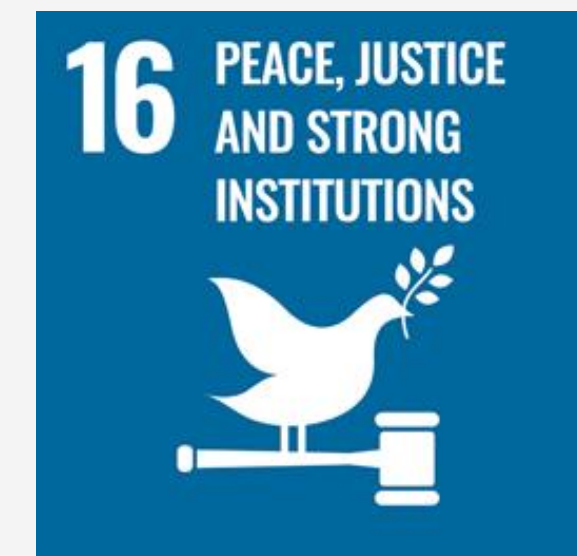
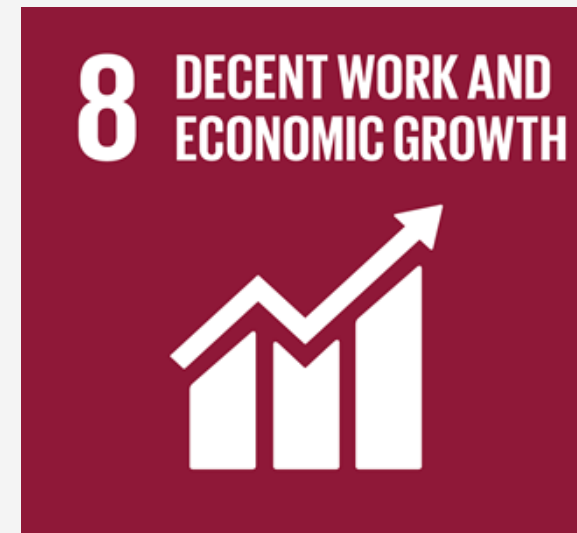


ISO 45001:2015 Certificates

ALBADDAD's ISO 45001:2018 Occupational Health and Safety Management System Certificates demonstrates its commitment to providing safe and healthy workplaces, preventing work-related injuries and ill health, identifying and controlling occupational risks, complying with applicable requirements, and continually improving OH&S performance. The certification confirms systematic implementation, monitoring, evaluation, and continual improvement of its occupational health and safety management system.



Sustainable Development Goal



Our Mission

To pioneer innovation and excellence in the global market, ALBADDAD is dedicated to delivering fast-track solutions, customized structures, and top-tier products across our four pillars of expertise. With a commitment to sustainability and client satisfaction, we aim to shape the industry landscape and create unforgettable experiences for our clients through state-of-the-art technology and holistic customization.



Our Vision



At ALBADDAD, we envision a world where our innovative solutions redefine industry standards, setting new benchmarks in efficiency, sustainability, and quality. By continuously pushing the boundaries of technology and creativity, we strive to be the preferred global provider for event spaces, construction solutions, artistic designs, and engineering marvels, leaving an indelible mark as the World Under One Roof.

AlBaddad DNA



INNOVATIVE FAST-TRACK SOLUTIONS



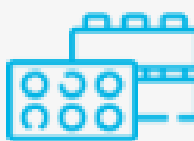
SUSTAINABILITY



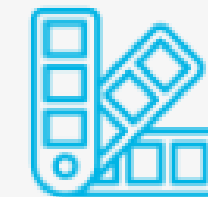
MEGA PROJECT CAPABILITIES



DESIGN POWER HOUSE



END-TO-END CUSTOMIZATION SOLUTIONS



TOP-TIER PRODUCTS

Core Values



RELIABILITY & PUNCTUALITY



EXCELLENCE, INNOVATION & SPEED



SEAMLESS INTEGRATION OF SOLUTIONS



SUSTAINABILITY & RESPONSIBILITY



RELIABILITY & PUNCTUALITY

We uphold our commitment to delivering on promises and ensuring project success by prioritizing reliability and punctuality in every endeavor.



EXCELLENCE, INNOVATION & SPEED

Our core driver is the unwavering commitment to consistently deliver cutting-edge solutions that surpass expectations, setting new standards in innovation and speed.



SUSTAINABILITY & RESPONSIBILITY

We take pride in our eco-friendly approach, ensuring that our solutions are entirely reusable and leave no environmental impact on the original site.

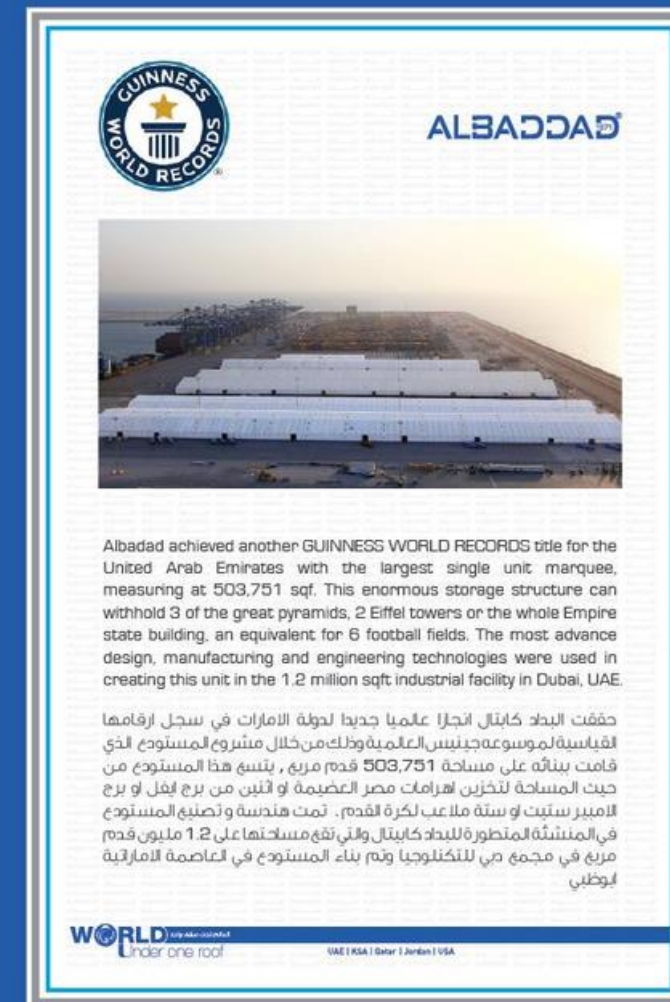


SEAMLESS INTEGRATION OF SOLUTIONS

We seamlessly integrate top-tier solutions, exceeding industry standards and elevating projects with unmatched quality and efficiency.



Awards



Our Clients



نيوم NEOM



A Member of the EDC Group



كروز السعودية
CRUISE SAUDI

DAMAC



الهيئة العامة للسياحة والآثار
Saudi Commission for Tourism & Antiquities



المر LA MER



مسك Misk
مؤسسة محمد بن سلمان
Mohammed Bin Salman
Foundation



شركة منيرة الغزال للمقاولات
Munira Al-Ghazal Contracting Co.



PASSION AT WORK



أدنوك ADNOC



AFC
ASIAN CUP™



دائرة التعليم والمعرفة
DEPARTMENT OF EDUCATION
AND KNOWLEDGE

dmg events



DP WORLD



بلدية دبي
DUBAI MUNICIPALITY

Our Clients



Our Services

**ALBADDAD Manasik Launches Official
Website Delivering Comprehensive Turnkey
Infrastructure Solutions for Hajj**



**ALBADDAD
Manasik**



Engineering and Manufacturing Excellence



Aluminium Factory



Modular Factory



PVC Factory



Steel Factory

Sustainability

Ultimate Green Materials & Recycling

At ALBADDAD, sustainability is more than a policy — it is at the core of our engineering, manufacturing, and modular construction practices. We proudly hold Carbon and Environmental Product Declaration (EPD) certifications, ensuring transparency and eco-responsibility in every project. Our recycling initiatives cover steel, aluminum, and PVC, significantly reducing waste and minimizing the use of single-use plastics.

We incorporate Energy Star-rated equipment to set benchmarks in energy efficiency, reflecting our dedication to waste reduction, plastic pollution mitigation, and energy conservation. A key highlight of our green initiatives is our commitment to diverting 30% of waste from landfills, supported by the 5R principles — Recycle, Refuse, Reduce, Reuse, and Reform.

By embedding sustainability into the very framework of our operations, ALBADDAD continues to lead the industry in green materials, eco-friendly modular structures, and responsible construction practices, setting positive examples for the region and the world.

Sustainability is our Core Value

Leading In Green Materials & Recycling

At ALBADDAD, sustainability is woven into the fabric of our operations. Our initiatives are comprehensive, proactive, and impactful.

Our efforts underscore ALBADDAD's dedication to minimizing waste, combating plastic pollution, and conserving energy. Sustainability at ALBADDAD is more than a policy; it's an integral part of our operations, ensuring every project we undertake sets a benchmark for the industry



Carbon and EPD Certificates



Recycling Programs: Steel, Aluminium, PVC



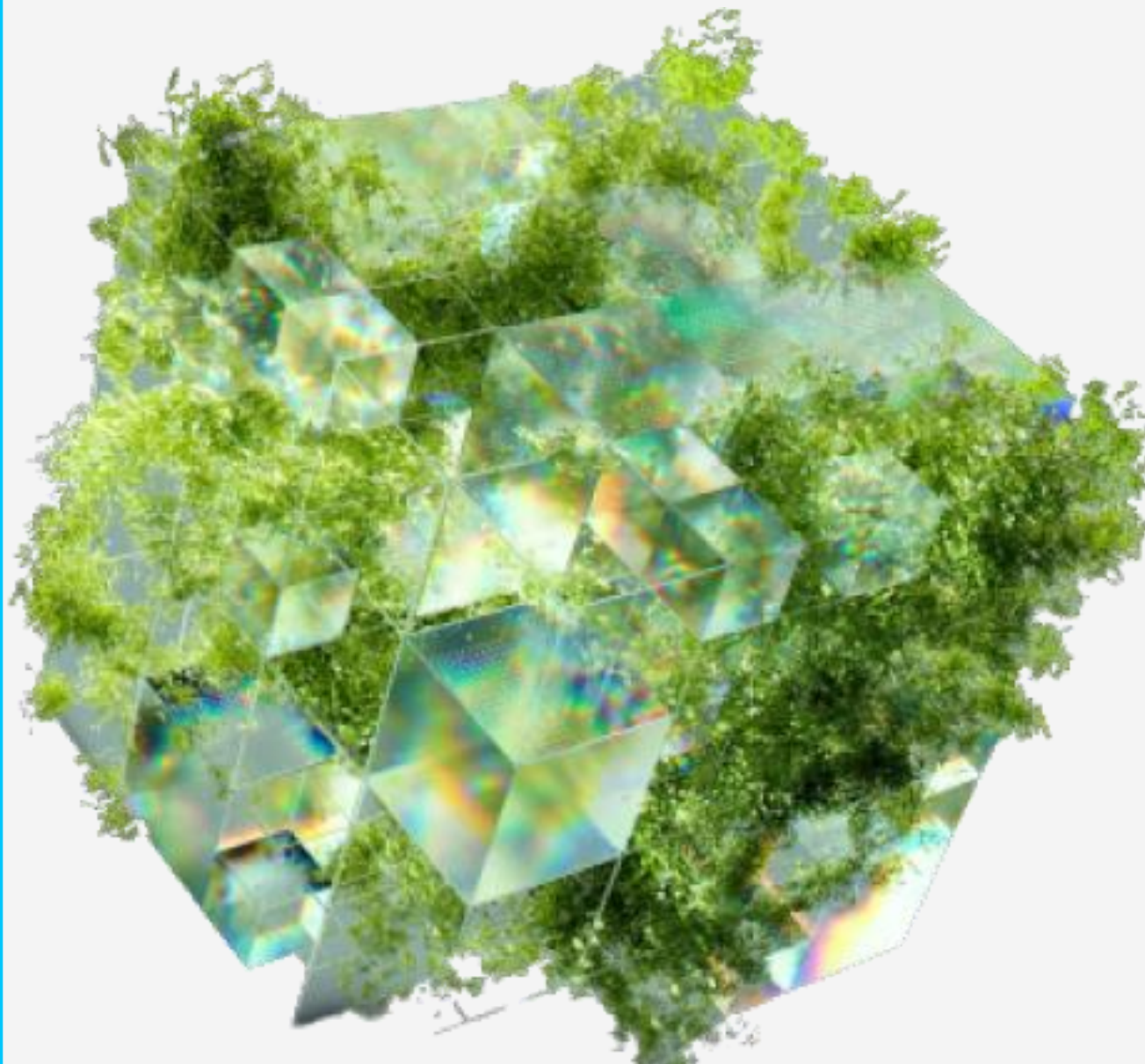
Waste Diversion, 30% landfill diversion



Reduce Single-Use Plastics: Minimize plastic waste



Energy Star Equipment: Promote energy efficiency





Building a sustainable future

Fast-Track Greenhouse Solutions: Cultivating a Sustainable Future

Our Fast-Track Greenhouse Solutions offer an advanced, sustainable approach to cultivation, allowing complete control over the environment for optimal growth. With the ability to adjust temperature, humidity, and lighting, our greenhouses create the perfect conditions for your crops, regardless of external weather patterns. This controlled space not only maximizes efficiency but also protects against diseases, pests, and vermin. The secure, enclosed design ensures that external factors remain at bay, offering a resilient and efficient farming solution for a greener tomorrow.

OUR CORE PRODUCTS

EXHIBITION STANDS

Our team of design experts brings a wealth of creativity and innovation to every project, ensuring a visually appealing and unique outcome



FIT-OUTS

Our team of design experts brings a wealth of creativity and innovation to every project, ensuring a visually appealing and unique outcome



DOORS & CABINETS

Our team of design experts brings a wealth of creativity and innovation to every project, ensuring a visually appealing and unique outcome



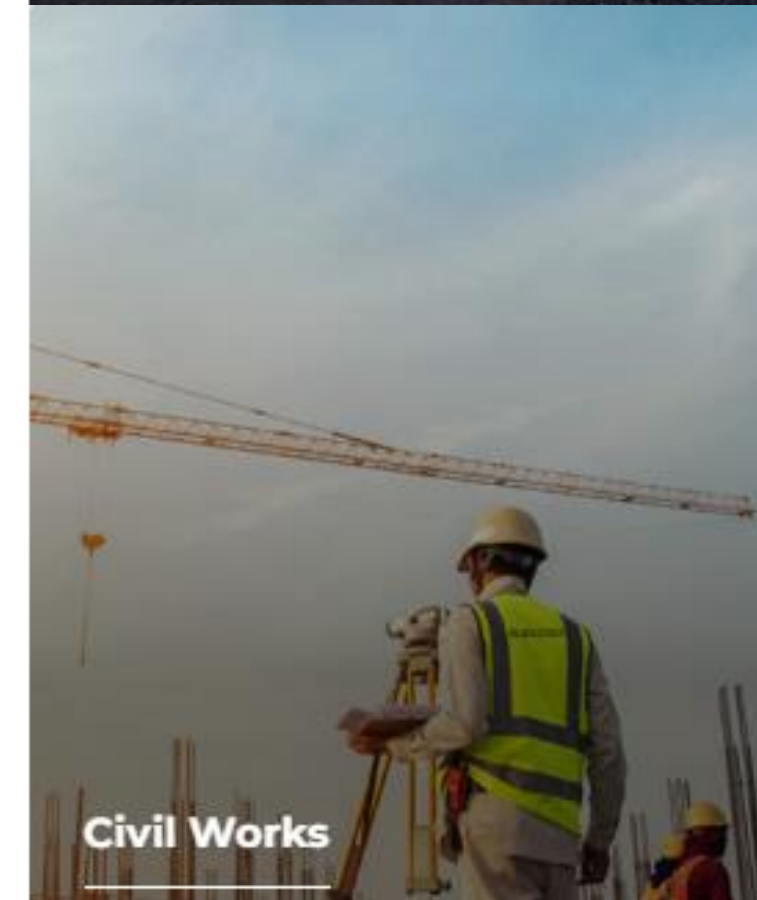
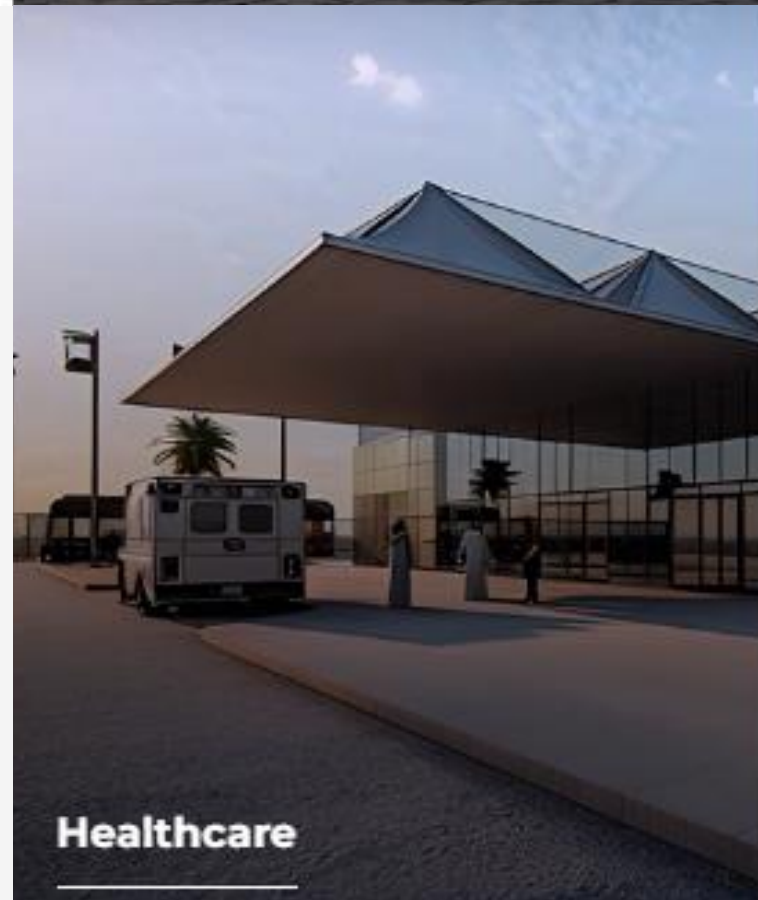
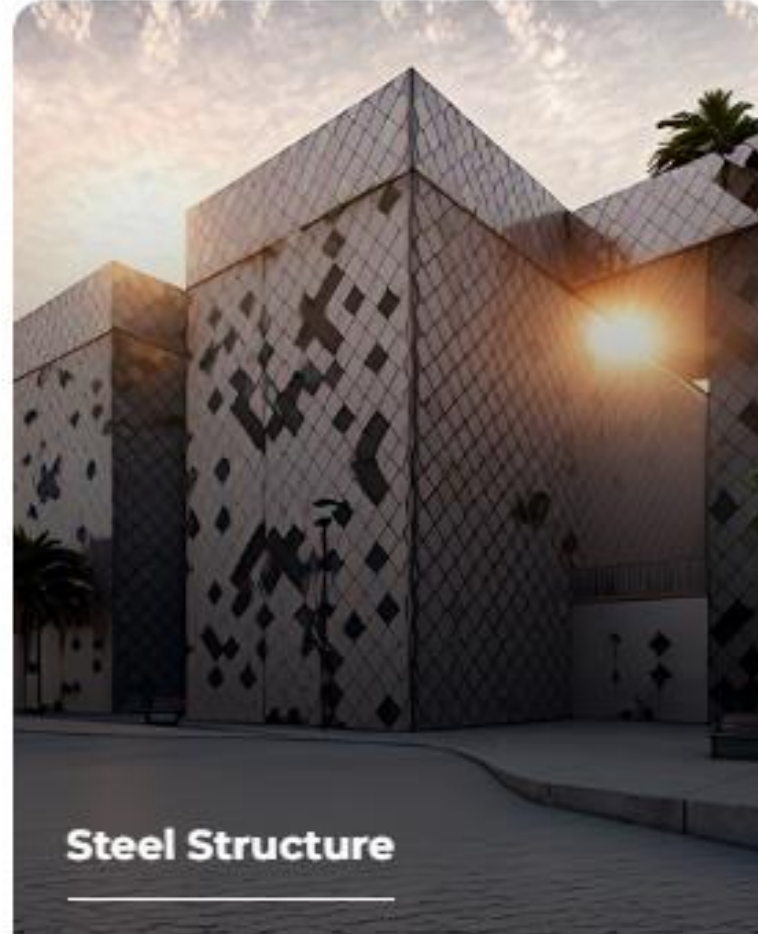
JOINERY

At ALBADDAD, our state-of-the-art joinery facility is equipped with over 20 advanced machines, ensuring precision and craftsmanship in every project. Our machinery lineup includes industry-leading equipment such as the CNC 5-Axis Machine, ORMA Pressing Machine, Multi Rip Saw, and Beamsaw, among others. These machines enable us to produce a wide range of high-quality products, from door carvings and wood panels to complex ceiling and wall components.

With cutting-edge technology like the 5-Axis CNC machine, we can work on multiple surfaces of a component in a single operation, improving efficiency and reducing manual handling. Whether crafting lightweight panels, intricate wood designs, or semi-finished products for doors and frames, our joinery team is committed to delivering precision, innovation, and exceptional quality.



Our Solutions



Our Solutions



Prefabricated Modular Buildings

ALBADDAD delivers world-class prefabricated modular buildings designed for speed, flexibility, and sustainability. Our turnkey modular construction solutions cover hotels, office buildings, executive and labor accommodations, and toilet pods. With fast-track installation, customizable designs, and eco-friendly materials, we guarantee consistent quality and reduced site disruption. Whether you need a luxury hotel pod, a temporary office, or a large-scale worker housing complex, ALBADDAD's modular expertise ensures cost-effective, compliant, and future-ready solutions.



Executive Accommodations

ALBADDAD specializes in premium modular prefabricated executive accommodations tailored for business leaders and high-end clients. Combining luxury design with the speed and efficiency of prefabrication, our suites provide a perfect balance of comfort, style, and functionality. With customizable interiors designed by our expert team, each unit is built to deliver a home-like experience while ensuring fast installation and sustainable construction. Whether for corporate executives, VIP staff housing, or resort-style accommodations, ALBADDAD offers turnkey solutions that meet the highest standards across the UAE and GCC.



Office Buildings

ALBADDAD provides modern modular prefabricated office buildings tailored to business and project needs across the UAE and GCC. Our expertise in prefabricated units and aluminium structures allows us to deliver flexible, scalable, and sustainable office spaces—even in remote project sites. With fast-track construction, customizable layouts, and eco-friendly materials, we ensure companies benefit from cost-effective and compliant office solutions, ready for immediate use. From corporate headquarters to temporary site offices, ALBADDAD creates efficient work environments that combine comfort, functionality, and sustainability.



Labour Accommodations

ALBADDAD delivers large-scale modular labour accommodations designed to support mega projects and workforce mobilization across the UAE and GCC. Our plug-and-play prefabricated housing units ensure quick deployment, minimal effort, and scalable capacity to host 5,000+ workers. With durable, flexible, and cost-effective solutions, ALBADDAD provides safe and compliant accommodations that meet the highest standards of comfort and functionality. Whether for construction sites, oil & gas projects, or remote workforce housing, our modular expertise guarantees fast installation, custom layouts, and sustainable building practices.



Hotels Pods

ALBADDAD provides innovative prefabricated modular hotel pods designed to simplify and accelerate hospitality projects. Our pods integrate seamlessly into complex hotel designs, ensuring precision planning, smooth installation, and reduced timelines. With extensive experience in coordinating MEP systems (mechanical, electrical, and plumbing), ALBADDAD minimizes discrepancies while maximizing efficiency. Whether for luxury resorts, urban hotels, or large-scale hospitality projects, our turnkey modular pods deliver consistent quality, cost savings, and sustainable construction. Each unit is customizable to meet unique brand standards while ensuring a high-end guest experience.

Our Solutions



Kitchen Pods

ALBADDAD provides high-quality prefabricated modular kitchen pods engineered for performance, hygiene, and efficiency. Designed to meet the highest international standards, each pod offers seamless installation and easy integration within modular or permanent structures. With customizable layouts, built-in utilities, and durable finishes, our kitchen pods are ideal for hotels, restaurants, labor accommodations, and large-scale developments. Compact, transportable, and ready-to-install, they represent a sustainable and cost-effective solution for modern catering and food-service facilities across the UAE and GCC.



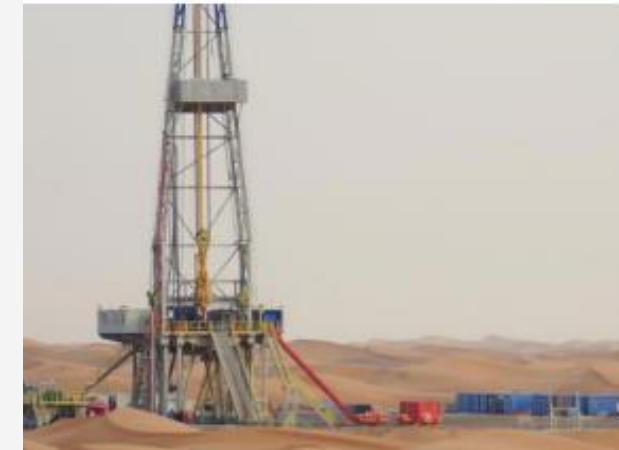
Flat Packs

ALBADDAD's flat pack units offer a flexible, portable, and efficient building solution for a wide range of applications. Designed for rapid assembly and easy transportation, these modular structures can be customized into offices, accommodations, classrooms, clinics, or storage facilities. Manufactured under strict quality control and using durable materials, flat packs ensure long-term performance and comfort even in demanding environments. Ideal for temporary or permanent use, they provide a cost-effective and sustainable alternative for fast-track construction across the UAE and GCC.



Military Camps

ALBADDAD provides turnkey modular and tented military camp solutions designed for rapid deployment, durability, and comfort. Engineered to withstand extreme climates, our structures serve as accommodation units, command centers, dining halls, hospitals, and logistics bases. Each camp is built with precision using high-grade materials, integrated HVAC systems, and customizable layouts to ensure operational efficiency. From temporary missions to long-term installations, ALBADDAD delivers reliable, scalable, and secure infrastructure to support military operations across the GCC and beyond.



Oil & Gas Solutions

ALBADDAD provides advanced modular and prefabricated infrastructure solutions for the oil and gas industry, designed to operate efficiently in the region's most demanding environments. Our expertise covers accommodation camps, control rooms, offices, storage facilities, and workshops. All engineered for safety, durability, and rapid deployment. With customizable layouts, integrated HVAC systems, and sustainable materials, ALBADDAD ensures high-performance infrastructure supporting exploration, drilling, and production operations across the UAE and GCC.

Event Rental Structures

SMART STRUCTURE ↗



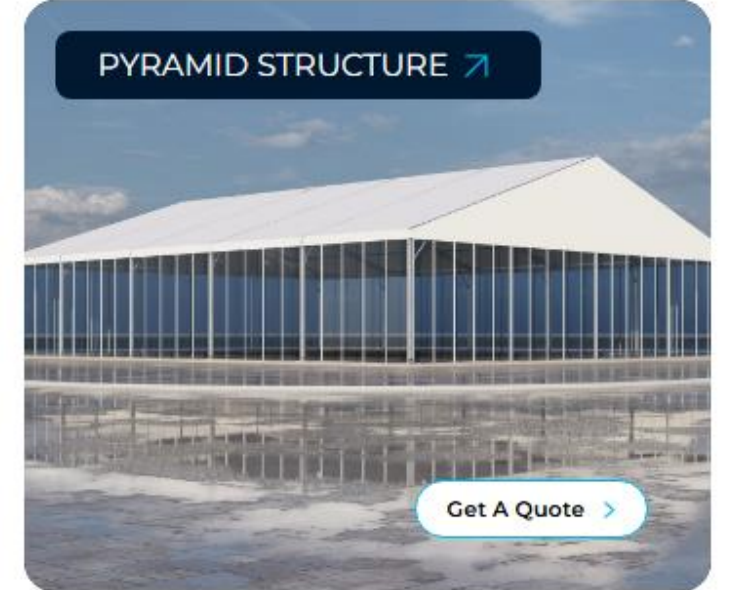
Get A Quote >

CURVE STRUCTURE ↗



Get A Quote >

PYRAMID STRUCTURE ↗



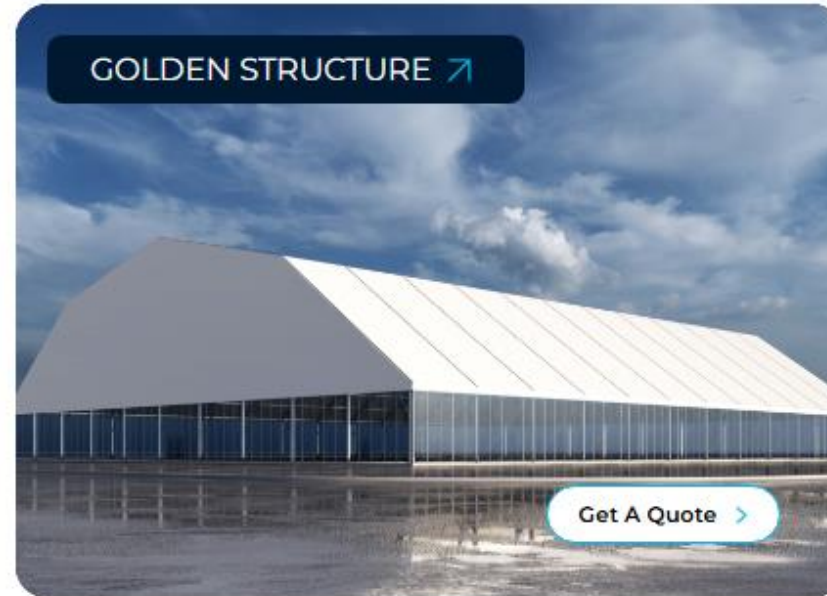
Get A Quote >

INVERTED SMART STRUCTURE ↗



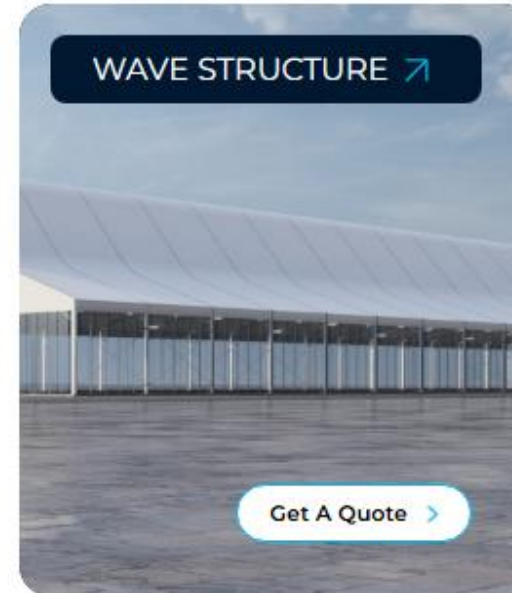
Get A Quote >

GOLDEN STRUCTURE ↗



Get A Quote >

WAVE STRUCTURE ↗



Get A Quote >

FANCY STRUCTURE ↗



Get A Quote >

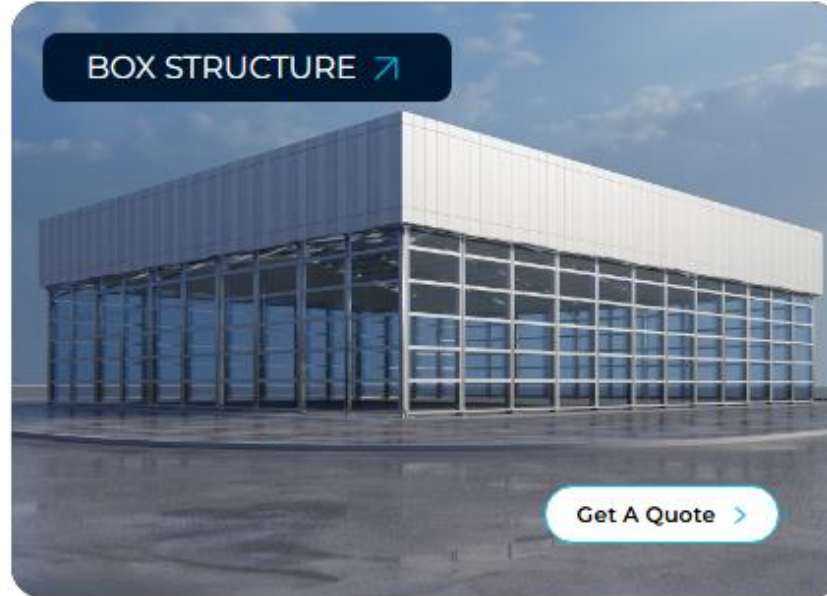
Event Rental Structures

INFINITY STRUCTURE ↗



Get A Quote >

BOX STRUCTURE ↗



Get A Quote >

DIAMOND STRUCTURE ↗



Get A Quote >

ROYAL GARDEN – CURVE STRUCTURE ↗



Get A Quote >

PLATINUM
STRUCTURE ↗



Get A Quote >

HEXAGON STRUCTURE ↗



Get A Quote >

ROYAL GARDEN – STRUCTURE A ↗



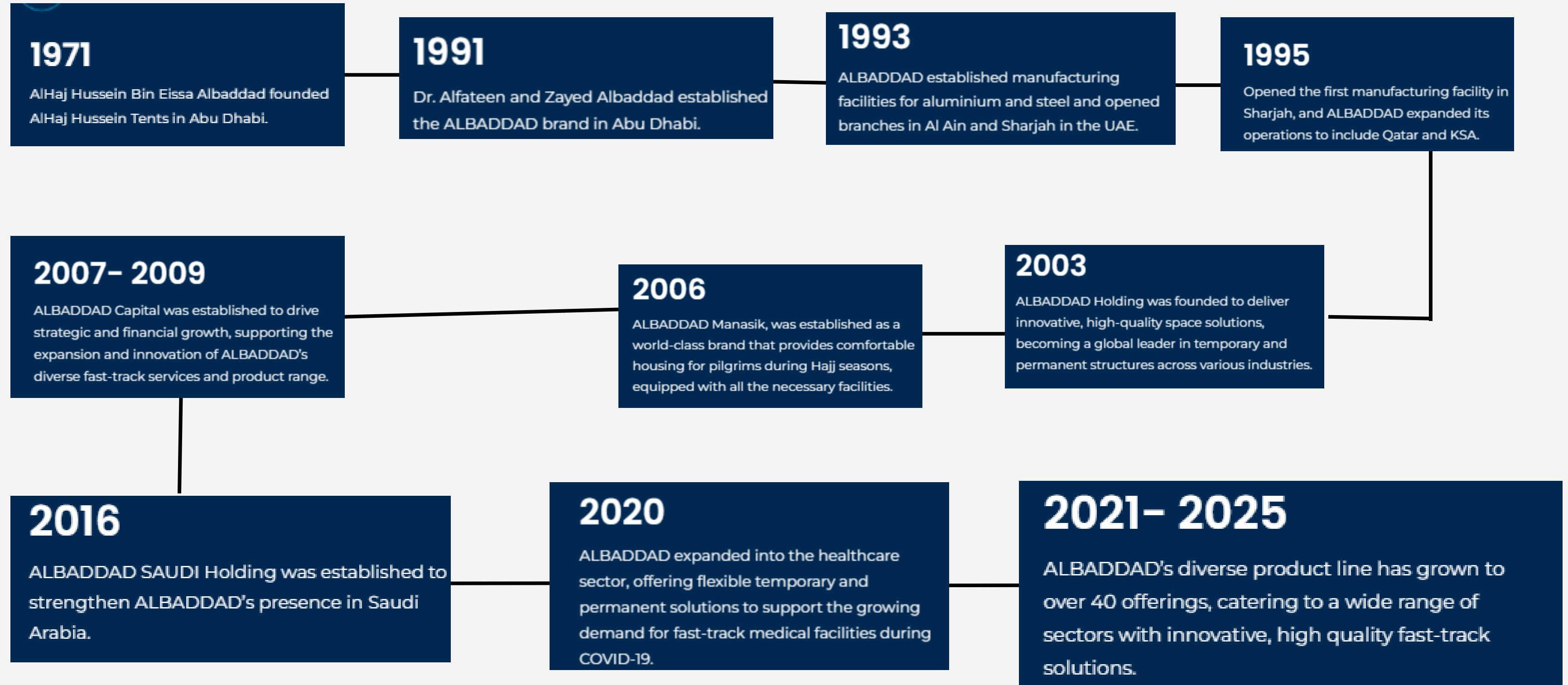
Get A Quote >

TRIPLE DECKER STRUCTURE ↗



Get A Quote >

History Timeline



Modular After Crisis Solutions



- ALBADDAD delivers rapid-response modular solutions designed to support communities after natural disasters, humanitarian crises, or emergencies.
- Our prefabricated facilities including hospitals, schools, and security centers — are built for fast installation, mobility, and resilience.
- Each structure integrates essential utilities such as power, water, and HVAC systems, ensuring safety, comfort, and operational efficiency in challenging conditions.
- With a strong commitment to innovation and humanitarian responsibility, ALBADDAD ensures stability, recovery, and hope through adaptable and durable solutions.

HOSPITAL

- In times of crisis, access to immediate medical care is essential. ALBADDAD's modular hospitals are engineered for rapid deployment, providing fully equipped and hygienic environments that meet international healthcare standards. Each unit is designed for scalability, accommodating emergency wards, isolation areas, and intensive care facilities. With integrated HVAC, water, and power systems, our hospitals ensure reliable performance, safety, and comfort — enabling life-saving operations wherever they are needed most.
- Education plays a vital role in restoring normalcy after a crisis. ALBADDAD's modular schools are designed for rapid construction, offering safe and fully equipped classrooms that support continuous learning in emergency conditions. Each structure is adaptable to various educational needs, featuring proper ventilation, lighting, and climate control. Built for mobility and durability, our schools provide children and teachers with a stable and inspiring environment to rebuild the future.



Organizational Details

GRI 2-1

Legal Name : Albaddad Capital LLC (Group)

Nature of ownership and legal form : LLC

Country of operation : UAE

LOCATIONS COVERED	
ALBADDAD CAPITAL LLC (GROUP) Head Office: Plot No. TP010405-TP010406, Techno Park, P. O. Box 56162, Dubai, United Arab Emirates.	
ALBADDAD ENGINEERING LLC Plot No. TP010405-TP010406, Dubai Industries Park, P.O. Box 56162, Dubai, United Arab Emirates.	ALBADDAD EXPERIENCE LLC Plot No. TP010405-TP010406, Techno Park, P. O. Box 56162, Dubai, United Arab Emirates.
ALBADDAD ART HUB LLC Plot No. TP010405-TP010406, Dubai Industries Park, P. O. Box 56162, Dubai, United Arab Emirates.	ALBADDAD CONSTRUCTION LLC Plot No. TP010405-TP010406, Dubai Industries Park, P. O. BOX 56162, Dubai, United Arab Emirates.
ALBADDAD CONSTRUCTION LLC -SOLE PROPRIETORSHIP (SHARJAH) Industrial Area No 7, Shade 1,2 & 3 behind Altawoon St., Sharjah, United Arab Emirates.	ALBADDAD INTERNATIONAL CONSTRUCTION -SOLE PROPRIETORSHIP LLC (ABU DHABI) P. O. Box 3017, Abu Dhabi, United Arab Emirates.
ALBADDAD CONSTRUCTION SOLE PROPRIETORSHIP LLC (AI AIN) P. O. Box 16489, Al Ain Municipality Building, Al Mouiji Area, Al Ain, United Arab Emirates.	ALBADDAD SOLUTIONS Office 208, Amir Abu Ghazaleh Building, Next to Al Khail Mall, Al Quoz 3, Dubai, United Arab Emirates.
ALBADDAD TRANSPORTATION LLC Office 208, Amir Abu Ghazaleh Building, Next to Al Khail Mall, Al Quoz 3, Dubai, United Arab Emirates.	ALBADDAD PREFAB BUILDING LLC Plot No. TP010405-TP010406, Techno Park, Dubai P. O. Box: 56162, United Arab Emirates.



GRI 2-1: Organizational Details

ALBADDAD operates manufacturing, engineering, infrastructure, and event solution businesses across the United Arab Emirates, Saudi Arabia, and Qatar. The organization maintains operational facilities and offices in Dubai, Abu Dhabi, Al Ain, Sharjah, Riyadh, Jeddah, Makkah, Dammam, and Doha. During 2025, the organization employed approximately 1,130 personnel supporting regional operations and sustainability objectives.

GRI 2-9 Governance Structure and Composition

ALBADDAD maintains a governance framework that promotes accountability, ethical decision-making, risk management, sustainability oversight, and business integrity. Management committees monitor ESG performance, regulatory compliance, stakeholder expectations, and strategic objectives, ensuring sustainability considerations are integrated into operational and investment decisions across all business functions.

GRI 3-1: Process to Determine Material Topics

ALBADDAD identifies material sustainability topics by considering its business activities, operational impacts, value chain, environmental performance, workforce, suppliers, customers, communities, and governance requirements. Key areas include GHG emissions, energy, materials, waste, occupational health and safety, human rights, employee development, responsible procurement, business ethics, information security, and customer health and safety.

GRI 2-6 Activities, Value Chain and Business Relationships

ALBADDAD manages an extensive value chain covering design, engineering, manufacturing, procurement, logistics, installation, maintenance, and project delivery. Sustainable procurement practices are implemented across the supply chain, with 100% of targeted suppliers undergoing sustainability assessments and ESG audits, strengthening responsible sourcing and supplier accountability throughout operations.

GRI 2-23: Policy Commitments

ALBADDAD demonstrates commitment to responsible business conduct through ESG integration, environmental management, occupational health and safety, human rights, anti-corruption, supplier assessment, information security, and responsible procurement practices. These commitments support ethical operations, regulatory compliance, employee protection, environmental responsibility, and responsible relationships with customers, suppliers, communities, and other stakeholders.

GRI 3-2: List of Material Topics

ALBADDAD's material topics include economic performance, procurement, anti-corruption, materials, energy, water, emissions, waste, environmental compliance, supplier environmental assessment, employment, occupational health and safety, training, diversity, human rights, communities, supplier social assessment, customer safety, information security, and socioeconomic compliance.

GRI 2-7 Employees

ALBADDAD employed 1,130 employees during 2025, supporting operations across engineering, manufacturing, project execution, and corporate functions. The company promotes equal opportunity, employee wellbeing, professional development, and workplace safety. Women represented 15% of employees and 15% of leadership positions, while 100% of employees received ethics and compliance training, reinforcing an inclusive and responsible workplace culture.

GRI 2-29: Stakeholder Engagement

ALBADDAD engages stakeholders through employees, customers, suppliers, management, contractors, communities, and business partners. Stakeholder needs are considered through operational communication, supplier assessments, employee surveys, training, grievance mechanisms, customer interactions, and management reviews. Engagement supports identification of sustainability priorities, improvement opportunities, expectations, risks, and impacts across the organization.



GRI 3-3: Management of Material Topics

ALBADDAD manages material topics through policies, procedures, responsibilities, targets, training, monitoring, audits, supplier assessments, employee engagement, and management review. Environmental priorities include emissions, energy, waste, and resource efficiency. Social priorities include safety, employee development, human rights, and diversity. Governance priorities include ethics, compliance, information security, and responsible procurement.

Most Environmental Topics

- Climate Change & GHG Emissions
- Waste Management
- Energy Consumption / Energy Conservation
- Water Usage
- Responsible Product Design
- Raw Materials & Equipment
- Renewable Energy Adoption

Most Social Topics

- Employee Health & Safety (Workforce Safety)
- Employee Training & Development
- Human & Workplace Rights
- Wellness & Vitality
- Gender Equality
- Multiculturalism & Diversity
- Living Wage & Fair Compensation
- Discrimination & Harassment Prevention
- Employee Engagement & Belonging
- Collective Bargaining & Employee Representation

Most Governance Topics

- Privacy & Data Security
- Ethics & Sound Governance
- Supply Chain Management
- Anti-Corruption & Anti-Bribery
- Business Ethics Training
- Whistleblower Management
- Sustainable Procurement
- Supplier Sustainability Assessment
- Human Rights Due Diligence
- Board Diversity & Oversight

GOVERNANCE



GRI 201-1 Direct Economic Value Generated and Distributed

ALBADDAD creates economic value through the design, manufacture, installation, rental, and maintenance of modular structures and event infrastructure across multiple markets. Sustainability investments support long-term growth, operational resilience, and stakeholder value creation. The company continuously allocates resources toward environmental initiatives, employee welfare programs, and community development activities.

GRI 205-1 Operations Assessed for Risks Related to Corruption

The organization maintains a robust anti-corruption framework supported by risk assessments, internal controls, ethics policies, and employee awareness programs. Corruption risks are evaluated across operational activities, procurement functions, and supplier relationships. Continuous monitoring helps identify vulnerabilities, strengthen governance systems, and ensure ethical business conduct throughout the organization.

GRI 205-3 Confirmed Incidents of Corruption

ALBADDAD maintains a zero-tolerance approach to corruption. During 2025, no confirmed incidents of corruption, bribery, fraud, or unethical conduct were reported. The effectiveness of governance controls, employee awareness programs, reporting mechanisms, and management oversight contributed to maintaining a strong ethical culture and regulatory compliance.

GRI 201-2 Financial Implications and Risks Due to Climate Change

Climate change presents operational, regulatory, and financial risks including energy costs, carbon emissions, resource availability, and extreme weather impacts. Albaddad addresses these risks through energy efficiency projects, environmental initiatives, climate adaptation planning, emissions monitoring, and resource optimization programs. In 2025, total greenhouse gas emissions were reported at 58,262.97 tCO₂e, supporting climate-related performance monitoring.

GRI 205-2 Communication and Training About Anti-Corruption Policies

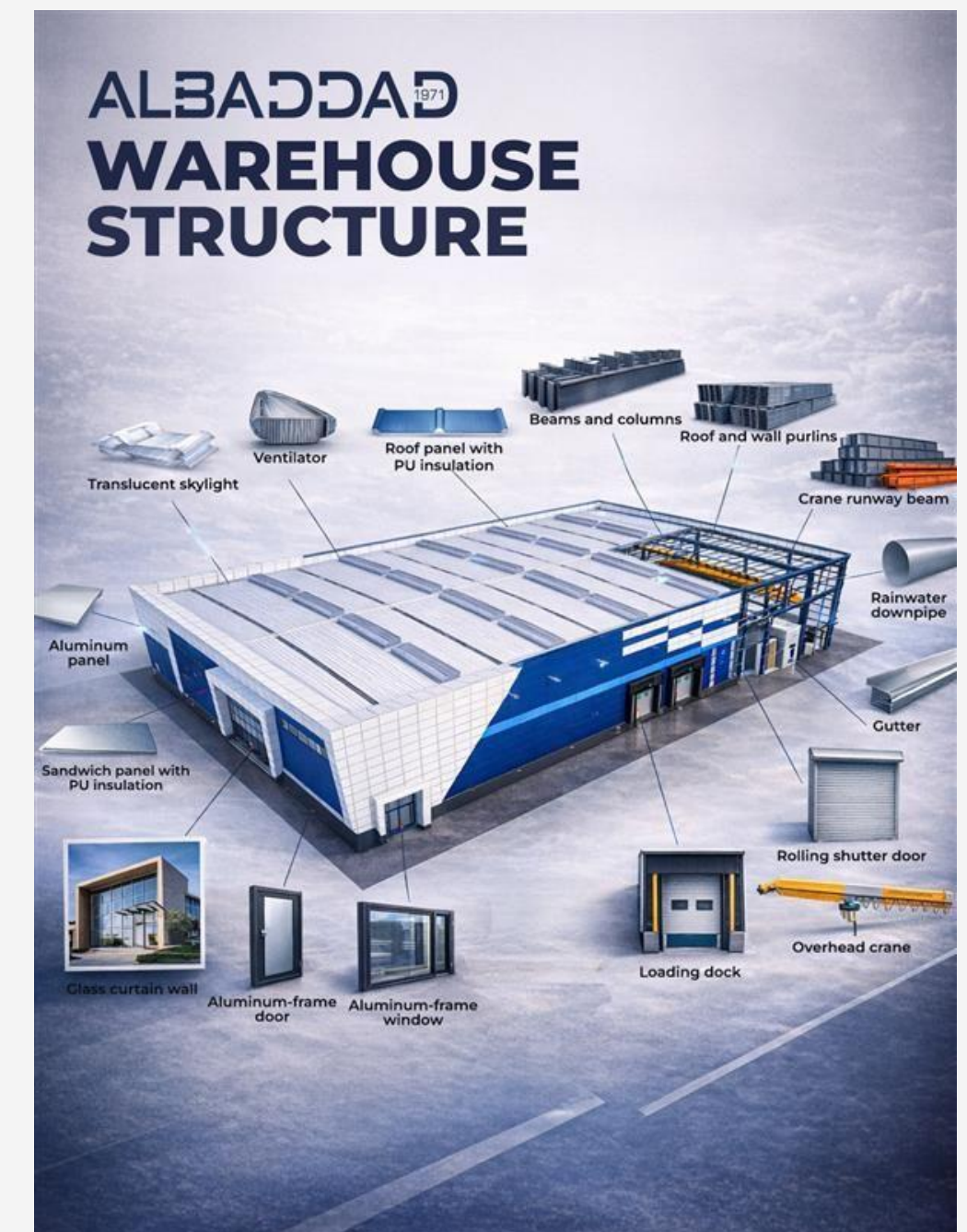
Ethical business conduct is reinforced through structured training and awareness programs. During the reporting period, 100% of employees received ethics and compliance training covering anti-bribery, anti-corruption requirements, conflicts of interest, whistleblowing mechanisms, and responsible business practices. These initiatives strengthen accountability, transparency, and integrity across all operations.

GRI 207-1 Approach to Tax

The organization complies with applicable tax regulations in all jurisdictions where it operates. Tax governance supports transparency, accountability, and responsible financial management. Tax obligations are managed through documented procedures, internal controls, and oversight mechanisms that ensure compliance with legal requirements and contribute to sustainable business operations.

GRI 204-1 Procurement Practices

ALBADDAD promotes responsible procurement by integrating environmental, social, and governance criteria into supplier evaluation processes. During 2025, 100% of targeted suppliers completed sustainability assessments, 100% underwent ESG audits, and 100% participated in corrective action and capacity-building programs. These practices strengthen supply chain transparency, compliance, and sustainability performance.



ENVIRONMENT

GRI 301-1: Materials Used by Weight or Volume

ALBADDAD utilizes significant quantities of steel, aluminum, glass, insulation materials, prefabricated construction components, packaging materials, mechanical components, and supporting construction inputs in manufacturing and project activities. Material consumption is monitored through procurement and inventory systems to improve resource efficiency, minimize waste generation, optimize utilization rates, and support sustainable production practices.

GRI 302-1: Energy Consumption Within the Organization

During 2025, ALBADDAD recorded total energy consumption of 6,616,827 kWh across its manufacturing facilities, warehouses, offices, and project operations. Energy management initiatives focused on equipment efficiency, preventive maintenance, operational controls, and employee awareness programs. These measures supported resource conservation, improved operational efficiency, reduced environmental impacts, and strengthened sustainable energy management practices.

GRI 301-2: Recycled Input Materials Used

During 2025, ALBADDAD achieved 100% material recovery and waste diversion from disposal through recycling, reuse, and recovery initiatives. Material recovery programs reduce landfill dependency, conserve natural resources, and strengthen circular economy performance. Continuous monitoring and employee participation support responsible resource management, environmental protection, and sustainable operational practices.

GRI 302-2: Energy Consumption Outside the Organization

Indirect energy consumption occurs throughout ALBADDAD's value chain, including supplier operations, transportation activities, purchased materials, logistics services, contractor activities, and product delivery. The organization engages suppliers and logistics partners to improve energy efficiency and reduce environmental impacts associated with upstream and downstream activities while supporting broader decarbonization objectives and sustainable supply chain performance.



GRI 301-3: Reclaimed Products and Packaging Materials

ALBADDAD supports product reuse, refurbishment, material recovery, and recycling initiatives across its operational activities. Packaging materials, reusable components, modular structures, and construction materials are evaluated for recovery opportunities to reduce waste generation and landfill disposal. These initiatives contribute to resource conservation, operational efficiency, and sustainability objectives throughout the product lifecycle.

GRI 302-3: Energy Intensity

ALBADDAD evaluates energy performance using energy intensity indicators that relate energy consumption to operational output and business activities. Monitoring energy intensity enables management to identify efficiency opportunities, benchmark performance, optimize resource utilization, and support long-term sustainability goals. Continuous improvements in equipment efficiency, facility management, and operational practices contribute to reducing overall energy intensity.

GRI 302-4: Reductions in Energy Consumption

Energy reduction initiatives implemented during 2025 included LED lighting upgrades, preventive maintenance, energy monitoring systems, HVAC optimization, employee awareness programs, efficient equipment utilization, and operational controls. These initiatives support lower electricity consumption, reduced greenhouse gas emissions, improved operational efficiency, and enhanced environmental performance across facilities.

GRI 303-2: Water Discharge Management

The organization manages wastewater and water discharges in accordance with applicable environmental regulations and municipal requirements. Operational controls ensure wastewater handling, treatment, and disposal processes minimize environmental impacts. Regular inspections, maintenance activities, and compliance monitoring support effective discharge management while protecting ecosystems, water quality, and public health.

GRI 303-5: Water Consumption

Total water consumption during 2025 was 7,630,726 Imperial Gallons (IG). To enhance water stewardship, ALBADDAD successfully recycled and reused 6,095.39 m³ of water, reducing dependence on freshwater resources and supporting circular water management practices. Continuous improvement initiatives focus on conservation, efficiency enhancement, and sustainable water resource management across all facilities.

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

ALBADDAD integrates energy efficiency considerations into product design, modular construction solutions, manufacturing processes, and project execution activities. The organization continually evaluates opportunities to reduce energy requirements associated with products and services through improved materials, engineering innovation, operational optimization, and sustainable design practices while maintaining quality and customer expectations.

GRI 303-3: Water Withdrawal

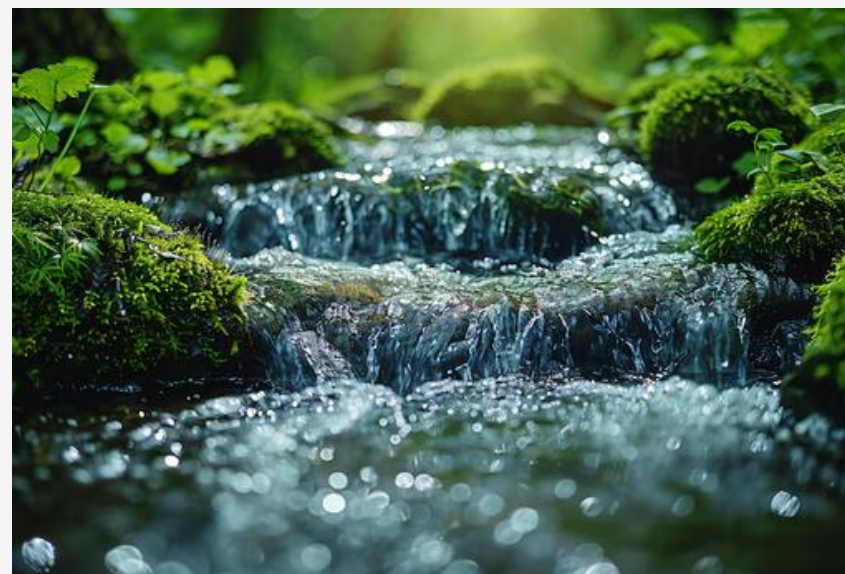
During 2025, ALBADDAD withdrew 34,695 m³ of water for manufacturing, facility maintenance, sanitation, employee welfare, and operational activities. Water consumption is monitored through established management systems to identify conservation opportunities, improve efficiency, reduce resource wastage, and support responsible environmental management practices throughout the organization.

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

ALBADDAD recognizes water as a critical shared resource and promotes responsible water stewardship across all operations. During 2025, the company recorded fresh water withdrawal of 34,695 m³ and implemented conservation measures to improve water-use efficiency. Water management initiatives support sustainable resource utilization, environmental protection, regulatory compliance, and long-term operational sustainability objectives.

GRI 303-4: Water Discharge by Destination

Wastewater generated from operations is discharged through approved municipal wastewater systems and authorized disposal arrangements. ALBADDAD follows local regulatory requirements governing wastewater disposal, environmental protection, and public health. The organization continuously reviews opportunities to improve wastewater management and reduce environmental impacts associated with water discharge activities.



GRI 304-1: Operational Sites in Biodiversity-Sensitive Areas

ALBADDAD evaluates biodiversity considerations before commencing projects and operational activities. During 2025, 100% of operational sites were subjected to environmental and regulatory assessments, ensuring no activities were conducted within protected or ecologically sensitive areas without appropriate controls. Site evaluations support responsible land use, environmental protection, and compliance with applicable biodiversity requirements.

GRI 304-4: Species Affected by Operations

No endangered or protected species were identified as being significantly affected by ALBADDAD operations during 2025. Environmental management practices aim to prevent ecological disturbances and support compliance with environmental legislation, permitting requirements, and biodiversity protection expectations applicable to operational activities.

GRI 305-3: Scope 3 GHG Emissions – Upstream

Upstream Scope 3 emissions totaled 5,124.02 tCO₂e during 2025. Major contributors include purchased materials, supplier activities, inbound logistics, employee commuting, and procurement-related activities. ALBADDAD works with suppliers and logistics providers to improve environmental performance, encourage emissions reductions, enhance sustainability reporting, and support low-carbon supply chain development.

GRI 304-2: Significant Impacts on Biodiversity

No significant adverse impacts on biodiversity were identified during the reporting period. The organization implements environmental controls, pollution prevention measures, waste management programs, and regulatory compliance practices designed to minimize impacts on ecosystems, wildlife, vegetation, and surrounding environments associated with manufacturing and project activities.

GRI 305-1: Direct Scope 1 GHG Emissions

ALBADDAD reported 5,236.26 tCO₂e of Scope 1 emissions during 2025. These emissions originate from fuel combustion in diesel generators, company vehicles, LPG usage, natural gas consumption, furnace oil utilization, and refrigerant leakage. Emission reduction efforts focus on equipment efficiency, preventive maintenance, route optimization, fuel management, and refrigerant controls.

GRI 305-3: Scope 3 GHG Emissions – Downstream

Downstream Scope 3 emissions totaled 46,116.15 tCO₂e, representing the largest component of the company's carbon footprint. Key sources include transportation of products, project delivery activities, customer logistics, equipment utilization, and product lifecycle impacts. Reduction opportunities focus on logistics optimization, product circularity, reuse programs, recycling initiatives, and low-carbon delivery solutions.

GRI 304-3: Restored Habitats

ALBADDAD promotes environmental stewardship through landscaping programs, site rehabilitation activities, waste management controls, and sustainable construction practices. During 2025, 100% of project sites requiring environmental restoration were rehabilitated in accordance with regulatory and project requirements, supporting habitat preservation, land restoration, and responsible environmental management.

GRI 305-2: Energy Indirect Scope 2 GHG Emissions

Scope 2 emissions from purchased electricity totaled 1,786.54 tCO₂e during 2025. Reduction strategies include renewable energy procurement, solar photovoltaic projects, LED lighting upgrades, HVAC optimization, energy-efficient motors, variable frequency drives, energy monitoring systems, and employee awareness initiatives aimed at reducing purchased electricity consumption and associated emissions.



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

During 2025, ALBADDAD reported total Scope 3 greenhouse gas emissions of 51,240.17 tCO₂e, representing the largest share of the organization's carbon footprint. Scope 3 emissions included 46,116.15 tCO₂e from upstream activities and 5,124.02 tCO₂e from downstream activities. Sustainable procurement, supplier engagement, logistics optimization, and resource efficiency initiatives support emissions reduction across the value chain.

GRI 305-6: Emissions of Ozone-Depleting Substances

ALBADDAD manages refrigerants and cooling systems through preventive maintenance, leak detection, controlled servicing procedures, and environmental compliance practices. No significant releases of ozone-depleting substances were reported during the reporting period. The organization promotes responsible refrigerant management and supports the transition toward environmentally preferable alternatives where feasible.

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

ALBADDAD manages waste through segregation, collection, storage, recycling, recovery, transportation, and disposal procedures. During 2025, the company achieved 100% waste diversion and recycling performance, demonstrating its commitment to reducing landfill disposal, improving resource recovery, complying with environmental regulations, and supporting circular economy practices.

GRI 305-4: GHG Emissions Intensity

ALBADDAD monitors greenhouse gas (GHG) emissions intensity to evaluate carbon efficiency relative to its operational activities and workforce. During 2025, the company recorded total GHG emissions of 58,262.97 tCO₂e (Scope 1, Scope 2, and Scope 3 combined) with a workforce of 1,130 employees, resulting in a GHG emissions intensity of approximately 51.56 tCO₂e per employee. This metric supports benchmarking, performance evaluation, climate-related target setting, and identification of opportunities to improve carbon efficiency across operations and the value chain..

GRI 305-7: NO_x, SO_x and Other Air Emissions

The organization monitors air emissions generated from manufacturing operations, fuel combustion equipment, generators, and vehicles. During 2025, air quality emissions were reported at 6,621.66 tCO₂e, while total air pollutants amounted to 112.3 metric tons. Emission reduction programs focus on equipment efficiency, preventive maintenance, cleaner technologies, and operational controls.

GRI 306-3: Hazardous Waste Generated

ALBADDAD generated 14.76 tons of hazardous waste during 2025, including waste oils, solvents, paint residues, batteries, refrigerants, and contaminated materials. Hazardous waste was managed through approved segregation, storage, transportation, recycling, treatment, and disposal processes using licensed service providers to ensure environmental compliance and risk control.

GRI 305-5: GHG Emissions Reductions

The organization achieved greenhouse gas reduction opportunities through energy efficiency programs, preventive maintenance, route optimization, operational improvements, equipment upgrades, employee awareness campaigns, and environmental management initiatives. Ongoing climate strategies emphasize renewable energy, efficient technologies, supplier engagement, and emissions reduction measures throughout the value chain.

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

ALBADDAD generates waste from manufacturing, fabrication, construction, maintenance, logistics, and office activities. Significant waste streams include scrap metal, wood, plastics, packaging materials, hazardous waste, and general waste. Waste reduction, segregation, recycling, and recovery initiatives help minimize environmental impacts, improve resource efficiency, and support sustainable waste management objectives.



GRI 306-3: Non-Hazardous Waste Generated

ALBADDAD generated 6,946.63 tons of non-hazardous waste during 2025, including scrap metal, cardboard, paper, plastics, wood, packaging materials, and general operational waste. Recycling, reuse, and material recovery initiatives supported resource conservation, reduced disposal requirements, enhanced circular economy performance, and improved environmental sustainability outcomes.

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

During 2025, ALBADDAD reported no significant fines, sanctions, penalties, or legal actions related to environmental non-compliance. The organization maintains environmental management systems, compliance monitoring processes, internal audits, environmental inspections, training programs, and regulatory reviews to ensure adherence to applicable environmental laws, permits, standards, and operational requirements across all business activities.

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

Environmental assessments are conducted to identify potential supplier-related environmental impacts associated with emissions, waste generation, resource consumption, pollution, and regulatory compliance. Where risks are identified, corrective action plans, supplier engagement activities, monitoring programs, and performance improvement initiatives are implemented. Continuous supplier evaluation supports environmental stewardship and responsible supply chain management.

GRI 306-4: Waste Diverted from Disposal

Through recycling, reuse, and material recovery programs, ALBADDAD recovered 1,908.92 tons of waste during 2025. Recovered materials were diverted from landfill and directed to recycling and reuse channels, supporting circular economy objectives, reducing environmental impacts, conserving resources, and improving overall waste management performance.

GRI 308-1: New Suppliers Screened Using Environmental Criteria

ALBADDAD evaluates suppliers using environmental criteria that consider compliance obligations, environmental management practices, waste management performance, resource efficiency, emissions management, sustainability commitments, and operational risks. Supplier screening supports responsible procurement, reduces environmental risks within the supply chain, strengthens sustainability performance, and promotes alignment with organizational ESG objectives.

GRI 306-5: Waste Directed to Disposal

Waste that could not be recovered, reused, or recycled was disposed of through approved waste management facilities. Disposal activities were conducted in accordance with environmental regulations and company procedures. Continuous improvement initiatives focus on reducing disposal volumes and increasing recycling, recovery, and resource efficiency throughout ALBADDAD operations.



World Environment Day

ALBADDAD celebrated **World Environment Day** through awareness programs promoting environmental responsibility, resource conservation, and sustainable workplace practices. Employees participated in activities focused on recycling, waste reduction, energy efficiency, and water conservation. The initiative strengthened environmental awareness, encouraged sustainable behavior, and reinforced the company's commitment to protecting the environment.



World Planting Day

ALBADDAD celebrated World Planting Day 2025 by encouraging employees to participate in tree planting and green landscaping activities. The initiative promoted environmental stewardship, biodiversity conservation, and climate action awareness. Through planting activities and sustainability campaigns, employees contributed to creating greener surroundings while supporting the company's commitment to environmental sustainability and ecological preservation.



A close-up photograph of a person's hands holding a dark-colored smartphone. The phone's screen is illuminated with a vibrant blue light, displaying various social media icons such as hearts, gift boxes, and user avatars. Above the phone, the word "SOCIAL" is written in a glowing, ethereal blue font. In the foreground, the word "SOCIAL" is also printed in a large, bold, white sans-serif font, partially overlapping the phone and the hands. The background is dark and out of focus, emphasizing the glowing elements of the phone and the text.

SOCIAL

SOCIAL

GRI 401-1: New Employee Hires and Employee Turnover

ALBADDAD attracts and retains skilled professionals through fair recruitment, employee engagement, career development, and workforce planning initiatives. During 2025, employee hiring and retention programs supported business growth, operational continuity, and organizational sustainability while maintaining compliance with labor regulations and promoting workforce stability across operations.

GRI 402-1: Minimum Notice Periods Regarding Operational Changes

ALBADDAD communicates significant operational, organizational, and employment-related changes through established management processes and communication channels. Notice periods are provided in accordance with employment contracts and legal requirements. During 2025, workforce communication practices supported transparency, employee engagement, trust, and effective change management.

GRI 403-3: Occupational Health Services

ALBADDAD provides occupational health services including medical support, health monitoring, wellness initiatives, emergency preparedness, and access to healthcare resources. During 2025, employee health programs supported workforce well-being, early identification of occupational risks, fitness for work, and maintenance of safe and healthy working conditions.

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

ALBADDAD provides employees with healthcare coverage, annual leave, end-of-service benefits, training opportunities, accommodation support, transportation assistance, and welfare programs. During 2025, 100% of eligible employees received employment benefits, supporting workforce well-being, employee satisfaction, retention, productivity, and compliance with applicable labor requirements.

GRI 403-1: Occupational Health and Safety Management System

ALBADDAD maintains an Occupational Health and Safety Management System covering operational facilities, project sites, employees, contractors, and visitors. During 2025, 100% of workers were covered by OH&S management programs, supporting workplace safety, regulatory compliance, risk reduction, incident prevention, and continuous improvement in safety performance.

GRI 403-4: Worker Participation, Consultation and Communication on OH&S

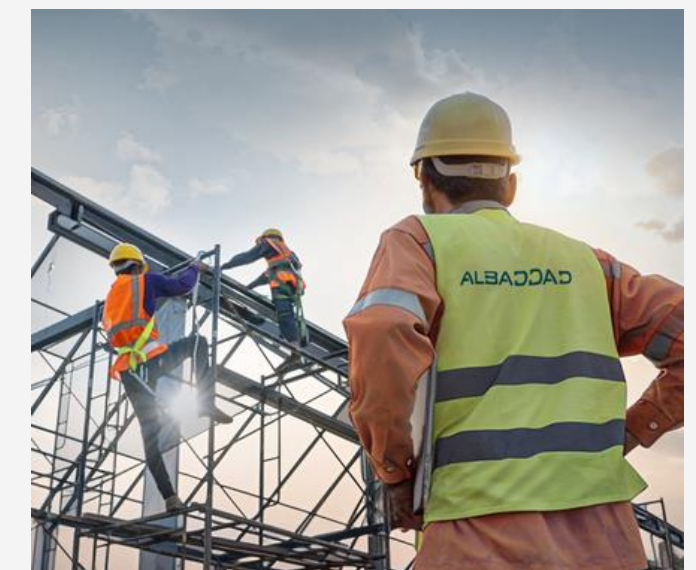
Employees actively participate in safety committees, toolbox talks, safety meetings, risk assessments, inspections, and incident reporting processes. During 2025, worker consultation programs strengthened safety awareness, employee engagement, hazard identification, and collaboration between management and employees, contributing to a positive safety culture.

GRI 401-3: Parental Leave

The company provides maternity, paternity, and parental leave benefits in accordance with applicable labor laws and regulations. During 2025, employees were supported through family-friendly workplace practices, return-to-work arrangements, and employee welfare initiatives, contributing to workforce inclusion, employee well-being, and retention.

GRI 403-2: Hazard Identification, Risk Assessment and Incident Investigation

The company conducts hazard identification, risk assessments, workplace inspections, incident investigations, and corrective action programs across all operations. During 2025, 100% of operational activities underwent risk assessment and safety evaluation, supporting proactive risk management, accident prevention, regulatory compliance, and continuous improvement of workplace safety performance.



GRI 403-5: Worker Training on Occupational Health and Safety

ALBADDAD provides health and safety training covering hazard awareness, emergency response, safe work practices, PPE usage, incident reporting, and risk management. During 2025, 100% of employees received occupational health and safety training, enhancing workplace competence, compliance awareness, and overall safety performance.

GRI 403-9: Work-Related Injuries

The company implements robust safety management systems, risk assessments, inspections, training programs, and incident prevention measures. During 2025, zero work-related fatalities and zero lost-time injuries were reported, demonstrating the effectiveness of safety controls, employee participation, and continuous improvement initiatives across operations.

GRI 404-2: Programs for Upgrading Employee Skills

The company provides structured training programs covering technical competencies, leadership development, project management, sustainability, and occupational health and safety. During 2025, 100% employee participation in development programs supported succession planning, workforce capability enhancement, improved performance, innovation, and long-term organizational competitiveness.

GRI 403-7: Prevention and Mitigation of Occupational Health and Safety Impacts

ALBADDAD collaborates with contractors, suppliers, and business partners to ensure health and safety requirements are implemented throughout the value chain. During 2025, contractor management, supplier assessments, safety audits, and compliance monitoring supported the prevention and mitigation of occupational health and safety risks.

GRI 403-10: Work-Related Ill Health

ALBADDAD promotes occupational health through workplace monitoring, medical support, preventive programs, and employee wellness initiatives. During 2025, zero cases of work-related ill health were reported, reflecting effective occupational health management, hazard control measures, and the organization's commitment to maintaining a healthy workforce.

GRI 404-3: Employees Receiving Regular Performance and Career Development Reviews

ALBADDAD conducts regular performance evaluations and career development reviews to identify strengths, development needs, and advancement opportunities. During 2025, 100% of employees received performance reviews, supporting employee engagement, competency development, succession planning, and alignment between individual objectives and organizational goals.

GRI 403-8: Workers Covered by an Occupational Health and Safety Management System

ALBADDAD maintained comprehensive occupational health and safety coverage across all operational locations. During 2025, 100% of employees and relevant workers were covered under the OH&S management system, ensuring consistent implementation of safety controls, risk management practices, regulatory compliance, and employee protection measures.

GRI 404-1: Average Hours of Training per Employee

ALBADDAD is committed to developing employee competencies through technical, safety, quality, sustainability, and leadership training programs. During 2025, employees received an average of 8.2 training hours per employee, supporting professional development, regulatory compliance, operational excellence, and continuous improvement. Training initiatives enhanced workforce skills, strengthened organizational capability, and contributed to long-term business sustainability and employee career growth.



GRI 405-1: Diversity of Governance Bodies and Employees

ALBADDAD promotes diversity, equal opportunity, and inclusion across recruitment, promotion, and workforce management activities. The company values multicultural representation and maintains employment practices based on merit, qualifications, and performance. Diversity initiatives contribute to innovation, employee engagement, collaboration, and sustainable organizational growth.

GRI 408-1: Operations and Suppliers at Significant Risk for Child Labor

The company strictly prohibits child labor across operations and supply chains through recruitment controls, age verification procedures, supplier assessments, and compliance monitoring. During 2025, zero incidents of child labor were identified, reinforcing the company's commitment to ethical employment practices and human rights protection.

GRI 411-1: Incidents of Violations Involving Rights of Indigenous Peoples

ALBADDAD respects the rights, cultures, and traditions of local and indigenous communities where applicable. Operational activities are conducted in compliance with legal and social requirements to prevent adverse impacts. During 2025, zero incidents involving violations of indigenous peoples' rights were reported across company operations and projects.

GRI 405-2: Ratio of Basic Salary and Remuneration of Women to Men

The organization maintains fair remuneration practices based on roles, qualifications, experience, and performance. During 2025, 100% implementation of equal pay principles ensured equitable compensation regardless of gender, supporting workplace inclusion, employee trust, regulatory compliance, and commitment to equal employment opportunities.

GRI 409-1: Operations and Suppliers at Significant Risk for Forced or Compulsory Labor

ALBADDAD prohibits forced labor, bonded labor, involuntary labor, and human trafficking throughout its operations and supply chain. During 2025, zero cases of forced labor were identified through supplier monitoring, due diligence processes, and ethical recruitment controls supporting responsible labor practices and worker protection.

GRI 412-1: Operations Subject to Human Rights Reviews

Human rights considerations are integrated into recruitment, employment practices, supplier assessments, and operational reviews. During 2025, 100% of operational sites were subject to ethics, compliance, and human rights evaluations, supporting identification, mitigation, and management of human rights risks while protecting employee welfare and promoting ethical conduct.

GRI 406-1: Incidents of Discrimination and Corrective Actions Taken

ALBADDAD maintains a zero-tolerance approach toward discrimination, harassment, bullying, and unfair treatment. During 2025, zero confirmed incidents of discrimination were reported. Employee awareness programs, grievance mechanisms, and management commitment supported a respectful, inclusive, and equitable workplace environment throughout the organization.

GRI 410-1: Security Personnel Trained in Human Rights Policies

ALBADDAD ensures security personnel understand and comply with human rights principles, ethical conduct requirements, and workplace policies. Training covers non-discrimination, employee rights, conflict resolution, and appropriate use of authority. During 2025, security management practices supported employee welfare, stakeholder protection, regulatory compliance, and responsible business operations.

GRI 412-2: Human Rights Training

Employees receive training on human rights, workplace conduct, anti-harassment, non-discrimination, labor standards, and ethical behavior. During 2025, 100% participation in ethics and compliance awareness programs strengthened understanding of human rights responsibilities and reinforced the company's commitment to maintaining an inclusive and respectful workplace environment.

GRI 412-3: Significant Investment Agreements and Contracts that Include Human Rights Clauses

Human rights requirements are incorporated into supplier contracts, procurement agreements, contractor arrangements, and employment practices. During 2025, 100% of targeted suppliers were covered by responsible business conduct requirements, supporting labor rights protection, ethical sourcing, regulatory compliance, and sustainable supply chain management throughout company operations.

GRI 414-1: New Suppliers Screened Using Social Criteria

Supplier selection processes include assessment of labor practices, human rights compliance, occupational health and safety performance, ethical conduct, and social responsibility requirements. During 2025, 100% of targeted suppliers underwent social and sustainability assessments, supporting responsible procurement, risk management, and supply chain sustainability objectives.

GRI 416-1: Assessment of the Health and Safety Impacts of Product and Service Categories

ALBADDAD evaluates health and safety considerations throughout product design, manufacturing, installation, and project delivery processes. Engineering reviews, inspections, quality assurance programs, and compliance assessments help ensure safe products and services while protecting customers, contractors, employees, and end users from potential risks.

GRI 413-1: Operations with Local Community Engagement

ALBADDAD supports local communities through employment generation, local procurement, infrastructure development, charitable activities, and stakeholder engagement initiatives. During 2025, community programs contributed to economic development, social well-being, and stronger stakeholder relationships while supporting sustainable growth in regions where the company operates.

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

Supplier monitoring activities identify risks relating to labor standards, worker welfare, human rights, and ethical conduct. During 2025, 100% of identified supplier corrective actions were completed, strengthening social performance, reducing supply chain risks, improving compliance, and supporting responsible business practices throughout the supplier network.

GRI 416-2: Incidents of Non-Compliance Concerning Health and Safety Impacts of Products and Services

The company maintains robust quality management and product compliance systems to ensure health and safety requirements are consistently achieved. During 2025, zero incidents of product health and safety non-compliance were reported, demonstrating effective operational controls, customer protection measures, and commitment to quality excellence.

GRI 413-2: Operations with Significant Actual and Potential Negative Impacts on Local Communities

The company evaluates operational activities to identify and manage potential impacts on communities associated with construction, manufacturing, transportation, and project execution. During 2025, no significant negative community impacts were reported, reflecting effective risk management, stakeholder engagement, and responsible operational practices.

GRI 415-1: Political Contributions

ALBADDAD conducts business ethically and transparently while complying with all applicable legal and governance requirements. The company does not support activities that could compromise impartial decision-making or business integrity. During 2025, no significant political contributions were reported, supporting responsible corporate governance and ethical business conduct.



GRI 417-1: Requirements for Product and Service Information and Labelling

ALBADDAD provides customers with relevant product information, technical specifications, safety requirements, installation guidance, and usage instructions where applicable. Product information practices support transparency, regulatory compliance, customer confidence, and informed decision-making while ensuring products meet quality and performance expectations.

GRI 418-1: Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data

ALBADDAD protects confidential information through information security controls, cybersecurity measures, access management systems, and privacy protection procedures. During 2025, zero substantiated complaints concerning customer privacy breaches or data losses were reported, demonstrating effective information security management and responsible handling of sensitive information.

GRI 417-2: Incidents of Non-Compliance Concerning Product and Service Information and Labelling

The company maintains controls to ensure product information, technical documentation, and labeling requirements comply with applicable standards and customer specifications. During 2025, zero incidents of non-compliance related to product information and labeling were reported across company operations and project activities.

GRI 419-1: Non-Compliance with Laws and Regulations in the Social and Economic Area

The company maintains compliance with labor, taxation, procurement, competition, governance, and commercial regulations through audits, compliance reviews, and management oversight. During 2025, zero significant fines, penalties, or cases of socioeconomic non-compliance were reported, reflecting strong governance, ethics, and regulatory compliance practices.

GRI 417-3: Incidents of Non-Compliance Concerning Marketing Communications

ALBADDAD promotes responsible marketing and communication practices that are accurate, transparent, and aligned with applicable regulations. Internal review processes ensure marketing materials comply with ethical and legal requirements. During 2025, zero incidents of non-compliance relating to marketing communications were reported.



Eye Checkup Awareness Program

ALBADDAD organized an Eye Checkup Awareness Program to promote employee health and wellbeing. Professional vision screenings were conducted to help employees identify potential eye health issues at an early stage. The initiative encouraged preventive healthcare, increased awareness of eye safety, and supported employee productivity, wellness, and occupational health management.



Health Checkup Program

ALBADDAD conducted a Health Checkup Program to promote employee wellbeing and preventive healthcare. Employees underwent basic health screenings to assess key health indicators and identify potential medical concerns at an early stage. The initiative enhanced health awareness, encouraged healthy lifestyles, and supported the company's commitment to occupational health and employee wellness.



Sustainability Performance Data

01st January 2025 to 31st December 2025

S. No	Topic	Commitment	KPI	Unit	Measure
1	Human Rights and Labor Practices	Child Labor, Forced Labor and Human Trafficking	Number of labor/human rights incidents	Count	0
2	Age Verification and Documentation	Employee age verification compliance	Employees with verified age documentation	%	100
3	Prevention of Human Trafficking	Eliminate trafficking risks	Human trafficking incidents	Count	0
4	Air Quality and Pollution Control	Air Pollution Management	Air Quality Impact (GHG Emissions)	MT CO ₂ e	6,621.66
5	Air Emissions and Pollution Control	Emission Reduction	Total Air Pollutants Emitted	Tons	112.3
6	Sustainable Procurement and Supply Chain ESG Performance	Responsible Sourcing	Suppliers covered by sustainability assessments	%	100
7	Supply Chain ESG Risk Management	Supplier ESG Assurance	Suppliers covered by on-site CSR audits	%	100
8	Responsible Procurement Training	Sustainable Procurement Competency	Buyers trained on sustainable procurement	%	100
9	Supplier Improvement and Capacity Building	Supplier Development	Assessed suppliers under corrective action/capacity building	%	100
10	Buyer Environmental Training	Procurement Environmental Awareness	Procurement employees trained	%	100

S. No	Topic	Commitment	KPI	Unit	Measure
11	Data Privacy Compliance	Business Ethics Compliance	Sites internally assessed on ethics issues	%	100
12	Identification of Conflicts of Interest	Ethical Governance	Employees completing conflict of interest declarations	%	100
13	Employee Skills Development	Workforce Competency Development	Employees receiving skills-related training	%	100
14	Performance and Career Development	Employee Growth	Employees receiving performance reviews	%	100
15	Employee Training and Development	Learning Culture	Average training hours per employee	Hours	8.2
16	Employee Learning and Growth	Career Management	Employees participating in career development programs	%	100
17	Skills Assessment	Competency Evaluation	Employees assessed	%	100
18	Organizational Training Programs	Training Effectiveness	Planned training programs completed	%	100
19	Water Management and Stewardship	Water Pollution Prevention	Water Pollution Quantity	m ³	34,695
20	Water Management and Stewardship	Water Conservation	Total Water Consumption	IG	7,630,726

Sustainability Performance Data

01st January 2025 to 31st December 2025

S. No	Topic	Commitment	KPI	Unit	Measure
21	Water Recycling and Reuse	Water Circularity	Water Recycled and Reused	m ³	6,095.39
22	Employee Training and Awareness	AML Compliance	Employees trained on AML	%	100
23	Workplace Equality Training	Inclusive Workplace	Employees trained on discrimination and harassment	%	100
24	Discrimination and Harassment Incidents	Zero Discrimination	Confirmed discrimination/harassment incidents	Count	0
25	Equal Opportunity and Fair Treatment	Respectful Workplace	Reported discrimination and harassment incidents	Count	0
26	Materials, Chemicals and Waste	Waste Minimization	Waste to Landfill	Tons	6,961.39
27	Hazardous Chemical Control	Chemical Safety	Hazardous chemical incidents	Count	0
28	Anti-Corruption Practices	Ethical Business Conduct	Confirmed corruption incidents	Count	0
29	Ethics and Compliance Training	Ethical Awareness	Employees trained in business ethics	%	100
30	Labor Conditions and Standards	Employee Welfare	Employees covered under health insurance	%	100

S. No	Topic	Commitment	KPI	Unit	Measure
31	Leadership Compensation Ratio	Fair Compensation	Highest-paid to median compensation ratio	Ratio	1:2.2
32	Employee Healthcare Coverage	Employee Well-being	Employees covered by healthcare programs	%	100
33	Responsible Product Use	Safe Product Delivery	Products delivered with safety guidelines	%	100
34	Fraud Mitigation	Fraud Prevention	Confirmed fraud incidents	Count	0
35	Fair Compensation and Living Wage	Living Wage Assessment	Employees covered by living wage benchmarking	%	100
36	Fair Compensation and Living Wage	Living Wage Compliance	Direct employees below living wage	%	0
37	Fair Compensation and Living Wage	Living Wage Compliance	Total workforce below living wage	%	0
38	Fair Compensation and Living Wage	Wage Gap Reduction	Average living wage gap	%	0
39	Energy Use and Climate Impact	Energy Efficiency	Total Energy Consumption	kWh	6,616,827
40	Renewable Energy Usage	Clean Energy Transition	Renewable Energy Share	%	20

Sustainability Performance Data

01st January 2025 to 31st December 2025

S. No	Topic	Commitment	KPI	Unit	Measure
41	Renewable Energy Consumption	Renewable Energy Performance	Renewable Energy Consumption	kWh	0
42	Responsible Partner Due Diligence	Ethical Supply Chain	Risky partners covered by due diligence	%	100
43	Data Privacy and Security	Information Security	Confirmed information security incidents	Count	0
44	Ethical Business Certification	Governance Assurance	Sites certified to ISO 27001/ISO 37001	%	100
45	Cybersecurity Resilience	Cyber Risk Management	Confirmed cybersecurity incidents	Count	0
46	Workplace Health and Safety	Risk Prevention	Sites with H&S risk assessments	%	100
47	Occupational Health and Safety Performance	Safe Workplace	Days lost due to injuries and ill health	Count	0
48	Work-Related Injury Cases	Injury Prevention	Work-related accidents	Count	0
49	Occupational Health and Safety Management System	Incident Prevention	Reportable incidents	Count	0
50	Labor and Human Rights Certification Coverage	Human Rights Assurance	Sites certified to labor and human rights standards	%	100

S. No	Topic	Commitment	KPI	Unit	Measure
51	Repetitive Strain Prevention	Employee Health	Reported RSI cases	Count	0
52	Ecosystem Protection and Restoration	Biodiversity Protection	Sites assessed for biodiversity risks	%	100
53	Sustainable Supply Chain Practices	Responsible Procurement	Suppliers with ESG and human rights clauses	%	100
54	Collective Bargaining and Consultation	Social Dialogue	Employees participating in engagement programs	Count	35
55	Employee Representation Coverage	Employee Engagement	Employees covered by engagement programs	%	100
56	Respectful Communication	Workplace Culture	Employees completing communication training	%	72
57	Direct GHG Emissions (Scope 1)	Climate Action	Gross Scope 1 Emissions	MT CO ₂ e	5,236.26
58	Energy Indirect GHG Emissions (Scope 2)	Climate Action	Gross Scope 2 Emissions	MT CO ₂ e	1,786.54
59	Other Indirect GHG Emissions (Scope 3)	Value Chain Decarbonization	Gross Scope 3 Emissions	MT CO ₂ e	51,240.17
60	Downstream Value Chain Emissions	Customer Value Chain Emissions	Scope 3 Downstream Emissions	MT CO ₂ e	5,124.02

Sustainability Performance Data

01st January 2025 to 31st December 2025

S. No	Topic	Commitment	KPI	Unit	Measure
61	Upstream Value Chain Emissions	Supply Chain Emissions	Scope 3 Upstream Emissions	MT CO ₂ e	46,116.15
62	Workforce Gender Diversity	Diversity and Inclusion	Women in Workforce	%	15
63	Gender Diversity in Leadership	Inclusive Leadership	Women in Top Management	%	15
64	Board Gender Diversity	Diverse Governance	Women on Board	%	20
65	Equitable Workforce Composition	Diversity Representation	Minority/Vulnerable Group Employees	%	25
66	Minority Representation in Leadership	Inclusive Leadership	Minority/Vulnerable Group Leaders	%	20
67	Gender Pay Equity	Equal Pay	Unadjusted Gender Pay Gap	%	0
68	Prevention of Workplace Harassment	Safe Workplace	Confirmed harassment incidents	Count	0
69	Waste Diversion and Recycling	Circular Economy	Waste Diverted from Landfill	%	100
70	Waste Recovery and Circular Economy	Resource Recovery	Waste Recovered	Tons	1,908.92

S. No	Topic	Commitment	KPI	Unit	Measure
71	Hazardous Waste Management	Hazardous Waste Reduction	Hazardous Waste Generated	Tons	14.76
72	Non-Hazardous Waste Management	Waste Reduction	Non-Hazardous Waste Generated	Tons	6,946.63
73	Surface and Groundwater Contamination	Pollution Prevention	Water contamination incidents	Count	0
74	Circular Economy and Waste Reduction	Product End-of-Life Management	Employees trained on end-of-life management	Count	78
75	End-of-Life Collaboration	Stakeholder Partnership	End-of-life partnerships established	%	100
76	End-of-Life Product Management	Product Recovery	End-of-life products recovered/managed	%	95
77	Product and Customer Health and Safety	Customer Protection	Customer health and safety incidents	Count	0
78	Customer Safety First	Customer Safety Excellence	Customer safety objectives achieved	%	100
79	Electrical Safety for Customers and Users	Product Safety	Electrical safety incidents	Count	0
80	Human Rights in Business Relationships	Stakeholder Human Rights	Human rights incidents	Count	0

Sustainability Performance Data

01st January 2025 to 31st December 2025

S. No	Topic	Commitment	KPI	Unit	Measure
81	Human Rights Due Diligence in Operations	Human Rights Protection	Sites assessed for human rights risks	%	100
82	Security-Related Human Rights Abuses	Human Rights Protection	Human rights incidents involving security personnel	Count	0
83	Environmental Protection and Awareness	Environmental Advocacy	Environmental awareness activities conducted	Count	8
84	Environmental Training	Environmental Competency	Employees trained on environmental topics	%	100
85	Environmental Management Certification	Environmental Governance	Sites certified to ISO 14001/ISO 50001	%	100
86	Environmental Performance Improvement	Continuous Improvement	Environmental KPIs achieved	%	100
87	Whistleblower Protection and Reporting Mechanism	Ethical Reporting	Whistleblower reports received	Count	0
88	Environmental Risk Assessment	Risk Management	Sites assessed for environmental risks	%	100
89	Responsible Supply Chain Management	Supplier Code of Conduct	Suppliers signed Supplier Code of Conduct	%	100

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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 : www.bmqrassurance.com

Authorized Representative (Assurer)

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

