DIGITAL ENERGY ENGINEERING SERVICES W.L.L. (GROUP)

2025
Sustainability Report



GRI-referenced reporting

1 January – 31 December 2025

Date of issue: 15-March-2026

DOHA, QATAR | ENVIRONMENT • PEOPLE • ETHICS • PROCUREMENT

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01. About this report

Reporting entity

Digital Energy Engineering Services W.L.L. (Group), headquartered in Doha, Qatar.

Reporting period

1st January 2025 to 31st December 2025.

Contact & verification

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02. Our business and footprint

Engineering services

Electrical erection, installation, testing, commissioning and maintenance of HV/MV/LV infrastructure; protection, SCADA, technical manpower and testing equipment rental.

Assessment footprint

Six permanent locations: Doha, Riyadh, Dubai, Abu Dhabi, Manama and Chennai. Approximately 20 active client-controlled sites at questionnaire date; deployment varies by project.

Markets served

Power substations, solar PV, oil and gas, metro, airports, ports and infrastructure. The broader group brochure also identifies Oman and Kuwait; these are not assumed within the KPI boundary.

03. ESG governance and commitments

Direction

The company mission emphasizes HSE, innovation, skilled personnel and reliable electrical engineering services. ESG policy commitments are linked to measurable performance indicators.

Accountability

The ESG Committee under the management of General Manager.

Management systems

A formal ESG management system established in line with ISO 9001, ISO 14001 and ISO 45001.

04. Materiality assessment

DEES assesses 90 ESG topics using stakeholder importance and organizational impact, classifying 10 topics per priority tier in each theme. The summary below highlights key subjects; detailed scores and GRI impact significance have not been validated.

ENVIRONMENT

Renewable energy; environmental training; transport efficiency; environmental risks; waste and recycling; biodiversity; sustainable materials; emergency preparedness; monitoring; green offices. Other material subjects include energy, GHG emissions and water.

SOCIAL

Electrical and arc flash safety; personnel competence; safe sites; PPE; working hours and welfare; fair wages; contractor safety; emergency response; occupational health. Other material subjects include training, diversity and human rights.

GOVERNANCE

Management accountability; ethics; anti-bribery; legal compliance; risk controls; safety governance; responsible procurement; service integrity; ESG reporting; whistleblowing. Other material subjects include information security and conflicts of interest.

Priority distribution: 30 most material • 30 material • 30 least material topics.

05. 2025 performance at a glance

724.87

tCO_2e total emissions

+7.7% vs 2024

5,778.10

GJ energy consumed

+5.8% vs 2024

265

employees

+9.5% vs 2024

3

recordable accidents

Down from 4 in 2024

100%

health insurance coverage

Up from 96%

95%

spend with ESG-assessed suppliers

Up from 38%

06. Energy and renewable transition

Indicator	Unit	2023	2024	2025	2026 target
Energy consumption	GJ	5,109.90	5,463.40	**5,778.10**	5,489.19
Electricity consumption	kWh	2,56,400.00	2,75,800.00	**2,92,827.00**	2,78,185.65
Diesel consumption	L	1,09,500.00	1,17,900.00	**1,25,362.00**	1,19,093.90
Petrol consumption	L	7,800.00	7,300.00	**6,900.00**	6,555.00
Renewable energy	GJ	0	0	**0**	150.00
Renewable energy share	%	0	0	**0**	3.00

Energy consumption increased to 5,778.10 GJ in 2025 as engineering activities relied on electricity and transport fuels. DEES targets reduced energy demand and the introduction of renewable energy in 2026. Monitoring fuel and electricity consumption supports efficiency planning, while solar commissioning services contribute to customer infrastructure rather than internal renewable consumption.

07. Greenhouse gas inventory

Indicator	Unit	2023	2024	2025	2026 target
Scope 1 emissions	tCO_2e	290.20	309.40	**329.45**	312.98
Scope 2 location-based	tCO_2e	149.22	160.52	**170.42**	161.90
Scope 2 market-based	tCO_2e	149.22	160.52	**170.42**	161.90
Scope 3 total	tCO_2e	185.00	203.00	**225.00**	213.75
Scope 3 upstream	tCO_2e	165.00	180.00	**199.00**	189.05
Scope 3 downstream	tCO_2e	20.00	23.00	**26.00**	24.70
Total GHG emissions	tCO_2e	624.42	672.92	**724.87**	688.63
GHG intensity per million QAR	tCO_2e/m QAR	8.92	9.10	**9.42**	8.95

DEES reports direct, purchased electricity and value chain emissions, totaling 724.87 tonnes of carbon dioxide equivalent in 2025. Emissions increased compared with 2024, prompting reduction targets for 2026. Location based Scope 2 is used in the total. Calculation methods, emission factors and category boundaries require supporting documentation for complete GRI disclosure.

08. Waste and resource recovery

Indicator	Unit	2023	2024	2025	2026 target
Hazardous waste	t	1.45	1.60	**1.72**	1.63
Non-hazardous waste	t	18.40	20.20	**22.10**	21.00
Waste recovered	t	7.20	8.80	**10.40**	12.00
Waste recovery rate	%	36.30	40.40	**43.70**	100.00
Electronic waste	kg	190.00	205.00	**220.00**	209.00

Waste management covers hazardous materials, general waste and discarded electrical equipment arising from engineering operations. Recovery increased to 10.40 tonnes in 2025, representing 43.7 percent of generated waste. DEES aims to strengthen segregation, recycling and responsible disposal. The stated 2026 recovery percentage and tonnage targets require reconciliation before final publication.

09. Water and environmental controls

Indicator	Unit	2023	2024	2025	2026 target
Water consumption	m^3	1,950.00	2,080.00	**2,200.00**	2,090.00
Environmental incidents / spills	count	2.00	1.00	**1.00**	0
Environmental training coverage	%	51.00	65.00	**100.00**	100.00
Environmental inspections	count	18.00	24.00	**31.00**	34.10
Energy efficiency initiatives	count	3.00	5.00	**7.00**	7.70
Equipment maintained / calibrated on time	%	86.00	90.00	**94.00**	100.00

DEES monitors water consumption, environmental incidents, inspections and employee environmental awareness. Water consumption reached 2,200 cubic metres in 2025, while one environmental incident was reported. Environmental training coverage reached 100 percent. Future priorities include conservation, pollution prevention and stronger inspection practices, supported by validated targets and more detailed water source information.

10. Workforce and occupational safety

Indicator	Unit	2023	2024	2025	2026 target
Employees at year end	count	220.00	242.00	**265.00**	—
Employee working hours	hours	4,40,000.00	4,84,000.00	**5,30,000.00**	—
Work-related accidents	count	5.00	4.00	**3.00**	0
Lost workdays	days	34.00	26.00	**18.00**	0
Work-related fatalities	count	0	0	**0**	0
LTIFR	per 1m h	4.55	4.13	**1.89**	0
Near misses reported	count	5.00	4.00	**2.00**	0

Electrical testing and commissioning expose personnel to significant occupational hazards. DEES monitors accidents, lost workdays, fatalities and lost time injury frequency to evaluate safety performance. Three recordable accidents and zero fatalities were reported in 2025. Continued hazard identification, workforce consultation and proactive near miss reporting remain essential for preventing serious incidents.

11. Health, skills and career development

Indicator	Unit	2023	2024	2025	2026 target
Health insurance coverage	%	92.00	96.00	**100.00**	100.00
Periodic health examinations	%	70.00	79.00	**100.00**	100.00
Average training hours per employee	hours	10.00	13.00	**17.00**	18.70
Technical skills training	%	49.00	60.00	**100.00**	100.00
HSE training	%	72.00	83.00	**100.00**	100.00
Performance evaluations	%	68.00	78.00	**100.00**	100.00
Individual development plans	%	35.00	45.00	**100.00**	100.00

DEES supports employee health and professional competence through insurance, periodic examinations, technical training, safety training and performance development. Average training reached 17 hours per employee in 2025, with full coverage reported for several development indicators. Maintaining these outcomes supports reliable engineering delivery, career progression and safe performance at client project sites.

12. Dialogue, diversity and equal opportunity

Indicator	Unit	2023	2024	2025	2026 target
Social dialogue meetings	count	6.00	8.00	**10.00**	11.00
Women in workforce	%	6.80	7.40	**8.30**	100.00
Women in top management	%	9.00	11.00	**13.00**	100.00
Women on board	%	0	0	**0**	10.00
Minority / vulnerable employees	%	12.00	13.00	**14.00**	—
Minority / vulnerable top management	%	5.00	6.00	**8.00**	100.00
Gender pay gap	%	0	0	**0**	0

DEES monitors workforce diversity, employee consultation and remuneration indicators to support fair employment. Women represented 8.3 percent of employees and 13 percent of top management in 2025. Ten social dialogue meetings were recorded. Further progress requires realistic diversity targets, transparent measurement definitions and continued opportunities for employees to raise workplace concerns.

13. Human rights and grievance management

Indicator	Unit	2023	2024	2025	2026 target
Discrimination / harassment incidents	count	2.00	1.00	**1.00**	0
Employee grievances received	count	7.00	9.00	**10.00**	—
Employee grievances resolved	%	71.00	78.00	**90.00**	100.00
Confirmed child labour incidents	count	0	0	**0**	0
Confirmed forced labour incidents	count	0	0	**0**	0
Human rights / anti-harassment training	%	42.00	58.00	**100.00**	100.00

Human rights management addresses discrimination, harassment, child labour, forced labour and employee grievances. DEES reported one substantiated discrimination or harassment incident and resolved 90 percent of employee grievances in 2025. No confirmed child or forced labour cases were recorded. Continued risk assessment and accessible reporting channels remain important across business relationships.

14. Retention, wages and employee wellbeing

Indicator	Unit	2023	2024	2025	2026 target
Employee turnover rate	%	14.00	12.50	**11.30**	10.73
Legally required wages and benefits	%	96.00	98.00	**100.00**	100.00
Employee satisfaction score	%	68.00	73.00	**100.00**	100.00

Employee retention, fair remuneration and wellbeing are monitored through turnover, legal wage coverage and satisfaction indicators. DEES reported an employee turnover rate of 11.3 percent in 2025, alongside full legal wage and benefit coverage. These measures support workforce stability, although legal wage compliance alone does not establish payment of a living wage.

15. Business integrity and information security

Indicator	Unit	2023	2024	2025	2026 target
Business ethics training	%	55.00	68.00	**100.00**	100.00
Anti-bribery training	%	51.00	65.00	**100.00**	100.00
Information security training	%	47.00	62.00	**100.00**	100.00
Reported ethics violations	count	0	0	**0**	0
Confirmed corruption incidents	count	0	0	**0**	0
Confirmed information security incidents	count	0	0	**0**	0
Whistleblower complaints	count	2.00	3.00	**0**	0
Whistleblower complaints resolved	%	100.00	100.00	**100.00**	100.00

Ethical conduct and responsible information management are important to DEES because engineering services involve client infrastructure, technical records and commercial relationships. The KPI register reports no confirmed corruption or information security incidents in 2025. Continued training, reporting channels and appropriate controls support prevention, while privacy specific outcomes require more detailed disclosure.

16. Ethics controls and due diligence

Indicator	Unit	2023	2024	2025	2026 target
Identified conflicts of interest	count	1.00	0	**0**	0
Confirmed fraud incidents	count	0	0	**0**	0
Code of Conduct acknowledgement	%	74.00	85.00	**100.00**	100.00
High-risk partners screened for corruption	%	36.00	51.00	**100.00**	100.00
Ethics and compliance audits	count	2.00	3.00	**4.00**	4.40
Ethics corrective actions closed	%	70.00	81.00	**100.00**	100.00

Ethics controls support the identification and mitigation of risks associated with commercial transactions, business partners and conflicts of interest. DEES tracks training, due diligence and reporting indicators to assess implementation. Management should confirm the scope of risk assessments and the calculation of complaint closure rates when no complaints have been recorded.

17. Supplier commitments and ESG screening

Indicator	Unit	2023	2024	2025	2026 target
Target suppliers signing supplier code	%	40.00	55.00	**100.00**	100.00
Target contracts with ESG clauses	%	28.00	43.00	**100.00**	100.00
Target suppliers assessed for ESG risks	%	22.00	36.00	**100.00**	100.00
Supplier on-site ESG audits	count	2.00	4.00	**100.00**	6.60
Procurement staff trained on ESG	%	45.00	65.00	**100.00**	100.00

Responsible procurement integrates environmental and social expectations into supplier relationships. DEES monitors supplier commitments, screening, assessment and audit indicators to evaluate implementation. These activities support identification of adverse impacts in the supply chain. Screening coverage and audit counts require clear definitions and validation to ensure comparability with relevant GRI disclosure requirements.

18. Supplier improvement and local sourcing

Indicator	Unit	2023	2024	2025	2026 target
Suppliers engaged in ESG improvement	count	3.00	5.00	**8.00**	8.80
Supplier corrective actions closed	%	54.00	68.00	**100.00**	100.00
Spend with ESG-assessed suppliers	%	24.00	38.00	**95.00**	100.00
Critical suppliers screened for human rights	%	29.00	45.00	**100.00**	100.00
Suppliers meeting environmental requirements	%	75.00	82.00	**100.00**	100.00
Suppliers meeting labour / ethics requirements	%	73.00	81.00	**100.00**	100.00
Local procurement expenditure share	%	32.00	35.00	**38.00**	100.00
Supplier sustainability awareness sessions	count	1.00	2.00	**3.00**	3.30

Supplier improvement and local sourcing support responsible purchasing and stronger business relationships. In 2025, DEES reported that 95 percent of procurement spend was associated with ESG assessed suppliers. Monitoring corrective actions and supplier performance can strengthen accountability, while the definition of local suppliers and significant operating locations requires confirmation for reporting.

19. Engineering reliability and customer safety

Indicator	Unit	2023	2024	2025	2026 target
Projects completed on schedule	%	79.00	83.00	**88.00**	100.00
Equipment with valid calibration	%	87.00	91.00	**1,000.00**	100.00
Electrical safety incidents	count	0	0	**0**	0
Electrical work with approved permits	%	86.00	92.00	**100.00**	100.00
Technical staff competency validation	%	72.00	80.00	**100.00**	100.00
Tests accepted without rework	%	87.00	90.00	**94.00**	100.00
Customer safety / quality complaints	count	0	0	**0**	2.00
Project sites with HSE inspections	%	75.00	85.00	**100.00**	100.00

Reliable electrical engineering services depend on competent personnel, maintained testing equipment and effective quality controls. DEES monitors customer safety, service performance and equipment calibration indicators. These measures support risk reduction during installation, commissioning and maintenance. The reported calibration percentage exceeding 100 percent requires correction before the associated indicator can be published.

20. Engineering services and sustainable development

SDG 7 & 13

Solar PV testing and commissioning supports renewable infrastructure. Operational emissions and energy reduction targets address DEES's own footprint; avoided emissions are not quantified.

SDG 8 & 9

Technical training, safe work and reliable commissioning support decent work and infrastructure. 100% technical training and 94% first-pass test acceptance were reported.

SDG 5, 12 & 16

Diversity, waste recovery, supplier ESG screening and anti-corruption training are relevant contributions. SDG mapping is indicative, not a claim of certified SDG achievement.

21. Statement of use

Statement of use	Digital Energy Engineering Services W.L.L. (Group) has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021. GRI 2 and GRI 3 (2021) and relevant topic standards are referenced. The index identifies available information and related partial disclosures.
External assurance	This report is assured by BMQR.

22. GRI content index | 1

Standard / disclosure reference	Location / slide	Coverage
2-1, 2-2, 2-3	4–5	Entity, boundary, period; partial
2-5	4, 36	Review statement available; no positive assurance conclusion
2-6, 2-7	5, 13	Activities, workforce; partial
2-12, 2-13, 2-22–24	6	Governance / commitments; partial
2-25, 2-26, 2-29	7, 16, 18	Grievance / engagement; partial
3-1, 3-2, 3-3	7, 9–23	Indicative topics; formal process absent

23. GRI content index | 2

Standard / disclosure reference	Location / slide	Coverage
GRI 302-1 (2016)	Energy and renewable transition | 9	Selected metrics; partial / related
GRI 305-1, 305-2, 305-3, 305-4 (2016)	Greenhouse gas inventory | 10	Selected metrics; partial / related
GRI 306-3, 306-4 (2020)	Waste and resource recovery | 11	Selected metrics; partial / related
GRI 303-5 (2018); GRI 3-3 related	Water and environmental controls | 12	Selected metrics; partial / related
GRI 2-7; 403-9, 403-10 (2018)	Workforce and occupational safety | 13	Selected metrics; partial / related
GRI 403-5, 403-6; 404-1, 404-2, 404-3	Health, skills and career development | 14	Selected metrics; partial / related

24. GRI content index | 3

Standard / disclosure reference	Location / slide	Coverage
GRI 403-4; 405-1, 405-2 (related)	Dialogue, diversity and equal opportunity | 15	Selected metrics; partial / related
GRI 2-25, 2-26; 406-1, 408-1, 409-1 (related)	Human rights and grievance management | 16	Selected metrics; partial / related
GRI 401-1; 202-1 (related); GRI 3-3	Retention, wages and employee wellbeing | 17	Selected metrics; partial / related
GRI 205-2, 205-3; 2-26; 418-1 (related)	Business integrity and information security | 18	Selected metrics; partial / related
GRI 205-1, 205-2; 2-15 (related)	Ethics controls and due diligence | 19	Selected metrics; partial / related
GRI 308-1, 414-1 (related); GRI 3-3	Supplier commitments and ESG screening | 20	Selected metrics; partial / related

25. GRI content index | 4

Standard / disclosure reference	Location / slide	Coverage
GRI 308-2, 414-2; 204-1 (related)	Supplier improvement and local sourcing | 21	Selected metrics; partial / related
GRI 416-1, 416-2; 403-9 (related)	Engineering reliability and customer safety | 22	Selected metrics; partial / related

33. Independent third-party assurance statement

This is to certify that BMQR Certifications Pvt. Ltd. has conducted an independent third-party review of the Corporate Sustainability Report 2025 of Digital Energy Engineering Services W.L.L., (Group) Qatar, covering the period from 1 January to 31 December 2025. The engagement included environmental, social and governance disclosures, greenhouse gas emissions, sustainability performance indicators and reporting methodologies, with reference to applicable GRI Standards and ISO 14064-3 for GHG verification. The review considered inclusivity, materiality, responsiveness and impact and meets the requirements of Type 2 – High Assurance.



Authorized Signatory: S. Elango
Designation: Associate Certified Sustainability Assurance Practitioner (ACSAP)/AA1000
Certificate Number: A09122401
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