

ESG Data Sheet 2024

Chemical Oxygen Demand

	Unit	FY 2021	FY 2022	FY 2023	FY 2024
Direct chemical oxygen demand	Metric Tonnes			67.2	62.1
Data coverage (as % of denominator)	Percentage of Operation			100	100

NO_x Emissions

	Unit	FY 2021	FY 2022	FY 2023	FY 2024
Direct NO _x emissions	Metric Tonnes	4151	4305	4240	4323
Data coverage (as % of denominator)	Percentage of Operation	100	100	100	100

SO_x Emissions

	Unit	FY 2021	FY 2022	FY 2023	FY 2024
Direct SO _x emissions	Metric Tonnes	379	415	408	455
Data coverage (as % of denominator)	Percentage of Operation	100	100	100	100

Volatile Organic Compounds Emissions

	Unit	FY 2021	FY 2022	FY 2023	FY 2024
Direct VOC emissions	Metric Tonnes	418	430	1264	1148
Data coverage (as % of denominator)	Percentage of Operation	100	100	100	100

Water Consumption

	Unit	FY 2021	FY 2022	FY 2023	FY 2024
A. Water withdrawal (excluding saltwater)	Million cubic meters	5.55	5.46	5.47	5.33
B. Water Discharge (excluding saltwater)	Million cubic meters	0	0	0	0
Total net freshwater consumption (A-B)	Million cubic meters	5.55	5.46	5.47	5.33
Data Coverage	Percentage of Operations	100	100	100	100

Water Consumption in Water-Stressed Areas

Water consumption in areas with water stress (e.g. <1700 m ³ /(person*year))	Units	FY 2021	FY 2022	FY 2023	FY 2024
Total net freshwater consumption in water-stressed areas (Total water withdrawals – Total water discharges)	Million cubic meters	5.55	5.46	5.47	5.33
Data Coverage (as % of denominator)	Percentage of Operations	100	100	100	100

Direct Greenhouse Gas Emissions (Scope 1)

Direct GHG (Scope 1)	Units	FY 2021	FY 2022	FY 2023	FY 2024
Total direct GHG emissions (Scope 1)	Metric tonnes CO ₂ equivalents	3,076,665	3,199,644	3,331,743	3,582,697
Data Coverage (as % of denominator)	Percentage of Operations	100	100	100	100

Indirect Greenhouse Gas Emissions (Scope 2)

IGHG (Scope 2)	Units	FY 2021	FY 2022	FY 2023	FY 2024
Location-Based	Metric tonnes CO ₂ equivalents	1,645,054	1,564,192	1,454,713	1,407,693
Data Coverage (as % of denominator)	Percentage of Operations	100	100	100	100

Indirect Greenhouse Gas Emissions (Scope 3)*

IGHG (Scope 3)	Units	FY 2021	FY 2022	FY 2023	FY 2024
Total indirect GHG emissions (Scope 3)	Metric tonnes CO ₂ equivalents				5,600,313

Scope 3 Category	Emissions in the reporting year (Metric tonnes CO ₂ e)
1. Purchased Goods and services	2,447,773
2. Capital Goods	27,164
3. Fuel and energy related activities	385,289
4. Upstream transportation and distribution	3,386
5. Waste Generated in operations	3,407
6. Business Travel	5,000
7. Employee Commuting	5,964
8. Upstream leased assets	6,011
9. Downstream transportation and distribution	403,105
10. Processing of sold products	2,223,974
11. Use of sold products	-
12. End of life treatment of sold products	93,334
13. Downstream leased assets	-
14. Franchises	-
15. Investments	-

**Not assured data as the Scope 3 strategy and assessment of 2024 data was completed mid-2025. The plan is to assure 2025FY data in 1st Quarter 2026. Using the GHG Protocol standards and guidance, the Scope 3 footprint was calculated using a mix of spend-based and unit-based methodologies. Categories 2, 4, and 8 are calculated using the spend-based methodology. All other categories are unit-based methodology.*

Workforce Breakdown

Diversity Indicator	Percentage (0-100%)
Share of women in total workforce (as % of total workforce)	14.4%
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	20.6%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	20.5%
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	21.1%

Breakdown based on Regions	Share in total workforce (% of total workforce)
UAE Nationals	43.45%
Other GCC Nationals	0.136%
Non-GCC Mena	2.7%
Rest of Africa	0.68%
Rest of Asia	49.12%
North and South America, Europe and Australia	3.89%

Employee Turnover Rate

	FY 2021	FY 2022	FY 2023	FY 2024
Total Employee Turnover rate	4.4	4.4	5.8	6.6
Data Coverage (as % of all FTEs globally)	100	100	100	100

Employee Engagement

Core Focus	FY 2021	FY 2022	FY 2023	FY 2024
Employee Engagement	64	66	61	71
Data Coverage (as % of all employees who responded to the survey)	72	82	75	88