



*AquaChemie*

**ESG Report**

**2025**



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# About the Report



## Purpose of this report

The purpose of this report is to demonstrate AquaChemie's strong commitment to transparency, accountability, and the creation of long-term value. It provides stakeholders with an in-depth view of the company's sustainability progress, and performance throughout 2025, while outlining how environmental, social, and governance (ESG) priorities are being embedded across business operations.

The report also showcases key achievements during the year, such as advancing climate action initiatives, supporting employee and community well-being, driving resource efficiency and circular practices, and strengthening AquaChemie's positive impact across the region. In doing so, it highlights the company's alignment with the UAE's sustainability agenda and its contributions to the United Nations Sustainable Development Goals (UN SDGs).



## Scope

This report covers the ESG-related activities, initiatives, and performance of AquaChemie for the period from 1st January 2025 to 31st December 2025. It includes data and insights across Qatar, KSA, UAE businesses/services and subsidiaries over which AquaChemie or its subsidiaries have operational control.

Where relevant, historical data is included to provide context and highlight year-on-year progress. Narrative may include references to assets and activities managed by partners and other related parties.

Unless otherwise indicated, the terms "AquaChemie", "company", "we", and "our" refer to AquaChemie and its subsidiaries throughout this report.

## Reporting standards

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. In addition, disclosures have been informed by the United Nations Sustainable Development Goals (UN SDGs) to reflect alignment with global sustainability priorities.

## Assurance

All data and narratives have been compiled and internally reviewed by AquaChemie's ESG team to ensure accuracy and consistency. No external assurance has been sought for the overall report; however, the GHG inventory covering Scope 1, Scope 2 emissions has been verified by competent third-party experts.

## Contact

For any inquiries regarding this report, please contact:

[sanjeev@aquachemie.com](mailto:sanjeev@aquachemie.com)



# Leadership Message







**Anand Kumar  
Vardharajulu**  
CEO & MD

“

Sustainability is not just a responsibility but an opportunity to create long-term value for our stakeholders and the communities we serve.

At AquaChemie, we believe sustainability is not just a responsibility but an opportunity to create long-term value for our stakeholders and the communities we serve. Guided by our core values, we are committed to embedding Environmental, Social, and Governance (ESG) principles into every aspect of our business strategy and operations. We recognize that our success is closely tied to the health of the planet, the well-being of our people, and the trust of our partners. With this understanding, we are dedicated to reducing our environmental footprint, fostering a safe and inclusive workplace, and upholding transparency, accountability, and ethical practices across all business dealings.

Our roadmap is aligned with the United Nations Sustainable Development Goals (SDGs) and leading ESG standards, which we view not as obligations but as commitments to future generations. With the collective efforts of our teams, stakeholders, and partners, we remain confident in our ability to drive meaningful change and shape a sustainable future where business growth and societal progress go hand in hand.



**Shobhita  
Anandkumar**  
Executive  
Director

“

When people are empowered, safety is prioritized, and integrity guides every decision, sustainability becomes more than a goal- it becomes our way forward.

”

Our people are the driving force behind our sustainability journey. By strengthening our safety culture, investing in employee wellbeing, and upholding responsible governance, we are creating a workplace where every individual can thrive. Together, we are not only empowering our talent but also building the foundation for ethical, sustainable growth. United in purpose, we are shaping a safer, more responsible future for our organization and for the communities we serve.



**Sanjeev Gupta**  
Technical  
Director

We are elevating operational excellence through innovation, robust process safety, and responsible engineering. By embracing efficient technologies and reducing our environmental footprint, we are reaffirming our commitment to sustainable progress in the chemical and petrochemical industry. Together, we are shaping a future where performance, safety, and sustainability go hand in hand.



# About AquaChemie



## About AquaChemie

### Overview of AquaChemie

Founded in 2008, AquaChemie has established itself as one of the Middle East's most trusted chemical manufacturers, distributors, and solution providers. Ranked 8th regionally and 78th globally by ICIS, the company plays a vital role in strengthening the chemical supply chain for energy, industrial, and infrastructure sectors. Its growth has been driven by a strong commitment to localizing chemical production in the UAE, reducing import dependency, and empowering regional industries with world-class solutions.



### Operations

AquaChemie operates advanced facilities at KEZAD and ICAD in Abu Dhabi, specializing in the manufacturing and blending of oilfield chemicals, water treatment formulations, and specialty products. Complementing these is its strategically located Jebel Ali Chemical Terminal, a fully automated bulk storage and repackaging hub that ensures faster port-to-site deliveries, eliminates overseas delays, and enhances supply chain resilience. Innovation and technical expertise form the backbone of AquaChemie's approach, with a strong focus on R&D-led localization, customized client solutions, technical training, and sustainable practices that reduce environmental impact while optimizing costs.

### Locations

UAE, Qatar, KSA and India, and expanding into Africa and other emerging markets.



## Vision

By 2025, our vision is to become the region's most professional, technology-oriented, and customer-centric solution provider for the process and related industries, built on the enthusiasm, commitment, and innovation of our team members.



## Mission

To enhance value for every stakeholder by empowering the organization at all levels, and to passionately pursue customer care and product quality without compromising on environmental, health, and safety standards.

# Critical Values



**Integrity & Compliance**  
is the foundation of  
our business



**Service & Professionalism**  
is the primary approach  
to the market



**Environment, Health & Safety**  
is our culture &  
condition to succeed



**Teamwork**  
Finally, it's the people  
who matter



**Technology & Innovation**  
is our team strength



**Learning Environment**  
To foster sustainable  
individual & corporate  
growth

## Our Commitment

We work with your teams closely to devise winning strategies that enable your business to grow and thrive. We excel at transparent business communication to ensure timely and quality project delivery. Our team works with business excellence in mind and are highly available through several communication channels. We are quick to respond to your queries and resolve any service-related issues within stipulated timelines and SLAs.



## Certifications & Achievements (2025)



## Key Customers & Industry Partners

AquaChemie proudly supplies leading companies across energy, petrochemicals, water treatment, construction, manufacturing, and industrial sectors.



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aguas de valencia



قطر للطاقة  
QatarEnergy

قطر للطاقة  
QatarEnergy  
LNG



# UAE Context & Alignment with National Strategies



## UAE Context and Alignment with National Sustainability Goals

As a chemical manufacturing company headquartered in Dubai, we recognize our responsibility to contribute to the nation's climate and economic agenda through reduced emissions, enhanced resource efficiency, and adoption of circular economy practices.



**UAE Net Zero  
by 2050**



**UAE Centennial  
2071 Goals**



**UAE Energy  
Strategy 2050**



**Make it in the  
Emirates Program**

## Alignment with Key UAE Strategies



### UAE Net Zero by 2050 Strategic Initiative

The UAE aims to achieve net-zero greenhouse gas emissions by 2050, focusing on the decarbonization of energy, industry, transport, and waste sectors. AquaChemie is closely aligned with this national vision and has established a structured climate transition pathway to support it. Through its Climate Transition Plan, the company has committed to reducing Scope 1 emissions by 2026 by electrifying pumps, forklifts, and company vehicles, improving process efficiency through smart automation, and minimizing fuel consumption. In addition to equipment upgrades, AquaChemie has introduced transport-related reduction measures by developing staff accommodation near the facility to shorten commuting distances and by promoting carpooling to reduce overall vehicle use. The company is also investing in renewable energy to eliminate Scope 2 emissions and is systematically working toward a 10% Scope 3 emission reduction through sustainable procurement and optimized logistics. These integrated actions demonstrate AquaChemie's clear support for the UAE's 2050 net-zero ambition.



### UAE Centennial 2071 Goals

The UAE Centennial 2071 vision focuses on developing a highly innovative, sustainable, and knowledge-driven economy. AquaChemie contributes to these long-term objectives by embedding ESG principles into its strategic decision-making and by prioritizing operational innovation across its facilities. The company integrates environmental KPIs into business unit reviews and evaluates carbon impact as part of its capital expenditure planning, ensuring sustainability is incorporated into long-term investment decisions. AquaChemie also supports national human capital development by offering continuous training and upskilling programs that prepare employees for advanced technologies, safety requirements, and sustainability-focused roles, reinforcing the UAE's ambition to cultivate a competitive and future-ready workforce.



### UAE Energy Strategy 2050

The UAE Energy Strategy 2050 aims to increase the share of clean energy in the national energy mix to 50% and improve energy efficiency by 40%. AquaChemie actively supports this initiative by implementing energy-efficient technologies and improving operational performance across its terminals and storage facilities. The electrification of operational equipment and the introduction of smart automation help reduce direct energy consumption, while optimized processes reduce losses and increase system efficiency. The company's move toward 100% renewable electricity by 2026 through solar power is a major contribution to national energy sustainability targets, supporting both emission reduction and clean energy goals under the 2050 Strategy.

## Alignment with Key UAE Strategies



### Make it in the Emirates Program

The Make It in the Emirates Program aims to strengthen local manufacturing, promote sustainable industrial development, and enhance national economic competitiveness. AquaChemie actively contributes to this initiative by producing chemical products locally, expanding its operational capabilities within the UAE, and investing in environmentally responsible manufacturing technologies. The company allocates a portion of its annual CAPEX specifically to emission reduction and sustainability-related projects, demonstrating its commitment to responsible industrial growth. By creating employment opportunities, supporting local supply chains, and integrating sustainable practices across operations, AquaChemie supports the UAE's ambition to build a globally competitive, innovation-driven industrial sector.

## Conclusion

Through responsible operations, investment in green technologies, and collaboration with stakeholders, AquaChemie is committed to being a trusted partner in the UAE's journey toward a sustainable, innovative, and globally competitive economy. Our ESG strategy directly supports the UAE's vision for clean energy, industrial innovation, and sustainable development, ensuring that our operations contribute positively to the nation's long-term goals.





# Commitment to Sustainability

## Our ESG journey

This year marks a significant milestone for AquaChemie as we embark on our first-ever ESG reporting journey. Publishing this report reflects not only our progress to date but also our deep commitment to transparency, accountability, and continuous improvement in the way we operate.

For more than a decade, AquaChemie has been recognized as a trusted chemical manufacturer and distributor in the GCC, delivering solutions that combine global expertise with local execution. While operational excellence, safety, and customer service have always been central to our business, we now take an important step forward by systematically integrating Environmental, Social, and Governance (ESG) principles into our strategy and reporting practices.

This inaugural ESG report is more than a disclosure; it is the foundation of a structured journey. It captures our alignment with the UAE's Net Zero by 2050 Strategic Initiative, and international ESG frameworks such as the UN Sustainable Development Goals (SDGs). Through this effort, we aim to measure, monitor, and communicate our impact on the environment, our people, and our communities, while ensuring strong governance across all aspects of our operations.

We acknowledge that ESG is a journey of learning and evolution, not a one-time achievement. As this is our first report, we are building the systems, processes, and culture needed to drive sustainable transformation across the company. We recognize the importance of collaboration with our employees, customers, regulators, and partners, and believe that our collective efforts will accelerate progress toward a more sustainable and resilient future.

This report represents the beginning of a long-term commitment: to integrate ESG into our business DNA, to set ambitious goals, and to hold ourselves accountable as we grow responsibly and contribute to the UAE's sustainability leadership on the global stage.



# Stakeholder Engagement & Materiality Assessment

## Materiality

### Focusing on what matters most

AquaChemie undertook its inaugural materiality assessment in 2025 to align ESG reporting with its strategic priorities and ensure it addresses the most relevant and significant issues. This initiative reflects our commitment to transparency and responsiveness to evolving sustainability priorities.

The process involved four main phases — Identify, Benchmark, Engage, and Prioritize — to determine the ESG topics most relevant to our operations and most important to our stakeholders.







## 01. Identify

The materiality assessment commenced with a thorough review of AquaChemie's current sustainability practices and areas of impact. This included a detailed analysis of ISO 14001 and 50001 aspects and impacts, internal initiatives, and the wider national and global sustainability context. By closely examining our core operations, we ensured that the selected topics reflect the realities of our business while aligning with stakeholder expectations.



## 02. Benchmark

To anticipate emerging trends and address shifting stakeholder priorities, we assessed ESG themes influencing the sectors in which AquaChemie operates. This involved benchmarking against global and national industry peers and reviewing insights from leading ESG rating agencies.

We then aligned our ESG priorities with internationally recognized frameworks, including the GRI Standards and the United Nations Sustainable Development Goals (SDGs). This approach underscores AquaChemie's dedication to advancing global sustainability ambitions while ensuring our reporting remains focused on issues that are both material and meaningful.



### 03. Engage

At AquaChemie, stakeholder engagement is central to our materiality assessment process. We believe that continuous and meaningful interaction with stakeholders enhances the quality and relevance of our sustainability strategy. Through these engagements, we gain valuable insights into key ESG priorities while fostering transparency and strengthening our relationships with stakeholders.

To identify stakeholders, we compiled a comprehensive list of internal and external groups based on their influence on and interest in AquaChemie's operations and vice versa. This list included shareholders & investors, employees, governments & regulators, customers, suppliers & contractors, industry associations, media, academia & research institutes, and community representatives. Accordingly, we prioritized over 100 stakeholders for direct engagement through surveys, and feedback sessions. In addition to these direct engagement exercises, AquaChemie maintains continuous dialogue with its stakeholders through various mechanisms - including board/management reviews, awareness campaigns, safety inductions, academic partnerships, community events, and participation in regulatory workshops. These ongoing touchpoints provide valuable insights that help shape our understanding of what matters most.



Stakeholder Category	ESG Topics of Importance	Engagement Mechanisms
<b>Shareholders / Investors</b>	<ul style="list-style-type: none"> <li>• Climate change &amp; GHG emissions</li> <li>• Energy management &amp; clean energy transition</li> <li>• Risk management &amp; governance</li> <li>• Transparent reporting on ESG performance</li> <li>• Maintaining the financial health of the company</li> <li>• Internal audit activities &amp; reports</li> </ul>	<ul style="list-style-type: none"> <li>• Annual reports and financial/ESG disclosures</li> <li>• Investor meetings and board/management reviews</li> <li>• Dedicated ESG reports and sustainability briefings</li> <li>• Transparent communication on GHG reduction and energy transition measures</li> <li>• Internal ESG Committee oversight and assurance</li> <li>• Regional updates on compliance, governance, and resilience initiatives</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Health, safety &amp; well-being</li> <li>• Employment practices &amp; human rights</li> <li>• Diversity, Equity &amp; Inclusion</li> <li>• Training &amp; development</li> <li>• Digitalization &amp; paperless approach</li> </ul>	<ul style="list-style-type: none"> <li>• HSE onboarding for new employees covering HSE programs and key policies (Stop Work, Welfare, Drugs &amp; Alcohol, Road Transport, Human Rights).</li> <li>• Safety inductions for employees and visitors, regular emergency drills, toolbox talks, and activity-based safety training.</li> <li>• Routine HSE meetings, site walk-throughs, and safety talks to engage shopfloor staff and promote peer-to-peer awareness.</li> <li>• Safety Observation Cards (SOC) used by all staff to report safe and unsafe practices.</li> <li>• Internal and external training on safety, quality, and skills development; use of checklists and digital platforms for ongoing learning.</li> <li>• Digital tools (SAP, KEKA, Aqua Skill Hub) used for tracking attendance, work hours, compliance, training, and corrective actions.</li> <li>• Communication through internal newsletters, email updates, HR and management townhalls, suggestion boxes, and safety campaigns.</li> <li>• Sessions promoting fair treatment, respect, diversity, equity, and inclusion, aligning with human rights and ethical employment practices.</li> <li>• Paperless HSE monitoring via digital checklists and dashboards.</li> <li>• Participation in regulatory and international HSE-related trainings and conferences.</li> </ul>

Stakeholder Category	ESG Topics of Importance	Engagement Mechanisms
<b>Governments / Regulators</b>	<ul style="list-style-type: none"><li>• Compliance with environmental standards</li><li>• Chemical spill &amp; leak prevention</li><li>• Waste &amp; wastewater management</li><li>• Nationalisation (Emiratization / Saudization)</li><li>• Environmental facility certifications (ISO, LEED)</li></ul>	<ul style="list-style-type: none"><li>• Regulatory compliance reporting (Trakhees, SIRA, ADNOC, SABIC, CDIT, EAD, ADOSH, ADRA-IDB, DCD, UAE Federal Law, UAE Fire &amp; Life Safety Code, etc.) and permit renewals (local, federal, and sector-specific authorities)</li><li>• Periodic inspections, audits, and licensing renewals</li><li>• ISO certifications (SA 8000, ISO 14001, ISO 45001, ISO 9001, ISO 27001, ISO 37001) with third-party audits</li><li>• Waste management and recycling through approved agencies</li><li>• Chemical handling, spill control, and emergency response training</li><li>• Participation in regulatory workshops and sustainability audits</li><li>• Recognition through regulatory and certification awards (Green Label, Ecovadis Gold Medal, CDP Certificate, Achilles Sustainability Certificate)</li></ul>
<b>Customers</b>	<ul style="list-style-type: none"><li>• Customer experience &amp; product safety</li><li>• Transparent labeling &amp; marketing</li><li>• Data privacy &amp; cybersecurity</li><li>• Supply of environmentally friendly products</li></ul>	<ul style="list-style-type: none"><li>• Periodic meetings, technical workshops, and site visits</li><li>• Product safety communications (SDS/MSDS, NFPA, GHS, WHMIS labeling)</li><li>• Customer feedback, audits, and satisfaction surveys</li><li>• Joint participation in carbon disclosure platforms (e.g., CDP)</li><li>• Awareness campaigns and appreciation exchanges</li><li>• Use of eco-friendly packaging and sustainable product practices</li><li>• Data privacy and cybersecurity measures (ISO 27001, policies, training)</li></ul>

Stakeholder Category	ESG Topics of Importance	Engagement Mechanisms
<b>Suppliers/Contractors</b>	<ul style="list-style-type: none"><li>• Sustainable procurement</li><li>• Ethical conduct &amp; compliance</li><li>• Collaboration on eco-friendly &amp; economical products</li><li>• Supplier audits for HSE &amp; ESG</li></ul>	<ul style="list-style-type: none"><li>• Conducting supplier qualification and vendor evaluations against QHSE and sustainability criteria</li><li>• Requiring adherence to a supplier code of conduct and compliance standards</li><li>• Carrying out onsite audits, inspections, and performance reviews</li><li>• Delivering inductions, toolbox talks, and training on HSE, ESG, and ethical practices</li><li>• Organizing joint workshops and sustainability initiatives with suppliers</li><li>• Collaborating on procurement of low-carbon materials, transport, and eco-friendly solutions</li><li>• Maintaining digital platforms (SAP, KEKA, dashboards) for transparent tracking of audits, training, and compliance</li></ul>
<b>Communities</b>	<ul style="list-style-type: none"><li>• Community engagement; Environmental sustainability (air emissions, waste management); Social responsibility initiatives</li></ul>	<ul style="list-style-type: none"><li>• Raising awareness through programs on energy efficiency, water conservation, waste segregation, and chemical safety</li><li>• Supporting CSR initiatives such as tree planting, food distribution, blood donation, and beach cleaning</li><li>• Building relationships through public campaigns and community gatherings</li><li>• Involving local stakeholders in consultations and feedback sessions</li><li>• Collaborating with local organizations on environmental monitoring and emission control</li><li>• Encouraging employee volunteering in community and social development activities</li><li>• Partnering with approved agencies for continuous recycling and responsible waste disposal</li></ul>

Stakeholder Category	ESG Topics of Importance	Engagement Mechanisms
<b>Industry Associations</b>	<ul style="list-style-type: none"><li>• Sharing best practices</li><li>• Innovation in chemical handling &amp; logistics</li><li>• Industry collaboration on ESG</li></ul>	<ul style="list-style-type: none"><li>• Learning &amp; collaborating with customers on best practices and joint sustainability programs customers</li><li>• Participating in industry bodies, forums, and working groups</li><li>• Attending conferences and seminars to exchange knowledge and promote best practices</li><li>• Carrying out environmental monitoring and housekeeping programs in line with sector standards</li><li>• Publishing safety bulletins and running awareness campaigns for industry partners</li><li>• Implementing chemical segregation practices and advanced operating systems (e.g., SCADA, automation) to improve safety and efficiency</li></ul>
<b>Academic/Research Institutes</b>	<ul style="list-style-type: none"><li>• Research &amp; innovation on clean energy</li><li>• Waste reduction</li><li>• Digital sustainability (smart logistics, green IT)</li><li>• Training &amp; talent development</li></ul>	<ul style="list-style-type: none"><li>• Conducting joint research projects on sustainability, safety, and innovation</li><li>• Offering internships and training opportunities for students and graduates</li><li>• Establishing academic partnerships with universities and research institutions</li><li>• Hosting and participating in seminars, lectures, and knowledge-sharing sessions</li></ul>

Stakeholder Category	ESG Topics of Importance	Engagement Mechanisms
Media	<ul style="list-style-type: none"><li>• Transparency in ESG reporting; Recognition of certifications &amp; achievements; Responsible communication of ESG progress</li></ul>	<ul style="list-style-type: none"><li>• Issuing press releases and official statements on company performance and initiatives</li><li>• Holding media briefings and interviews with leadership</li><li>• Sharing sustainability report highlights and ESG disclosures with media outlets</li><li>• Participating in industry publications, trade magazines, and journals</li><li>• Providing coverage of CSR and community initiatives to external audiences</li><li>• Engaging on social media platforms to communicate safety, sustainability, and innovation</li><li>• Highlighting certifications, awards, and third-party audit results to build trust and credibility</li></ul>





## 04. Prioritize

Drawing on insights from the earlier stages, AquaChemie finalized its list of material ESG topics for 2025. All inputs were thoroughly assessed by the internal HSE team to ensure that reported topics reflect both stakeholder priorities and tangible impacts. The final selection was subsequently reviewed by senior leadership to confirm alignment with the company's strategic direction and spheres of influence.



# ESG Pillars & Material Topics



# ESG Pillars & Material Topics

As an outcome of this process, AquaChemie has identified three overarching ESG pillars that group our most material topics: Environmental Stewardship, Social Responsibility and Governance. These pillars help us structure our ESG disclosures, direct our efforts, and maintain focus on the areas where we can create the most meaningful change.

## Environmental Stewardship



Climate change & GHG emissions

Energy management

Clean energy

Water & wastewater management

Waste management

Chemical spills & leaks

Air quality emissions

Environmental facility certifications

## Social Responsibility



Employment practices & human rights

Diversity, Equity & Inclusion

Training & development

Community engagement

Customer experience & safety

Employee health, safety & well-being

Nationalization

Employee attraction & retention

## Governance



Corporate governance & compliance

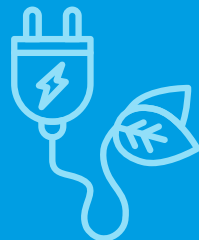
Data privacy & cybersecurity

Economic impacts

Risk management

Sustainable procurement

# Environmental



Reduced energy consumption intensity by **30%** through efficiency initiatives at **JAFZA and KEZAD facilities.**

Diverted

**5 tons**

of chemical waste from landfill via safe recycling and recovery programs.



Launched internal roadmap to align operations with the

**UAE Net Zero by 2050 Strategic Initiative.**

Completed baseline measurement of

**carbon footprint**

(Scope 1 & 2 emissions).



# Social

Achieved **100%**

compliance with EHS standards with zero Lost Time Incidents (LTI) during the year.

Conducted comprehensive training programs covering

**occupational safety, sustainability awareness, and professional development for employees.**

Strengthened community engagement by supporting

**STEM education**

initiatives and local development programs **in the UAE**



Expanded workforce diversity,

**with 20% increase**

in female professionals across operations and management roles.



# Governance

Established an

**ESG Steering Committee**

reporting directly to senior management.

Adopted formal

**ESG policies**

covering ethics, anti-bribery, supply chain responsibility, and stakeholder engagement.

Enhanced transparency through improved reporting frameworks aligned with

**GRI Standards & UN SDGs**

Initiated supplier screening process based on

**ESG risk**

and compliance criteria

# Environmental Performance



## Environmental Facility Certifications & Systems

### Management Approach

AquaChemie manages its environmental responsibilities through a structured Environmental Management Framework built on internationally recognised ISO management system standards. This framework defines how environmental risks, impacts, and compliance obligations are identified, controlled, and monitored across the business.

The framework is implemented consistently across AquaChemie's operations in the UAE, KSA, and Qatar, providing a common approach to environmental performance management while ensuring compliance with applicable local environmental regulations in each market.

It is underpinned by ISO 14001:2015 (Environmental Management Systems), ISO 45001:2018 (Occupational Health and Safety Management Systems), and ISO 9001:2015 (Quality Management Systems).

Together, these certifications ensure that environmental monitoring, waste management, and resource efficiency are managed through formalised processes, regular reviews, and continuous improvement.

Moreover, AquaChemie Global Chemical (ACGC – KEZAD, Abu Dhabi) achieved the EcoVadis Gold Medal for sustainability performance in 2025, reflecting excellence in environmental management, ethics, and responsible sourcing.

Alongside this, AquaChemie's UAE operations (AquaChemie Middle East FZE) hold an Air Emission Permit issued by Trakhees – Environment, Health & Safety Department, confirming compliance with local emission-control regulations and demonstrating commitment to pollution prevention.

Regionally, the company maintains environmental recognitions including the Green Label Industries Certificate in Abu Dhabi and full RCJY Environmental Compliance in Dammam, KSA.

At the corporate level, participation in the CDP (Carbon Disclosure Project) underscores AquaChemie's focus on climate governance, carbon transparency, and continuous environmental improvement.



Certification / Recognition	Year / Date Achieved	Scope / Facility	Certifying / Regulatory Body	Renewal Cycle	Current Status
ISO 14001:2015 Environmental Management System	ACME (Dubai): 30 May 2023ACGC (Abu Dhabi): 30 Jan 2024KSA (Jubail): 07 Feb 2024	UAE (Jebel Ali, KEZAD), KSA (Jubail)	Accredited ISO Certification Bodies	Annual Surveillance / 3-Year Recertification	Certified (Ongoing)
ISO 45001:2018 – Occupational Health & Safety Management System	ACME (Dubai): 30 May 2023ACGC (Abu Dhabi): 30 Jan 2024KSA (Jubail): 07 Feb 2024	UAE (Jebel Ali, KEZAD), KSA (Jubail)	Accredited ISO Certification Bodies	Annual Surveillance / 3-Year Recertification	Certified (Ongoing)
ISO 9001:2015 – Quality Management System	ACME (Dubai): 30 May 2023ACGC (Abu Dhabi): 30 Jan 2024KSA (Jubail): 07 Feb 2024	Group-wide Operations (UAE & KSA)	Accredited ISO Certification Bodies	Annual Surveillance / 3-Year Recertification	Certified (Ongoing)
Air Emission Perxxmit – Trakhees (Dubai)	2025 (Annual Renewal)	AquaChemie Middle East FZE – Jebel Ali, Dubai	Trakhees – Environment, Health & Safety (Ports, Customs & Free Zone Corporation)	Annual Renewal (post-clearance inspection)	Active / Approved 2026
Green Label Industries Certificate	31 December 2024	Abu Dhabi Industrial Facility	Environment Agency – Abu Dhabi (EAD)	Biennial Renewal	Certified / Valid through 2026
EcoVadis Gold Medal	2025	AquaChemie Global Chemical (KEZAD, Abu Dhabi, UAE)	EcoVadis	Annual Disclosure	Gold Rating Awarded 2025
EcoVadis Silver Medal	2025	AquaChemie Middle East FZE	Ecovadis	Annual Disclosure	Silver Rating Awarded
RCJY Environmental Compliance	Continuous (Ongoing since 2020)	AquaChemie Facility – Jubail, KSA	Royal Commission for Jubail & Yanbu (RCJY)	Continuous Monitoring	Fully Compliant
CDP Disclosure – Climate Change	2025	Corporate (UAE, KSA & Qatar)	CDP (Carbon Disclosure Project)	Annual Disclosure	Score: B (2025)

AquaChemie's certifications and environmental permits reflect its proactive, structured approach to managing environmental performance and ensuring full regulatory compliance across all operating regions.

The company maintained and renewed all major international management system certifications, including ISO 14001:2015 (Environmental Management), ISO 45001:2018 (Occupational Health & Safety), and ISO 9001:2015 (Quality Management) across its facilities in AquaChemie Middle East FZE (Dubai – Jebel Ali), AquaChemie Global Chemical (Abu Dhabi – KEZAD), AquaChemie Venture Gulf Chemical Technologies WLL(Qatar) and AquaChemie Trading Company (KSA -Dammam) during 2023–2024.



- **ISO 14001 enables a systematic approach to minimizing environmental footprint through efficient energy, waste, and emission management.**
- **ISO 45001 strengthens this by integrating environmental and safety risk management, preventing incidents, and promoting safe operations.**
- **ISO 9001 complements both by ensuring process efficiency, quality control, and resource optimization, reducing material and energy waste.**

The Green Label Industries Certificate, renewed on 31 December 2024, acknowledges the Abu Dhabi industrial facility's compliance with Environment Agency – Abu Dhabi (EAD) sustainability criteria, emphasizing energy conservation, waste reduction, and pollution prevention.

Similarly, the RCJY Environmental Compliance Certification for the KSA Dammam Facility confirms adherence to Royal Commission for Dammam and Yanbu (RCJY) requirements through continuous environmental monitoring and periodic audits.

AquaChemie's commitment to transparency was further validated by achieving the EcoVadis Gold Medal (2025) for AquaChemie Global Chemical (KEZAD, Abu Dhabi), placing it among the top 5% of globally rated companies for sustainability performance.

Additionally, in 2025, AquaChemie achieved a “B” rating from the CDP (Carbon Disclosure Project), demonstrating improved disclosure, governance, and emission management maturity.





## Initiatives and Actions

To maintain excellence in environmental governance, AquaChemie implemented the following initiatives across its facilities in 2025:

Initiative	Description	Impact
Environmental Monitoring System	Deployment of dashboards for continuous tracking of energy, waste, and emission parameters.	Improved real-time compliance, visibility, and decision-making.
Emission Control Infrastructure Upgrade	Installation of new vapor recovery units, improved stack filters, and secondary containment systems.	Reduction in fugitive emissions and localized air pollutants.
Preventive Maintenance Program	Regular calibration of emission monitoring equipment and inspection of control systems.	Enhanced reliability and consistent permit compliance.
Employee Competency Development	Training programs on waste segregation, chemical handling, and environmental response procedures.	Strengthened operational discipline and incident prevention.
Supplier Compliance Audits	Inclusion of environmental performance in supplier evaluation criteria.	Promoted sustainable sourcing and supply chain transparency.
Environmental Data Integration with ESG Dashboard	Linking facility-level data to a centralized sustainability system for unified and consistent reporting	Enhanced transparency and ESG data assurance readiness.

### Future Outlook

AquaChemie will continue to strengthen its environmental performance through innovation, transparency, and the expansion of internationally recognized certifications. The company remains committed to maintaining 100% certification and regulatory compliance across its operations in the UAE, KSA, and Qatar, while also pursuing new standards that advance its sustainability maturity. As part of this effort, AquaChemie aims to achieve ISO 50001 Energy Management System certification by FY 2026 to further enhance energy efficiency and carbon reduction across its facilities. The organization is also targeting an improvement in its CDP rating from “B” to “A–” by FY 2026 through measurable greenhouse gas reduction programs and transparent reporting. In parallel, AquaChemie plans to expand the Green Label Industries Certification to additional UAE facilities by 2026 and maintain the EcoVadis Gold rating for ACGC, while elevating ACME’s EcoVadis score from Silver to Gold and onboarding remaining entities into the EcoVadis assessment process. To improve governance and oversight, the company will introduce an internal environmental audit system. Renewable energy progress will also be monitored closely, supported by the planned 435 kW solar PV installation in Dubai, scheduled for completion by mid-2026. Furthermore, AquaChemie will sustain full RCJY environmental compliance in KSA and implement equivalent frameworks for its Qatar operations by 2026. To ensure strong leadership alignment with evolving sustainability expectations, the company will also conduct annual environmental leadership workshops focused on new ESG disclosure standards and emerging best practices.

## Energy Management

### Management Approach

AquaChemie's Energy Management Policy reflects its commitment to responsible and sustainable energy use, aligning operational excellence with environmental stewardship and the UAE Net Zero 2050 strategy. Energy management is integrated into corporate planning and daily operations across production, logistics, procurement, and administration.

Clear accountability is established through the ESG Committee at each facility in the UAE, KSA, and Qatar, overseen by the HSE & Quality teams and the Technical Director.

#### The company's key long-term goals are to:

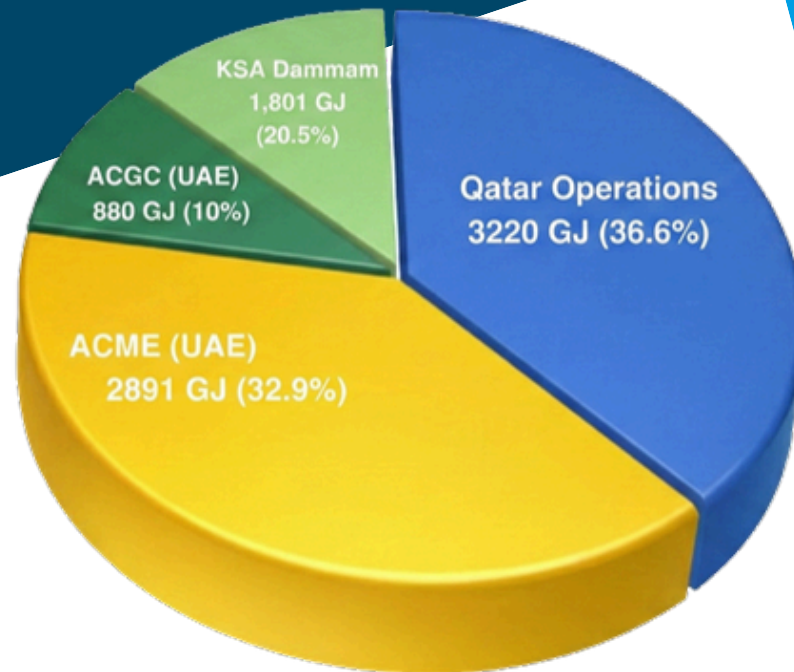
- Reduce total energy intensity by 20 % by 2030 (vs 2025 baseline).
- Reduce carbon intensity by 25 % by 2030.
- Increase renewable or low-carbon energy share by 15 % by 2030.

Progress is tracked through monthly monitoring reports, quarterly management reviews, and annual performance audits conducted under the ISO 14001 and ISO 9001 frameworks.



Facility / Region	Electricity (kWh)	Diesel (L)	Vehicle Fuel – Petrol (L)	Total Energy (GJ)
ACME (UAE – AquaChemie Middle East FZE, Jebel Ali Chemical Terminal)	795,952	660	NA	2,890.91
ACGC (UAE – KEZAD Facility)	244,565	400	NA	880.4452
Qatar Operations	214,884	NA	70,594	1,703
KSA (Dammam Facility)	312,480	420	18,950	1,800.60
Group Total (FY 2025)	1,567,881	1,480	89,544	7,275

## Energy Intensity – Baseline (2025)



Baseline Year: January to December 2025 (first full year of consolidated energy data tracking).

Energy consumption patterns vary according to the operational scale and process intensity of each facility:

The Jebel Ali Chemical Terminal (ACME) is the largest site and operates 24/7, accounting for the highest energy usage due to continuous pumping, product transfer, and process safety systems.

The KEZAD facility (ACGC) records moderate consumption as a blending and packaging site, while Qatar operations are energy-intensive relative to total annual volume handled due to warehouse and HVAC loads.

The Dammam facility in KSA reports controlled consumption, with electricity from Marafiq Utilities and diesel used for standby power and logistics.

These variations are reflected in the 2025 baseline, which will serve as the foundation for future energy intensity and carbon reduction tracking.

Regular monitoring of electricity, diesel, and vehicle fuel data ensures operational transparency and enables year-on-year performance benchmarking.



**Installed all LED lights to minimise the consumption of electricity**



**Install transparent sandwich panel on roof to use sunlight at day operation to minimize the consumption of electricity**





Initiatives / Actions

AquaChemie implemented several energy management and efficiency initiatives during the year 2024 and 2025 to establish the baseline and improve operational performance:

Initiative	Description	Implementation Year	Status / Impact
LED Lighting Conversion	Replacement of all conventional fixtures with LED lighting across Jebel Ali and KEZAD.	2023–24	Achieved 8–10% reduction in lighting energy use.
Sensor-Based Lighting	Installed motion sensors in low-occupancy areas (corridors, warehouses, meeting rooms).	2023–24	2–3% reduction in total electricity consumption.
Employee Carpooling Program	Introduced in UAE and Qatar to reduce petrol consumption and traffic impact.	2023–24	5–7% reduction in company and staff vehicle fuel use.
Transition to Electric Forklifts	Replacement of older diesel forklifts with electric units.	2024–25	Reduced diesel use and local air emissions.
Preventive Maintenance Program	Regular calibration and maintenance of pumps, motors, and HVAC systems.	2024–25	Improved equipment efficiency by 1–2% annually.
Solar PV Installation (Planned)	Planned 435 kW solar PV system for Jebel Ali Terminal (ACME) to reduce grid dependency.	2025–26	Expected commissioning by mid-2026.

**Installation of energy-efficient LED lighting  
across all AquaChemie regions as part of  
our group-wide energy saving initiatives.**

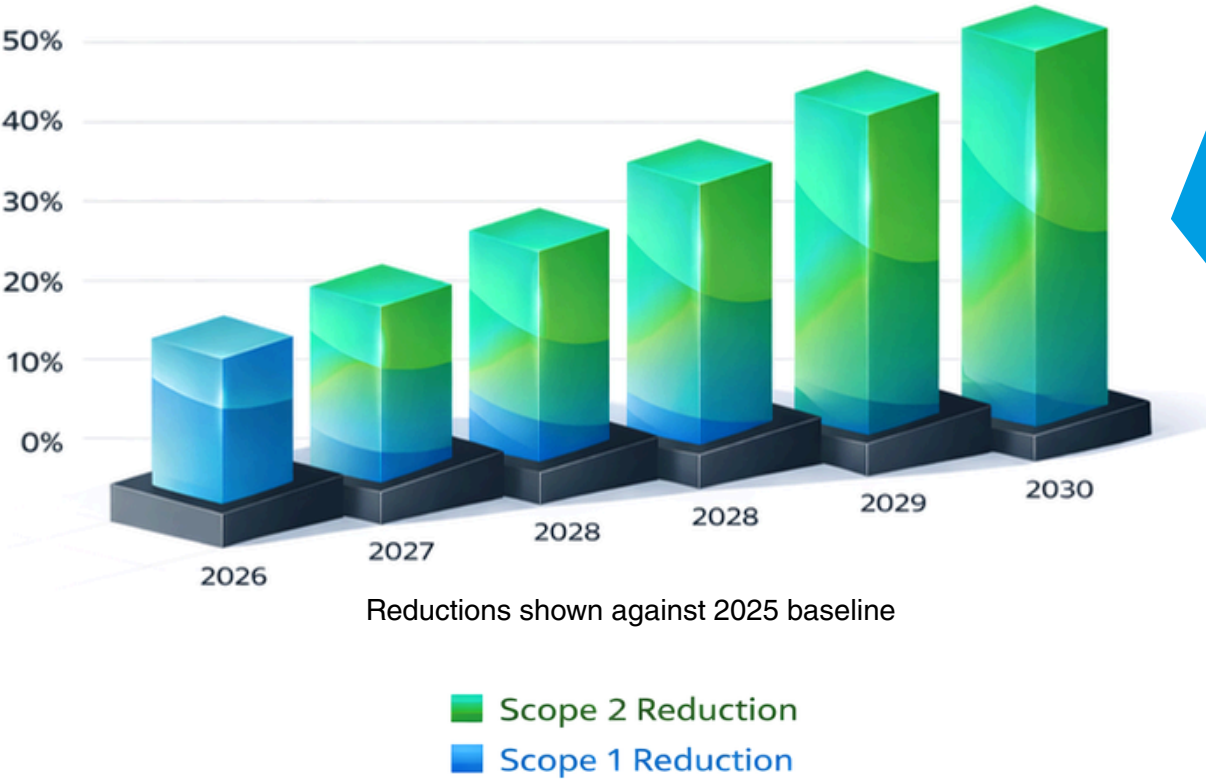


## Awarded ETIP Certificate from Energy Support Program

 مكتب تنمية الصناعة Industrial Development Bureau		 برنامج دعم الطاقة Energy Support Program		 دائرة التنمية الاقتصادية DEPARTMENT OF ECONOMIC DEVELOPMENT	
<b>شهادة برنامج دعم الطاقة</b> <b>Energy Support Program Certificate</b>					
<b>Company Name</b> أكتوا كيمي جلوبال كيميكال - شركة الشخص الواحد ذ م م AQUA CHEMIE GLOBAL CHEMICALS - SOLE PROPRIETORSHIP L.L.C.		<b>اسم الشركة</b>			
<b>Ind. Licenses No.</b> IN-2004692		<b>رقم الرخصة الصناعية</b>			
<b>Transaction No.</b> IETR-4255656		<b>رقم الطلب</b>			
Gas	Approved Score:	NA	النتيجة المعتمدة:	غاز	
	Category:	NA	الفئة:		
	Issue Date:	NA	تاريخ الإصدار:		
	Expiry Date:	NA	تاريخ الانتهاء:		
	Account Number:	NA	رقم الحساب:		
Electricity	Approved Score:	82.00%	النتيجة المعتمدة:	كهرباء	
	Category:	A	الفئة:		
	Issue Date:	12/2024	تاريخ الإصدار:		
	Expiry Date:	12/2025	تاريخ الانتهاء:		
	Account Number:	2038269673	رقم الحساب:		

# Targets / Future Outlook

**Projected Scope 1 and 2**  
Emission reduction pathway (2026-2030)



By 2030, AquaChemie aims to achieve:

- 20% reduction in total energy intensity compared to 2025 baseline.
- 25% reduction in carbon intensity (per tonne of product handled).
- 15% renewable/low-carbon energy share in total operations.
- ISO 50001 (Energy Management System) certification by 2026 for UAE Facilities.
- Full integration of real-time energy dashboards across all sites by 2027.

## Water & Wastewater Management

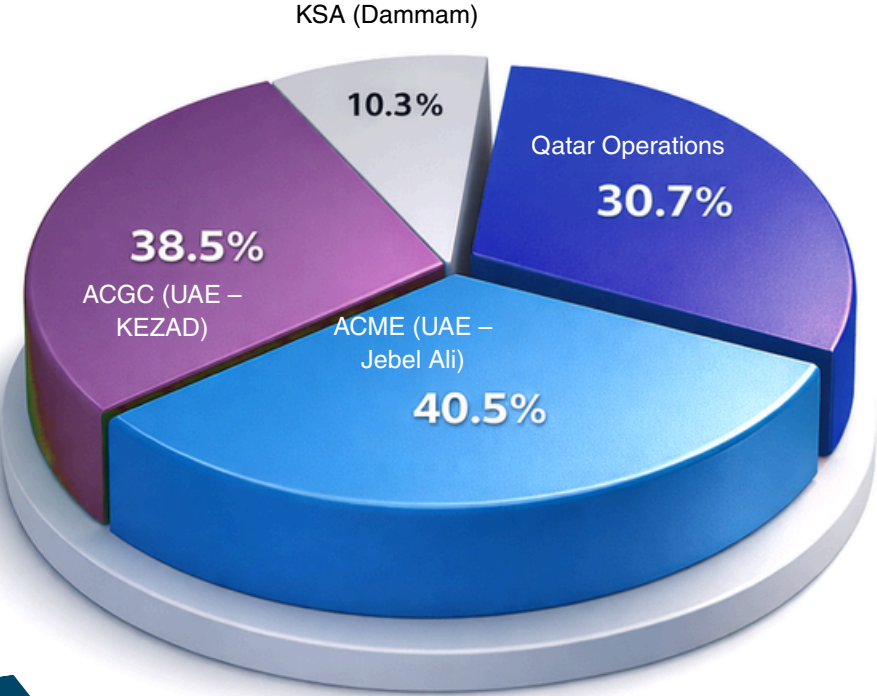
### Management Approach

AquaChemie is committed to the responsible use and management of water resources as part of its overall sustainability framework. The company's Water Management Policy emphasizes the principles of reduce, reuse, and recycle, ensuring that water use is optimized, wastewater is safely treated, and all discharges comply with local and federal environmental regulations.

This policy applies across all operational facilities in the UAE, KSA, and Qatar and ensures that water is managed efficiently, responsibly, and in full compliance with local regulatory requirements. Water usage is continuously monitored through flow meters and submeters installed at production lines, HVAC systems, and key utility points, with consumption data reviewed on a monthly basis to identify anomalies and improvement opportunities. To enhance efficiency, AquaChemie implements low-flow fixtures, recirculation of cooling water, and process optimization measures that collectively reduce unnecessary water losses. All wastewater generated across operations is managed strictly through licensed third-party contractors, ensuring adherence to national and emirate-level regulations, including those set by Dubai Municipality, the Environment Agency – Abu Dhabi (EAD), Marafiq, and Kahramaa. Employees are regularly trained in water conservation practices and wastewater handling procedures, with clear responsibilities assigned at each facility to maintain accountability. The company also upholds a strong governance framework through quarterly internal audits and annual external environmental audits, enabling continuous improvement and verification of compliance with established water management standards.



installed drip irrigation system



Water consumption patterns vary depending on facility operations and local climatic conditions:

- ACME (UAE – Jebel Ali Terminal): Receives water from Dubai Municipality (DEWA). Used for cooling towers, equipment cleaning, and sanitation. Installed a rainwater harvesting system in 2025; collected runoff reused for non-potable applications and transferred to Imdaad for recycling.
- ACGC (UAE – KEZAD Facility): Supplied by ADDC / KEZAD Utilities. Installed closed-loop water circulation system for blending and tank cleaning; achieved 19.98% reuse ratio.
- Qatar Operations (Mesaieed): Water sourced from Kahramaa. Consumption higher due to chemical cleaning and blending; reuse of RO reject water for cleaning and dust control initiated in Year 2025.
- KSA (Dammam Facility): Water supplied by Marafiq Utilities. Operations began in 2024; baseline monitoring under progress. Flow meters and data systems being installed to capture accurate withdrawal and discharge metrics by Q4 2025.

All wastewater is segregated (industrial vs domestic) and collected in designated tanks before transfer to licensed treatment providers, ensuring 100% regulatory compliance.

Third-party lab tests verify effluent parameters such as pH, COD, BOD, and TSS before disposal.



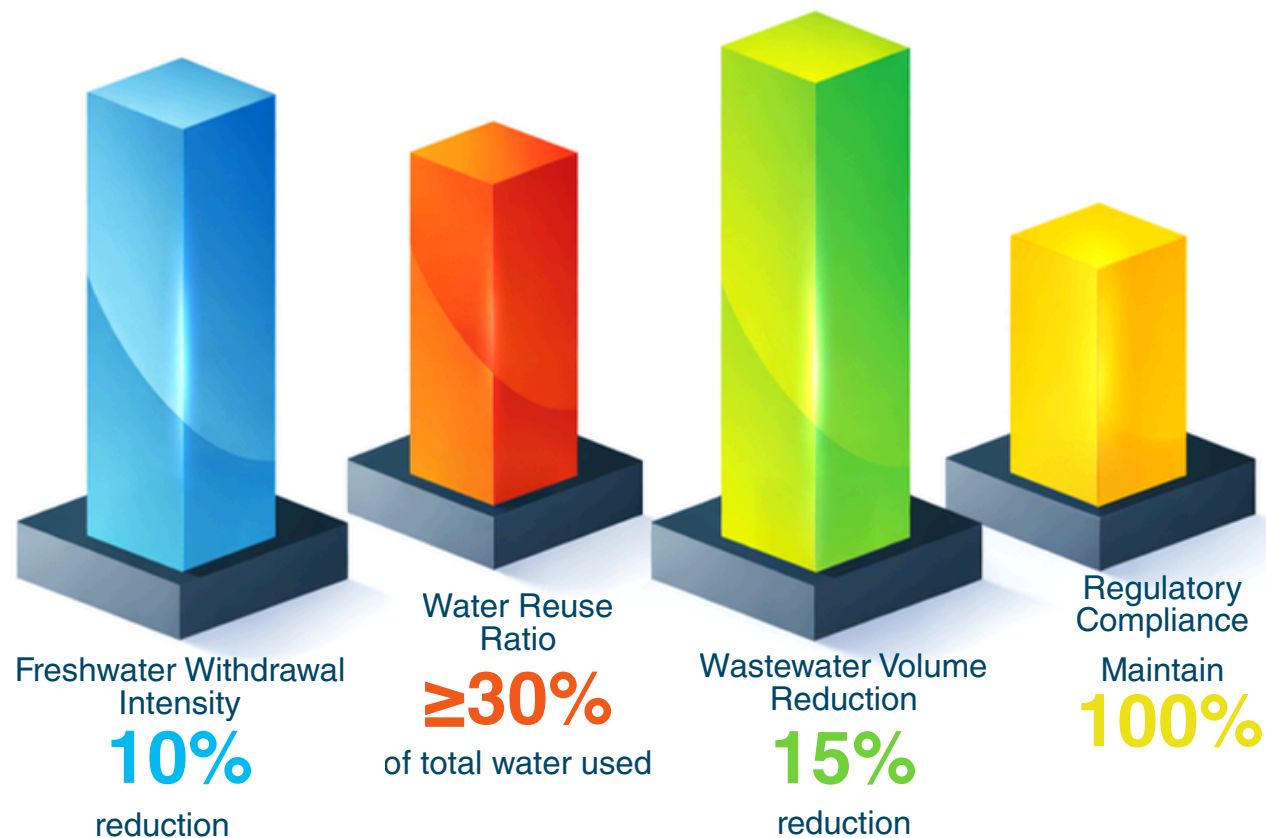
Initiatives / Actions

AquaChemie continued to strengthen water efficiency through targeted projects across all operating sites during 2023–24 and 2024–25:

Initiative	Description	Implementation Year	Status / Impact
Rainwater Harvesting System	Collection from rooftops and cable trays, stored in underground tanks at Jebel Ali for reuse and recycling via Imdaad.	2023–24	Reduced dependency on freshwater; improved stormwater management.
Closed-Loop Water System	Reuse of clean water from blending and tank cleaning at ACGC (KEZAD).	2023–24	Increased water reuse to 22%; reduced wastewater volume.
Leak Detection and Metering Program	Installed submeters, flow meters, and leak inspection schedules across UAE sites.	2024–25	Enhanced tracking accuracy and reduced losses.
Water Reuse and Awareness Training	Employee training on conservation and wastewater segregation (Aqua Skill Hub).	2024–25	Improved employee awareness; reduced wastage.
RO-Reject Water Reuse (Qatar)	Reuse of reject water for cleaning and dust control.	2024–25	Reduced total withdrawal by ~1%.
KSA Monitoring Enhancement	Installation of flow meters and tank-level gauges to establish baseline.	2024–25	Data collection initiated for future reporting.

## Targets / Future Outlook

To align with the UAE National Water Security Strategy 2036 and the UAE Net Zero 2050 goals, AquaChemie has established the following short-term water targets 2026–27:



### By 2026, AquaChemie aims to:

- Reduce freshwater withdrawal intensity by 10% compared to Year 2025 baseline.
- Increase total reuse ratio to 30%.
- Maintain 100% regulatory compliance across all regions.
- Integrate water tracking dashboards for real-time consumption and discharge data.

## Waste Management

### Management Approach

AquaChemie manages all waste streams under a structured framework aligned with ISO 14001:2015 and the national environmental regulations of the UAE, Qatar, and KSA. The company ensures that hazardous, non-hazardous, and recyclable wastes are properly segregated at the point of generation and stored in clearly labeled, designated areas equipped with appropriate secondary containment. All waste movements are documented through formal tracking systems, including manifests, disposal certificates, and vendor reports to ensure full transparency. Waste is transferred exclusively to licensed and government-approved contractors authorized to handle, transport, and treat each waste category. This end-to-end process is supported by routine internal and external audits, monthly performance dashboards, and compliance reviews, reinforcing AquaChemie's commitment to responsible waste stewardship and regulatory adherence.

### Regulatory Alignment – by Country

- UAE: Federal Law 24 (1999), Ministerial Decree 37 (2001), Dubai Municipality Waste Regulations (Jebel Ali), EAD/KEZAD HSE Guidelines, OSHAD-SF CoP 11.0
- Qatar: Law 30 (2002), Ministerial Decree 4 (2005), MOECC hazardous waste regulations
- KSA: General Environmental Law (2020), Implementing Regulations (2021), MWAN directives, RCJY environmental rules
- International references: GRI 306 (2020), Basel Convention

### Monitoring & Controls

AquaChemie follows a comprehensive waste-handling protocol that ensures all waste streams are managed safely, efficiently, and in full compliance with environmental regulations. The company uses a color-coded container system to distinguish hazardous, non-hazardous, and recyclable materials, supported by clearly labelled drums and IBCs equipped with appropriate hazard tags. All storage areas are designed with impermeable flooring, proper containment, and readily accessible spill kits, while incompatible waste types are strictly segregated to eliminate risk. Every waste movement is documented through a complete manifest trail that records waste type, quantity, destination, contractor licensing details, and the final disposal method, ensuring full traceability and accountability. Operational governance is maintained through quarterly internal audits and annual third-party environmental audits, complemented by monthly waste-management dashboards submitted to facility management for oversight and performance review. To further enhance accuracy and minimize cross-contamination, AquaChemie has also implemented color-coded waste segregation bins across all facilities, reinforcing consistent and responsible waste-sorting practices.



# Waste Generation & Management Performance

Waste Category	Unit	ACME (UAE – Jebel Ali)	ACGC (UAE – KEZAD)	Qatar Operations	KSA (Dammam)
Hazardous Waste Generated	ton	5.68	10.24	1.50	2.84
Non-Hazardous Waste Generated (office & packaging waste, paper, cardboard, plastics, wooden pallets, metal scrap, empty non-contaminated containers, housekeeping, food/canteen waste)	ton	60.00	36	1,530.60	5.90
Total Waste Generated	ton	65.68	46.24	2,330.10	8.74
Waste Recycled	ton	4.00	3.53	Recycling contract signed for paper & plastic (2025)	8.74
Waste Reused	ton	1.00	1.16	345.6 MT of RO-reject water reused; no other reuse streams available currently	1.10
Recycling / Reuse Rate	%	7.6	10	14.83 (RO reject water reuse; all other waste sent to MOECC-approved recycling/disposal centers)	75.8
Regulatory Compliance	%	100	100	100	100

## ACME (UAE – Jebel Ali)

- Higher non-hazardous waste due to terminal operations (pallets, packaging, repacking waste).
- Hazardous waste consists mainly of residues, contaminated rags, absorbents, and tank-cleaning slops.

## ACGC (UAE – KEZAD)

- Lower volumes due to controlled batch blending and closed-loop handling.
- Consistently high recycling due to reusable containers and strict segregation.

## Qatar

- Very high non-hazardous waste driven by warehouse and distribution operations.
- RO-reject water (345.6 MT) reused internally — significant contributor to reuse ratio.
- Additional recycling capacity (paper/plastic) will activate from 2026 onward.

## Notes on Boundary & Data Status

- Qatar & KSA: Data baselines are being expanded. All waste is handled through approved MOECC (Qatar) and MWAN/RCJY (KSA) vendors; manifests and disposal certificates are maintained.
- Qatar: Full-year verified waste baseline will be reported starting 2025–2026.
- KSA: Metering and tagging systems established in 2025; complete dataset expected from next cycle.

## EKSA (Dammam)

- Mainly non-hazardous waste (packaging, pallets) from warehouse profiles.
- Hazardous waste limited to oily rags and used containers.
- 100% disposal through MWAN/RCJY-approved vendors.

## Performance Drivers

- Reusable packaging (IBCs, returnable drums)
- Vendor take-back systems
- Effective segregation and training
- Reduced process residues from blending optimization

Initiatives / Actions (with timing)

Initiative	Scope / Facilities	Start Date / Phase	Status / Impact
Source segregation & color-coded bins	UAE, KSA, Qatar	Ongoing since implementation	Improved segregation & recovery rates
Reusable & returnable packaging	ACME & ACGC; rollout to KSA/Qatar	Began in 2024	Reduced single-use waste
Process optimization to cut residues	ACGC blending; ACME tank cleaning	Began in 2024	Lower hazardous waste generation
Closed-loop rinse/cleaning water reuse	ACGC (operational); ACME (limited streams)	Since 2023	Reduced wastewater volumes
“Waste Less, Save More” employee campaign	All sites	Launched in 2024	Strengthened awareness
Vendor qualification and audits	UAE, KSA, Qatar	Quarterly ongoing	Compliance assurance
Waste register & dashboards	All locations	Rollout in 2024	Enhanced traceability & analytics
KSA waste baseline build-out	Dammam	Started in 2024	First full dataset expected 2026

## Targets / Future Outlook

### Short–Medium Term Targets

- Hazardous waste: -10% by 2025–26 (vs 2024–25 baseline).
- Recycling + reuse rate: reach 85% by 2026–27 (group average).
- Vendor sustainability audits: implement across 100% of waste vendors by 2025–26.

### Planned actions (next steps)

- Expand reusable packaging & take-back programs with suppliers.
- Evaluate solvent/chemicals of reclamation options and waste-to-resource pilots (circular economy).
- Extend closed-loop cleaning/reuse to additional lines at ACME and Qatar.
- Maintain quarterly audits; continue training via Aqua Skill Hub.





## Climate Change & GHG Emissions

AquaChemie recognizes climate change as a material environmental and business risk. The company monitors and manages greenhouse-gas (GHG) emissions across all operations in the UAE, KSA and Qatar, aligned with GRI 305, the GHG Protocol Corporate Standard, and the ISO 14001:2015 framework.

### Core elements of the program

- Annual measurement and disclosure of Scope 1 and Scope 2 emissions (Scope 3 begins 2025-26).
- Application of DEFRA 2024, MOCCA, and RCJY emission factors.
- Internal and third-party verification of data integrity.
- Continuous efficiency improvements through the company's Energy & Carbon Management Plan.

### Governance & Oversight

The HSE & Quality teams track and report emissions quarterly. Findings are reviewed by the Energy Director and presented in the annual Management Review.

The most recent internal GHG assessment (Q4 2024-25) confirmed:

- Full accounting coverage for Scope 1 & 2 sources.
- 100 % data traceability for UAE sites; Qatar & KSA validation under progress.
- 3 % year-on-year reduction in combined energy-related CO<sub>2</sub>e due to LED retrofits and equipment optimization.



Data (Jan-Dec 2025 Baseline Year)

Emission Boundaries and Methodology

Scope	Sources	Calculation Method
Scope 1	Diesel & petrol from generators, fire pumps, forklifts, and company-owned vehicles	Activity data × DEFRA 2025 emission factors
Scope 2	Purchased electricity (UAE–DEWA, Qatar–Kahramaa, KSA–Marafiq)	Location-based method
Scope 3	Logistics & supply chain emissions – to be included 2025-26	Distance-based method (Emissions = Weight × Distance × Emission Factor by transport mode)

Diesel / Petrol – 2.68 kg CO<sub>2</sub>e per litre

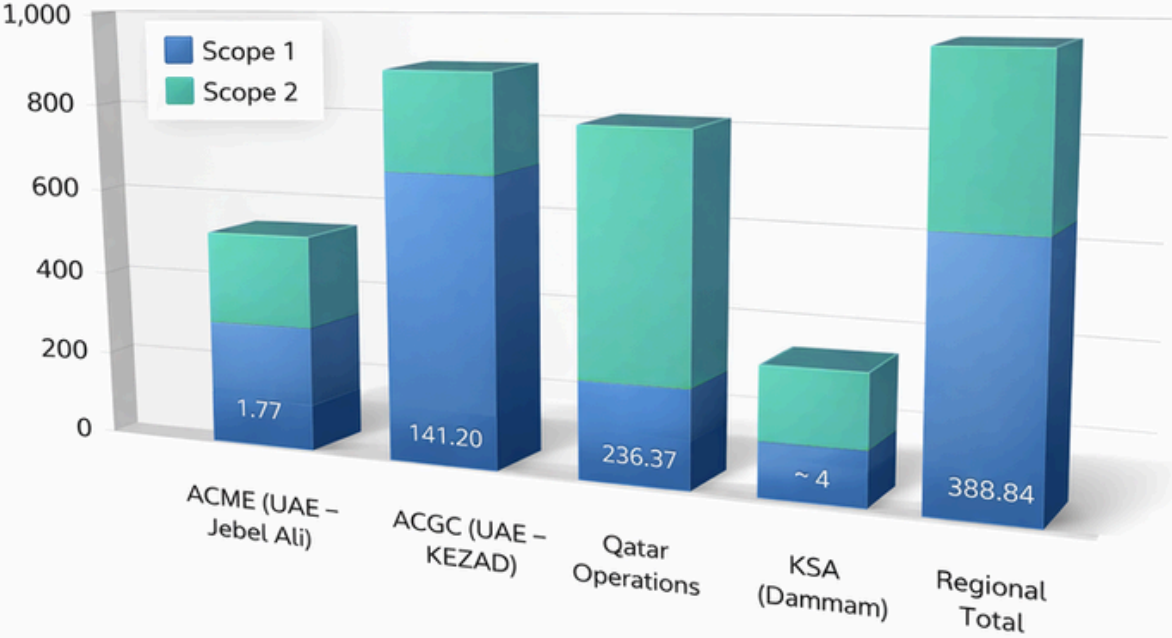
Electricity (UAE) – 0.501 kg CO<sub>2</sub>e per kWh (MOCCA / EWEC)

Electricity (Qatar) – 0.55 kg CO<sub>2</sub>e per kWh (DEFRA regional)

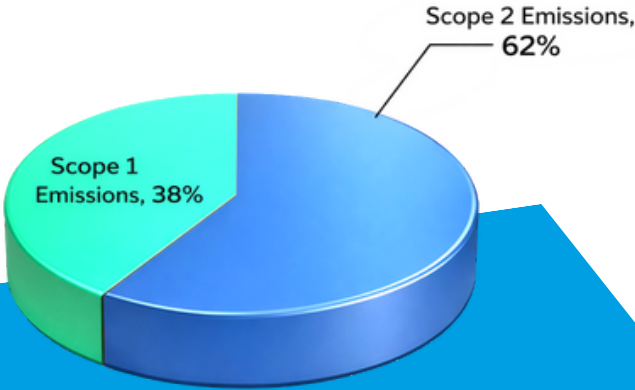
Electricity (KSA) – 0.50 kg CO<sub>2</sub>e per kWh (RCJY guideline)

Facility / Region	Diesel (L)	Petrol (L)	Scope 1 (t CO <sub>2</sub> e)	Electricity (kWh)	Scope 2 (t CO <sub>2</sub> e)	Total (t CO <sub>2</sub> e)
ACME (UAE – Jebel Ali)	660	NA	1.77	282,001	141.20	142.97
ACGC (UAE – KEZAD)	400	NA	1.07	244,565	61.04	62.11
Qatar Operations	141,188	141,188 (vehicles & logistics)	≈ 382	429,768	236.37	≈ 618
KSA (Dammam)	420	18,950	≈ 4	312,480	156.24	≈ 160
Regional Total	142,668	160,138	388.84	1,268,814	594.85	≈ 983.7

Scope 1 vs Scope 2 Emissions by Region (2025)



2025 serves as the baseline year for AquaChemie's carbon performance tracking and provides the foundation for future emissions reduction planning. Electricity consumption under Scope 2 remains the largest contributor to total emissions, accounting for approximately 62% of the overall footprint. Qatar operations represent the highest share at nearly 60%, primarily due to the carbon-intensive grid and the temporary use of generators during the site's expansion phase. In contrast, UAE facilities demonstrate comparatively controlled emissions, supported by efficiency initiatives and lighting system upgrades implemented across operations. Reporting for the KSA Dammam facility commenced in 2025, with the first full dataset expected in 2026 as monitoring systems mature. To ensure accuracy and credibility, the baseline verification audit conducted in February 2025 confirmed data reliability within a  $\pm 3\%$  variance margin, reinforcing the robustness of AquaChemie's emissions accounting framework.



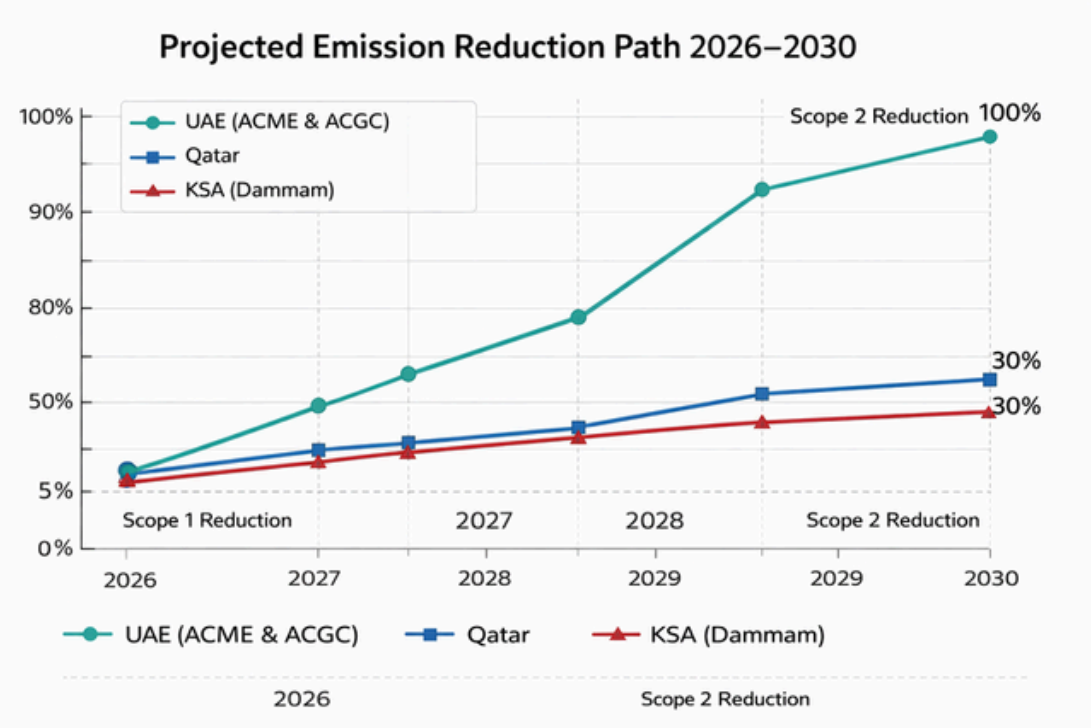


Initiatives / Actions

AquaChemie continued to strengthen water efficiency through targeted projects across all operating sites during 2023–24 and 2024–25:

Initiative	Description	Implementation Year	Status / Impact
Energy Efficiency Projects (LED & Sensors)	UAE sites (ACME & ACGC)	2023–24	10% reduction in lighting energy.
Low-Carbon Mobility (Electric forklifts, carpooling)	UAE & Qatar	2024–25	Reduced vehicle fuel emissions by ≈ 6 %.
Solar PV Feasibility Study	UAE – Jebel Ali	2025–26 (planned)	Target commissioning mid-2026.
Equipment Optimization (Pumps & HVAC)	All sites	2024–25	1–2 % efficiency gain.
Emission Data Automation	Group-wide	2024–25	Improved accuracy and quarterly trend tracking.

Targets / Future Outlook



Next Steps

- Begin Scope 3 inventory (logistics & procurement) in FY 2025–26.
- Integrate ISO 50001 Energy Management certification by FY 2026.
- Deploy a GHG dashboard for real-time tracking (2026).
- Conduct external GHG verification (2026 audit cycle).

## Chemical spills & leaks

### Management Approach

AquaChemie has established a robust Spill Prevention and Response Framework (SPRF) to prevent, control, and mitigate accidental releases of hazardous materials during blending, storage, and transfer operations.

This framework is integrated within the company's ISO 14001:2015 Environmental Management System, Dubai Municipality Environmental Guidelines, and applicable RCJY and MME (Qatar) requirements.

Each facility maintains a Spill Prevention and Response Plan (SPRP) comprising:

- Risk assessments of chemical handling and transfer points.
- Bunded storage systems and containment capacity  $\geq 110\%$  of the largest tank.
- Trained Emergency Response Teams (ERTs) with clearly defined responsibilities.
- Strategically placed spill kits and absorbents at critical areas.
- Quarterly mock drills and annual safety audits to test readiness.

### Governance & Oversight

Spill and leak management performance is reviewed quarterly by the HSE Committee and summarized in the annual Management Review Report.

The latest audit (Q1 2025) confirmed:

- Zero reportable spill incidents across all facilities.
- Effective emergency preparedness and containment capability.
- Improvement opportunity: adoption of digital spill tracking in 2025–26.





# Zero Spill

## Achieved 2025

AquaChemie recorded zero significant spills or leaks across all sites during 2024–25, reflecting strong operational controls and effective risk-management practices. Minor contained leaks that occurred during maintenance activities and drum-handling operations at UAE sites were promptly addressed in accordance with the internal Spill Response SOP, with all incidents fully absorbed, cleaned, and documented. Across all facilities, containment systems (including tank farm bunds, loading bays, and transfer lines) were inspected during the year and verified as effective by both internal HSE auditors and independent third-party inspectors. AquaChemie's strong safety culture, reinforced by the Stop Work Authority and a zero-spill tolerance approach, enabled proactive reporting and rapid mitigation even for small, low-impact events, ensuring continual protection of people, assets, and the environment.

Facility	No. of Spills	Total Volume (L)	Environmental Impact	Corrective / Preventive Actions
ACME (UAE – Jebel Ali)	0	0	None	Routine inspections, preventive maintenance, quarterly drills.
ACGC (UAE – KEZAD)	0	0	None	Bunded storage, spill kits, refresher training.
Qatar Facility	0	0	None	Monthly warehouse inspections, employee awareness programs.
KSA (Dammam Facility)	0	0	None	Weekly hose and valve checks, quarterly emergency drills, staff training.
Regional Total	0	0	No reportable environmental impacts	All facilities maintained zero significant spills.

# 100%

Spill-Free Operations

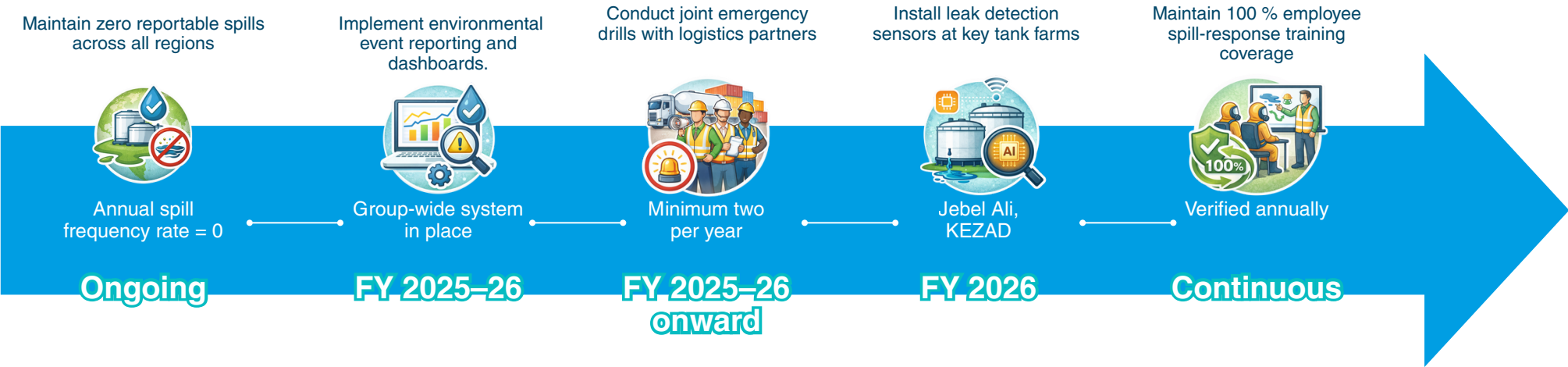
# 2025



Initiatives / Actions (with timing)

Initiative	Description	Region/Facility	Implementation Year	Status/Impact
Bunded Storage Upgrades	Bund walls sized to hold $\geq 110\%$ of largest tank; leak testing performed.	UAE, KSA	2024–25	Full compliance verified.
Strategic Spill Kit Placement	Kits placed at loading bays, transfer pumps, and blending areas.	All regions	2024–25	Improved first-response speed.
Quarterly Emergency Drills	Joint response simulations involving ERT & contractors.	UAE, Qatar, KSA	2024–25	Enhanced team readiness.
Weekly Integrity Inspections	Pipeline, hose, and valve checks; preventive maintenance logged.	All sites	Ongoing	Zero leakage events.
Vendor Compliance Checks	Contractors required to follow AquaChemie's HSE spill policy.	All sites	2024–25	100% vendor compliance.
Spill Reporting System (planned)	Dashboard for near-miss and incident tracking integrated with HSE Dept.	Group-wide	2024–25	Under development.

Targets / Future Outlook



Continuous Improvement

AquaChemie's “Zero Spill Culture” continues to evolve through advanced monitoring technologies, enhanced data transparency, and contractor engagement. Lessons from mock drills and audits are reviewed annually to reinforce preventive culture and operational reliability.

## Air Quality

### Management Approach

AquaChemie recognizes clean air and a safe working environment as essential components of sustainable industrial operations. The company proactively monitors and manages air emissions to ensure compliance with:

- UAE: Federal Law No. 24 of 1999 on the Protection and Development of the Environment, and GRI 305-7.
- Qatar: Environmental Protection Law No. 13 of 2002.
- KSA: RCJY Environmental Regulations and National Center for Environmental Compliance (NCEC) standards.

The company's Air Quality Management Plan (AQMP), under the ISO 14001:2015 framework, outlines procedures for emission monitoring, maintenance, and mitigation across all operations.

### Key objectives:

- Minimize air emissions from diesel generators, process vents, and vehicle movements.
- Track pollutants (NO<sub>x</sub>, SO<sub>x</sub>, CO, VOCs, and PM) through regular monitoring.
- Use Ultra-Low Sulfur Diesel (ULSD) to reduce SO<sub>x</sub> formation.
- Transition toward electrified or hybrid equipment.
- Conduct quarterly ambient monitoring and annual third-party environmental audits.

### Governance & Oversight:

- The HSE & Quality teams track air emission performance and review results quarterly.
- The latest internal audit (Q1 2025) confirmed:
- 100 % compliance with UAE and Qatar air quality standards.
- KSA site under initial setup phase — monitoring with third party in progress.
- Recommendation: Integrate stack monitoring and tracking in 2026–27.



Environmental analyses are conducted periodically—including ambient air, groundwater, soil, wastewater, noise, lux level, and stack emissions monitoring to ensure preparedness and compliance related to emissions and pollution control.

Emission Sources and Monitoring

Emission Source	Facility / Location	Emission Type	Control / Monitoring Method
DG Sets (Diesel)	KSA	NO <sub>x</sub> , SO <sub>x</sub> , CO, PM	ULSD fuel, regular servicing, emission logbooks
Fire & Foam Diesel Engines	UAE, Qatar, KSA	NO <sub>x</sub> , SO <sub>x</sub> , CO	Periodic testing and maintenance
Chemical Blending & Transfer	ACGC (UAE)	VOCs	Closed transfer & vapor recovery systems
Vehicle Movements (Forklifts & Trucks)	UAE, Qatar, KSA	CO <sub>2</sub> , PM	Gradual electrification and maintenance
KSA (Dammam Facility)	KSA	CO <sub>2</sub> , PM	Monitoring with third party; baseline data to begin FY 2025–26

Stationary Source Emissions (2025)  
(Estimated using U.S. EPA AP-42 emission factors, 2025 update)

Facility	Diesel Consumed (L)	NO <sub>x</sub> (kg)	SO <sub>x</sub> (kg)	CO (kg)	PM (kg)
ACME (UAE)	659.7	12.9	0.52	3.7	0.20
ACGC (UAE)	400.0	7.8	0.31	2.2	0.12

(KSA stationary emission data to be recorded from 2025–26 once automated monitoring systems are operational.)

Ambient Air Quality – Qatar Operations (2025)

Quarter	NO <sub>x</sub> (µg/m³)	PM <sub>10</sub> (µg/m³)	Compliance Status
Q1	0.696	72.81	Within limits
Q2	0.725	67.08	Within limits
Q3	0.602	55.69	Within limits
Q4	0.857	105.71	Within limits

Ambient air quality monitoring across AquaChemie's operations continued to demonstrate strong environmental performance during 2025.

In Qatar, monitoring was carried out by an approved third-party vendor using Scentroid Scentinal SL50 equipment, with data transmitted through a cloud-based platform that enables real-time visualization and trend analysis. All monitoring results remained within the regulatory limits set by the Qatar Ministry of Environment and Climate Change (MOECC), with occasional PM<sub>10</sub> fluctuations attributed to regional dust events and seasonal weather patterns rather than operational emissions.

In the UAE, consistently low air-emission levels reflected controlled use of diesel generators, the transition to ultra-low sulfur diesel (ULSD), and strong preventive maintenance practices.

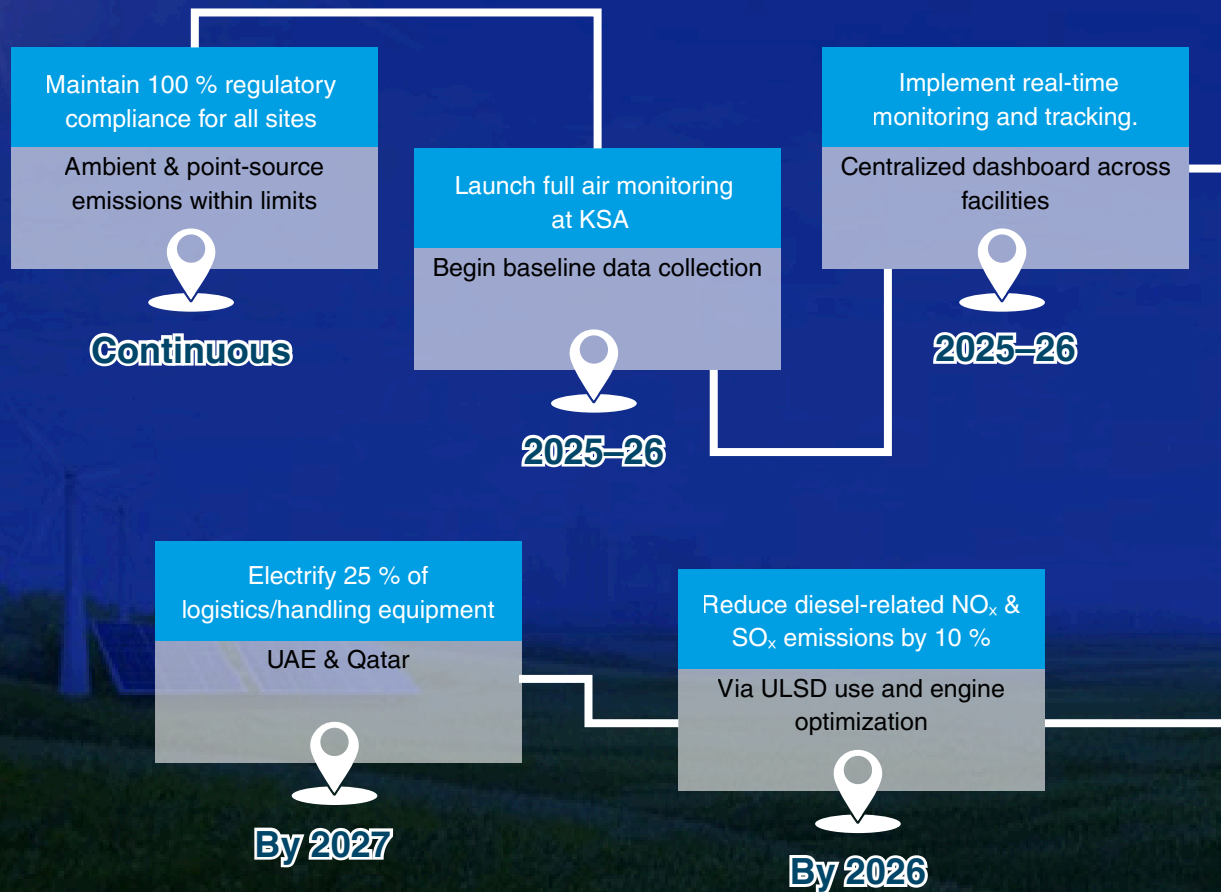
In KSA (Dammam), 2025 marked the pre-baseline phase, during which air-quality monitoring with third party; full data measurement and reporting will commence in 2025–26.

Across all locations, no exceedances or environmental non-compliance were recorded during the reporting year, reaffirming AquaChemie's commitment to maintaining safe and compliant air-quality conditions.



Initiatives / Actions (with timing)

Initiative	Description	Region/Facility	Implementation Year	Status/Impact
ULSD Fuel Usage	All DG sets and foam engines operate on ultra-low sulphur diesel.	UAE, KSA	2024–25	Reduced SO <sub>x</sub> emissions.
Preventive Maintenance	Scheduled servicing of engines, pumps, and compressors to minimize incomplete combustion.	All facilities	Ongoing	Lowered NO <sub>x</sub> and CO output.
VOC Reduction	Use of closed transfer systems in blending areas.	ACGC (UAE)	2024–25	Controlled fugitive emissions.
Electrification of Equipment	Conversion of diesel forklifts to electric.	UAE & Qatar	2024–25	6 % cut in mobile-source emissions.
Dust Control Measures	Regular sprinkling, exhaust filters, sealed transfers.	All regions	2024–25	Improved local air quality.
Stack Monitoring	Direct stack emission measurement planned through third party	UAE	2025–26	Determine result
KSA Air Monitoring	Third party ambient air monitoring.	Dammam	2025–26	Baseline monitoring to begin.

 Target Area Metric / Commitment

### Continuous Improvement (2025–2026)

- Introduce stack monitoring for DG sets in UAE and Qatar.
- Complete ambient and emission monitoring setup at Dammam (KSA).
- Incorporate air emission data into the HSE Dashboard for trend analysis.
- Assess carbon offset opportunities for remaining emissions.

# Social Performance



## Employee Health, Safety & Well-Being (Consolidated OHS)

### Management Approach

AquaChemie's commitment to “Zero Harm” is at the core of its sustainability and operational excellence strategy. The company's Occupational Health, Safety, and Well-being (OHS&W) framework ensures that every employee and contractor operates in a safe, supportive, and healthy work environment — both physically and mentally.

All AquaChemie facilities are certified under ISO 45001:2018, reflecting our adherence to the highest international standards for occupational health and safety management. Our approach goes beyond compliance to foster a culture of care, prevention, and continuous improvement.

Safety is embedded at every level of the organization, supported by regular audits, training programs, incident reporting systems, and employee well-being initiatives that collectively strengthen our people-first culture.



OHSM System Overview

AquaChemie's Occupational Health and Safety Management System (OHSMS) covers 100% of the workforce across all operating locations in the UAE, Qatar, and KSA, ensuring a unified and consistent approach to employee safety and well-being. The system integrates core elements such as safety governance, risk assessment, emergency preparedness, and health programs into a single operational framework. Comprehensive risk assessments are conducted for both routine and non-routine activities, supported by quarterly emergency drills—including fire, chemical spill, and evacuation scenarios—carried out at every site to maintain readiness.

All incidents are captured through a structured reporting and investigation process that includes root-cause analysis to prevent recurrence. Behavior-based safety training, along with regular refresher sessions, reinforces safe practices across the organization. Compliance is further validated through third-party environmental and safety audits, which confirm adherence to ISO standards and relevant local authority requirements.

Indicator	Unit	ACME (UAE – Jebel Ali)	ACGC (UAE – KEZAD)	Qatar Operations	KSA (Dammam)
Total Workforce Covered by OHS System	%	100	100	100	100
Recordable Injuries – Employees	No.	0	0	0	0
Lost-Time Injuries (LTI)	No.	0	0	0	0
Total Man-hours Worked	Hours	356,000	68,272	435,842	31,310
Safety Training Hours	Hours	2,450	842	1,670	720
TRIR (Total Recordable Incident Rate)	–	0.00	0.00	0.00	0.00

Key Highlights

Zero (LTI)  
across all operations

100% workforce coverage  
under ISO 45001:2018.

100% compliance  
with EHS standards and legal requirements.

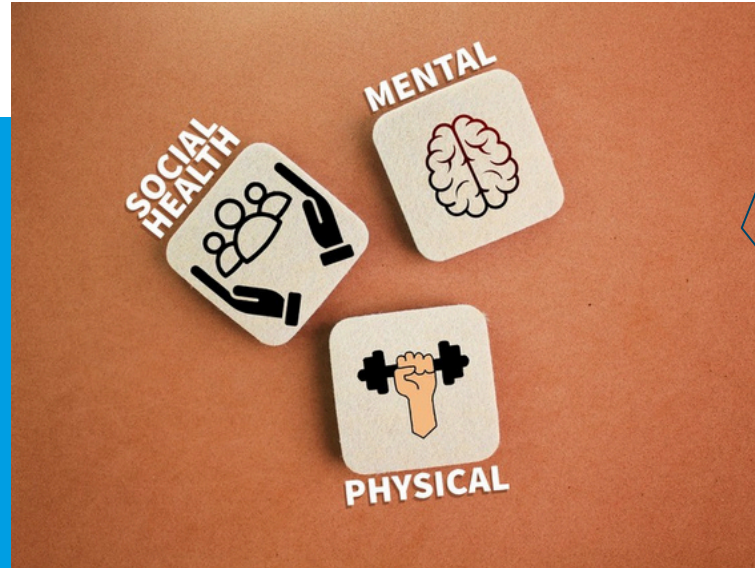
6,000 hours+  
of safety training delivered regionally.



## Mental Health & Employee Well-being

AquaChemie's employee engagement framework is designed to promote open, two-way communication and shared ownership of safety across the organization. Throughout 2024–2025, the company strengthened this culture through regular engagement activities that encouraged participation, transparency, and continuous improvement. Quarterly town halls provided a platform for employees to discuss safety performance, raise concerns, and propose enhancement opportunities directly with leadership. Recognition programs were used to celebrate safety innovation and teamwork, reinforcing positive behaviors and motivating employees to contribute to a safer workplace.






The Annual Sports & Wellness Week further supported physical fitness and camaraderie, helping strengthen team relationships in an informal and active environment. Additionally, the “Voice of Employees” surveys offered valuable insights into workplace conditions and morale, enabling management to respond proactively and implement improvements based on employee feedback. Through these initiatives, AquaChemie continues to build a highly engaged, safety-focused workforce.





# Health Insurance & Welfare Coverage

AquaChemie provides a robust benefits package to ensure comprehensive protection and peace of mind for all employees.

Benefit Type	Provider	Coverage Description
 Medical Insurance	GIG Gulf	Full coverage including hospitalization, outpatient, and mental health services
 Workmen's Compensation Insurance	Sukoon Insurance	Compensation for occupational injuries and medical expenses
 Employer's Liability Insurance	Sukoon Insurance	Coverage against workplace-related claims or liabilities
 Annual Health Checks	Local Health Partners	Routine medical and fitness assessments for employees
 First Aid & Emergency Readiness	Internal HSE Teams	Certified first-aiders and emergency kits available on all sites

## Parental Leave (2025)

Category	Male	Female	Retention Rate (12 months post-leave)
Employees Entitled to Parental Leave	5	0	100%
Employees Who Took Parental Leave	5	0	100 % (returned and retained)

All employees who took parental leave during the reporting period returned to work and remained employed after 12 months, reflecting AquaChemie's strong support for work-life balance and family-friendly policies.

## Employee Engagement & Safety Culture

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## Continuous Improvement & Future Outlook (2025–2026)

Focus Area	Planned Action / Target	Timeline
Safety Performance Monitoring	Strengthen manual HSE registers and conduct monthly reviews of incidents, near misses, and training records using standardized formats	2026
Training Enhancement	Increase total safety training hours by 20% through classroom sessions, toolbox talks, and practical drills	2025–26
Mental Health Support	Enhance employee wellbeing through awareness sessions, supervisor engagement, and access to professional counselling support	2026
Contractor Safety Oversight	Expand safety audits and inspections to cover all third-party operators and logistics partners	2026
Zero Harm Goal	Maintain zero LTIs and fatalities across all sites through continuous monitoring and preventive actions	Ongoing

AquaChemie's employee engagement framework is designed to promote open, two-way communication and shared ownership of safety across the organization. Throughout 2024–2025, the company strengthened this culture through regular engagement activities that encouraged participation, transparency, and continuous improvement. Quarterly town halls provided a platform for employees to discuss safety performance, raise concerns, and propose enhancement opportunities directly with leadership. Recognition programs were used to celebrate safety innovation and teamwork, reinforcing positive behaviors and motivating employees to contribute to a safer workplace. The Annual Sports & Wellness Week further supported physical fitness and camaraderie, helping strengthen team relationships in an informal and active environment. Additionally, the “Voice of Employees” surveys offered valuable insights into workplace conditions and morale, enabling management to respond proactively and implement improvements based on employee feedback. Through these initiatives, AquaChemie continues to build a highly engaged, safety-focused workforce.



## Training and Development (GRI 404)

### Management Approach

AquaChemie recognizes that the foundation of operational excellence lies in the continuous learning and development of its workforce.

The company's Training & Development Policy equips employees with the technical, behavioral, and managerial competencies required to perform effectively and grow within the organization.

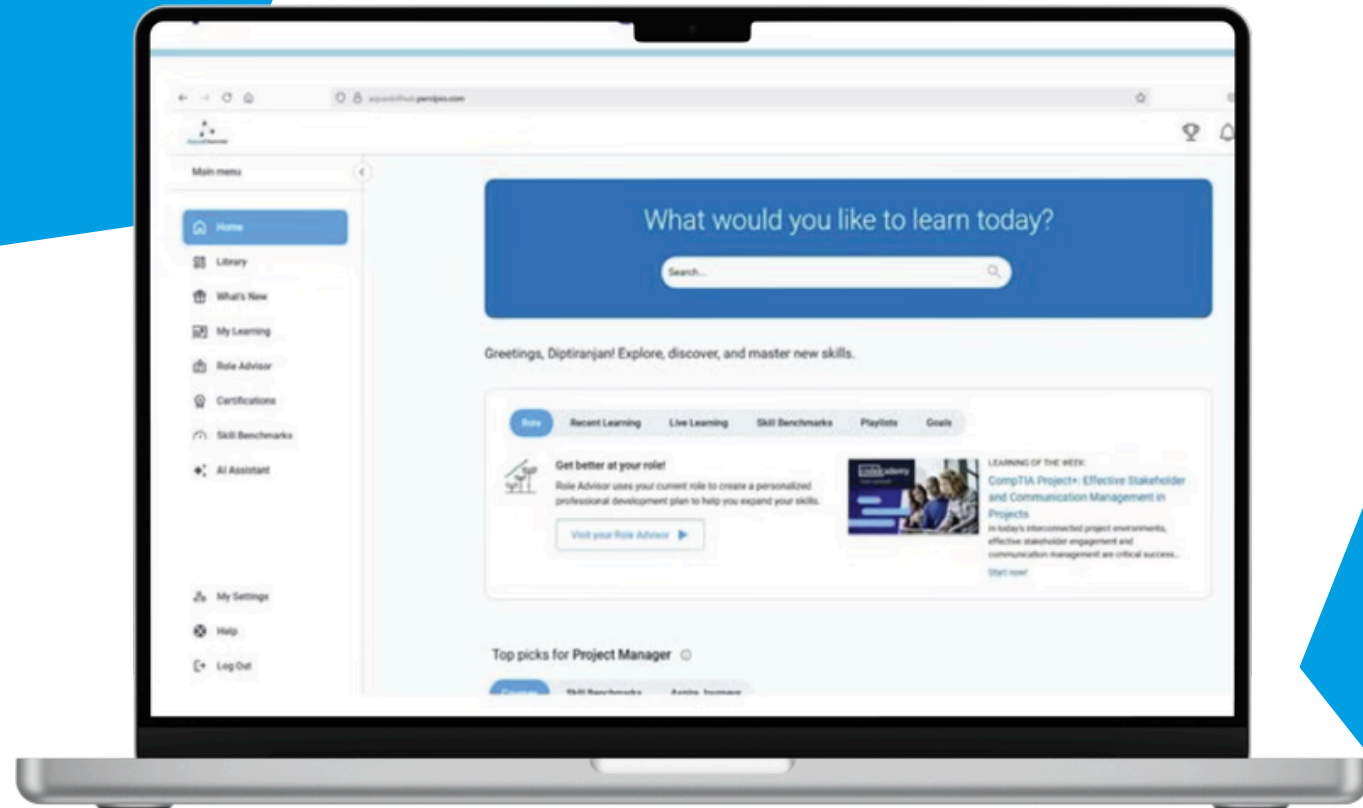
Training needs are identified annually through Performance Appraisal Reviews, departmental feedback, and safety audits. The company's in-house digital platform, AquaSkill Hub, delivers structured programs that encompass:

- Operational and process safety
- Environmental and sustainability awareness
- Technical and equipment-based training
- Behavioral and leadership development
- ISO compliance and regulatory workshops

All training activities are conducted within the HSE and HR frameworks, ensuring compliance with ISO 45001:2018 (Occupational Health & Safety), ISO 14001:2015 (Environmental Management), and ISO 9001:2015 (Quality Management) standards.



## Aqua Skill Hub Skill Training Portal



Data (January 2025 – December 2025 Baseline Year)

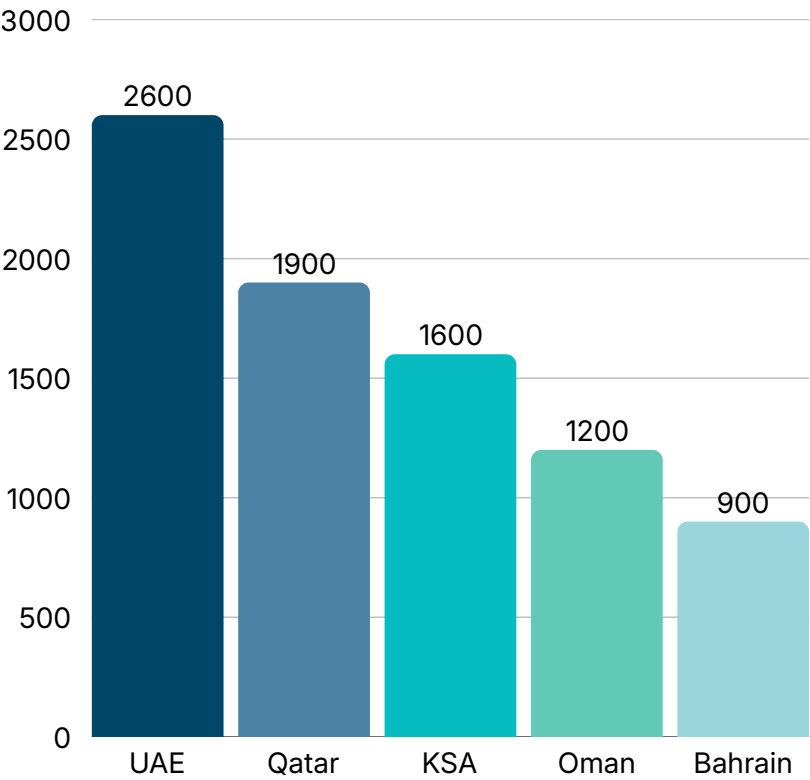
Category	Unit	ACME (UAE)	ACGC (UAE)	Qatar	KSA (Dammam)
Total Training Hours	Hours	2,230	986	1,250	680
Average Training Hours per Employee	Hours	16	35	14	13
HSE & Emergency Response	Sessions	12	15	09	06
Technical Skill Training	Sessions	10	06	04	03
Behavioral / Soft Skill Programs	Sessions	06	04	05	02
Management Development Programs	Sessions	03	03	02	01



## Training by Employee Category

Parameter	Board / Executive Leadership	Senior Management	Middle Management / Supervisors	Operational & Other Employees	Remarks
Total Training Hours	150+	300+	350+	400+	Includes HSE, operational & management trainings
Average Hours per Employee	12	10	09	07	Across permanent and contract employees
Number of Training Programs Conducted	10	12	10	13	Conducted company-wide across UAE & KSA
% of Employees Trained	100%	95 %	90%	95 %	Coverage across all departments
Safety-Related Trainings	30 %	40 %	60 %	70%	Conducted via AquaSkill Hub & field exercises

# Total Training Hours per Facility for 2025.



Total training hours across AquaChemie's operations exceeded 8,000 hours in 2025, representing a significant expansion compared to the previous year and highlighting the company's strengthened commitment to capability development. The average training delivered per employee reached 15 hours, surpassing industry benchmarks for chemical and logistics sectors and reflecting AquaChemie's emphasis on continuous learning. Safety-related programs remained the core focus, accounting for more than 60% of all training hours and reinforcing the organization's strong commitment to HSE excellence. Among regional operations, Qatar recorded the highest average training hours per employee at 14 hours, supported by localized HSE initiatives and regulatory requirements. In KSA, structured training programs were initiated during 2024–25, establishing the foundation for an expanded suite of technical and safety courses planned for rollout in 2025–26. Through these efforts, AquaChemie continues to build a skilled, knowledgeable, and safety-focused workforce.

## Initiatives / Actions

AquaChemie's training and development efforts in 2025 covered a wide range of technical, safety, regulatory, and behavioral competencies to strengthen workforce capability across all regions. Core training areas included process safety and emergency preparedness, with employees receiving hands-on instruction in firefighting, spill control, confined space entry, and the operation of CO<sub>2</sub> flooding systems. Sustainability and ESG awareness were also prioritized, with sessions focused on waste reduction, energy efficiency, and climate awareness to reinforce environmental responsibility. Technical skills development continued across terminal operations, tank farm safety, and SCADA system operation, ensuring that operational teams remained proficient in critical systems. Complementing these programs were behavioral and leadership courses covering communication, conflict resolution, and situational leadership, along with compliance-focused workshops on ISO internal auditing, EAD Green Label requirements, and CDI-T emergency preparedness.

HSSE-specific programs formed a substantial portion of the training portfolio. These included mandatory HSSE induction and minimum hazard training, site emergency response and spill control drills, SDS and HAZCOM awareness, fire and medical emergency response, and competency-based courses such as Work at Height, Permit to Work, and confined space entry training. Specialized equipment-related sessions were also delivered, including forklift and stacker crane safe-operation training and programs on the land transportation of dangerous goods aligned with ADR requirements. Employees additionally completed ISO 9001, 14001, and 45001 internal auditor training and participated in mental health, ergonomics, and stress-management workshops to support holistic well-being.

Training effectiveness was monitored through structured assessment methods, including attendance and completion tracking, role-based applicability checks, post-training evaluations, and feedback surveys. Third-party certifications were verified where applicable, while internal audits and periodic spot checks helped confirm competency and reinforce the practical application of learning across all operations. Through this comprehensive framework, AquaChemie ensures consistent, high-quality workforce development aligned with operational, regulatory, and ESG priorities.



**60%**  
**of Training Hours  
Dedicated to HSE**

Targets / Future Outlook

Goal Area	Target / Initiative	Timeline
Expand AquaSkill Hub modules	Include safety management systems and energy management training	2025–26
Increase total annual training hours by 20 %	Through expanded technical and ESG courses	2025–26
Achieve 100 % participation in sustainability awareness sessions	Across all facilities	2025–26
Launch Leadership Development Programme	For supervisors and middle managers	2026
Introduce competency-linked promotion pathway	Tie career progression to training completion	2026–27

Impact and Continuous Improvement

AquaChemie's investment in human capital has strengthened employee engagement, enhanced operational safety, and built leadership capability across regions. post-training evaluations and annual feedback loops are used to update the training calendar, ensuring alignment with evolving operational and ESG priorities.

Educational Assistance Programs

- AquaChemie supports employee upskilling and academic advancement through:
- Study Leave & Sponsorships: NEBOSH, ISO Lead Auditor, and advanced safety diplomas.
  - Certification Reimbursements: Full or partial for accredited HSE, quality, or sustainability programs.
  - Career Growth Pathway: Linking training milestones to promotion eligibility.

All training is free of charge, conducted during paid working hours, and includes mandatory refresher sessions to ensure skills retention and compliance.

# Customer Health & Safety

## Management Approach

AquaChemie places customer health and safety at the heart of its operations and sustainability strategy. All products and services — from chemical blending to storage and logistics — are designed, handled, and delivered in full compliance with international management systems and local environmental and safety laws.

### The company’s approach aligns with:

- ISO 9001:2015 – Quality Management System
- ISO 14001:2015 – Environmental Management System
- ISO 45001:2018 – Occupational Health and Safety Management System
- Local regulations: Dubai Municipality (UAE), Ministry of Environment and Climate Change (Qatar), and Royal Commission for Dammam & Yanbu (KSA).

Customer health and safety are integrated into the entire product lifecycle — from raw material sourcing and formulation to packaging, transport, and customer delivery. Product Safety Data Sheets (SDS) are provided for all materials, supported by technical guidance on safe handling, PPE requirements, and emergency response procedures.

Indicator	Description	UAE	Qatar	KSA
Product Safety Incidents Reported	Number of product-related incidents reported to authorities or clients	0	0	0
Product Recalls Issued	Number of recall events	0	0	0
Customer Safety Audits Performed	Audits completed at customer sites	3	1	1
Corrective Actions Implemented	% of CAPA closed within deadline	100	100	100

No product-related incidents or recalls were recorded across any region in 2024–25, reflecting strong safety controls and effective product stewardship processes. During the reporting period, five customer safety audits were carried out across the UAE, Qatar, and KSA, all of which confirmed adherence to established safety and quality requirements. All corrective and preventive actions (CAPA) from previous inspections were successfully closed within the year, maintaining a 100% closure rate. Qatar operations completed 75% of product category safety assessments, with the remaining newer or low-volume products scheduled for evaluation in 2025–26. Customer satisfaction levels remained consistently above 90% across all markets, supported by timely response mechanisms and strengthened customer engagement practices.

Initiatives / Actions (with timing)

Initiative	Description	Region	Implementation Year	Outcome
Customer Safety Audit Program	Annual site inspections of customer facilities handling AquaChemie products.	UAE, Qatar, KSA	2024–25	Verified safe storage and handling compliance.
Transport Safety Assessment	Audits of logistics vendors and drivers for ADR and HSE compliance.	All regions	2024–25	Improved route risk controls.
Product Label & SDS Compliance Review	Annual update per GHS classification and regional regulations.	Group-wide	2024–25	Zero non-compliance findings.
Customer Training & Engagement	Safety training sessions for clients and distributors on chemical handling.	UAE & Qatar	2024–25	Enhanced awareness and safe practices.
CAPA Monitoring & Closure System	Tracking of audit findings and corrective actions.	Group-wide	2024–25	100 % on-time closure.



Target Area	Metric / Commitment	Timeline
Maintain zero product safety incidents and recalls	Annual review of product safety records	Continuous
Expand customer safety audit program by 5 %	Include new clients and third-party handlers	2026–27
SDS & Product Safety Management	Maintain updated SDS and product safety information in controlled hard-copy files and provide them to customers and regulators upon request	2026
Conduct annual transport safety workshops with logistics partners	Group-wide collaboration	2026–27
Sustain 100 % CAPA closure rate	All findings closed within deadline	Ongoing

**Continuous Improvement (2025–26)**

AquaChemie will further strengthen product safety and customer engagement by introducing digital tracking systems, expanding on-site training for clients, and embedding feedback loops into its quality management processes.

## Diversity, Equity & Inclusion (DEI)

At AquaChemie, diversity, equity, and inclusion (DEI) form an integral part of our organizational culture and business philosophy.

We believe that a diverse workforce—representing different genders, cultures, and perspectives—enhances creativity, strengthens problem-solving, and drives sustainable business growth.

The company's DEI Policy ensures that all employees are treated with fairness, dignity, and respect. It encompasses:

- Equal opportunity in recruitment and promotions
- Fair pay and non-discrimination practices
- Support for women in leadership and career progression
- Celebration of cultural diversity and shared values

AquaChemie's DEI framework is embedded in the HR governance structure and reviewed annually by management. In line with our broader sustainability goals, the company has set a target to increase female representation from 13 % in 2024–25 to 20 % by 2027, through inclusive recruitment, leadership mentoring, and talent retention initiatives.



**Women in Leadership session at AquaChemie headquarters promoting professional development and inclusion.**

Workforce Composition (January 2025 – December 2025)

By Gender and Age Group

Category	Headcount	% of Workforce
Male	200	87.0 %
Female	30	13.0 %
Under 30 years	44	19.1 %
30–50 years	156	67.8 %
Over 50 years	30	13.0 %
Total Workforce	230	100 %

Workforce by Region

Region	Male	Female	Total Employees	Remarks
UAE	114	25	139	Full operational dataset available
Qatar	37	01	38	100 % permanent, full-time employees
KSA (Dammam)	33	02	35	100 % permanent, full-time employees
Bahrain	01	0	01	100 % permanent, full-time employees
Region/location E - KW	02	0	02	100 % permanent, full-time employees
Region/location F - India	15	0	15	100 % permanent, full-time employees

Workforce by Tenure and Category

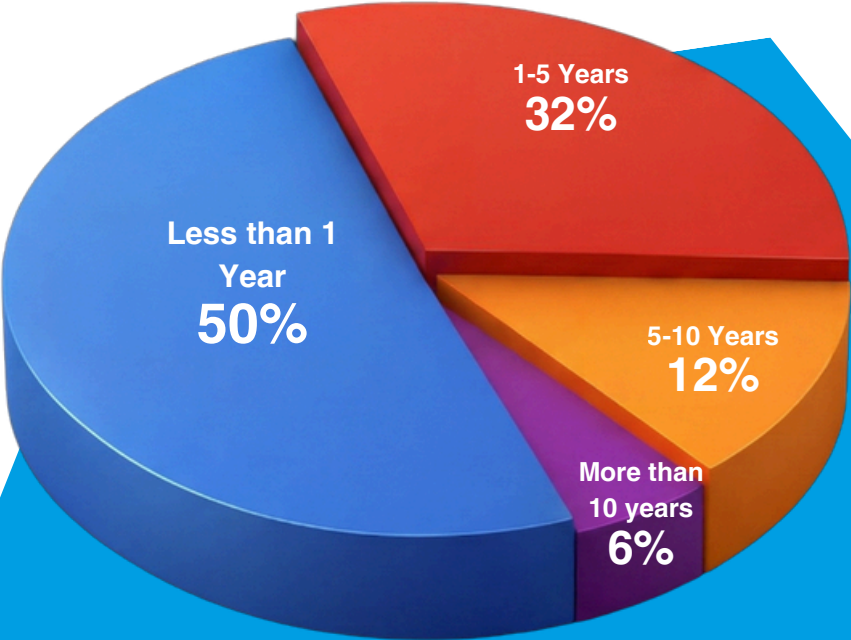
Tenure	Headcount	%
< 5 years	194	84.3 %
5–10 years	21	9.1 %
10–20 years	15	6.5 %
> 20 years	0	0%

Workforce by Tenure and Category

Category	Function	Headcount	%
Managing Director	Leadership	01	0.45 %
Executive Director	Leadership	01	0.45%
Senior Level	Management	42	18.3 %
Executive Level	Operations	120	52.2 %
Assistant Level	Administrative / Support	66	28.6 %
Total Workforce	0	230	100 %

AquaChemie's workforce continues to evolve in line with the company's regional growth and the commissioning of new facilities, with more than 80% of employees having less than five years of service, reflecting a young and expanding talent base. The 30–50 age group, which accounts for 68% of the workforce, forms the core operational and managerial strength of the organization, bringing a balanced mix of experience and capability. Female representation stands at 13%, and the company has set a clear ambition to increase this to 20% by 2027 through structured recruitment, development, and inclusion initiatives. Employee retention remains strong, with rates exceeding 90%, indicating a stable, engaged, and committed workforce. AquaChemie also embraces cultural diversity, employing individuals from five nationalities and fostering an environment that values intercultural collaboration, respect, and shared growth.

## Workforce by Tenure





## Initiatives & Inclusive Practices

### Cultural Inclusion and Awareness

AquaChemie promotes inclusivity through recognition of diverse cultural and religious observances.

Events such as UAE National Day celebrations, Diwali, Onam, and International Women's Day are celebrated across sites to strengthen employee engagement and mutual respect.



UAE National Day Celebration



Onam Celebration





Diwali Celebration



Navratri Celebration



Christmas Celebration

## Women in Leadership

AquaChemie actively promotes women’s professional development by offering mentorship programs, leadership training, and opportunities to participate in decision-making roles, creating structured pathways for career advancement. These initiatives provide female employees with the support, guidance, and networking opportunities needed to progress into supervisory and managerial positions. The company’s commitment to inclusive recruitment and development is reinforced through annual equal-opportunity audits, which consistently confirm pay equity and the absence of discrimination across all employment practices. Equal access to leadership and skill-building programs is ensured through the AquaSkill Hub, where participation is based solely on merit and development needs. Additionally, Employee Resource Groups (ERGs) help foster shared learning, peer support, and representation for underrepresented groups, strengthening AquaChemie’s culture of inclusion and continuous professional growth.

### Continuous Improvement

- AquaChemie will continue to refine its DEI roadmap by:
- Expanding women-in-leadership networking events across all GCC locations.
  - Integrating DEI progress metrics into annual HR performance reviews.
  - Embedding inclusive practices into all stages of the employee lifecycle — from recruitment to succession planning.

Focus Area	Target / Commitment	Timeline
Gender Diversity	Increase female workforce representation to 10%	By 2027
Leadership Diversity	At least 15 % of managerial roles filled by women	2027
Cultural Events	Minimum four inclusive events annually	Starting 2025–26
Regional Data Expansion	Include full KSA workforce data in ESG metrics	2025–26
DEI Dashboard	Implement analytics system to track gender, nationality, and tenure diversity	2026

# National Talent Development & Localisation



## Localization Targets & Progress (January 2025 – December 2025)

AquaChemie remains committed to supporting national workforce strategies across the GCC, including Emiratization (UAE), Saudization (KSA), and Quaternization (Qatar), by prioritizing the recruitment, development, and retention of local talent.

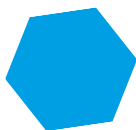
This commitment forms a core pillar of our human capital development strategy, ensuring that our operations contribute to regional economic diversification goals while empowering local communities with meaningful career opportunities.

The company's approach focuses on:

- Integrating national talent into technical, commercial, and leadership roles.
- Providing structured training and mentorship to enhance skill development.
- Collaborating with educational institutions to build a steady pipeline of qualified graduates.
- Ensuring equitable growth and representation across all GCC operations.

### Regional Overview:

- AquaChemie employs local nationals across all GCC locations, with plans to expand recruitment in KSA and Qatar.
- Baseline 2025 marks the first full reporting year for national employment data under the company's ESG framework.
- Each country's HR team maintains alignment with respective government programs and localization frameworks (e.g., UAE NAFIS, KSA HRDF, Qatar National Vision 2030).



Country	Current Local Workforce	Annual Hiring Target	Retention Rate	Performance Monitoring
UAE (Emiratisation)	2 Emirati professionals employed across departments	5 % annual increase in Emirati representation	100 %	Reviewed quarterly by senior management
KSA Saudization (Nitaqat)	5 Saudi Professionals employed across departments.	3–5 % national hire target by FY 2025–26	100 %	Program to commence 2025–26
Qatar (Qatarization)	1 Qatari professional in administration and HSE	Gradual growth through partnerships with local institutions	100 %	Monitored under HR & Country Leadership review

**Regional Overview:**

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# Integration & Development Initiatives

To ensure long-term retention and career growth, AquaChemie has implemented structured programs to integrate local professionals into its workforce and equip them with leadership and technical competencies.

Initiative	Description	Geographic Coverage	Outcome / Benefit
Structured Onboarding & Mentorship	Each new local hire is paired with a senior mentor for professional guidance and cultural integration.	UAE, Qatar, KSA	Smooth onboarding and engagement.
Leadership Development Programs	High-potential national employees are enrolled in specialized management and technical courses.	UAE, Qatar	Prepares future local leaders.
Cultural & Professional Workshops	Sessions on corporate communication, teamwork, and industry awareness.	All regions	Strengthens integration and collaboration.
Inclusive Company Engagement	National employees actively participate in planning committees and company events.	All regions	Promotes belonging and participation.



# Building the Local Talent Pipeline

AquaChemie collaborates with academic and government institutions to attract and develop local youth, ensuring a sustainable talent pipeline across all regions.

Program	Objective	Regions	Focus Areas
University Partnerships	Engage students through career fairs, guest lectures, and industrial site tours.	UAE, Qatar	Industry exposure and recruitment.
Internship & Trainee Programs	Offer structured internships for national students in engineering, HSE, and logistics.	UAE, Qatar, KSA	Practical experience and skill building.
Graduate Development Program	Rotational training for fresh graduates across key business units.	UAE	Career mapping and leadership preparation.
Collaboration with National Employment Agencies	Coordinate with NAFIS (UAE), HRDF (KSA), and MME programs (Qatar).	GCC-wide	Aligns company hiring with national frameworks.

## Future Outlook ( 2026–2028)

Focus Area	Commitment / Initiative	Timeline
Localisation Growth	Achieve at least 5 % annual increase in national hires across GCC operations.	2026–28
Leadership Development	Enroll all national professionals in advanced training and mentorship programs.	2026–27
Educational Partnerships	Expand collaborations to include Khalifa University, King Fahd University, and Qatar University.	2026
Graduate Development Expansion	Introduce GCC-wide rotational program covering HSE, sustainability, and operations.	2026–27
Regional Mentorship Framework	Implement unified mentoring structure across all AquaChemie locations.	Ongoing

### Continuous Commitment

AquaChemie's localization programs go beyond meeting regulatory requirements — they aim to empower local communities by creating long-term, sustainable employment and leadership opportunities.

Through structured training, mentorship, and academic partnerships, the company contributes to the realization of UAE Vision 2031, Saudi Vision 2030, and Qatar National Vision 2030, aligning business growth with regional socioeconomic development.

## Talent Attraction & Retention

### Management Approach

AquaChemie's success is rooted in its people. The company's Talent Attraction and Retention Policy ensure that we recruit, develop, and retain a high-performing, motivated, and diverse workforce aligned with our operational excellence and sustainability goals.

This approach integrates fair employment practices, inclusive hiring, structured career development, and employee engagement, ensuring that every team member contributes meaningfully to AquaChemie's growth and ESG commitments.

The HR Department collaborates closely with departmental heads to forecast manpower needs, identify critical roles, and attract candidates through a transparent, merit-based selection process that upholds the company's values of integrity, equality, and professionalism.



**Recruitment and Selection (2025)**

During 2024–2025, AquaChemie enhanced its recruitment and selection framework to align with sustainability-driven operations and regional localization goals.

**Competency-Based Recruitment**

Introduced behavioral and ethical assessments in interviews to align talent with AquaChemie's values.

**Localisation Priority**

Preference given to UAE Nationals, Saudis, and Qataris under respective localisation frameworks.

**University Partnerships**

Introduced behavioral and ethical assessments in interviews to align talent with AquaChemie's values.

**Gender Balance in Hiring**

Focused on enhancing female representation across technical and administrative roles.

**Digital Recruitment Tools**

Adoption of digital platforms for transparency, efficiency, and sustainability in hiring.

### Onboarding & Integration

All new employees undergo a structured onboarding program introducing them to AquaChemie's culture, sustainability priorities, and health & safety principles.

Key Components:

- Orientation on the company's ESG policy, ethics code, and operational values.
- Site-specific HSE training and safety walkthroughs for new hires.
- Familiarization with digital HR, learning, and performance management systems.

This ensures that every employee — from office to operations — understands AquaChemie's sustainability framework and their role in achieving it.

### Performance & Retention Summary (2024–2025)

Parameter	Performance
Employee Retention Rate	>90 % across all regions
New Hires (UAE + GCC)	25 % increase from previous year
Intern-to-Employee Conversion	30 % of interns offered full-time roles
Average Tenure	3.8 years
Employee Engagement Index	87 % (based on Voice of Employees survey)

AquaChemie continues to position itself as an employer of choice—a company that nurtures talent through inclusion, continuous learning, and a shared commitment to excellence and sustainability.



**Employee Engagement & Retention**

Employee engagement forms the foundation of AquaChemie's long-term retention strategy. The company fosters open communication, recognition, and wellbeing through structured engagement programs.

**Highlights from 2024–2025:**



AquaChemie retains talent through competitive compensation, performance-linked incentives, and clear career progression pathways that connect individual goals to the company's sustainability mission.



## Internship & Career Development Programs

To strengthen its future workforce, AquaChemie continues to invest in early-career development through partnerships with universities and academic institutions across the UAE and GCC.

### Key Programs:

- Internship Program: Provides hands-on exposure in engineering, sustainability, and logistics.
- Graduate Development Track: Offers rotational assignments across functions for career exploration.
- Mentorship & Training: New graduates are mentored by senior professionals under the AquaSkill Hub framework.

### Impact:

Several interns from 2024–2025 successfully transitioned into full-time employment, reinforcing AquaChemie's reputation as a talent incubator within the chemical sector.



Outlook & Future Targets (2026–2028)

Focus Area	Target / Initiative	Timeline
Local Talent Hiring	Increase Emirati, Saudi, and Qatari workforce participation by 5 %	2026–27
Digital HR Transformation	Implement real-time HR engagement dashboard for feedback and performance tracking	2026
Internship Expansion	Increase internship intake by 10 %	2026
Leadership Development	Introduce structured “Emerging Leaders Program”	2026–27
Employee Retention	Maintain retention rate above 90 %	Ongoing

# Community Engagement & Donations

## Management Approach

AquaChemie is committed to being a responsible corporate citizen by actively contributing to the communities in which it operates.

The company’s Corporate Social Responsibility (CSR) Framework is guided by its core values of sustainability, inclusivity, and community well-being, with initiatives that support national goals and align with the UAE Vision 2031 and the UN Sustainable Development Goals (SDGs).

CSR programs are reviewed annually by the ESG Steering Committee to ensure alignment with community needs, regulatory priorities, and AquaChemie's long-term sustainability objectives.

## CSR Focus Areas (2024–2025)

Focus Area	Objective	Location
Health & Well-being	Promote health awareness and community wellness.	Dubai
Environmental Stewardship	Support UAE’s sustainability agenda through conservation and clean-up initiatives.	Abu Dhabi, Dubai
Employee Volunteering	Encourage staff participation in meaningful community activities.	All UAE sites



## Ramadan Food Distribution – Dubai

During the holy month of Ramadan 2025, AquaChemie organized a food distribution campaign in Dubai, providing essential meal packages to labor community members and underprivileged families.

The initiative was carried out in collaboration with local NGOs and municipal authorities, with employees volunteering their time to assist in packing and distribution.

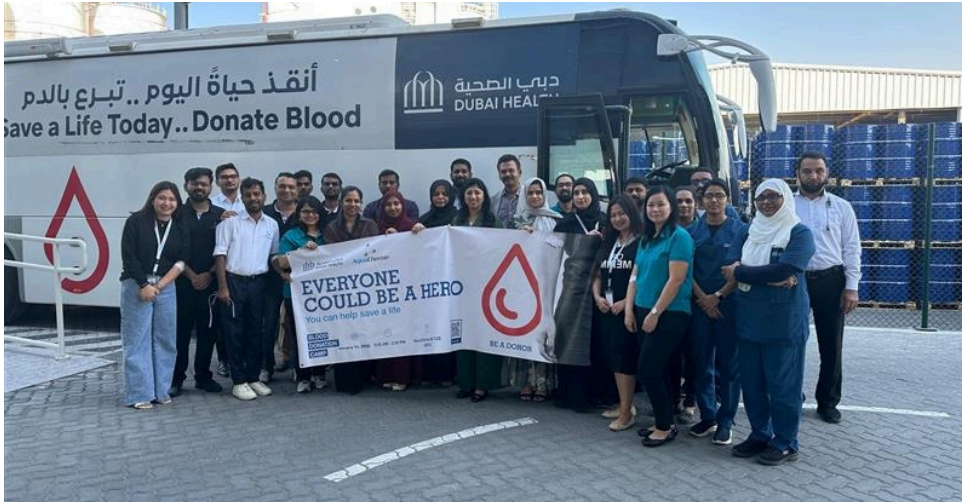




## Blood Donation Drive – Dubai

In partnership with the Dubai Health Authority (DHA) and the Emirates Red Crescent, AquaChemie employees participated in an annual blood donation drive to support hospitals and national health programs.

The campaign encouraged staff participation and raised awareness on the importance of regular blood donation for community health and emergency preparedness.



 **دبي الصحة**  
DUBAI HEALTH

 AquaChemie

# EVERYONE COULD BE A HERO

You can help save a life

**BLOOD DONATION CAMP**

 6<sup>th</sup> May 2025

 9:00 AM - 2:00 PM

 AquaChemie ME FZE  
JAFZA



SCAN ME

**BE A DONOR**

## Tree Plantation Drives – Abu Dhabi & Dubai

As part of AquaChemie's ongoing environmental stewardship initiatives, the company organized tree planting activities in Abu Dhabi and Dubai in support of the UAE Green Agenda 2030.

Employees participated in planting native tree species to promote carbon sequestration, improve local biodiversity, and enhance green cover within industrial and community areas.

In total, over 50 saplings were planted during 2025.

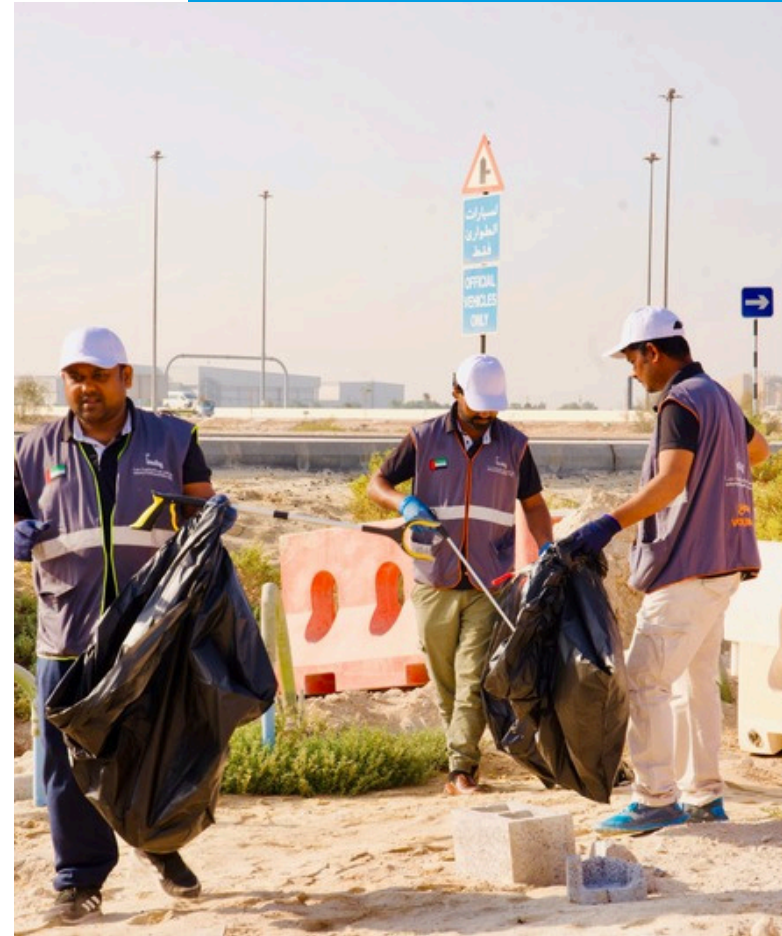




## Beach Cleanup Drive – Abu Dhabi (ACGC Team)

The ACGC Abu Dhabi team participated in a beach cleanup campaign in coordination with the Environment Agency – Abu Dhabi (EAD), contributing to the protection of coastal ecosystems and marine life.

The activity helped remove plastic waste and debris from local shorelines, reinforcing AquaChemie's commitment to environmental conservation and employee engagement in sustainability action.



# Employee Volunteering & Impact

Employee participation is integral to AquaChemie's CSR culture.

In 2025, over 150 volunteering hours were recorded through these initiatives, reflecting the strong sense of community engagement across the company's UAE operations.

Employees are encouraged to take part in company-sponsored volunteering days, reinforcing teamwork, empathy, and social responsibility.

## CSR Investment (2025)

AquaChemie allocated a dedicated CSR budget to fund community programs in the UAE during the reporting period.

In 2025, approximately AED 14,500 was invested in CSR initiatives.

## Future Outlook

CSR initiatives are governed under AquaChemie's ESG & CSR Policy, reviewed by the ESG Steering Committee, and aligned with the GRI 413 disclosure requirements.

For 26-2027, AquaChemie aims to:

- Expand community outreach in Dubai and Abu Dhabi with new environmental education activities.
- Increase employee volunteering hours by 20%.
- Continue partnerships with DHA, EAD, and Emirates Red Crescent for health and environmental drives.

Activity	Location	Investment (AED)
Ramadan Food Distribution	Dubai	10,000
Blood Donation Drive	Dubai	2,000
Tree Plantation Drives	Abu Dhabi, Dubai	1,500
Beach Cleanup Activity	Abu Dhabi	1,000
Total		14,500

## Summary

Through focused CSR activities such as food aid, health donations, environmental drives, and volunteerism, AquaChemie demonstrates its ongoing commitment to community well-being, environmental protection, and social impact across the UAE. These initiatives embody the company's belief that sustainable business growth must go hand in hand with giving back to society.

# Governance & Ethics



## Governance Introduction

AquaChemie's corporate governance framework underpins its commitment to integrity, transparency, accountability, and sustainable value creation.

The company recognizes that robust governance practices are essential to maintaining stakeholder trust, managing risks, and ensuring long-term business resilience.

Our governance system provides clear oversight mechanisms through a structured Board and committee framework, comprehensive risk management, and strong ethical and compliance controls. These systems align with international best practices, including the GRI Standards, ISO 37001:2016 (Anti-Bribery Management), and ISO 27001:2022 (Information Security Management).

The Board of Directors oversees AquaChemie's strategic direction, sustainability agenda, and performance accountability, ensuring that environmental, social, and governance (ESG) factors are integrated into business decision-making.

### Corporate Governance Structure

AquaChemie is governed by a Board of Directors, supported by a defined executive management structure and specialized committees that ensure effective oversight across all regions of operation (UAE, Qatar, and KSA).

The governance structure promotes clear roles, independence, and accountability, ensuring that business objectives are achieved responsibly and ethically.

# Board Committee



## Board Responsibilities

- Strategic direction and approval of corporate plans
- Oversight of financial performance and sustainability initiatives
- Monitoring of compliance, ethics, and risk management practices
- Review of ESG goals and long-term business strategy

## Board Committees

- To support its mandate, the Board is assisted by several committees:
- Audit and Risk Committee – Oversees internal control systems, risk management, and compliance.
- HSE and Sustainability Committee – Monitors health, safety, environmental, and sustainability performance.
- Nomination and Remuneration Committee – Manages succession planning, performance evaluation, and compensation frameworks.
- ESG Steering Committee – Reports quarterly to the Board on progress toward sustainability targets and disclosures.

## Meeting Frequency

The Board and its committees meet at least quarterly, with additional sessions as needed to address emerging issues.

The leadership team at AquaChemie provides strategic direction, governance oversight, and ensures that environmental, social, and governance (ESG) considerations are embedded into all levels of decision-making.



**Mr. Anand Kumar  
Varadharajulu**  
CEO & MD

Mr. Anand Kumar Varadharajulu provides strategic leadership and drives AquaChemie's long-term growth agenda across the UAE, Qatar, and KSA. His role includes oversight of corporate governance, operational excellence, and the company's sustainability direction, ensuring alignment with regulatory expectations and global best practices.



**Ms. Shobitha  
Anandkumar**  
Executive Director,  
Management

Ms. Shobitha Anandkumar oversees key management functions and plays a central role in organizational development, compliance assurance, and strategic execution. She contributes to strengthening governance systems, enhancing operational performance, and driving continuous improvement across all regional entities.



# Business Ethics & Compliance

## Management Approach

AquaChemie upholds a culture of integrity, transparency, and ethical behaviour as a cornerstone of its corporate governance. The company's Code of Conduct serves as the foundation for responsible decision-making and ethical business practices across all operations in the UAE, Qatar, and KSA.

The Code defines clear expectations for:

- Compliance with laws, regulations, and international standards.
- Prevention of corruption, bribery, and unethical influence.
- Respect for human rights and equal opportunity.
- Disclosure and management of conflicts of interest.
- Confidentiality and protection of proprietary information.

All employees, contractors, and third-party partners are bound by these principles. Each new employee undergoes mandatory Code of Conduct orientation and annual refresher training, while senior management oversees compliance through internal audits, risk assessments, and performance reviews.

The Compliance and Risk Management Function, reporting directly to the Audit Committee, ensures continuous monitoring and oversight of policy adherence and ethical performance across all business units.

Parameter	Unit / Description	Result (2025)
Workforce certified under Code of Conduct	% of employees trained and acknowledged	95%
Ethics & Compliance Trainings Conducted	No. of sessions held across all regions	02%
Incidents of Non-Compliance or Corruption	Number of confirmed cases	0%
Conflict of Interest Disclosures	No. of declarations submitted	0%
Whistleblower Reports Received	No. of reports	0%
Compliance Committee Meetings	No. per year	0%
Internal / External Audits Conducted	No. of audits completed	02%
Regions Covered	UAE, Qatar, KSA	100% operations covered

**Initiatives / Actions (2024–2025)**

**a) Ethics & Compliance Training**

- Conducted 2 formal sessions covering anti-bribery, fair competition, data protection, and whistleblowing policies.
- Refresher courses integrated into the annual training calendar through the AquaSkill Hub platform.
- Special focus sessions for procurement, logistics, and finance teams addressing anti-corruption and vendor integrity.b) Strengthened

**b) Governance Structure**

- The Compliance and Risk Management Function reported directly to senior leadership and the Audit Committee.
- Quarterly compliance meetings held to review policy performance and ethical risk trends.
- Alignment ensured with ISO 9001, ISO 14001, and ISO 45001 standards for integrated governance.

**c) Strengthened Governance Structure**

- The Compliance and Risk Management Function reported directly to senior leadership and the Audit Committee.
- Quarterly compliance meetings held to review policy performance and ethical risk trends.
- Alignment ensured with ISO 9001, ISO 14001, and ISO 45001 standards for integrated governance.

**d) Whistleblower Protection Mechanism**

- Confidential reporting channel maintained for employees and external partners.
- “No Retaliation” policy reinforced during employee communications and onboarding sessions.
- All concerns reviewed by the Compliance Office and closed within the same reporting period.

**e) Policy Enhancement & Audit Oversight**

- Updated Code of Conduct to include clearer guidelines on gifts and hospitality, vendor due diligence, and data privacy.
- Conducted three compliance audits during 2024–2025 to verify policy adherence and ISO integration.
- Introduced quarterly Ethics Dashboard to track training completion, risk assessments, and audit findings.

Targets / Future Outlook (2026–2027)

Objective	Target / Initiative	Timeline
Local Talent Hiring	Achieve 100% workforce certification and annual refresher completion	2026–27
Ethics Dashboard	Implement real-time tracking and reporting for compliance metrics	2026–27
Third-Party Due Diligence	Conduct vendor and contractor integrity assessments for all high-risk suppliers	2026–27
Whistleblower System	Launch anonymous digital submission with quarterly review tracking	2026–27
Ethics Awareness Campaign	Introduce “Integrity in Action” internal campaign across UAE, Qatar, and KSA offices	2026–27
Continuous Improvement	Annual review of Code of Conduct and related policies by ESG Steering Committee	Ongoing

Summary

Through its strong ethical governance, transparent reporting, and continuous employee engagement, AquaChemie maintains a zero-tolerance stance toward corruption and unethical behaviour.

The company’s integrated compliance framework ensures that ethical conduct, fairness, and accountability remain central to its operations and stakeholder relationships.

## Anti-Corruption & Bribery Measures

### Management Approach

AquaChemie upholds a Zero-Tolerance Policy toward all forms of bribery, corruption, and unethical practices. The company's Anti-Bribery and Corruption (ABC) Policy clearly prohibits the offering, solicitation, or acceptance of bribes, gifts, or Favors intended to influence business decisions.

This policy is integrated within AquaChemie's Code of Conduct and Compliance Management Framework, ensuring adherence to:

- UAE Federal Decree-Law No. 31 of 2021 on Combating Corruption,
- UK Bribery Act (2010) and FCPA (U.S.) guidelines, and
- Internal governance systems aligned with ISO 37001: Anti-Bribery Management System.
- 

All business units, employees, contractors, and third-party partners are required to comply with these standards.

Violations are subject to strict disciplinary action, including termination of employment or legal proceedings.

To strengthen integrity, AquaChemie maintains a Whistleblowing Policy that enables confidential and anonymous reporting of unethical or unlawful activities without fear of retaliation.

### Whistleblower Mechanism

Establish a confidential whistleblower procedure allowing anonymous reporting through sealed complaint boxes and designated compliance contacts, with quarterly review and tracking 2026–27.

Parameter	Metric / Unit	Result (2025)
Employees Communicated Anti-Corruption Policy	% of total workforce	100%
Anti-Corruption & Bribery Trainings Conducted	No. of sessions	02%
Vendors & Contractors Screened through Due Diligence	%	100%
Confirmed Corruption Incidents	No.	0
Whistleblowing Reports Received	No.	0
Compliance Audits Conducted	No.	03
Disciplinary Actions for Policy Breach	No.	0
Coverage of Whistleblowing Channels	Regions covered	UAE, Qatar, KSA

AquaChemie maintained strong ethical governance throughout 2025, with 100% of employees receiving the Anti-Bribery and Corruption Policy during formal induction programs and subsequent refresher trainings. No cases of corruption, bribery, or unethical conduct were reported or investigated during the reporting period, reflecting the effectiveness of the company's preventive systems and ethical culture. All active vendors and contractors were subjected to structured due-diligence screening through established procurement and vendor-management protocols to ensure integrity across the supply chain.

Oversight mechanisms remained robust, with both internal and third-party audits conducted during the year confirming full implementation of the policy and adherence to ISO 37001 requirements. Collectively, these measures underscore AquaChemie's strong governance framework and its commitment to maintaining transparent, responsible, and ethical business practices across all regions of operation.

Initiatives & Inclusive Practices

AquaChemie strengthened its anti-bribery and corruption (ABC) framework during 2025 through enhanced policy enforcement, training, and governance measures. Five dedicated ABC training sessions were conducted across UAE, Qatar, and KSA facilities for employees, vendors, and contractors, supported by refresher courses integrated into the AquaSkill Hub to ensure ongoing awareness. The updated Code of Conduct and Anti-Bribery Handbook was distributed to all staff to reinforce expectations around ethical behavior. The company also strengthened its whistleblowing framework by maintaining confidential reporting channels, including a dedicated email and hotline accessible to both employees and external stakeholders, and by upholding a strict non-retaliation guarantee for whistleblowers. Any concerns raised are independently reviewed by the Compliance Committee under the oversight of the HSE & Quality Director.

Third-party due diligence remained an essential component of the company’s ethics program, with all suppliers and contractors undergoing ethical risk screening during onboarding, followed by annual vendor reviews to assess adherence to AquaChemie's integrity standards. Governance oversight was further reinforced through internal audits and risk assessments, with three compliance audits conducted across UAE and Qatar operations during 2025. These audits, along with targeted risk assessments in procurement, logistics, and finance, helped identify potential exposure areas. All audit findings were reviewed quarterly by the Compliance Committee, and corrective measures were implemented where required. Through these combined efforts, AquaChemie continues to uphold a strong culture of integrity, transparency, and ethical business conduct across all regions.

Objective	Target / Action	Timeline
Policy Awareness	Maintain 100% workforce awareness and certification on Anti bribery and corruption policy	2026–27
ISO 37001 Integration	Achieve full alignment and readiness for ISO 37001 certification	2026–27
Whistleblowing System	Launch anonymous reporting platform with real-time tracking	2026–27
Vendor Compliance Audits	Conduct semi-annual ethical due diligence reviews for high-risk vendors	2026–27
Regional Expansion	Extend structured anti-corruption training to all GCC operations	2026–27
Continuous Monitoring	Quarterly review of ABC performance through Compliance Committee	Ongoing



# Data Privacy & Cybersecurity

## Management Approach

AquaChemie considers data protection and cybersecurity essential to safeguarding stakeholder trust, ensuring operational continuity, and maintaining regulatory and contractual compliance. The organization follows a structured Information Security Management System (ISMS) guided by:

- **ISO 27001:2022 Standards**
- **AquaChemie Group Information Security Policy (Version 1.0, 2025)**
- **UAE Data Protection & PDPL Regulations**
- **EU GDPR Principles**

In FY 2025, ACGC successfully achieved ISO 27001:2022 certification, demonstrating the effectiveness of its implemented ISMS. The company plans to extend ISO 27001 certification to ACME in the upcoming fiscal year.

AquaChemie's Information Security Policy applies to all employees, contractors, third parties, and vendors who access company systems, and covers all information assets including electronic records, paper documents, cloud platforms, networks, mobile devices, and applications across all group entities and regional locations. The policy is built on core principles designed to protect data integrity, confidentiality, and availability. Access control is enforced through least-privilege and need-to-know permissions, with multi-factor authentication activated for critical systems, cloud environments, and remote access. Privileged accounts are continuously monitored, logged, and reviewed quarterly, while password requirements mandate a minimum of twelve characters, rotation every ninety days, and automatic lockout after five failed login attempts.

Data is protected through a three-tier classification system—Confidential, Internal, and Public—with strict protocols for secure storage, handling, labeling, and transmission, supported by encryption of information both at rest and in transit. These controls are reinforced by lawful-purpose processing, minimum retention rules, and full alignment with GDPR and PDPL principles.

Network and system security is maintained through IDS/IPS solutions, firewalls, endpoint protection, secure VPN access, and regular patching and system hardening. Business continuity is supported by daily incremental and weekly full backups, with offsite disaster-recovery storage and an annual recovery drill to validate resilience. AquaChemie's incident-management process follows a formal workflow from detection and reporting to assessment, containment, root-cause analysis, and closure, with all high-severity incidents escalated to management within twenty-four hours and recorded in an Incident Register. Vendor and third-party governance includes mandatory NDAs and Data Processing Agreements, validation of certifications such as ISO 27001 and SOC 2, and periodic audits to ensure secure access practices and continued compliance. To reinforce security awareness, AquaChemie provides mandatory annual Information Security training for all personnel, conducts quarterly phishing simulations, and requires new hires to acknowledge security responsibilities during onboarding. Through these comprehensive measures, the company maintains a robust and adaptive information-security framework that protects its digital and physical information assets.

Governance

The ISMS is jointly overseen by:

- IT Head / Information Security Officer (ISO)
- Department Heads for operational enforcement
- Senior Management for strategic oversight
- Internal Audit & Compliance teams for monitoring

AquaChemie conducts annual internal audits, ISO surveillance audits, and continuous system monitoring to ensure full compliance and improvement.

AquaChemie maintained a strong cybersecurity posture throughout 2024–25, recording zero data breaches, leaks, theft incidents, or privacy violations across all operating locations. The company achieved 100% completion of cybersecurity, phishing awareness, and data privacy training, ensuring that every employee is equipped to recognize and respond to potential threats. During the year, ACGC successfully obtained ISO 27001 certification with strong audit outcomes, while ACME is scheduled to begin its ISO implementation program in the next fiscal cycle. Cybersecurity governance continued to strengthen through continuous system monitoring, SIEM-enabled log analysis, and a structured incident-management framework, all of which enhanced AquaChemie's overall threat-response readiness and resilience.

Indicator	Description	ACME (UAE)	ACGC (UAE)	Qatar	KSA (Dammam)
Employees Trained on Data Privacy & Cybersecurity	%	100	100	100	100
Employees Trained on Data Privacy & Cybersecurity	%	100	100	100	100
Employees Trained on Ethics & Compliance	Y/N	Y	Y	Y	Y
Anonymous Reporting Mechanism	No.	0	0	0	0
Substantiated Privacy Complaints	No.	0	0	0	0
Data Leaks / Theft / Loss Events	No.	0	0	0	0
Regulatory Complaints	No.	0	0	0	0
Internal/External Audits Conducted	No.	1	1	1	1

## Initiatives / Actions (2025)

AquaChemie continued to strengthen its information security posture during 2025 by enhancing access control, data protection, network security, disaster recovery, incident management, employee awareness, and third-party governance. Access privileges were enforced strictly on a least-privilege and need-to-know basis, supported by mandatory multi-factor authentication for remote access, privileged accounts, and all critical applications. Privileged user access was reviewed quarterly, and the corporate password policy (requiring a minimum of twelve characters, complexity rules, ninety-day expiry, and lockout after five failed attempts) was fully implemented across systems. Data protection was reinforced through the adoption of a formal Data Classification Matrix covering Confidential, Internal, and Public information, with all Confidential data encrypted both at rest and in transit. Secure storage, controlled file-sharing protocols, and strengthened labeling practices ensured proper handling of sensitive information.

Network, endpoint, and infrastructure security remained robust through maintained firewalls, IDS/IPS systems, endpoint protection tools, and regular patching and hardening of servers and applications. Remote connectivity was secured through VPN access with mandatory MFA. Backup and disaster-recovery measures were executed in full compliance with policy requirements, including daily incremental and weekly full backups with encrypted storage and the maintenance of secure offsite repositories. The Annual Disaster Recovery Drill was successfully conducted, validating the company's restoration capabilities. Incident management followed the formal workflow—from detection and reporting through assessment, containment, eradication, recovery, communication, root-cause analysis, and closure—with all incidents logged in the Incident Register and high-severity cases escalated to management within twenty-four hours.

Employee awareness continued to be a core focus, with mandatory annual Information Security Awareness Training and quarterly phishing simulations conducted for all personnel. New employees were required to sign the Information Security Acknowledgment Form during onboarding to reinforce responsibility from the outset. Governance of third-party security remained rigorous, with mandatory NDAs, Data Processing Agreements, and security-compliance checks performed before onboarding. Critical vendors were required to demonstrate valid certifications such as ISO 27001 and SOC 2, while all third-party access was time-bound, monitored, and tightly controlled. Together, these measures ensured a comprehensive and resilient information-security framework across AquaChemie's regional operations.

## Targets / Future Outlook (2026–2027)

AquaChemie's information security roadmap for 2026–2027 focuses on strengthening governance, expanding certification coverage, and enhancing technical and procedural safeguards across all operations. The company will maintain its ISO 27001 certification for ACGC through the scheduled surveillance audits while simultaneously implementing a full Information Security Management System at ACME to pursue certification in the upcoming fiscal year. Policy governance will also be reinforced through the annual review and update of the Information Security Policy and all supporting procedures, including Acceptable Use, Incident Response, and Access Control, ensuring that documentation evolves in line with business and regulatory requirements. Improvements to business continuity will continue through annual disaster-recovery drills, with scenario-based testing and automated backup validation aimed at increasing recovery maturity and reliability.

AquaChemie also plans to advance its threat-detection capabilities by enhancing log-management practices and conducting periodic reviews of SIEM and event logs to improve monitoring accuracy and response readiness. Vendor and third-party governance will be further strengthened by extending security assessments and ensuring that all suppliers maintain full compliance with NDAs, Data Processing Agreements, and required security standards, with an increased audit frequency for high-risk partners. Employee awareness will remain a critical pillar, with annual information security training continuing for all staff and contractors, complemented by more frequent and increasingly sophisticated phishing simulations to further reduce susceptibility rates. Access control processes will also be enhanced through expanded quarterly access recertification for critical applications and strengthened privileged-account management workflows. Finally, AquaChemie will continue to reinforce data protection and privacy by maintaining full compliance with the UAE PDPL and GDPR-aligned practices, including a scheduled review and update of data-retention schedules in accordance with Annexure D. Together, these forward-looking initiatives demonstrate the company's commitment to maintaining a resilient, compliant, and continually evolving information-security ecosystem.

## Risk Management

### Management Approach

AquaChemie maintains a structured Risk Management Framework designed to identify, evaluate, and control key business risks that could impact operational efficiency, safety, environment, compliance, and reputation.

The framework is built on international best practices and integrates ESG considerations into daily operations and decision-making. It ensures that all departments — operations, logistics, HSE, HR, finance, and compliance — actively assess and manage risks within their respective domains.

Oversight of risk management lies with the Risk & Compliance Committee, which reports directly to senior management. The Committee collaborates with site heads in UAE, Qatar, and KSA to maintain updated risk registers, review controls, and recommend improvements.

The risk management process includes:



### Identification

Mapping operational, safety, financial, and ESG risks



### Assessment

Evaluating likelihood and impact using a defined risk matrix



### Mitigation

Implementing engineering controls, safe operating procedures, and audits



### Monitoring

Ongoing tracking through inspections, KPIs, and compliance checks.



### Reporting

Quarterly risk updates shared with senior leadership for review and action

This practical approach ensures continuous improvement and supports proactive management of risks before they escalate.

Risk Type	Control / Mitigation Measures	Status – UAE	Status – Qatar	Status – KSA (Dammam)
Environmental Non-Compliance	Environmental monitoring, audits, and ISO 14001 framework	Managed	Managed	Managed – RCJY compliant
Occupational Safety	ISO 45001 procedures, JSA, training, safety drills	Active	Active	Active – 100% workforce covered
Supply Chain & Transport	Vendor audits, route risk plans, vehicle inspection	Controlled	Controlled	Controlled – RCJY permits & inspections
Chemical Handling	SOPs, secondary containment, emergency drills	Controlled	Controlled	Controlled
Regulatory Reporting	Centralized compliance tracking and periodic audits	In place	In place	In place
Contractor Safety	Onboarding induction, PPE compliance checks	Active	Active	Active
Financial / Operational	Insurance coverage, internal approvals, dual verification	Controlled	Controlled	Controlled

All AquaChemie sites across the UAE, Qatar, and KSA maintain comprehensive risk registers that identify key operational, environmental, and safety hazards along with the corresponding control measures. The Dammam facility in KSA follows the regulatory requirements of the Royal Commission (RCJY) and MWAN, ensuring full alignment with local environmental and operational risk-management standards. Across all regions, no high or critical risks were recorded during 2024–2025, with all identified risks falling within the low to medium categories due to the presence of strong preventive controls and the positive outcomes of routine HSE audits. Periodic internal audits and regular safety inspections continued to confirm the effectiveness of these controls and supported ongoing improvement efforts. No reportable environmental or operational incidents occurred during the reporting year, underscoring the robustness of AquaChemie’s risk-mitigation practices and governance framework.



**Initiatives / Actions (2024–2025)**

During 2024–2025, AquaChemie strengthened its risk-management practices through enhanced oversight, site-level controls, training, and ESG integration. The Risk and Compliance Committee convened quarterly to review key operational and regulatory risks, ensuring that emerging issues were addressed proactively. Departmental risk registers were updated biannually to reflect evolving ESG-related risks, including environmental performance, workforce safety, and compliance obligations. At the operational level, HSE teams conducted risk-based inspections across blending and storage operations to verify the effectiveness of existing controls, while facility-level incident-reporting protocols were reinforced to ensure timely escalation and resolution of any observations. Regular engagement with regulatory authorities—such as Dubai Municipality, the Environment Agency–Abu Dhabi, RCJY, and the Qatar MOECC—helped maintain full compliance with national and local standards. Training and awareness initiatives supported this framework, with targeted sessions on risk awareness, the hierarchy of controls, hazard identification, HIRA methodology, and safe work practices delivered to supervisors and HSE officers on a recurring basis. ESG considerations were further embedded in the company’s risk approach by integrating climate-related, environmental-compliance, and supply-chain risks into overall sustainability performance tracking. These risk insights now directly inform sustainability planning and capital investment decisions, strengthening AquaChemie’s ability to anticipate challenges and maintain a resilient operational environment.

Objective	Target / Action	Timeline
ESG Risk Framework Enhancement	Expand ESG risk identification and integrate into annual management review	2026–27
Risk Register Automation	Develop a tool for centralized risk logging and tracking	2026–27
Site-Level Risk Review	Conduct semi-annual risk review workshops at all regional sites	2026–27
Vendor Risk Assessment	Extend supplier risk audits to cover Tier-1 and logistics vendors	2026–27
Capacity Building	Deliver risk awareness training for 100% of supervisors and engineers	2026–27
Continuous Improvement	Quarterly review of emerging ESG-related risks (climate, compliance)	Ongoing

# Economic Impacts

## Management Approach

AquaChemie's economic strategy is built on the principles of sustainable growth, local value creation, and operational efficiency. The company integrates environmental and social considerations into its financial decision-making, ensuring that business success contributes to wider national and community development goals.

The company's Economic Impact Framework focuses on four key areas:

- 1. Employment & Talent Development – Creating skilled job opportunities across the UAE, Qatar, and KSA.
- 2. Local Procurement & Supply Chain Support – Prioritizing UAE-based suppliers and promoting small and medium enterprises (SMEs).
- 3. Responsible Investments – Directing capital toward energy-efficient and circular economy initiatives.
- 4. Community & Infrastructure Development – Supporting projects that enhance local quality of life and align with national sustainability agendas.

AquaChemie's economic activities align closely with:

- The UAE's "Operation 300bn" Industrial Strategy,
- The "Make it in the Emirates" localization drive, and
- Regional sustainability frameworks such as Qatar National Vision 2030 and Saudi Vision 2030

Indicator	Unit / Description	UAE (ACME + ACGC)	Qatar	Qatar
Total Employment	No. of employees	139	38	35
Procurement Spend (Local vs. Imported)	% directed to domestic suppliers	~70% to UAE-based suppliers	62% local suppliers	Data collection initiated
Local Vendor Engagement	No. of certified local vendors	65+	20+	10+
SME Support Programs	Initiatives / workshops	3	1	1
Energy Efficiency / Circular Investments	Projects implemented	2 (LED upgrades, closed-loop reuse)	1 (waste reuse system)	Under planning
Community Investments	No. of CSR projects contributing to local economy	3	0	0
Operational Downtime	% of production days lost	0%	0%	0%

AquaChemie continued to generate strong economic value across the region during 2024–2025 by prioritizing local procurement, workforce development, and supplier engagement. AquaChemie directed approximately 70% of its total procurement spend to UAE-based suppliers, reinforcing national manufacturing, logistics, and service sectors. AquaChemie supported regional employment by maintaining a workforce of more than 139 employees in the UAE, 35 in KSA, and 38 in Qatar, contributing directly to job creation and skill enhancement. AquaChemie strengthened ethical sourcing practices by giving preference to Achilles-certified and EcoVadis-rated SMEs, ensuring responsible supply chain management and quality compliance. AquaChemie invested in process optimization, automation, and energy-efficient systems to enhance productivity while reducing operational waste. AquaChemie also maintained 100% operational continuity across all its facilities throughout 2024–2025, demonstrating strong business resilience and reliable service delivery.

Initiatives / Actions (2024–2025)

The company continued to make a strong contribution to the UAE economy by supporting national industrial programs such as “Operation 300bn” and “Make it in the Emirates,” reinforcing industrial self-reliance through expanded local procurement and supplier development. AquaChemie implemented a Local Supplier Preference Principle, ensuring that when quality, cost, delivery, and compliance are comparable, preference is given to qualified local suppliers to strengthen community development and national value creation. The company further advanced local employment and Emiratisation through targeted recruitment efforts and partnerships with UAE universities that support internships, technical training, and long-term talent development. Community and infrastructure investments also played an important role during the year, including collaborations with educational institutions, upgrades to terminal storage and handling systems to enhance port logistics efficiency, and joint initiatives with the Dubai Health Authority focused on blood donation drives and first aid awareness. Environmental engagement continued through tree-planting and recycling campaigns conducted with Dubai Municipality and the Environment Agency – Abu Dhabi. Broader partnerships for inclusive growth included engagement with the Dubai Chamber of Commerce on sustainability reporting and ESG benchmarking, active membership in Achilles and EcoVadis networks to strengthen ethical procurement, and cooperation with local NGOs and municipalities on CSR and environmental awareness programs. Operational efficiency and innovation were further strengthened through the integration of SAP S/4HANA to improve procurement visibility and supplier performance tracking, along with the adoption of energy-optimization projects that reduced material waste and enhanced productivity across UAE operations.

Objective	Target / Action	Timeline
Increase Local Procurement	Raise UAE-based supplier spend from 70% → 80%	2026–27
SME Development	Host 2 vendor engagement workshops for local SMEs	2026–27
Operational Efficiency	Achieve 5% reduction in material and energy costs through digital optimization	2026–27
Circular Economy Integration	Expand reuse and recycling partnerships with waste management firms	2026–27
ESG Transparency	Publish expanded GRI-aligned economic impact disclosures	2026–27

# Sustainable Procurement

## Management Approach

AquaChemie's Sustainable Procurement Policy—aligned with the intent of ISO 20400 Sustainable Procurement Guidelines—ensures that sourcing decisions uphold ethical, environmental, and social responsibility principles.

Procurement teams evaluate vendors not only on price and quality but also on ESG performance, compliance history, and commitment to responsible business conduct.

This policy promotes:

- Transparency & Accountability across the supply chain.
- Local and SME engagement, supporting the UAE economy and reducing transport-related emissions.
- Supplier Sustainability Performance through continuous screening, audits, and capacity building.

All approved suppliers are required to acknowledge AquaChemie's Supplier Code of Conduct, which covers human rights, anti-corruption, labor standards, health and safety, and environmental protection.

GRI Reference	Indicator / Metric	2024	2025
GRI 308-1	% of new suppliers screened using environmental criteria	0 %	50 %
GRI 308-2	No. of suppliers assessed for environmental impacts	0 %	70 %
	No. identified with significant negative environmental impacts	0 %	10 %
	% with improvement plans agreed	0 %	15 %
GRI 414-1	% of new suppliers screened using social criteria	0 %	75 %
GRI 414-2	No. of suppliers assessed for social impacts	0 %	70 %
	No. identified with significant negative social impacts	0 %	10 %
Sustainability Certifications	Suppliers certified to ISO 14001 (Environment)	-	45 %
	Suppliers certified to ISO 45001 (OHS Management)	-	55 %
Supplier Code of Conduct	Communicated to approved suppliers	-	100 %
Local Sourcing (UAE)	% of total procurement spend with UAE-based suppliers	-	≈ 70 %

- This policy promotes:
- Transparency & Accountability across the supply chain.
  - Local and SME engagement, supporting the UAE economy and reducing transport-related emissions.
  - Supplier Sustainability Performance through continuous screening, audits, and capacity building.

All approved suppliers are required to acknowledge AquaChemie's Supplier Code of Conduct, which covers human rights, anti-corruption, labor standards, health and safety, and environmental protection.

Initiatives / Actions (2024–2025)

The company enhanced its sustainable procurement framework by embedding formal ESG criteria into vendor registration and pre-qualification processes, ensuring that environmental and social performance now play a meaningful role in supplier evaluation. Environmental metrics were assigned a 15% weight and social criteria 10% within the overall supplier scoring matrix, supported by comprehensive self-assessment questionnaires that assess waste management practices, energy efficiency, labour conditions, and ethical standards. Supplier engagement and capacity building also advanced during the year, with joint awareness sessions on ESG compliance and anti-corruption expectations, the circulation of best-practice guidance on chemical handling, worker safety, and sustainability reporting, and direct technical support offered to SMEs pursuing ISO 14001 and ISO 45001 certifications. Responsible and localized sourcing continued to be a priority through the Local Supplier Preference Principle, which favours qualified UAE vendors when all commercial and compliance factors are equal, alongside broader engagement with regional SMEs to strengthen participation in the chemical supply chain. Discussions with partners in Qatar and KSA have also begun to extend this sustainable procurement model across the wider regional footprint. To reinforce governance, the annual supplier performance review was updated to include ESG considerations, and a red-yellow-green risk-rating system was introduced based on audit outcomes and supplier disclosures. Any identified non-compliance results in corrective-action plans monitored jointly by the Procurement and HSE teams, ensuring continuous improvement and greater transparency across the supply chain.



Objective	Target / Action	Timeline
Expand ESG Screening Coverage	Assess 100 % of new suppliers against environmental and social criteria	2026–27
Supplier Capacity Building	Conduct two regional training sessions on sustainable procurement and compliance	2026–27
Local Sourcing Growth	Conduct semi-annual risk review workshops at all regional sites	2026–27
ESG Performance Reporting	Publish supplier sustainability dashboard in annual ESG Report	2026–27
Supplier Audits	Conduct on-site ESG audits for top 20 high-risk vendors	2026–27
Circular Partnerships	Pilot one vendor project on waste reuse or low-carbon materials	2026–27

Summary

Through structured policies, local engagement, and transparent evaluation, AquaChemie has embedded sustainability into its procurement ecosystem.

By integrating ESG criteria, supporting local vendors, and building supplier capacity, the company is driving ethical, resilient, and low-impact supply chains across all regions.



# Appendix



## APPENDIX

### Performance Data Summary (2024–2025)

#### Environmental

- **Energy**
  - Total electricity consumption: 1,782,765 kWh
  - Total diesel consumption: 1,480 L
  - Renewable electricity share: 0% (Solar PV project under way)
- **GHG Emissions**
  - Scope 1: 388.84 tCO<sub>2</sub>e
  - Scope 2: 594.85 tCO<sub>2</sub>e
  - Total: 983.7 tCO<sub>2</sub>e
- **Water**
  - UAE water withdrawal: 3002.7 m<sup>3</sup>
  - UAE water reused: 440.99 m<sup>3</sup>
  - Qatar water consumption: 11,560 m<sup>3</sup>

- **Environmental incidents**
  - Chemical spills: 0
  - Air quality exceedances: 0
  - Environmental non-compliances: 0

#### Social

- **Workforce profile**
  - UAE: 139 (60.4%)
  - KSA: 35 (15.2%)
  - Qatar: 38 (16.5%)
  - India: 15 (6.5%)
  - Bahrain: 1 (0.4%)
  - Kuwait: 2 (0.9%)
  - Total: 230
- **Health & Safety**
  - Lost-time injuries (LTI): 0
  - Fatalities: 0
  - EHS compliance: 100%
  - Training hours (UAE): 1,200+
  - Training hours (Qatar): 1,024

#### Community

- Employee volunteering hours: 150+
- Blood donation drives: Dubai campaigns
- Tree planting: Abu Dhabi & Dubai
- Beach clean-up: ACGC Abu Dhabi team
- CSR partnerships: Multiple UAE entities

#### Governance

- **Ethics & compliance**
  - Confirmed corruption incidents: 0
  - Data/privacy breaches: 0
  - Regulatory non-compliances: 0
  - Whistleblower reports: 0 (confidential system in place)
- **Certifications & recognitions (current, where applicable)**
  - ISO 9001:2015 • ISO 14001:2015 • ISO 45001:2018
  - ISO 27001:2022 • ISO 37001:2016
  - SA 8000 • Green Label Certificate
  - EcoVadis recognition

Boundary note: Data reflects AquaChemie operations within the report scope. Any variances with in-section tables will be reconciled in the final QA pass before design sign-off.

## APPENDIX

### UN SDG Alignment (high-level mapping)

- SDG 3 – Good Health & Well-Being: Zero LTI/fatalities; workplace health initiatives; Dubai blood donation drives.
- SDG 4 – Quality Education: AquaSkill Hub; internships & graduate programs; academic partnerships.
- SDG 5 – Gender Equality: DEI policy; women-in-leadership programs; gender targets.
- SDG 6 – Clean Water & Sanitation: Water efficiency; closed-loop systems; compliant effluent handling.
- SDG 7 – Affordable & Clean Energy: 435 kW solar PV (planned); energy-efficiency projects; renewable electricity ambition.
- SDG 8 – Decent Work & Economic Growth: Local employment; fair benefits; career development; zero discrimination incidents.
- SDG 9 – Industry, Innovation & Infrastructure: Terminal upgrades; digital transformation.
- SDG 11 – Sustainable Cities & Communities: Community programs; tree planting; UAE municipal partnerships.
- SDG 12 – Responsible Consumption & Production: Waste reduction; circular initiatives; sustainable procurement (local preference).
- SDG 13 – Climate Action: GHG baseline; reduction initiatives & targets; CDP disclosure.
- SDG 16 – Peace, Justice & Strong Institutions: Anti-corruption, whistleblowing, ISO 37001 principles, governance transparency.
- SDG 17 – Partnerships for the Goals: Collaboration with EAD, Dubai Municipality, MOECC, NGOs, academia.

### Future ESG Goals & Targets (2026–2030)

#### Environmental

- Energy & Climate
  - 100% renewable electricity (UAE) by 2030
  - Complete 435 kW solar PV by mid-2026
  - Reduce Scope 1 by 20% by 2030
  - Reduce Scope 2 by 30–100% by 2030
  - Develop Scope 3 inventory & reduction plan
- Water & Waste
  - Reduce hazardous waste 10% by 2026
  - Achieve 85% recycling/reuse by 2027
  - Vendor sustainability audits expanded
  - Scale water-savings technologies

## APPENDIX

- **Certifications**
  - Obtain ISO 50001 (Energy)
  - Explore LEED for facilities
  - Maintain existing ISO certifications

### Social

- **Workforce Development**
  - Increase annual training hours +20%
  - 100% participation in sustainability awareness
  - Launch Leadership Development Certification
  - Expand AquaSkill Hub modules
- **Diversity & Inclusion**
  - Increase Emirati workforce +10%
  - Strengthen women-in-leadership pipeline
  - Maintain ≥90% retention
  - Expand internship intake +25%

- **Health & Safety**
  - Maintain zero LTI
  - Sustain 100% EHS compliance
  - Expand mental health support

### Governance

- **ESG Integration**
  - Extend ESG reporting to all entities
  - Obtain external ESG assurance
  - Enhance stakeholder engagement
  - Integrate ESG KPIs into performance reviews
- **Supply Chain**
  - Screen 100% of new suppliers for ESG
  - Achieve 80% supplier ESG compliance
  - Scale supplier capacity-building
  - Increase local sourcing to 75%

# APPENDIX

## GRI Content Index

<b>STATEMENT OF USE</b>	Aquachemie has reported in accordance with the GRI Standards for the period 1st January 2025 to 31st December 2025
<b>GRI 1 USED</b>	GRI 1: Foundation 2021

GRI STANDARD /OTHER SOURCES	DISCLOSURE	LOCATION-SECTION	PG NO
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	About AquaChemie	12
	2-2 Entities included in sustainability reporting	About This Report	6
	2-3 Reporting period, frequency and contact	About This Report	7
	2-6 Activities, value chain and business relationships	About AquaChemie	13,14
	2-7 Employees	Workforce Profile	75
	2-9 Governance structure and composition	Corporate Governance	116
	2-22 Statement on sustainable development strategy	Leadership Message	9
	2-23 Policy commitments	Business Ethics & Compliance	119
	2-27 Compliance with laws and regulations	Business Ethics & Compliance	119
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	26
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Materiality Assessment	26
	3-2 List of material topics	ESG Pillars & Material Topics	36
	3-3 Management of material topics	Throughout report	
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Economic Impact	132
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	Economic Impacts	132
<b>GRI 205: Anti-corruption 2016</b>	205-3 Confirmed incidents of corruption and actions taken — Business Ethics & Compliance	(No incidents reported)	

GRI STANDARD /OTHER SOURCES	DISCLOSURE	LOCATION-SECTION	PG NO
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy Management	44
	302-4 Reduction of energy consumption	Energy Management	44
<b>GRI 303: Water &amp; Effluents 2018</b>	303-1 Interactions with water	Water & Wastewater Management	51
	303-3 Water withdrawal	Water & Wastewater Management	51
	303-5 Water consumption	Water & Wastewater Management	51
<b>GRI 305: Emissions 2016</b>	305-1 Scope 1 emissions	Climate Change & GHG Emissions	59
	305-2 Scope 2 emissions	Climate Change & GHG Emissions	59
	305-7 NOx/SOx/other significant air emissions	Air Quality	68
<b>GRI 306: Waste 2020</b>	306-1 Significant waste-related impacts	Waste Management	55
	306-2 Management of waste-related impacts	Waste Management	55
	306-3 Waste generated	Waste Management	55
	306-4 Waste diverted from disposal	Waste Management	55
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers screened using environmental criteria	Sustainable Procurement	134
	308-2 Negative environmental impacts in supply chain	Sustainable Procurement	134
<b>GRI 401: Employment 2016</b>	401-1 New hires and turnover	Talent Attraction & Retention	103
	401-2 Benefits provided to full-time employees	Workforce Profile	85

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## GRI Content Index

GRI STANDARD /OTHER SOURCES	DISCLOSURE	LOCATION-SECTION	PG NO
<b>GRI 403: Occupational Health &amp; Safety 2018</b>	403-1 OHS management system	Employee Health, Safety & Well-being	74,75
	403-2 Hazard identification & incident investigation	Employee Health, Safety & Well-being	74,75
	403-3 Occupational health services	Employee Health, Safety & Well-being	74,75
	403-4 Worker participation in OHS	Employee Health, Safety & Well-being	74,75
	403-5 OHS training	Training & Development	80
	403-6 Promotion of worker health	Employee Health, Safety & Well-being	74,75
	403-9 Work-related injuries	Employee Health, Safety & Well-being	74,75
<b>GRI 404: Training &amp; Education 2016</b>	404-1 Average training hours per employee	Training & Development	80
	404-2 Skills upgrade programs	Training & Development	80
<b>GRI 405: Diversity &amp; Equal Opportunity 2016</b>	405-1 Diversity of employees	Diversity, Equity & Inclusion	90
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination & actions	Diversity, Equity & Inclusion (No incidents reported)	0
<b>GRI 413: Local Communities 2016</b>	413-1 Community engagement	Community Engagement & Donations	109

GRI STANDARD /OTHER SOURCES	DISCLOSURE	LOCATION-SECTION	PG NO
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers screened using social criteria	Sustainable Procurement	74,75
	414-2 Negative social impacts in supply chain	Sustainable Procurement	74,75
<b>GRI 416: Customer Health &amp; Safety 2016</b>	416-1 Assessment of product/service impacts	Customer Health & Safety	80
	416-2 Non-compliance incidents	Customer Health & Safety (No incidents reported)	80
<b>GRI 417: Marketing &amp; Labeling 2016</b>	417-1 Product/service information requirements	Customer Health & Safety	90
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated privacy complaints	Data Privacy & Cybersecurity (None reported)	0



# APPENDIX

## Abbreviations & Acronyms

- ACGC – AquaChemie Global Chemical
- ACME – AquaChemie Middle East
- BCP/DRP – Business Continuity Plan / Disaster Recovery Plan
- CDP – Carbon Disclosure Project
- CRM – Customer Relationship Management
- CSR – Corporate Social Responsibility
- DEI – Diversity, Equity & Inclusion
- DEFRA – Department for Environment, Food & Rural Affairs
- DG – Diesel Generator
- EAD – Environment Agency – Abu Dhabi
- EHS – Environment, Health & Safety
- EMS – Environmental Management System
- ERM – Enterprise Risk Management
- ESG – Environmental, Social & Governance
- FTE – Full-Time Equivalent
- GDPR – General Data Protection Regulation
- GHG – Greenhouse Gas
- GRI – Global Reporting Initiative
- GWP – Global Warming Potential
- HAP – Hazardous Air Pollutants
- HR – Human Resources
- HSE – Health, Safety & Environment
- HSSE – Health, Safety, Security & Environment
- IBC – Intermediate Bulk Container
- ICAD – Industrial City of Abu Dhabi
- ICIS – Independent Commodity Intelligence Services
- IPCC – Intergovernmental Panel on Climate Change
- ISO – International Organization for Standardization
- KEZAD – Khalifa Economic Zone Abu Dhabi
- KPI – Key Performance Indicator
- KSA – Kingdom of Saudi Arabia
- LED – Light Emitting Diode
- LTI – Lost Time Incident
- MOECC – Ministry of Environment & Climate Change (Qatar)
- MSDS/SDS – (Material) Safety Data Sheet
- NGO – Non-Governmental Organization
- OHS / OHSMS – Occupational Health & Safety (Management System)
- PM – Particulate Matter
- POP – Persistent Organic Pollutants
- PPE – Personal Protective Equipment
- PTW – Permit to Work
- QHSE – Quality, Health, Safety & Environment
- R&D – Research & Development
- RO – Reverse Osmosis
- SDG – Sustainable Development Goal
- SME – Small & Medium Enterprise
- SOC – Safety Observation Card
- SOP – Standard Operating Procedure
- SPRP – Spill Prevention & Response Plan
- SWA – Stop Work Authority
- TBT – Toolbox Talk
- tCO<sub>2</sub>e – Tonnes of CO<sub>2</sub> equivalent
- UAE – United Arab Emirates
- ULSD – Ultra-Low Sulfur Diesel
- UN – United Nations
- VOC – Volatile Organic Compound

# APPENDIX

## External Assurance Statement

This inaugural ESG report (2024–2025) has been compiled and internally reviewed by AquaChemie's ESG team for accuracy, consistency, and alignment with GRI Standards.

Greenhouse Gas Inventory Verification

Scope 1, Scope 2, and applicable Scope 3 calculations have been verified by independent assessors in accordance with:

- GHG Protocol Corporate Accounting and Reporting Standard
- ISO 14064-1:2018 (organization-level specification & guidance)
- DEFRA 2025 emission factors

## Future Assurance Plans

- Pursue comprehensive external assurance for all ESG disclosures
- Engage recognized third-party assurance providers
- Enhance data collection and verification systems
- Expand assurance to include social and governance metrics

## Report Feedback and Contact

We welcome feedback on this report and our ESG performance. Your input helps us improve our sustainability practices and reporting transparency.

For inquiries, comments, or suggestions regarding this report, please contact:

Email: [sanjeev@AquaChemie.com](mailto:sanjeev@AquaChemie.com)

Corporate Headquarters:

AquaChemie Middle East FZE

Jebel Ali Free Zone

Dubai, United Arab Emirates

### Regional Offices:

**Qatar Operations:**

AquaChemie Venture Gulf Chemical  
Technologies WLL  
Qatar

**KSA Operations:**

Elite AquaChemie Trading Co.  
Dammam, Kingdom of Saudi Arabia  
Website: [www.AquaChemie.com](http://www.AquaChemie.com)

# Closing Statement



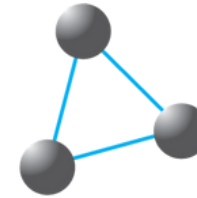
## Closing Statement

This inaugural ESG report marks the beginning of AquaChemie's journey toward greater transparency, accountability, and sustainable value creation. As we move forward, we remain committed to:

- **Continuous Improvement in our environmental, social, and governance performance**
- **Stakeholder Engagement to understand and respond to evolving expectations**
- **Innovation and Technology to drive sustainable solutions**
- **Regional Leadership in supporting the UAE's Net Zero 2050 ambitions**
- **People Development to build a skilled, diverse, and engaged workforce**
- **Ethical Operations maintaining the highest standards of integrity and compliance**

We recognize that sustainability is a journey, not a destination. This report represents our baseline, our current reality, and our commitment to do better. With the support of our employees, partners, customers, and communities, we are confident in our ability to contribute meaningfully to a more sustainable future.

*Thank you for your continued trust and partnership.*



**AquaChemie**

Report Publication Date: January 2026

Reporting Period: January 1, 2025 - December 31, 2025

Next Report: Expected January 2027\*

This report is printed on recycled paper using environmentally friendly processes.

Building a Sustainable Future, Together.

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## END OF REPORT

### END OF REPORT

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