



SUSTAINABILITY REPORT

APME & AMERICAS



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Introduction

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Together we Innovate – For Future Generations



Around the world, more ambitious policies are reshaping how industries address environmental challenges and climate change.

The Paris Agreement and the UN Sustainable Development Goals set the global foundation, while the European Union's Green Deal and forthcoming Packaging and Packaging Waste Regulation mark new milestones that will influence packaging markets everywhere. In this context, the call for corporate responsibility is louder than ever: awareness is not enough – only concrete action will meet stakeholder expectations.

At Taghleef Industries, we embrace this responsibility. As a leading global manufacturer of biaxially oriented polypropylene (BoPP), cast polypropylene (CPP), and biobased films such as BoPLA, we are committed to driving the packaging sector toward a more sustainable and circular future. Guided by our Dynamic Cycle™ platform, we innovate solutions that improve resource efficiency, reduce waste, and enhance recyclability — enabling our customers to deliver on their own climate and circularity ambitions.

Our engagement started years ago, when we embedded environmental and management systems that allow us to measure, monitor, and reduce our impacts. Today, we are building on this foundation with certified greenhouse gas inventories (ISO 14064-1), systematic carbon footprint of product assessments (ISO 14067), life cycle analyses (ISO 14044), and Environmental Product Declarations. These achievements strengthen transparency and accountability across our global footprint and prepare us for emerging climate disclosure standards.

In 2024, our sites in the UAE, Oman, Australia, USA, Canada, Mexico, and Colombia advanced significantly.

We expanded renewable energy and efficiency initiatives, completed product footprint studies to support customer strategies, reinforced occupational health and safety systems under ISO 45001, strengthened diversity and inclusion policies, and deepened food safety and regulatory compliance through BRCGS and HACCP certifications.

We are equally committed to integrity. Our Codes of Ethics, Whistleblowing Policies, and Anti-Corruption Programs are embedded across sites, ensuring that growth is anchored in transparency, fairness, and respect for people and communities.

Looking ahead, expectations will continue to rise. Beyond Europe, markets including Canada, Australia, and the United States are moving toward extended producer responsibility (EPR) and stricter plastics regulation. Our customers are already preparing their supply chains for PPWR and other circular economy frameworks. By proactively investing in recyclable, downgauged, and biobased films, and scaling initiatives like reLIFE™ (recycled content solutions) and reDESIGN™ (collaborative sustainable design services), we are positioning our company — and our partners — for this transition.

I am proud of the dedication of our teams across all regions, and grateful to our customers, suppliers, and stakeholders for their continued trust. Together, we will continue innovating solutions that create value today while safeguarding the needs of generations to come.

ABOUT THIS REPORT

This Taghleef Industries Sustainability Report 2024 presents our environmental, social, and governance (ESG) performance for the period 1 January to 31 December 2024. The report has been prepared in accordance with the GRI Standards (2021) and reflects our ongoing commitment to transparent and responsible reporting.

SCOPE OF THIS REPORT

While Ti's global footprint includes 11 manufacturing plants, the scope of this 2024 Sustainability Report focuses on seven sites across the APME & Americas regions. These facilities operate under a unified corporate strategy but reflect diverse contexts, regulatory environments, and stakeholder expectations. Their performance and innovations form the foundation of Ti's growth in these regions, and their collective results are the subject of this report.

Unless otherwise stated, the information in this report covers the following seven legal entities of Taghleef Industries:

- Taghleef Industries L.L.C. – Dubai, United Arab Emirates
- Taghleef Industries S.A.O.C. – Sohar, Oman
- Taghleef Industries Pty Ltd – Wodonga, Australia
- Taghleef Industries Inc. – Terre Haute, Indiana, United States

- Taghleef Industries Canada Inc. – Varennes, Canada
- Taghleef Latin America S.A. – Altamira, Mexico
- Taghleef Latin America S.A. – Cartagena, Colombia

Group-level narratives may also reference corporate initiatives, policies, and innovations that apply across the wider organization.

REPORTING PERIOD, FREQUENCY, AND CONTACT POINT

The reporting period is 1 January – 31 December 2024. Taghleef Industries intends to publish sustainability reports on an annual basis.

It is important to note that the fiscal year may differ from the calendar year in certain Taghleef regions. However, for consistency and comparability across sites, all quantitative data in this report is presented based on the calendar year.

RESTATEMENTS OF INFORMATION

No restatements of previously published sustainability information were made. All data from prior reporting periods are presented as originally reported

For questions, clarifications, or feedback on this report, please contact:

Sustainability and Product Regulatory Affairs Department

Taghleef Industries Inc.

3600 E Head Ave

Rosedale, IN 47874 USA

Email: satish.pawar@ti-films.com

REPORTING STANDARDS

This report has been developed in accordance with the Global Reporting Initiative (GRI) Standards 2021, guided by the principles of accuracy, balance, clarity, comparability, reliability, and timeliness.

EXTERNAL ASSURANCE

Selected data and disclosures in this report have been independently assured by Bureau Veritas – Dubai in accordance with recognized international assurance standards. The assurance engagement covered selected disclosures prepared in accordance with the Global Reporting Initiative (GRI) Standards. The independent assurance statement is included in the Appendices.

REPORT DEVELOPMENT AND CONTRIBUTIONS

Outlined here are the pivotal roles and dedicated efforts that shaped the creation of our 2024 Group Sustainability Report.

Research and Report Development:

SAHL TAMBAL

HSE Supervisor

RAMKUMAR PANDIYAN

HSE Manager – Dubai & Oman

Strategic Oversight and Guidance:

SATISH PAWAR

Sustainability & Regulatory Affairs Manager

Final Review and Institutional Approval:

WOLFGANG MEYER

Group COO - Managing Director Ti Italy

This report also reflects the valued contributions of site-level HSE and Sustainability focal points across Oman, Australia, USA, Canada, Mexico, and Colombia.

01

About Taghleef

Global reach, local responsibility

Global Identity, Local Impact

Our Product Portfolio

Our Value Chain

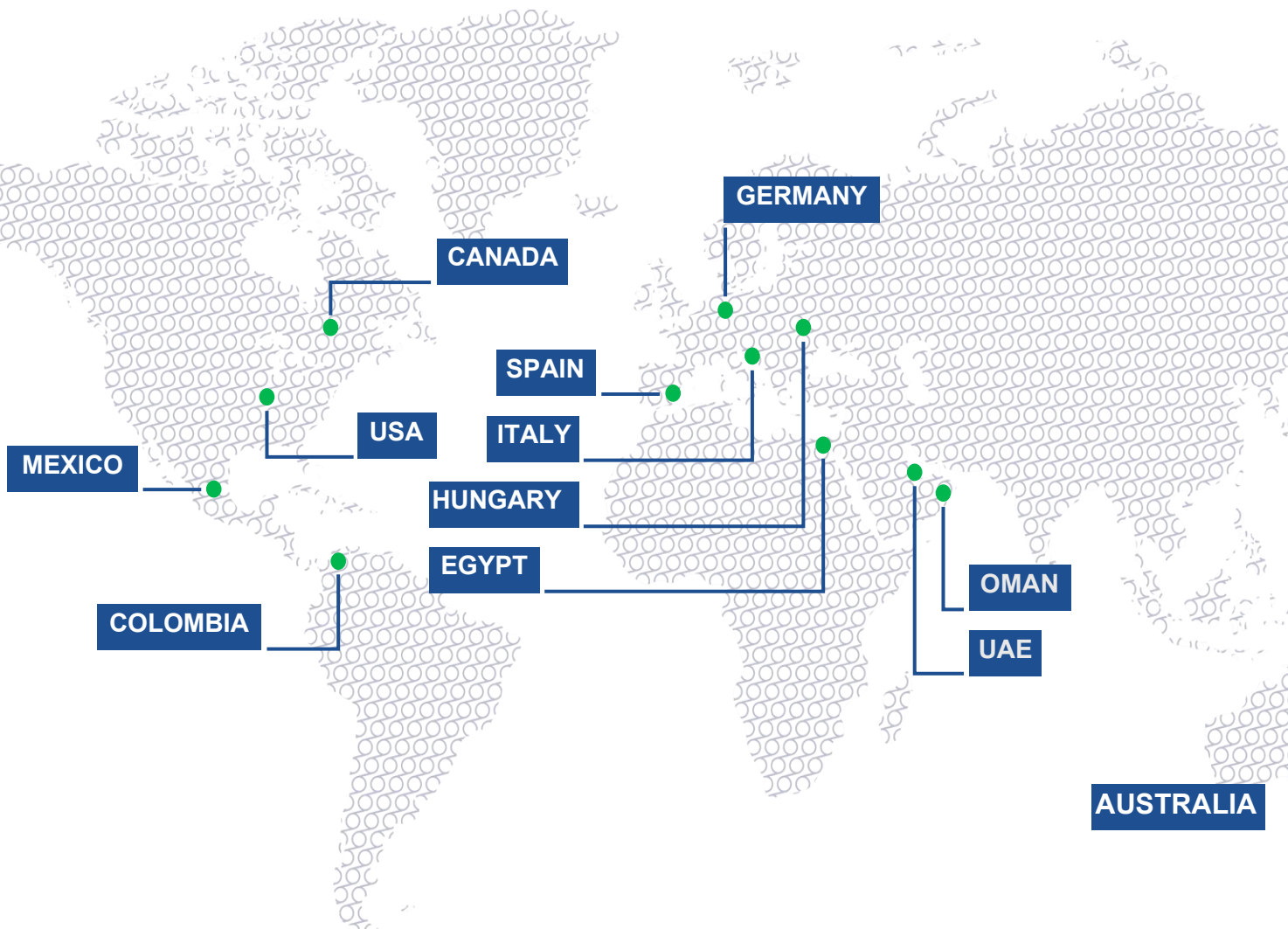
GLOBAL IDENTITY, LOCAL IMPACT

Taghleef Industries (Ti) is a global leader in the development and manufacture of specialty and high-performance films for packaging, labeling, graphic arts, and technical applications. Since its founding in 2006, Ti has grown from the consolidation of pioneering companies into one of the most recognized players in the film industry, uniting 11 manufacturing sites on six continents, more than 2,900 employees, six research centers, and seven distribution hubs. Today, Ti products reach customers

in over 120 countries, serving as a critical link in food, beverage, personal care, household, and industrial supply chains.

Heritage and Purpose

Headquartered in Dubai, Ti was established with the mission of providing Packaging Solutions Worldwide. Over 15 years of expansion and integration, this mission has evolved into a broader commitment embodied in our refreshed tagline: Together We Innovate™. This identity captures not only what we do, but how we do it: through collaboration, knowledge-sharing, and a culture of innovation that places sustainability and customer value at the core.



Our purpose is clear — to develop packaging films that protect products, reduce food waste, improve hygiene, and enable recyclability, thereby contributing to a safer, more sustainable world. This purpose is realized through Dynamic Cycle™, Ti's holistic approach to sustainability, which drives how we innovate, manufacture, and partner across the value chain.

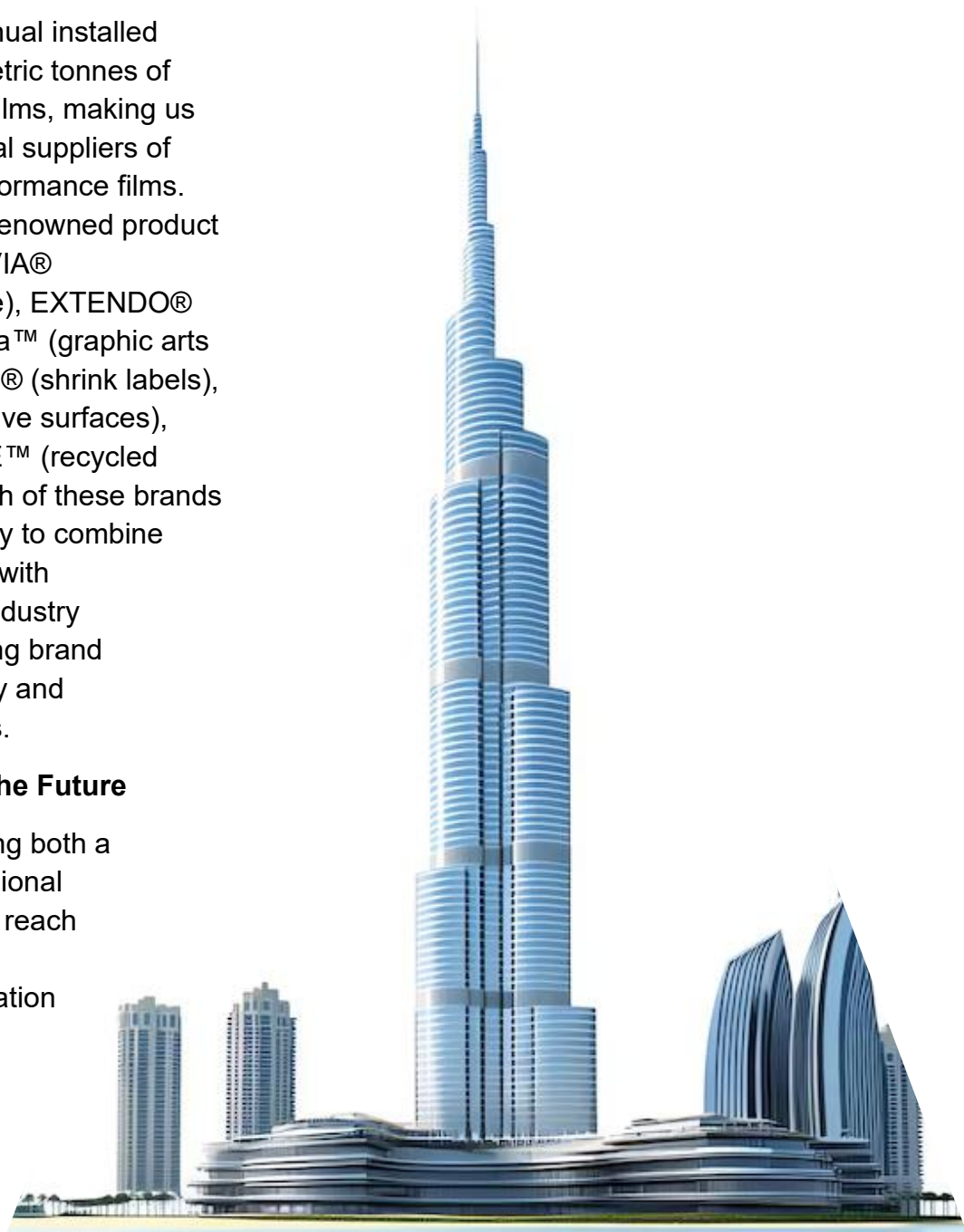
Scale and Market Leadership

Ti operates with an annual installed capacity of 500,000 metric tonnes of BOPP, CPP, and PLA films, making us one of the largest global suppliers of specialty and high-performance films. Our portfolio includes renowned product families such as NATIVIA® (biobased/compostable), EXTENDO® (barrier films), Derprosa™ (graphic arts laminates), SHAPE360® (shrink labels), SynDECOR® (decorative surfaces), Titanium™, and reLIFE™ (recycled content solutions). Each of these brands demonstrates Ti's ability to combine technical performance with sustainability, setting industry benchmarks and helping brand owners meet regulatory and consumer expectations.

Our Commitment to the Future

Ti's strength lies in being both a global leader and a regional partner. Our worldwide reach enables consistency, compliance, and innovation at scale, while our regional presence ensures responsiveness to local markets,

regulators, and communities. As we look ahead, our commitment is to remain at the forefront of sustainable film solutions — protecting products, respecting people, and reducing environmental impact, in line with our guiding belief: *Together we Innovate™*.



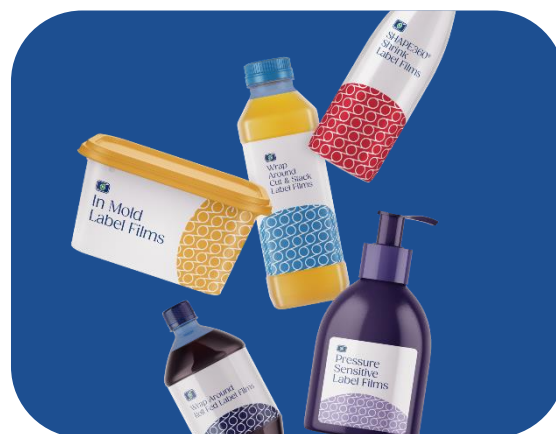
OUR PRODUCT PORTFOLIO



Flexible Packaging Films

Flexible packaging is the foundation of Ti's product range and the most widely applied category across the APME & Americas sites. Ti manufactures a comprehensive portfolio of BOPP and CPP films in transparent, white opaque, matt, and metallized formats, designed for both food and non-food applications. These films offer barrier properties that protect contents from oxygen, moisture, and contamination, thereby extending shelf life and reducing food waste — a critical sustainability contribution in global supply chains.

Applications range from snack foods, bakery items, confectionery, and fresh produce to household goods and pharmaceuticals. The films are engineered for high machinability, sealing performance, and printability, enabling converters to run efficient lamination and printing processes. Increasingly, Ti's flexible packaging films are designed for circularity, supporting recyclable mono-material structures and downgauging strategies that reduce raw material consumption while maintaining performance.



Label Films

Labels are more than identifiers; they are integral components of modern packaging. Ti offers one of the broadest ranges of **BOPP label films** for shrink sleeves, in-mold labels, wrap-around labels, and pressure-sensitive applications. These films enhance product visibility, communicate brand values, and enable traceability through clear regulatory and consumer information.

From a sustainability perspective, label films play a pivotal role in enabling recyclability. Ti has developed label solutions compatible with PET bottle recycling streams and compliant with Extended Producer Responsibility (EPR) requirements, ensuring packaging components can be recovered without compromising quality. By balancing functionality and circularity, Ti's label films support the dual goals of strong brand identity and sustainable packaging.



Graphic Arts Laminating Films

Through the **Derprosa™** brand, Ti has become a recognized leader in laminating films for graphic arts, publishing, and premium packaging. These films add visual appeal and protection to printed materials, offering finishes such as gloss, matte, silky, semi-matte, and textured surfaces. They also enhance durability with anti-scratch, anti-fingerprint, and antimicrobial options, meeting the requirements of high-end consumer packaging and printed products.

Sustainability is embedded in this portfolio through innovations such as **Derprosa reLIFE™**, incorporating chemically recycled content, and **Derprosa BioPP**, derived from renewable vegetable-origin feedstocks. By combining luxury aesthetics with responsible sourcing, Ti demonstrates that design excellence and environmental stewardship can go hand in hand.

Technical Films

Beyond consumer packaging, Ti develops specialized films for **technical and industrial applications**. These include overwraps for tobacco and other goods, films for adhesive tapes, insulation, and other niche uses where

durability, clarity, and mechanical strength are essential. In this category, performance often extends beyond aesthetics or barrier properties, requiring precise mechanical and thermal characteristics tailored to demanding environments.

By embedding recyclability, downgauging, and in some cases renewable content into technical films, Ti ensures that even highly specialized applications align with the principles of the circular economy. These innovations underline Ti's versatility and its ability to support industries beyond traditional packaging, expanding its role in global supply chains.

OUR BRANDS

Nativia

EXTENDO®

Derprosa™

Titanium™

reLIFE™

b!oPP

SDAMA

OUR VALUE CHAIN

Ti's value chain illustrates how value is created and shared from raw material sourcing through to final consumption. It reflects the integration of global partnerships, advanced manufacturing, and collaborative innovation — all guided by our **Dynamic Cycle™** sustainability framework.

1. Upstream – Suppliers and Service Partners

The chain begins with suppliers of polypropylene resins, specialty additives, aluminum wire for metallization, and other essential inputs such as pallets, cores, and packaging. Logistics providers, contractors, and utility partners ensure the secure and efficient flow of these resources. Sustainability starts here: Ti increasingly evaluates suppliers on compliance, traceability, and the availability of recycled or renewable feedstocks, ensuring alignment with customer and regulatory expectations. Strong partnerships with global and regional suppliers are fundamental to securing responsible, high-quality inputs that support both performance and sustainability goals.

2. Ti Manufacturing – Transforming Inputs into Films

Across our seven APME & Americas sites, Ti transforms these inputs into **specialty BOPP, CPP, and advanced films that are fully finished and ready for conversion**. Core processes include extrusion, biaxial orientation, coating, metallization, and slitting. In-house recycling systems convert production scrap into high-quality reprocessed

granules that are reintegrated into production or used in downstream applications such as PP strap and injection molding. This stage embodies circularity in action, reducing waste while maintaining technical performance. Employees and contractors are central partners in this process, ensuring operational excellence, quality, and continuous innovation across sites.

3. Converters – Creating Finished Packaging and Labels

Ti's direct customers are converters: companies that laminate, print, and convert our films into finished packaging and labeling solutions. These processes include lamination, pouch making, flexible wrapping, and label application for pressure-sensitive, wrap-around, shrink, or in-mold technologies. By working closely with converters through initiatives such as **reDESIGN™**, Ti helps them transition to recyclable mono-material structures and downgauged formats that reduce raw



material use without compromising performance. Close collaboration with converters is a cornerstone of our innovation model, enabling solutions that anticipate end-user needs while aligning with regulatory and sustainability requirements.

4. End Users – Brand Owners and Product Manufacturers

Converters supply brand owners — the global and regional companies that market packaged goods under their trademarks. Ti's films are used across multiple sectors: food, beverage, pharmaceuticals, personal care, household, and industrial goods. In the food sector, our films preserve freshness, extend shelf life, and reduce waste, directly supporting food security. In pharmaceuticals, they protect medicines and contribute to their safe and reliable distribution. In personal care, household, and industrial applications, Ti's films provide branding appeal, durability, and functionality tailored to customer needs. The close alignment of our portfolio with brand owners' sustainability targets ensures Ti plays an active role in advancing circular packaging solutions globally.

5. Consumers – Critical Point in the Cycle

Consumers encounter Ti's products indirectly, as the packaging that protects and presents goods across retail and distribution channels. At this point of interaction, our films deliver essential benefits — safeguarding quality, ensuring hygiene, offering convenience, and preserving product integrity. It is also the juncture where the potential for

circularity becomes most visible: once packaging has fulfilled its primary function, it may be collected, sorted, and recovered through recycling systems. In this way, Ti's value creation does not conclude at the point of use but extends into the regeneration of materials, enabling resources to be reintroduced into the economy and supporting the broader transition to a circular model. Ultimately, consumer trust and participation — particularly in recycling behaviors — are critical to closing the loop.

Regional Integration and Strengths

Although guided by a unified corporate strategy, each of Ti's sites — including the seven APME & Americas facilities covered in this report — contributes distinctive strengths to our global operations. Collectively, they form an integrated production and distribution network that balances global consistency with local responsiveness, ensuring that innovation, quality, and sustainability commitments are effectively translated across diverse markets and regulatory environments.

Middle East – Dubai and Oman

Our sites in the United Arab Emirates and Oman serve as hubs for the Middle East, providing advanced capabilities in metallization and coating, alongside robust in-house recycling systems. Both sites also support downstream applications such as PP strap and injection molding, creating synergies that enhance resource efficiency and reduce waste. Their strategic location allows them to serve regional markets while supplying customers globally.

Australia

As the sole Ti site in the Southern Hemisphere, Ti Australia is a vital gateway to the Asia–Pacific market. It has been at the forefront of incorporating recycled content, supported by ISCC Plus certification, and plays an important role in helping brand owners across the region meet their circularity and compliance targets.

North America – United States and Canada

Ti's North American operations anchor supply to one of the world's largest and most demanding packaging markets. The **United States site** combines large-scale production capacity with advanced coating capabilities, enabling the development of high-performance films for food safety, barrier protection, and specialized applications. Its strong compliance culture and operational efficiency further reinforce its role as a flagship facility in Ti's global network.

The **Canada site** complements this strength with proven expertise in high-barrier and coated films, serving converters and brand owners that require stringent food safety and sustainability standards. Together, the U.S. and Canadian facilities form a powerful North American platform, delivering both scale and technical excellence while ensuring consistency and reliability for customers across the region.

Latin America – Mexico and Colombia

Our operations in Mexico and Colombia serve as high-capacity producers located in close proximity to major FMCG markets across Latin America.

Their scale and strategic location allow Ti to deliver both regional responsiveness and cost-efficient supply chains. As part of Ti's Americas network, they play an increasingly important role in meeting the sustainability expectations of multinational brand owners operating in the region.

Integration Across the Network

What distinguishes Ti's APME & Americas footprint is not only the capability of individual sites but also their integration as a regional system. Collectively, they provide balanced capacity, complementary expertise, and geographic reach that strengthens Ti's resilience and adaptability. The network supports rapid deployment of innovation, harmonized quality standards, and consistent customer engagement, ensuring that Ti delivers the same level of performance whether supplying a regional converter or a global brand owner.

As markets, technologies, and regulatory landscapes evolve, Ti remains committed to advancing innovation and sustainability across the APME & Americas region and beyond. The progress outlined in this section — from our Dynamic Cycle™ framework to our diverse product portfolio, integrated value chain, and regional strengths — provides a foundation on which future growth will build.

Looking forward, Ti will continue to deepen the integration of circularity principles across its value chain—from responsible sourcing to recyclable design and recovery—while leveraging its global scale and regional agility to anticipate shifting customer

expectations, regulatory requirements, and consumer behaviors. The company will invest in operational efficiency, product innovation, and certification pathways that enhance both environmental performance and transparency. At the same time, Ti will strengthen collaboration with stakeholders, including suppliers, converters, brand owners, regulators, and communities, to accelerate collective progress toward a more sustainable packaging ecosystem.

Ti's role is not only to supply advanced films but also to enable the systems around them: films that preserve resources, packaging solutions designed for circularity, and a network of sites capable of delivering consistent quality and innovation worldwide. The journey ahead will demand adaptability, collaboration, and resilience, and Ti is positioned to continue playing a decisive role in shaping the future of sustainable packaging.

02

Our Sustainability Approach

Embedding purpose into every innovation

Dynamic Cycle™

Materiality Assessment

Contributing to UN SDGs

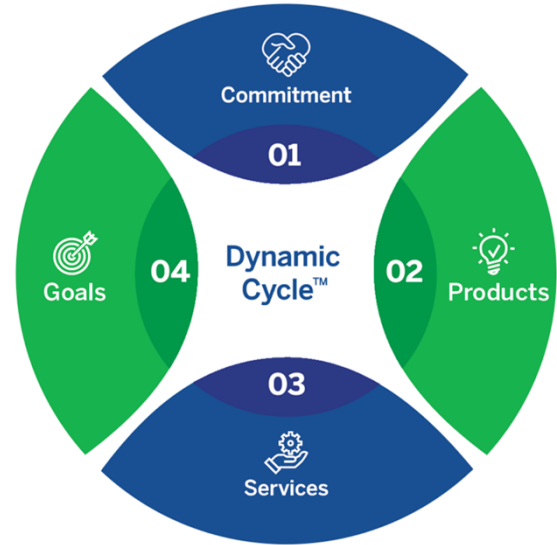
Dynamic Cycle™ – OUR HOLISTIC APPROACH TO SUSTAINABILITY

Strategic Vision

Dynamic Cycle™ is Taghleef Industries' signature sustainability framework — the lens through which we innovate, operate, and collaborate across the value chain. It reflects our belief that packaging is not only about protection and functionality, but about how resources are sourced, transformed, and reintroduced into the economy. By embedding sustainability at the core of business strategy, Dynamic Cycle™ ensures that every decision — from polymer selection and product design to manufacturing efficiency and customer partnerships — contributes to long-term environmental, social, and economic value.

Closing the Loop

At the heart of Dynamic Cycle™ lies circularity. Ti's ambition is to contribute to a packaging system in which plastic resources are never wasted but continuously reused and regenerated. Across our sites, production scrap is reintegrated through in-house recycling systems to create high-quality reprocessed granules for new films. The reLIFE™ portfolio brings recycled content — both post-industrial and post-consumer — into commercial production, while the NATIVIA® range integrates bio-based resins to reduce reliance on fossil feedstocks. Through the development of mono-material, recyclable structures, Ti helps brand owners design packaging compatible with



established collection and recycling systems worldwide.

Innovation for Sustainability

Dynamic Cycle™ drives the Group's innovation agenda. Through the reDESIGN™ service platform, Ti collaborates with customers to re-engineer packaging structures, replacing complex, non-recyclable formats with lighter, more sustainable alternatives that preserve performance. Continuous investment in metallization, downgauging, and functional coatings delivers the same protective properties with fewer resources, enabling customers to meet both product and sustainability requirements.

Operational Excellence

Sustainability extends beyond product portfolios to the way Ti operates. Under Dynamic Cycle™, every site works to optimize energy and water use, minimize waste, and strengthen resource efficiency. These efforts are reinforced by international



certifications such as ISO 14001, ISO 45001, and ISCC PLUS for recycled-content traceability. Embedding sustainability into day-to-day decision-making ensures that operational efficiency and environmental stewardship progress together — turning strategic intent into measurable outcomes.

Commitment to Future Generations

Ultimately, Dynamic Cycle™ is about responsibility. It embodies Ti's commitment to design products, manage resources, and build partnerships that serve both present and future generations. By aligning our innovation with the expectations of customers, communities, and regulators, we advance a circular and low-carbon packaging economy — proving that performance and responsibility can go hand in hand.

Together we Innovate™ — for people, for the planet, and for lasting value.

Engaging with Stakeholders

Sustainability at Taghleef Industries is built on dialogue. The Dynamic Cycle™ framework connects us with the people and organizations that shape our business — from resin producers to brand owners, from employees to communities. Through these relationships, we listen, learn, and collaborate to turn shared ambitions into practical solutions.

Across 2024, Ti maintained active engagement with a diverse group of stakeholders whose perspectives guide our strategy. Customers and brand owners continued to drive circular innovation, seeking stronger evidence of recyclability, recycled content, and verified carbon data. Suppliers, service partners, and contractors worked alongside us to strengthen responsible sourcing, safety, and traceability throughout the value chain. Employees contributed

through regular safety dialogues, surveys, and development programs, reinforcing a culture of care and accountability.

Regulators and authorities remained essential partners in compliance and continuous improvement, particularly around emissions, water stewardship, and food-contact safety. Investors and financial institutions expanded their engagement on disclosure and climate-related risk, underscoring the growing link between sustainability performance and business resilience. Communities and civil society collaborated with our sites on environmental protection, recycling awareness, and local employment initiatives, while academia and research partners continued to support Ti's innovation agenda through joint studies and knowledge exchange.

These ongoing interactions form a continuous feedback loop between Ti and its stakeholders. They provide the insight that anchors our sustainability priorities and inform the materiality assessment that follows — ensuring that the issues we act on are those that matter most to our stakeholders and to the world we help shape.

Learn more: For a detailed look at our Dynamic Cycle™ framework and its initiatives, visit www.ti-films.com/sustainability/dynamic-cycle



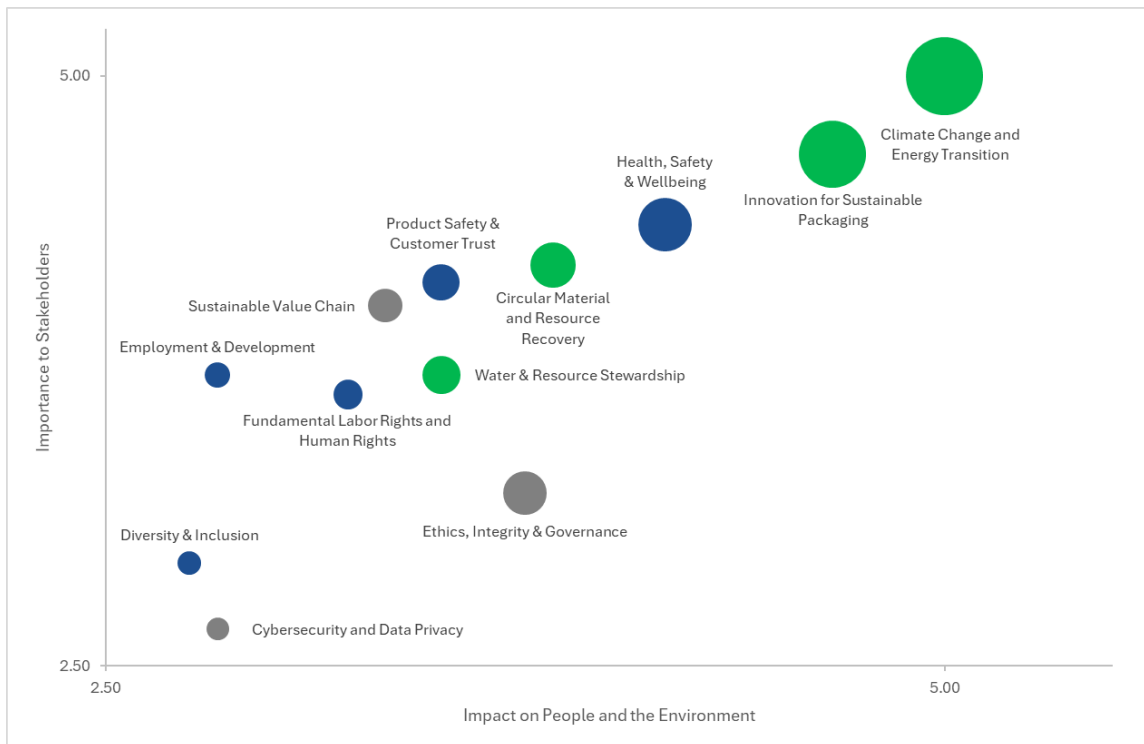
MATERIALITY ASSESSMENT

Understanding what matters most — to our stakeholders, our business, and the broader environment — is central to how Taghleef defines its sustainability priorities. Materiality provides the foundation for aligning the Dynamic Cycle™ with real-world impacts and emerging expectations across our global value chain.

In 2024, Taghleef refreshed its materiality assessment to reflect the GRI Standards and integrate the impact-materiality principles of the European Sustainability Reporting Standards. The process combined internal expertise with external perspectives gathered from customers, suppliers, employees, regulators, investors, and community partners. Each topic was evaluated for its significance to stakeholders and for the scale and likelihood of its environmental and social

impacts across the product life cycle — from resin sourcing to end-of-life recovery. The results were reviewed and validated by senior management, and the process itself is periodically updated to reflect evolving expectations and strategic priorities.

The resulting Materiality Matrix illustrates where stakeholder priorities and Ti's impact areas converge. Circularity and resource efficiency continue to stand at the heart of our agenda, supported by strong stakeholder emphasis on climate action, transparency, and product stewardship. Occupational health and safety, workforce wellbeing, and diversity remain foundational to our internal culture, while customer and supplier assessments underscore the growing demand for verified, responsibly sourced materials. This refreshed analysis confirms a clear direction for the Group's sustainability strategy: advancing circular operations,



reducing emissions and resource intensity, fostering safe and inclusive workplaces, and reinforcing trust across our markets and supply chains. These priorities define the

chapters that follow and guide our progress toward a more circular and low-carbon packaging economy.

Environment	Climate Change and Energy Transitions
	Innovation for Sustainable Packaging
	Circular Material and Resource Recovery
	Water and Resource Stewardship
Social	Health Safety & Wellbeing
	Fundamental Labor Rights and Human Rights
	Employment and Development
	Product Safety & Customer Trust
Governance	Ethics, Integrity and Governance
	Sustainable Value Chain
	Cyber Security and Data Privacy

CONTRIBUTING TO THE UN SUSTAINABLE DEVELOPMENT GOALS

Taghleef Industries’ sustainability agenda is aligned with the United Nations 2030 Agenda for Sustainable Development.

Through our Dynamic Cycle™ framework and the material topics identified in this report, we contribute to advancing several of the UN Sustainable Development Goals (SDGs) that are most relevant to our operations, products, and partnerships.

The following goals represent areas where Ti’s actions have the most direct and measurable impact across the value chain—from responsible sourcing and manufacturing to product innovation and community wellbeing.

SDG-2: Zero Hunger

Ti’s packaging films play a vital role in protecting food and reducing waste. By extending shelf life, maintaining freshness, and safeguarding hygiene, our packaging solutions help minimize post-harvest losses and ensure safe global food distribution. Certified food-contact compliance, GMP, HACCP, and BRCGS systems reinforce food safety and support the availability of nutritious products worldwide.

SDG-3: Good Health and Well-being

Robust product-safety controls, food-contact testing, and occupational-health programs safeguard both consumers and employees, ensuring safe materials, processes, and workplaces.

SDG-8: Decent Work and Economic Growth

Across seven regional sites, Ti provides stable employment, skills development, and a safe working environment, fostering inclusive growth and long-term prosperity.

SDG-9: Industry, Innovation and Infrastructure

Continuous investment in R&D drives advanced packaging technologies such as recyclable, downgauged, and biobased films—supporting sustainable industrial innovation.

SDG-12: Responsible Consumption and Production

Through our circularity programs reLIFE™ and reDESIGN™, in-house recycling, and resource-efficient manufacturing, we close material loops and promote responsible use of resources.

SDG-13: Climate Action

Certified GHG inventories, and targeted reduction projects support Ti's carbonization pathway and transparency on climate performance.

SDG-14 Life Below Water

By developing recyclable and mono-material packaging, Ti helps prevent plastic leakage into marine ecosystems and supports global efforts to eliminate plastic pollution.

SDG-15: Life on Land

Resource-efficient manufacturing, waste-to-recycling initiatives, and responsible material sourcing reduce landfilling and protect terrestrial environments.

SDG-17: Partnerships for the Goals

Collaboration with customers, suppliers, and industry alliances including CEFLEX, the Alliance to End Plastic Waste, and other value chain initiatives, drives collective progress toward a circular and low carbon economy



03

Responsible Business

Integrity, accountability, and trust in action

Board Oversight and Structure

Business Ethics and Compliance

Sustainable Procurement

Safeguarding Data Privacy and Cybersecurity

BOARD OVERSIGHT AND STRUCTURE

The Management Board is the highest governance body of Taghleef Industries, entrusted with guiding the company’s long-term direction and ensuring that integrity and sustainability are embedded in all aspects of decision-making. Comprising senior executive leaders with diverse expertise, the Board balances financial stewardship with environmental and social responsibility, recognizing that sustainable growth requires both.

Sustainability is a standing item on the Board’s agenda. Reviews encompass

performance on environmental and social priorities alongside financial outcomes, ensuring that issues such as climate resilience, resource efficiency, workplace safety, and diversity are treated with the same rigor as traditional business metrics. In this way, the Board integrates sustainability considerations into strategic planning, risk management, and investment decisions.

The Management Board currently includes both executive and non-executive members, reflecting a balance between independent oversight and operational leadership:

Member	Non-Executive		Chairman
Member	Executive	Appointed	Group CEO
Member	Executive	Appointed	Group CFO
Member	Executive	Appointed	Group COO
Member	Executive	Appointed	CSMO
Member	Executive	Appointed	CSCO

The composition of the board reflects Ti’s belief that strong governance depends on experience, perspective, and purpose. Board members are chosen for their ability to combine business acumen with a long-term vision for sustainable growth. Together, they bring diverse expertise from operations, finance, and sustainability, ensuring that strategic decisions are

guided by insight, integrity, and accountability.

The Chair of Taghleef Industries’ Board is distinct from the Group Chief Executive Officer and does not participate in the company’s day-to-day executive management. This clear separation of roles safeguards the independence of oversight, ensures

balanced governance, and helps prevent potential conflicts of interest.

The Board is also responsible for endorsing the company's purpose and mission, approving updates to core strategies and policies, and setting long-term goals related to sustainable development. Oversight extends to the due diligence processes through which material impacts on the economy, environment, and people are identified and managed. In fulfilling this role, the Board considers insights from customer and regulator audits, stakeholder assessments, and investor dialogues, ensuring that external perspectives are integrated into corporate decision-making. The effectiveness of these processes is reviewed on a quarterly basis, reinforcing the rigor and accountability of Ti's governance framework.

The effectiveness of the Board itself is assessed through the establishment and review of Objectives and Key Results (OKRs). These objectives are aligned not only to financial and operational performance but also to the company's sustainability agenda, encompassing climate resilience, circularity, workplace safety, and community engagement. By anchoring its own evaluation to these measures, the Board ensures accountability for outcomes that extend beyond short-term business results. Reviews are conducted on an annual basis, providing a structured mechanism for continuous improvement in governance practices and reinforcing the Board's role in stewarding long-term value creation.

To strengthen its insight, the Board regularly examines performance trends across operations and along the value chain. This perspective enables directors to identify risks and opportunities, monitor progress, and ensure that business priorities remain aligned with stakeholder expectations.

To exercise foresight, the Board maintains a forward-looking view of global and regional developments shaping the packaging industry. Discussions encompass emerging regulation, customer and investor requirements, and broader sustainability megatrends such as the transition to a circular and low-carbon economy. By anticipating these shifts, the Board ensures that Taghleef remains positioned to innovate, adapt, and lead in a changing landscape.

Board Members also commit to continuous learning. Through periodic briefings and engagement with external forums, the Board stays informed of evolving ESG themes and governance practices. This ongoing dialogue strengthens the Board's ability to provide strategic guidance that reflects both current realities and future trajectories.

By embedding sustainability into its core agenda, the Board of Directors reinforces that governance at Taghleef is not only about safeguarding integrity today but also about preparing the enterprise to thrive in tomorrow's economy.

BUSINESS ETHICS & COMPLIANCE

Taghleef Industries' commitment to ethical conduct is anchored in a

governance framework that emphasizes integrity, accountability, and transparency as foundations of long-term value creation. This framework is expressed through a suite of group-wide policies, including the Code of Conduct and Business Ethics, the Anti-Corruption and Anti-Bribery Policy, the Whistleblowing Policy, and supporting environmental and occupational health and safety policies. Collectively, these policies articulate the standards of behavior expected of employees, contractors, and business partners, and affirm the company's alignment with internationally recognized principles such as the UN Global Compact and ILO Conventions.

The Code of Conduct defines the ethical compass by which the company operates. It prohibits harassment, discrimination, and retaliation, and requires the responsible management of confidential information, accurate record-keeping, and the disclosure of conflicts of interest. Expectations extend to managing potential conflicts with transparency, ensuring that personal interests never compromise business judgment. To embed these principles, Code of Conduct training is delivered to all new employees during induction, reinforced through periodic refresher courses, and extended to contractors at the time of onboarding. In 2024, all targeted employees across reporting sites completed ethics and compliance training, with targeted modules provided to those in procurement, sales, and finance functions where exposure to ethical risks is higher. Scenario-based workshops, leadership briefings, and awareness campaigns further contribute

to a workplace culture that values integrity as a daily practice rather than a periodic reminder.

Taghleef maintains a zero-tolerance approach to corruption and bribery in all its forms. Risk-based assessments are conducted periodically across operations, with heightened focus on functions such as procurement and sales. In 2024, corruption risk reviews were undertaken across the APME and Americas regions, with no significant risks identified. During the year, the Anti-Corruption and Anti-Bribery Policy were re-communicated throughout the company, and specialized training was delivered to employees in roles deemed to carry elevated exposure. All relevant employees completed this targeted training, reinforcing a consistent understanding of expectations across high-risk functions. Supplier contracts also include mandatory anti-bribery clauses, and enhanced due diligence is undertaken in jurisdictions assessed as higher risk. No confirmed incidents of corruption were reported in 2024, and the reporting sites recorded no significant fines or sanctions relating to breaches of laws or regulations.

Membership Associations

Taghleef Industries maintains active memberships in numerous global and regional industry associations that advance responsible packaging, circular-economy solutions, and sustainable materials management. Through participation in networks such as TLMI, AIMCAL, FINAT, GIFLEX, ELIPSO, PETCORE Europe, European Bioplastics, MPMA, RECYCLASS, and collaborative initiatives including the

Ellen MacArthur Foundation, Alliance to End Plastic Waste, and HolyGrail 2.0, Ti contributes to collective efforts that shape industry standards, regulatory dialogue, and innovation toward a more circular future. These affiliations foster shared learning, technical cooperation, and alignment with evolving sustainability expectations across the packaging value chain. A full and regularly updated list of memberships is available on our website: www.ti-films.com/about-us/associations.

Site Spotlight – Compliance in Action, Ti Canada

In 2024, Ti Canada advanced its supplier due diligence by introducing an automated compliance check system. The system screens suppliers against sanctions lists and requires declarations of adherence to anti-bribery standards, ensuring greater alignment with customer expectations for integrity and transparency.

Employees, contractors, and business partners have access to multiple channels through which they may seek advice or raise concerns confidentially. These include an independent whistleblowing hotline, direct reporting lines, and open-door mechanisms that operate under a strict non-retaliation principle. All channels are designed to safeguard anonymity, ensure impartial investigation, and provide fair resolution. Critical concerns raised through these mechanisms are reviewed at least quarterly by the Audit and Compliance Committee and, where appropriate, escalated to the Board of Directors. In 2024, no critical concerns relating to

corruption or ethical breaches were reported.

Ethical commitments are embedded across the organization through training and awareness programs, supplier engagement and due diligence, and the integration of compliance requirements into everyday systems and commercial practices. Governance oversight reinforces these processes, with compliance performance reviewed on a quarterly basis and escalated to the Board as necessary. Together, these measures ensure that ethical standards are not only codified in policies but actively lived across the enterprise.

Looking ahead, Taghleef will continue to strengthen its approach to ethics and compliance. Priorities for 2025 include expanding supplier due diligence to medium-risk categories, enhancing digital reporting systems for ethics and compliance matters, developing multilingual e-learning modules to broaden accessibility, and periodically reviewing and updating key policies to ensure ongoing alignment with regulatory and stakeholder expectations.

SUSTAINABLE PROCUREMENT

Procurement at Taghleef Industries is not treated as a stand-alone activity but as an extension of the company's ethical and sustainability commitments. Across all reporting sites, procurement expectations are embedded within the Group's Business Ethics and Code of Conduct policies, which establish requirements for fair dealing, transparency, and responsible engagement with suppliers and

contractors. In markets such as Dubai and Oman, procurement due diligence is explicitly governed by the Business Ethics framework, ensuring that supplier relationships are subject to the same standards of integrity and compliance that apply within the organization itself.

During the reporting year, all critical suppliers were screened against sustainability and ethical criteria, including legal compliance, anti-bribery provisions, labor rights, and environmental performance. Supplier contracts explicitly prohibit corrupt practices, require adherence to international food-contact standards, and establish obligations to uphold sustainability principles. Where concerns are identified, remediation is sought through dialogue and corrective action, with contracts enabling suspension or termination if non-compliance persists. No sanctions or fines were recorded in 2024 in relation to procurement practices, underscoring the strength of these processes.

Procurement oversight is reinforced by governance reviews that ensure contractual requirements are applied consistently and that supplier engagement remains aligned with the company's broader sustainability agenda. This alignment is further advanced through participation in certification schemes such as ISCC PLUS, which strengthens the traceability of renewable and recycled inputs while supporting customers' own commitments to circularity.

The outcomes of supplier screenings and audits are presented in more detail in the Social and Environmental

sections of this report, reflecting the integration of procurement governance with the company's broader approach to supplier assessment. By structuring procurement in this way, Taghleef ensures that its value chain is not only compliant but also contributes actively to the company's long-term sustainability objectives.

Across all seven reporting sites, the majority of procurement spending is directed to suppliers based in the same country of operation, supporting local economies and ensuring rapid, reliable supply chains.

SAFEGUARDING DATA PRIVACY AND CYBERSECURITY

In an increasingly digital operating environment, protecting information assets has become a critical dimension of corporate responsibility. Cybersecurity is not merely a technical consideration but a matter of business continuity and stakeholder trust, with direct implications for customer confidence, regulatory compliance, and corporate reputation. For Taghleef Industries, safeguarding sensitive data and ensuring system resilience are integral to sustainable value creation and to the confidence placed in us by our customers and partners.

Cybersecurity across the Group is governed by a dedicated Cybersecurity Policy that applies to all operating sites. The policy defines clear requirements for access management, password security, multi-factor authentication, system monitoring, and the secure handling and destruction of sensitive information. It also establishes

standards for the use of virtual private networks, control of removable media, and restrictions on unauthorized software installations. Responsibility for oversight lies with the Global IT Department, which ensures consistent implementation of security standards across all sites, while local management ensures day-to-day compliance with the policy. During the reporting year, Ti Global IT reinforced its defense-in-depth architecture through advanced email and endpoint protection, on-premises and cloud firewalls, and a managed Security Operations Centre with Extended Detection and Response capabilities providing continuous 24/7 monitoring, investigation, and mitigation of security alerts. Identity protection measures are in place to ensure system access only through compliant corporate devices and networks, supported by user-risk alerts and mandatory multi-factor authentication across all systems. Technology alone cannot protect against cyber threats, which is why Taghleef places equal emphasis on cultivating a vigilant and informed workforce. All targeted personnel across the Group completed mandatory cybersecurity awareness training during the reporting year. This program combines interactive modules with simulated phishing campaigns, allowing employees to experience real-world scenarios in a controlled environment. The training not only strengthens vigilance but also provides immediate feedback and corrective coaching to those identified as vulnerable, thereby reinforcing a culture of collective responsibility for data protection. Regular communications from Group IT

complement this program by issuing high-risk alerts, reinforcing cyber hygiene practices, and ensuring that employees remain aware of evolving threats.

Regular vulnerability assessments and penetration testing (VAPT) are conducted to proactively identify and address potential weaknesses. Findings are reviewed by the Global IT team and resolved through corrective actions to maintain system resilience. Through these mechanisms, threats such as malware, phishing, and spoofed emails were detected and neutralized during the year, with no infections or operational impacts recorded.

During the reporting year, no substantiated complaints were recorded regarding breaches of customer privacy or loss of data across any of the reporting sites. Likewise, no regulatory actions or fines related to cybersecurity or data protection were issued. The completion of cybersecurity training by all targeted employees demonstrates the effectiveness of aligning governance policies with practical awareness measures, ensuring that every employee understands their role in safeguarding Taghleef's information environment.

Looking ahead, Taghleef Industries will continue to advance its cybersecurity posture by extending training and awareness programs to contractors and third parties with access to our systems, increasing the sophistication of phishing simulations to reflect emerging risks, and enhancing monitoring and incident response protocols in line with evolving global standards. The Group is also

04

Climate and Resources

Reducing our footprint, amplifying our impact

Greenhouse Gas Emissions

Energy

Water Stewardship

Environmental Compliance

GREENHOUSE GAS EMISSIONS

Tackling Our Full Value Chain Footprint

At Taghleef Industries, greenhouse gas (GHG) emissions are the clearest expression of our climate impact. While energy use within our factories drives a significant share of Scope 1 and 2 emissions, the majority of our carbon footprint originates upstream, in the production and transport of the polypropylene we purchase. This reality shapes our decarbonization journey: improving energy efficiency and expanding renewable sourcing within our sites is essential, but it is not sufficient. Achieving meaningful reductions requires a value-chain approach, working in close partnership with suppliers, logistics providers, and customers to deliver progress that extends well beyond our factory gates.

Our strategy rests on two equally important pillars. The first is operational accountability: systematically measuring and reducing Scope 1 and 2 emissions through efficiency programs, renewable integration, and robust verification. The second is value-chain collaboration: quantifying and disclosing Scope 3 categories, engaging suppliers on lower-carbon feedstocks, and supporting customers with lighter, recyclable, and biobased product solutions. By addressing both direct operations and indirect value-chain impacts with equal weight, we align our performance with the expectations of regulators, customers, and climate science. Emissions are not simply a compliance metric — they are the

benchmark of our contribution to a low-carbon future.

How We Account for Emissions

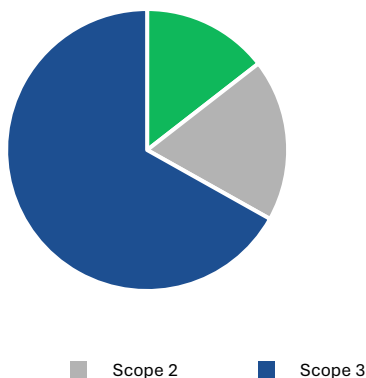
Taghleef applies a rigorous and harmonized approach to GHG accounting across all reporting sites. Inventories are prepared in accordance with the GHG Protocol and ISO 14064-1:2018, ensuring that disclosures are transparent, comparable, and aligned with international best practice. The scope of reporting covers the full spectrum of material impacts: Scope 1 includes direct emissions from fuels and process activities; Scope 2 covers indirect emissions from purchased electricity; and Scope 3 encompasses selected categories representing the most material share of our footprint, particularly purchased goods and services, transportation, and waste.

Emissions factors and global warming potentials are applied in line with international methodologies, and boundaries are defined according to the operational control principle. To reinforce credibility, all sites in the Americas, Australia, Dubai, and Oman underwent independent third-party verification of their inventories in 2024, building on earlier certifications in our Middle East sites. Consolidation at group level is supported by advanced carbon accounting and life-cycle modelling tools, enabling a consistent methodology across geographies while reflecting the realities of local energy systems. This methodological discipline gives stakeholders confidence in the reliability of our disclosures and ensures that

emissions performance is embedded in both operational and investment decision-making.

Emissions Performance Across Our Sites

In 2024, the seven reporting sites generated a combined footprint of approximately 813,000 tCO₂e, compared with around 790,000 tCO₂e in 2023. This represents an overall increase of absolute emissions of about three percent. Over the same period, production rose by nearly four percent, meaning that the consolidated emissions intensity declined from 3.56 to 3.52 tCO₂e per tonne of film. The result demonstrates that higher output was achieved with proportionally lower emissions, underscoring the impact of efficiency programs and renewable integration.



2024 Emissions by Scope

Performance across the three scopes reveals differing dynamics. Scope 1 emissions were stable at roughly 118,000 tCO₂e, essentially unchanged from 2023. Scope 2 emissions fell to about 152,000 tCO₂e, a reduction of nearly 7%, reflecting efficiency gains and improvements in local grids.

Scope 3 emissions rose to approximately 544,000 tCO₂e, an increase of about 7%, driven largely by the carbon intensity of purchased polypropylene and related logistics. Together, Scopes 1 and 2 account for around one-third of the Group’s footprint, while Scope 3 represents two-thirds, highlighting the importance of supplier engagement in any credible pathway to reduction.

In intensity terms, operational emissions (Scopes 1 and 2) improved from 1.26 to 1.17 tCO₂e per tonne of film, a reduction of about 7% year-on-year. By contrast, value-chain intensity (Scope 3) rose from 2.30 to 2.36 tCO₂e per tonne, an increase of around 3%. Taken together, total intensity decreased slightly, from 3.56 to 3.52 tCO₂e per tonne. This reflects real gains in operational efficiency, even as value-chain challenges intensified.

Emissions of nitrogen oxides (NO_x), sulfur oxides (SO_x), and other combustion-related air pollutants arise primarily from boilers, turbines, and thermal treatment units operating at Taghleef’s manufacturing sites. These sources are equipped with appropriate control and monitoring systems, and emission levels are regularly measured in accordance with local environmental regulations. All monitoring results for 2024 confirmed that NO_x, SO_x, and other significant air emissions remained below applicable legal thresholds at every reporting site.

Climate Change and Transition Readiness

Climate change is one of the defining challenges for our industry, shaping both the expectations of our customers and the regulatory frameworks in which we operate. At Taghleef Industries, we recognize that our responsibility extends beyond monitoring energy use and greenhouse gas emissions. It includes understanding the risks and opportunities of a low-carbon transition, and preparing our operations and value chain for this future.

In 2024, our disclosures on energy efficiency and emissions highlight how decarbonization is embedded in our operations. Our investment in product carbon footprint studies, GHG inventories, and Environmental Product Declarations provides the foundation to assess climate-related risks and opportunities, in line with the expectations of regulators and customers. While films are not yet subject to the EU Carbon Border Adjustment Mechanism (CBAM), we are proactively assessing potential impacts on our value chain and supporting our resin suppliers in disclosing their emission factors.

Through our Dynamic Cycle™ strategy, we view climate change not only as a source of risk but also as an opportunity for innovation — from developing downgauged and recyclable grades to supporting customer climate targets through circular feedstocks. Over the coming years, we will continue strengthening

our alignment with emerging climate disclosure standards and regulatory frameworks, ensuring that Ti remains resilient and competitive in a low-carbon economy.

Charting Our Next Steps

Looking ahead, Taghleef Industries is accelerating its transition to a low-carbon model. ISO 14064 certification will be extended across all sites, supported by feasibility studies for ISO 50001 energy management systems. Additional solar projects are under evaluation, alongside opportunities to secure green power purchase agreements in regions with supportive markets.

Equally important, product innovation is delivering downstream benefits. Downgauged films, recyclable mono-material laminates, and our NATIVIA® line of biobased films enable customers to reduce sealing temperatures, material use, and overall emissions. These product-level advantages are increasingly quantified and verified through carbon footprint and EPD certifications, ensuring credibility across the value chain.

Recognizing that two-thirds of our footprint originates upstream, we have also launched a supplier GHG engagement program across all reporting sites. Through this initiative, we are working with key suppliers to improve transparency, collect primary emissions data, and identify pathways to lower-carbon feedstocks and logistics. This collaborative approach strengthens our ability to address Scope 3 emissions and ensures that

our value chain progresses alongside our own operations.

By 2030 and 2035, Taghleef will set and achieve measurable targets for absolute emissions reductions and carbon intensity, aligned with the expectations of our customers' Science-Based Targets and with international climate frameworks. This journey is not about compliance alone — it is about safeguarding the resilience of our business, enabling our customers to meet their climate commitments, and contributing to a low-carbon future.

ENERGY

Powering Our Operations, Driving Efficiency

Energy is the lifeblood of film production. Every stage of extrusion, orientation, and finishing depends on reliable energy supply, making it one of the most material resources for Taghleef Industries. As a global manufacturer operating in an energy-intensive sector, we view energy not only as a cost driver but also as a strategic lever for operational resilience.

Our customers and regulators increasingly expect packaging partners to demonstrate transparency and progress in how energy is sourced and consumed. Through our Dynamic Cycle™ approach, we position energy management at the heart of operational planning, using efficiency and renewable integration as pathways to greater competitiveness and long-term resilience.

Our guiding hierarchy is clear: reduce consumption first, source cleaner power wherever possible, and consider offsets only as a last resort. This approach reflects both stakeholder expectations and our responsibility to future generations. By coupling disciplined energy management with strategic investments, we aim to deliver measurable improvements in efficiency, reduce our exposure to volatile energy markets, and enable our customers to achieve their own climate commitments.

Managing Energy Responsibly

Energy management at Taghleef Industries is both a technical discipline and a governance priority. Across all seven reporting sites, consumption is tracked and validated each month by local HSE and Operations teams. This information is consolidated at the regional QHSES level, where oversight is embedded into our certified management systems. External audits, customer reviews, and independent verifications provide additional assurance that our disclosures are accurate and credible.

Taghleef's energy management is integrated within our ISO 14001 Environmental Management System and aligned with our broader operational excellence framework. Site-level data are collected from calibrated meters, utility invoices, and production systems, verified monthly by HSE and Operations teams. This ensures that all energy-related KPIs are accurate, comparable, and actionable across sites.

Energy Performance

In 2024, total energy consumption across our seven reporting sites exceeded 2.7 million gigajoules (GJ). Electricity and natural gas remained the dominant sources, with diesel, LPG, and other fuels representing a smaller share.

Indirect energy consumption outside Taghleef's operational boundaries—such as the energy embedded in purchased materials or used in third-party logistics—is not reported as part of our energy totals. These activities are instead addressed under the Scope 3 greenhouse-gas inventory described in the Emissions section. In line with industry practice, our energy indicators focus on direct fuel and purchased-electricity consumption within the organization.

When normalized by production, the typical energy intensity across the reporting sites was 9.3 GJ/t of film, representing the typical energy performance of our sites after accounting for variations in scale, process configuration, and product mix. Sites such as Dubai and the United States operated below this median, reflecting scale efficiencies and optimization programs. Canada and Colombia, with higher thermal loads and turbine systems, have initiated modernization projects expected to deliver step-change improvements in the coming years.

These results show that energy demand in film production is shaped not only by process technology but also by local context—from climate conditions to grid carbon profiles and

product specifications. Against this backdrop, Taghleef's performance demonstrates that targeted investments and efficiency-first strategies can deliver competitive outcomes across diverse operating environments.

Solar Power Integration – Ti Dubai

At Ti Dubai, renewable integration has advanced through the installation of three rooftop solar photovoltaic (PV) plants with a combined installed capacity of approximately 2.5 MWp DC (about 2.0 MW AC). The systems supply clean electricity directly to site operations, lowering dependence on grid power and forming a key step toward diversifying the site's energy mix. The project demonstrates Ti's commitment to embedding renewable-energy solutions within its manufacturing footprint, with performance data under ongoing monitoring to quantify generation and future expansion potential.

Charting the Future of Energy Use

Looking ahead, Taghleef Industries will continue to embed energy management as a strategic lever for efficiency, resilience, and competitiveness. Our guiding hierarchy remains unchanged: reduce demand first, expand renewable sourcing wherever feasible, and consider offsetting only as a last resort.

Feasibility studies are underway to introduce ISO 50001 energy management systems across selected sites, providing a structured framework for continuous improvement and external assurance. Opportunities to expand on-site solar generation are

being evaluated, alongside the potential for green power purchase agreements in regions with mature renewable markets.

At the operational level, modernization of equipment remains a priority. Boiler and turbine upgrades in the Americas, compressor and lighting improvements in Australia and Oman, and ongoing utility optimization in Dubai and Canada all reflect our commitment to achieving incremental but meaningful gains. These projects reduce not only emissions but also our exposure to energy market volatility, improving cost resilience in a sector where energy remains a defining input.

By coupling disciplined efficiency measures with investments in renewable capacity, Taghleef is building an energy profile that is leaner, more sustainable, and better aligned with the long-term expectations of our customers and stakeholders. Energy management is not only a matter of operational performance — it is central to securing our competitive position in a low-carbon future.

WATER STEWARDSHIP

Sustaining Every Drop

Water is a shared and finite resource essential to life, industry, and community wellbeing. For Taghleef, it plays a critical role in cooling, production stability, employee welfare, and site safety. Yet in several of the regions where we operate, water scarcity is an increasingly material environmental challenge. Efficient use and responsible discharge are

therefore central to our environmental stewardship and to maintaining the trust of our stakeholders.

Global frameworks such as the UN Sustainable Development Goals call for transformative action on water efficiency, while customers and regulators alike expect transparent performance and clear accountability. Our approach to water management extends beyond compliance—focusing on long-term resilience, operational continuity, and sustainable growth.

Embedding Stewardship Across Our Operations

All seven reporting sites rely on regulated external water sources—municipal networks, industrial zones, or authorized natural supplies—with no direct, unregulated withdrawals. Water use is monitored through meters and billing data, supported by daily visual checks to ensure accuracy and prevent losses.

To strengthen resilience, several facilities have introduced advanced technologies and management systems. Reverse osmosis (RO) units at Dubai and Oman allow treated water to be reused within chiller systems, substantially reducing reliance on freshwater. In Mexico, a dedicated water-treatment provider monitors consumption across process equipment to detect leaks and abnormal usage early. In the United States, groundwater wells and an on-site wastewater treatment plant operate under a state-issued NPDES permit, ensuring continuous compliance with regulatory standards. Canada, Colombia, and Australia

source water through municipal networks and discharge to licensed systems in line with local regulation. At Ti Australia, discharge volumes were estimated for 2024 based on the consolidated return-to-environment ratio observed across the other reporting sites, as direct metering was not yet implemented. Monitoring systems will be introduced to improve data accuracy and site-level transparency.

Across the Group, no untreated or hazardous effluents are released to the environment. Each site conducts regular inspections and periodic laboratory testing to verify compliance and maintain confidence in discharge quality.

Site Highlights

Navigating Scarcity in Mexico

At Altamira, water is sourced from the Champayán Lagoon—an increasingly vulnerable supply affected by recurring droughts. During 2024, low lagoon levels forced many regional industries to limit operations. Taghleef Mexico maintained continuity by tightening process monitoring, optimizing usage, and preparing contingency plans to safeguard production against future scarcity events.

Closing Loops in Water-Stressed Regions

Both Dubai and Oman operate in arid regions where sustainable water management is essential. Reverse osmosis systems have been integrated into chiller loops, allowing treated water to circulate multiple times before discharge. In Dubai, where supply comes entirely from the municipal

utility, additional conservation measures—such as leak-detection and preventive maintenance—improved water-use intensity and further reduced total withdrawal.

Compliance and Assurance in the United States

At the Terre Haute site, process and sanitary water are routed through an in-house treatment facility that combines sedimentation, biological treatment, and chemical dosing. Operating under state permit, the system ensures that discharges consistently meet stringent quality standards. This closed-loop approach reflects our commitment to protecting local waterways and maintaining full regulatory alignment.

2024 Water Footprint at a Glance

Across all seven reporting sites, Taghleef withdrew approximately 1,031 megaliters of water, discharged about 615 megaliters, and consumed around 417 megaliters during 2024. Cooling processes represented the majority of usage, with the remainder serving sanitation, employee welfare, and fire protection.

All discharges were directed to regulated municipal treatment systems, industrial park networks, or, in the case of the United States, to a licensed on-site treatment facility. The expansion of RO systems in Dubai and Oman and the strengthened monitoring regime in Mexico collectively improved efficiency and resilience, reinforcing our responsible-use trajectory.

Towards Regenerative Water Use

In the coming years, Taghleef will continue to refine and harmonize water reporting across all regions to ensure data consistency and group-level transparency. Efforts will focus on reducing consumption intensity through leak prevention, reuse, and awareness initiatives. Sites in water-stressed regions will remain a strategic priority, as resilience planning and water efficiency are integral to both operational stability and long-term value creation.

ENVIRONMENTAL COMPLIANCE AND INCIDENTS

Taghleef Industries recognizes that compliance with environmental regulations is foundational to both operational continuity and stakeholder trust. Each production site maintains a system of permits, inspections, and third-party audits to ensure alignment with national and local environmental requirements. These frameworks cover emissions, effluents, waste handling, and hazardous material management.

During the reporting year, no material incidents of non-compliance with environmental laws or regulations

were recorded across the company's global operations. Likewise, no fines, sanctions, or regulatory enforcement actions were issued to any Taghleef site. This outcome reflects both the rigor of site-level environmental management systems and the commitment of operational teams to maintaining responsible practices.

Beyond regulatory adherence, continuous monitoring mechanisms are in place to detect and address potential risks before they escalate. At Ti Dubai, for example, hazardous and non-hazardous wastes are directed exclusively through Dubai Municipality-approved contractors, ensuring traceable and compliant treatment. Other sites operate under comparable national frameworks, which are regularly reviewed through internal audits and customer assessments.

By embedding environmental compliance into daily operations, Taghleef not only safeguards its license to operate but also reinforces its role as a responsible steward of resources. The company remains committed to maintaining this record of compliance, while advancing voluntary initiatives that extend beyond regulatory requirements.

05

Circular Material and Resource Recovery

Designing out waste, closing the loop

Materials Management

Waste and Circularity

MATERIALS AMANGEMENT

Shaping Materials for Tomorrow's Packaging

Materials are at the very heart of Taghleef Industries' operations. As a leading producer of BOPP and CPP films, the vast majority of our inputs are polymer resins, primarily polypropylene (PP). In 2024, our seven reporting sites used nearly 289,000 tonnes of raw materials, the majority derived from fossil-based sources.

How we select and manage these inputs is a critical factor in advancing the Group's Dynamic Cycle™ sustainability platform. Our approach goes beyond efficiency and quality to embrace circularity, innovation, and compliance with evolving regulations such as the EU Packaging and Packaging Waste Regulation (PPWR) and Extended Producer Responsibility (EPR) frameworks worldwide. These policies increasingly require packaging to be recyclable, reusable, or made with recycled and renewable content — drivers that strongly influence how we formulate and procure our materials.

Managing Materials with Precision

Across all sites, material selection is guided by customer specifications, food-contact safety requirements, and operational efficiency. Consumption is tracked daily or at each production run, overseen by Production and Supply Chain teams with support from Technical Services, R&D, and QHSE functions.

Efficiency is pursued through reducing substandard material generation, reprocessing in-house scrap into reprocessed PP granules (RPG), and

optimizing recipes to minimize waste. Where possible, packaging materials such as pallets and cores are reused internally, though broader reclamation programs remain limited to certain sites.

Circular Inputs in Production

Circularity in material use is becoming embedded across the Group:

- **In-house recycling:** Every site operates RPG systems, ensuring that production scrap is recovered and reintegrated into film recipes or diverted to downstream plants (e.g., PP strap and injection molding at Ti Dubai).
- **Certified circular and biobased polymers:** ISCC Plus certification enables several sites to incorporate circular and biocircular polymers. Ti Australia incorporated 498 tonnes of recycled PP resin in regular production during 2024, while Ti Colombia conducted a 20-tonne trial. Ti Mexico trialed recycled resin and began using recycled masterbatches.

Site Spotlights

Ti Australia

As the first site among the reporting sites to integrate external recycled PP resin into regular production, Ti Australia demonstrated how recycled inputs can be scaled without compromising product performance. In 2024, the site incorporated 498 tonnes of recycled resin into ISCC Plus

certified films, creating a benchmark for the wider Group.

Ti Mexico

Through ISCC Plus certification, Ti Mexico is on track to produce up to 4,000 tonnes of circular and bio circular polymers in 2024. These materials enable films with reduced reliance on virgin fossil feedstock, responding directly to customer sustainability commitments and regulatory expectations.

Ti Dubai

Beyond recycling, Ti Dubai introduced palletless packing for film rolls, eliminating the need for wooden pallets. Customers able to accommodate this system reduce packaging waste at source while

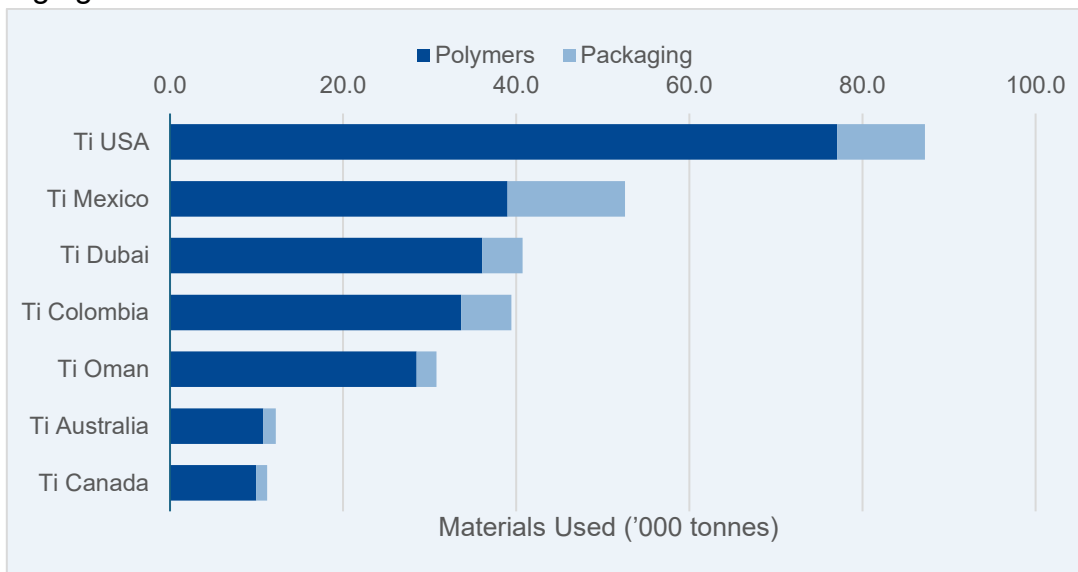
maintaining product safety during transport.

2024 Materials Profile and Impact

In 2024, the seven reporting sites' material footprint comprised:

- ~235,000 tonnes of polymers (virgin and RPG)
- ~39,000 tonnes of packaging materials (pallets, cores, endboards, wrap)

Externally sourced recycled inputs remain small but growing, with 520 tonnes of recycled PP resin used across three sites. Reclaimed packaging reached several hundred tonnes, primarily at Australia, Canada, and Colombia.



Total Materials Used by Site (2024)

Expanding Circular Inputs

Taghleeef's material footprint is still dominated by virgin fossil-based polymers. However, 2024 marked a turning point: recycled inputs were introduced into regular production, ISCC Plus certifications expanded, and

circular feedstock volumes grew significantly.

In the years ahead, we aim to:

- Scale up the use of post-consumer recycled (PCR)

content, moving from trials to regular incorporation.

- Expand production of circular and biobased polymers under ISCC Plus certification across additional sites.
- Strengthen return and reuse programs for packaging materials, building on the models established in Australia, Canada, and Colombia.

Through the Dynamic Cycle™, Taghleef is embedding material efficiency and circularity into the core of its operations, ensuring that every tonne of raw material is managed responsibly and that innovation continues to drive progress toward our sustainability ambitions.

WASTE & CIRCULARITY

Minimizing Waste, Maximizing Value

Waste is one of the most tangible ways industries affect their communities and the environment. For Taghleef, managing waste is not only about compliance or efficiency but also a direct expression of our role in the circular economy. Across markets, regulators and brand owners are tightening requirements: the European Packaging and Packaging Waste Regulation (PPWR), the rise of Extended Producer Responsibility schemes, and growing consumer expectations are all shaping how packaging companies address waste.

Circularity also links directly to climate change. Food waste, for example, is among the top global sources of greenhouse gas emissions. By

extending shelf life through advanced packaging solutions, our films play a quiet but vital role in preventing waste before it occurs. At the same time, through our **Dynamic Cycle™** framework, we seek to minimize the materials discarded from our own operations, capturing their value for reuse or recycling.

Extending the Life of Resources

Each of our seven reporting sites applies the waste hierarchy in daily operations. Waste prevention begins with efficiency measures in production, packaging, and logistics. Materials that cannot be avoided are reused whenever possible, such as pallets and cardboard boxes in Mexico and Australia. Process scrap is reprocessed into granules and reintegrated into production, reducing reliance on virgin resin.

Governance of waste is strict and consistent. All sites segregate hazardous from non-hazardous materials at source, use labeled bins and covered skips, and contract only licensed vendors for treatment and disposal. Hazardous streams such as oils, solvents, and contaminated rags are stored securely and sent for certified treatment. Partnerships with specialist recyclers allow unusual streams — from neon lights in Canada to aluminum scrap in Oman — to be recovered safely.

While practices vary by site, the collective aim is clear: reduce landfill dependency, maximize recycling, and ensure that no waste leaves our facilities unmanaged.

From Scrap to Resource – Across Regions

Closing Loops in Dubai

Our site in Dubai continues to lead with a closed-loop model. Scrap generated during production is pelletized and reused in BOPP film, while downstream conversion through the EDAMA plant transforms internal recyclates into polypropylene straps and molded packaging components. The site's palletless roll packing system has also cut down significantly on wood and stretch wrap use, saving resources and improving transport efficiency.

Other Site Examples

Mexico reported strong diversion results and invested in reuse practices, including the use of metal racks for finished products and extending the life of pallets. Colombia strengthened its links with local recyclers by directing segregated paperboard, wood, and metals into domestic markets. In Canada, partnerships with specialist recyclers such as IPR, JC Fiber, and Veolia ensured recovery of diverse streams, from polypropylene bales to neon lights. Together, these examples illustrate the breadth of approaches that sites across the group are taking to keep materials in circulation.

2024 Waste and Diversion

In 2024, the seven reporting sites generated just over 7,000 tonnes of waste, of which nearly 71% was diverted from landfill. Recycling streams for plastics, paperboard, wood, and metals dominated the recovery profile, while

municipal solid waste remained the main fraction directed to landfill. Hazardous waste made up less than five percent of the footprint but was subject to the strictest licensed controls.

To present these results transparently, the report will include visual dashboards rather than raw tables: comparative bar charts showing each site's diversion versus disposal, a group-level pie chart of total composition, and icons illustrating the main waste categories.

With multiple sites already incorporating post-consumer recycled content into film grades, our focus is now on scaling these practices consistently.

Harmonizing quality control protocols across sites, expanding chain-of-custody certification such as ISCC PLUS beyond Australia, and strengthening partnerships with recyclers are central priorities. We will also continue to integrate internally reprocessed granules into production and refine data capture to track diversion outcomes more accurately.

Figures will be further refined as waste tracking systems are harmonized across the group. At the same time, we are aligning with evolving global requirements — from PPWR recyclability targets to EPR schemes that are shaping collection and recycling infrastructure. By combining operational discipline with innovation in product design, Taghleef is positioning itself to meet customer expectations, comply with regulatory frameworks, and advance circularity across all regions

06

Our People

Empowering the people behind our progress

Employment and Development

Occupational Health and Safety

Diversity and Inclusion

Respecting Fundamental Labor Rights

EMPLOYMENT & DEVELOPMENT

A Workforce Built for Growth

Employment is central to Ti's long-term performance. The security, wellbeing, and professional growth of our workforce directly influence operational reliability, innovation, and customer trust. In a highly competitive sector, sustaining a motivated and skilled workforce is inseparable from sustaining growth.

How we Hire, Develop and Retain

Ti employs more than 1,700 people across its seven reporting sites, supported by contracted service providers in functions such as logistics, cleaning, and maintenance. While each site operates under its respective national labor legislation, employment practices are consistently anchored in Ti's Code of Ethics and corporate values of fairness, transparency, and equal opportunity.

Recruitment and onboarding are carried out through structured procedures that combine compliance with local regulations and alignment with Group standards. In several sites, vacancies are first opened internally to encourage career mobility. All new hires complete induction programs covering company policies, health and safety, and operational practices. Permanent, full-time positions represent the overwhelming majority of contracts, with temporary or outsourced roles limited to specific operational needs.

Employee retention is supported through structured performance evaluations, training programs, and

career development pathways. Benefits and parental leave are provided in line with or exceeding local legal requirements, reflecting Ti's commitment to supporting employees at different stages of their careers and lives. Contractors and outsourced personnel also receive site induction and safety training to ensure consistency of standards across the extended workforce.

Developing Careers, Strengthening Communities

In Dubai, Emiratization gained momentum as new Emirati colleagues joined permanent roles across operational and administrative functions. In Oman, Omanization programs were advanced and complemented by workplace culture initiatives such as the Open Day of Sports, which strengthened wellbeing and team spirit. In Latin America, structured training and development programs supported career progression, while retention was reinforced through practices that reflect local expectations for stability and fair treatment.

Workforce at a Glance

By year-end 2024, Ti employed approximately 1,700 people across the seven reporting sites. Women represented about 13% of the total workforce, with participation generally higher in North America. Recruitment remained active, particularly in Mexico and the United States, reflecting ongoing business growth. Turnover levels remained consistent with previous years, with retirements forming a notable share in Colombia—highlighting

the importance of succession planning. Contractors continue to play a vital role in daily operations, and all undergo site-specific induction and safety training.

Across all reporting sites, full-time employees receive comprehensive benefits that meet or exceed national legal requirements. These typically include paid annual leave, public holidays, medical and life insurance, transport or housing allowances, and end-of-service or retirement benefits where applicable. Temporary or part-time staff, as well as outsourced personnel, receive benefits according to their contractual terms and local labour legislation, generally limited to statutory entitlements. Ti periodically reviews benefit structures to ensure internal equity and alignment with market practice across all operating regions.

Parental leave was accessed by 36 employees across the reporting sites during 2024. Both male and female employees made use of this entitlement. All employees who took leave returned to work within the reporting period.

In addition to direct employees, Taghleeef Industries engages approximately 155 contracted personnel across its seven reporting sites through specialized third-party service providers. These individuals support essential functions such as maintenance, logistics, cleaning, security, and other facility services. Although employed by external companies, they operate under Ti's supervision and within its quality, health, safety, and environmental management systems. All contracted personnel receive site-specific induction and safety training, and their employers are

required to comply with Ti's Code of Conduct, national labour legislation, and site safety procedures.

Skills, Mobility and Inclusion

In 2025 and beyond, Ti will continue to invest in a workforce that is both resilient and future-ready. This includes harmonizing training benchmarks across sites, expanding opportunities for women in technical and leadership roles, and deepening national workforce development initiatives in the Middle East and Latin America. Employee engagement and wellbeing will remain central to retention efforts, and the company will continue to align benefits and parental leave provisions with evolving legal frameworks and best practices.

OCCUPATIONAL HEALTH AND SAFETY

A Culture Built on Safety

The health, safety, and wellbeing of our workforce form the foundation of Taghleeef's long-term success. Our operations depend on highly skilled teams working around the clock in technically complex environments. A safe workplace not only protects lives but also ensures operational continuity, builds employee trust, and reinforces our reputation with stakeholders who expect responsible and resilient operations.

Globally, occupational health and safety is undergoing heightened scrutiny. Regulators continue to raise standards, while investors and business partners increasingly evaluate suppliers based on their ability to demonstrate robust

OHS practices. Within this context, Taghleef's commitment to "zero harm" is an essential component of the Dynamic Cycle™, embedding people and workplace culture as critical enablers of sustainable value creation.

How we Identify and Control Risk

All seven reporting sites in APME and the Americas operate Occupational Health and Safety Management Systems structured in line with international best practice. Five sites — Dubai, Oman, Mexico, and Colombia — hold formal ISO 45001 certification, while Australia, Canada and the USA apply robust internal systems aligned with national legislation and are targeting certification in the medium term.

Our systems cover every person who enters our sites — employees, contractors, suppliers, and visitors. Hazards are systematically identified using structured risk assessment methodologies such as Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), or Failure Mode and Effect Analysis (FMEA). These are supported by risk registers and matrices that evaluate severity and likelihood, with controls applied according to the recognized hierarchy (elimination, substitution, engineering, administrative, personal protective equipment).

Governance is multi-layered. At site level, OHS Committees bring together management and workforce representatives. At regional level, Unit General Managers open quarterly

meetings with a review of safety performance, reinforcing accountability from the top. Internal audits, cross-functional inspections, and periodic external reviews ensure continuous compliance and improvement.

Contractors are subject to the same expectations as employees. All contractors must undergo induction, provide method statements and risk assessments, and demonstrate alignment with site rules. Their activities are supervised on site, ensuring that shared workplaces maintain a consistent safety standard.

Safety Owned by Everyone

Worker engagement is at the heart of our OHS approach. Every site operates a Joint Health & Safety Committee or equivalent forum, ensuring that employees are represented in safety decision-making. Regular toolbox talks, safety walks, and team briefings provide platforms for staff to raise concerns and contribute to solutions.

In 2024, Ti Oman launched a major cultural initiative under the theme "*My Safety, My Responsibility*." The program was anchored in leadership visibility, structured reporting channels, and recognition of safe behavior. By coupling monthly safety walks from senior leaders with a non-punitive reporting system, the initiative encouraged employees to take ownership of safety without fear of reprisal. This approach underscored the principle that safety is not delegated but shared — by management and workforce alike.

Across all sites, lessons from incidents are shared in committee meetings, shift

briefings, and refresher training. This emphasis on learning ensures that improvements are embedded and that near misses are treated as opportunities for prevention rather than ignored as missed warnings.

Building Competence in Critical Tasks

A safe workplace depends on well-trained and competent personnel. All new employees and contractors undergo comprehensive induction covering site rules, emergency procedures, and hazard awareness. Annual refresher training is mandatory at all sites, supplemented by specialized modules on high-risk areas such as fire safety, confined space entry, lock-out/tag-out, crane and forklift operations, and working at height.

At Dubai and Oman, dedicated campaigns and scenario-based exercises reinforced critical topics such as fire prevention and emergency response. At Australia and Canada, training programs emphasized employee participation and peer-to-peer observation, embedding safety as part of the everyday work culture.

This structured approach ensures that regardless of role, every individual on site has the knowledge and competence required to work safely and protect others.

Health and Wellbeing in Focus

Our commitment extends beyond physical safety to overall employee wellbeing. Dubai operates an on-site medical clinic, offering preventive care

and first response. Awareness campaigns across sites covered a range of topics — from cancer screening and vaccination drives to wellness and fitness challenges — promoting healthier lifestyles and encouraging early detection of health issues.

Engagement in community fitness initiatives, such as open sports days in Oman or wellness campaigns in the Americas, reinforces the link between a healthy workforce and a strong safety culture. By integrating wellbeing into OHS programs, we support employees in bringing their best selves to work and in sustaining performance over the long term.

2024 Safety Results

Performance data is disclosed in aggregate across the seven reporting sites. The consolidated Lost Time Injury Frequency Rate (LTIFR) reached 3.07 per million hours worked in 2024. The following chart presents the reporting sites consolidated occupational health and safety outcomes for 2024:

- **Fatalities:** 0
- **Lost Time Injuries (LTI):** 18
- **Medical Treatment Cases (MTC):** 16
- **First Aid Cases (FAC):** 37

In 2024, only one site (Ti Canada) recorded two cases of work-related ill health—musculoskeletal injuries linked to ergonomics and manual handling.

From Compliance to Culture

In the coming years, Taghleef will continue to consolidate its OHS systems

across regions. Canada and the USA are working toward ISO 45001 certification by 2026, supported by internal audits and gap assessments already underway. Group-wide, emphasis will remain on strengthening leading indicators — particularly near-miss reporting, safety observations, and cultural engagement — to drive continuous improvement.

Our ambition is clear: to ensure every employee, contractor, and visitor returns home safely every day, while embedding health and wellbeing as integral to sustainable business success.

DIVERSITY AND INCLUSION

At Taghleef, we recognize that our strength lies in the diversity of our people. Across our seven reporting sites in the APME and Americas regions, we are united by a corporate culture that values fairness, inclusion, and equal opportunity. Our commitments are framed by the Group's Code of Conduct and Ethics Policy, supported by whistleblowing mechanisms and national labor laws, all of which prohibit discrimination on the basis of gender, age, nationality, religion, disability, or other protected traits.

Recruitment and promotion are guided by transparent and merit-based processes that ensure fair access to roles. Structured hiring protocols, standardized interviews, and occupational health checks are applied consistently across sites, while onboarding and training extend to all employees, including apprentices and contractors. Several operations have taken targeted steps to encourage

female participation in technical and administrative roles, helping to address the gender imbalance common in the packaging industry. National workforce initiatives such as Emiratization in the UAE and Omanization in Oman are actively supported, ensuring opportunities for local talent and alignment with national development priorities.

In 2024, the combined workforce across all reporting sites exceeded fourteen hundred direct employees. While the industry remains male-dominated, women are represented across administrative, technical, and increasingly managerial roles. The workforce profile reflects both a strong base of experienced professionals and an emerging younger generation, providing a balance of expertise and renewal. Senior management continues to be predominantly male, though women hold leadership positions in Mexico, Colombia, and Australia, and efforts are underway to broaden representation further.

To safeguard fairness and equal treatment, all employees are trained on the Code of Ethics, which explicitly prohibits harassment and discrimination. Dedicated channels allow concerns to be raised confidentially and without fear of retaliation, including whistleblowing hotlines, grievance reporting systems, and the Transparency Line in Colombia. All cases are reviewed and addressed in accordance with national regulations and corporate procedures. No incidents of discrimination were reported or substantiated across the reporting sites in 2024.

Looking ahead, we remain committed to strengthening gender balance in technical and leadership roles, to expanding opportunities for underrepresented groups, and to refining our monitoring systems in line with international frameworks. By embedding diversity and equal opportunity into our culture and operations, Taghleef continues to foster a workplace that encourages innovation, collaboration, and sustainable growth across regions.

RESPECTING FUNDAMENTAL LABOR RIGHTS

Respecting fundamental labor rights is central to how Taghleef Industries operates. Our responsibility extends beyond compliance with local laws to ensuring that every individual connected to our business is treated with dignity and fairness. We uphold a clear and consistent position across all sites: child labor, forced or compulsory labor, and any form of worker exploitation have no place in our operations or supply chains.

The Group's Code of Conduct and Business Ethics policies explicitly prohibit child and forced labor. These commitments are reinforced through employee training, contractual obligations for suppliers and contractors, and whistleblowing channels that allow concerns to be raised confidentially. We also respect employees' right to freedom of association, third-party consultation,

and collective bargaining, wherever such rights are permitted by national law. These provisions form part of a wider framework that reflects international standards, including the ILO Core Conventions and the UN Global Compact principles.

Across all reporting sites in 2024, no incidents of child labor, forced labor, or restrictions on freedom of association were identified. All employees are covered by policies that prohibit such practices, and supplier agreements continue to include mandatory clauses on labor rights. Internal monitoring and supplier due diligence are applied as part of our wider governance processes to ensure adherence. No operations or suppliers were identified as presenting significant risk of forced or compulsory labor during the reporting year 2024

Taghleef is committed to continually strengthening its approach to labor rights. Future efforts will focus on enhancing supplier screening for high-risk geographies, integrating human rights training more deeply into procurement and management functions, and expanding awareness among partners and employees. Through these steps, we seek not only to prevent violations but to foster workplaces and value chains that uphold fairness, dignity, and respect for all.

07

Product Responsibility and Sustainable Value Chain

*Safety and transparency from design to
delivery*

Customer Health and Safety

Supply Chain Evaluation

CUSTOMER HEALTH AND SAFETY

Ensuring the health and safety of consumers is a fundamental expectation in the packaging value chain. As a producer of films that ultimately come into direct contact with food, beverages, and other sensitive consumer goods, Taghleef carries a critical responsibility: to safeguard product integrity while enabling innovation and performance. Global regulations on food-contact materials continue to tighten, and customers expect not only compliance but also proactive assurance. Within this context, Ti's Dynamic Cycle™ approach integrates health and safety considerations from product design through to transport, use, and recycling, ensuring that our films deliver on functionality without compromising consumer well-being.

Controls Across the Product Life Cycle

Across all seven reporting sites, customer health and safety is systematically managed at every stage of the product life cycle. At the design and development stage, new films undergo food-contact compliance checks, additive safety screening, and Non-Intentionally Added Substances (NIAS) reviews before market introduction. Raw material sourcing is tightly controlled, with suppliers required to provide declarations of compliance, safety data sheets, and food-grade certifications, reinforced by internal approval protocols. During manufacturing, all sites follow Good Manufacturing Practices (GMP) and Hazard Analysis and Critical Control Point (HACCP) plans, supported by

certifications such as BRCGS and ISO 9001. These systems are strengthened through in-process inspections, QC testing, and calibrated equipment to ensure consistency and reliability.

Packaging and labeling processes emphasize integrity and traceability, with protective wrapping, labeling compliance checks, and clear handling instructions. Transportation and storage are managed through approved service providers, vehicle inspections, and established stability controls, ensuring products reach customers safely and without damage. Once in use by converters and brand owners, technical data sheets, regulatory declarations, and product support are available, alongside established complaint management systems that allow for corrective actions where required. At the end of the cycle, products are recyclable as polypropylene, and our sites provide supporting regulatory information to customers and stakeholders.

Product Safety and Compliance

During the reporting year, no incidents of non-compliance concerning the health and safety impacts of products and services were recorded across the reporting sites. This outcome reflects strong internal controls, effective supplier management, and the robustness of our certifications. While routine quality-related customer complaints were received and resolved, none were linked to regulatory non-compliance or consumer health concerns.

Better Barriers, Safer Packaging

Ti's innovation pipeline continues to prioritize consumer safety alongside efficiency and sustainability. Ongoing research in barrier and sealing performance has led to improved protection against gas and moisture transfer, extending food shelf life and minimizing spoilage risks. Several sites also strengthened their certification scope in 2024, providing independent verification that our systems meet international food safety standards. In addition, digital tools are increasingly used in quality management to monitor non-conformities and accelerate response times, further reinforcing product stewardship.

Harmonizing Compliance Across Sites

In 2025 and beyond, Taghleef will focus on harmonizing regulatory compliance systems across the APME and Americas sites, ensuring consistency of customer assurance regardless of location. Investment in R&D will continue, targeting advanced coatings and high-barrier structures that enhance food protection. We will also strengthen collaboration with supply chain partners to ensure that packaging safety standards are applied consistently across raw material sourcing, conversion, and end-use. By embedding stringent safety protocols into every stage of the value chain, Ti continues to deliver safe, reliable, and high-performing packaging films for global markets.

In 2025 and beyond, Taghleef will focus on harmonizing regulatory compliance

systems across the APME and Americas sites. Investment in R&D will continue, targeting advanced coatings and high-barrier structures that enhance food protection. We will also strengthen collaboration with supply chain partners to ensure that packaging safety standards are applied consistently across raw material sourcing, conversion, and value chain, Ti continues to deliver safe, reliable, and high-performing packaging films for global markets.

SUPPLY CHAIN EVALUATION

Across all reporting sites, Taghleef Industries integrates environmental and social responsibility into supplier and contractor management. Suppliers are viewed as an extension of our operations, and their compliance with environmental protection, labor rights, and ethical conduct is fundamental to maintaining the integrity of our value chain. Supplier evaluation and monitoring are guided by the Group's Code of Conduct, Business Ethics, and Procurement Policy, supported by site-level QHSE procedures and audit practices.

Screening and Pre-Qualification

All new suppliers undergo a structured qualification process that verifies their legal status, certifications, and management systems. Depending on the nature of the goods or services, suppliers are requested to submit valid trade licenses, ISO certifications such as ISO 9001, ISO 14001, or ISO 45001, and declarations of regulatory compliance. At Ti Dubai and Ti Oman, pre-qualification explicitly includes

environmental and safety criteria, such as waste management, hazardous material handling, and adherence to local environmental laws. In Altamira (Ti Mexico) and Cartagena (Ti Colombia), supplier checklists also capture occupational health and safety documentation and environmental certificates where applicable. Although environmental certification is encouraged, it is not mandatory at the qualification stage.

Environmental and Social Criteria

Supplier assessments encompass key environmental and social checkpoints that reflect Taghleef's holistic commitment to sustainability. These include the existence of QHSE policies and documented objectives, compliance with national environmental legislation and pollution prevention practices, and the implementation of energy management and reduction measures. Human rights and labor standards, including non-discrimination, prohibition of child and forced labor, fair remuneration, and freedom of association, are also part of the evaluation process. Integrity and anti-bribery measures are reviewed alongside the inclusion of social and environmental clauses in supplier contracts. These criteria are embedded in the Supplier Evaluation Questionnaire (FM-Ti-PU-04a), which also requests evidence of sustainability certifications such as ISO 14064 or ISO 14067 and greenhouse gas reporting where applicable.

Contractor Management and Oversight

Contractors operating on site must sign commitment letters covering internal safety and environmental requirements and participate in induction training before commencing work. The training introduces key plant risks, emergency procedures, and applicable QHSE rules, while annual refreshers are conducted and documented. Each service provider is assigned both a technical and a user manager responsible for supervising compliance with environmental, occupational health, and safety standards during service execution.

Performance Monitoring and Re-Evaluation

The Purchasing Teams, in coordination with the QHSE Teams, conduct periodic re-evaluations of critical suppliers and service providers. These evaluations consider audit findings, maintained certifications, incident history, and corrective actions. Where non-conformities are identified, suppliers are required to implement remedial measures, and persistent non-compliance may result in suspension or disqualification. No suppliers were disqualified for environmental or social reasons during the reporting year.

Continuous Improvement and Collaboration

Sites are progressively formalizing supplier sustainability assessments. Ti Canada, for instance, began integrating environmental and social criteria into supplier evaluations under its ISO 9001 implementation project in 2024. Across the Group, Procurement and



Appendices

Assurance Statement

Workforce Data

GRI Content Index



ASSURANCE STATEMENT ADDRESSED TO TAGHLEEF INDUSTRIES - APME & AMERICAS STAKEHOLDERS.

1. INTRODUCTION AND OBJECTIVES OF WORK

Taghleef Industries - APME & Americas has commissioned Bureau Veritas Dubai. ("Bureau Veritas") an independent assurance of its 2024 (1st Jan 2024 till 31st Dec 2024) Sustainability Report ("Report"), for the purpose of providing findings over.

- the accuracy and quality of published information concerning its sustainability performance;
- the correct application of those reporting principles outlined in the report's methodology, in particular Global Reporting Initiative Standards (GRI).

2. RESPONSIBILITY, METHODOLOGY AND LIMITATIONS

Taghleef Industries - APME & Americas alone had the responsibility of collecting, analyzing, collating and presenting information and data included in its report. Bureau Veritas responsibility has been to perform an independent assurance against defined objectives and to reach the conclusions reported in this Statement.

The assurance performed has been a **Limited Assurance** in accordance to the ISAE 3000 standard, through sample application of audit techniques, including:

- Review of Taghleef Industries - APME & Americas policy, mission, values, commitments.
- Review of records, data, procedures and information-gathering systems
- Interviews to members of the working group responsible for drafting the report
- Interviews to company representatives from various functions and levels, including top management
- Overall verification of information and general content of the 2024 Sustainability Report.

The assurance activities have been performed for Taghleef Industries at **Plot No. 599-114, Jebel Ali Industrial Area 1, P.O. Box 56391, Dubai, United Arab Emirates**, including review of data following legal entity of Taghleef Industries:

- **Taghleef Industries L.L.C. – Dubai, United Arab Emirates**
- **Taghleef Industries S.A.O.C. – Sohar, Oman**
- **Taghleef Industries Pty Ltd – Wodonga, Australia**
- **Taghleef Industries Inc. – Terre Haute, Indiana, United States**
- **Taghleef Industries Canada Inc. – Varennes, Canada**
- **Taghleef Latin America S.A. – Altamira, Mexico**
- **Taghleef Latin America S.A. – Cartagena, Colombia**

We believe we have obtained sufficient and adequate evidence to support our conclusions.

This limited assurance engagement relies on a risk-based selected sample of data and the associated limitations that this entails. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

The assurance has covered the whole 2024 Sustainability Report, with the following limitations: for economic and financial information, and other information which is deemed confidential information by Taghleef Industries - APME & Americas.

Bureau Veritas
Al Hudaiba Awards Building, Block B, 3rd Floor
Jumeirah Road with 2nd December Interchange
P.O. Box 9110, Dubai

Tel: +971 0 4 307 44 00
Fax: +971 0 4 345 23 91
<https://middle-east.bureauveritas.com/>



3. CONCLUSION

Following the assurance activities described above, nothing has come to our attention to indicate that information and data in the Report are inaccurate, incorrect or unreliable. In our opinion, the Report provides a trustworthy representation of Taghleef Industries - APME & Americas activities conducted during the year 2024 and of main results achieved. Information is reported generally in a clear, comprehensible and balanced manner; in those exceptional cases where data and indicators could not be collected and analyzed with absolute precision, this has been reported in a transparent manner.

We also confirm that the Report complies with GRI requirements for Taghleef Industries - APME & Americas Application Level and that our assurance activities also met the GRI requirements for external assurance.

For the future, we recommend Taghleef Industries - APME & Americas to share its Materiality Matrix with its key external stakeholders, as already planned

DECLARATION OF INDEPENDENCE, IMPARTIALITY AND COMPETENCE

Bureau Veritas is an independent professional services company that specializes in quality, environmental, health, safety and social accountability with over 195 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes. Bureau Veritas applies internally a Code of Ethics and we believe there were no conflicts of interest between members of the assurance team and Taghleef Industries - APME & Americas at the time of the assurance.

Bureau Veritas operates a certified Quality Management System, which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

No member of the assurance team has a business relationship with Taghleef Industries - APME & Americas, its directors or Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

Bureau Veritas Dubai
Dubai, UAE
05/12/2025



Bureau Veritas
Al Hudaiba Awards Building, Block B, 3rd Floor
Jumeirah Road with 2nd December Interchange
P.O. Box 9110, Dubai

Tel: +971 0 4 307 44 00
Fax: +971 0 4 345 23 91
<https://middle-east.bureauveritas.com/>

APPENDIX B: WORKFORCE DATA:

Note: Due to natural fluctuations in workforce levels during the reporting year, the figures presented below represent approximate values as of Dec 31, 2024.

Table 1: Ti's Workforce

Total workforce in the reporting sites	1745
Workforce by gender	
	Male 86.59%
	Female 13.41%
Workforce by age group	
	Under 30 years old 18.11%
	30 – 50 years old 55.04%
	Above 50 years old 26.85%
Workforce by region	
	North America 35.93%
	Latin America 32.61%
	Asia Pacific 22.81%
	Middle East & Africa 8.54%
	European 0.11%

Table 2: New Hires

Total new hires	463
New hire rate*	26.53%
New hires by gender	
	Male 84.67%
	Female 15.33%
New hires by age group	
	Under 30 years old 52.05%
	30 – 50 years old 39.52%
	Above 50 years old 8.42%
New hires by region	
	North America 64.58%
	Latin America 22.89%
	Asia Pacific 11.23%
	Middle East & Africa 1.08%
	European 0.22%

*Total new hire rate is calculated by dividing the number of total new hires by the average headcount of the reporting period.

APPENDIX B: WORKFORCE DATA:

Table 3: Turnover

Total Turnover	425
Turnover rate*	24.36%
Turnover by gender	
	Male 52.47%
	Female 47.53%
Turnover by age group	
	Under 30 years old 43.76%
	30 – 50 years old 39.53%
	Above 50 years old 16.71%
Turnover by region	
	North America 62.82%
	Latin America 23.06%
	Asia Pacific 7.76%
	Middle East & Africa 5.65%
	European 0.71%

*Total turnover rate is calculated by dividing the number of total turnovers by the average headcount of the reporting period.

Table 4: Senior and Managerial Roles*

By gender	
	Male 74.49%
	Female 25.49%
New hires by age group	
	30 – 50 years old 54.90%
	Above 50 years old 45.10%

* Excluding US and Canada sites.

Table 5: Workforce Racial Diversity (U.S. Only)

Total US Workforce	540
	Asian 3.89%
	Hispanic or Latino 5.56%
	White 80.93%
	Black or African American 7.04%
	Indigenous or Native 1.48%
	Two or more races 1.10%

APPENDIX C: GRI CONTENT INDEX:

Statement of Use: Taghleef Industries (APME & Americas) has reported in accordance with the GRI Standards for the period 1st Jan 2024 to 31st Dec 2024.

Standard	Disclosure	Disclosure/Document/ Page No.	Omission		
			Requirements Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	Sustainability Report, 6			
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report, 6			
	2-3 Reporting period, frequency and contact point	Sustainability Report, 6			
	2-4 Restatements of information	Sustainability Report, 6			
	2-5 External assurance	Sustainability Report, 7			
	2-6 Activities, value chain and other business relationships	Sustainability Report, 9, 13			
	2-7 Employees	Sustainability Report, 45, 58			
	2-8 Workers who are not employees	Sustainability Report, 46			
	2-9 Governance structure and composition	Sustainability Report, 24			
	2-10 Nomination and selection of the highest governance body	Sustainability Report, 24			
	2-11 Chair of the highest governance body	Sustainability Report, 24			
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report, 24			
	2-13 Delegation of responsibility for managing impacts	Sustainability Report, 25			
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report, 25			
	2-15 Conflicts of interest	Sustainability Report, 26			
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Sustainability Report, 27			
	2-17 Collective knowledge of the highest governance body	Sustainability Report, 25			
	2-18 Evaluation of the performance of the highest governance body	Sustainability Report, 25			

APPENDIX C: GRI CONTENT INDEX:

Standard	Disclosure	Disclosure/Document/ Page No.	Omission		
			Requirements Omitted	Reason	Explanation
	2-19 Remuneration policies		Remuneration policies	Confidentiality constrains	Details on employee compensation have been omitted to for reasons related to company competitiveness and positioning.
	2-20 Process to determine remuneration		Process to determine remuneration		
	2-21 Annual total compensation ratio		Annual total compensation ratio		
	2-22 Statement on sustainable development strategy	Sustainability Report, 4, 18			
	2-23 Policy commitments	Sustainability Report, 25			
	2-24 Embedding policy commitments	Sustainability Report, 27			
	2-25 Processes to remediate negative impacts	Sustainability Report, 27			
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report, 27			
	2-27 Compliance with laws and regulations	Sustainability Report, 26			
	2-28 Membership associations	Sustainability Report, 26			
	2-29 Approach to stakeholder engagement	Sustainability Report, 19			
	2-30 Collective bargaining agreements	Sustainability Report, 50			
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report, 20			
	3-2 List of material topics	Sustainability Report, 21			
Topic 302: Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, 34			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report, 35			
	302-2 Energy consumption outside the organization	Sustainability Report, 35			
	302-3 Energy intensity	Sustainability Report, 35			
	302-4 Reduction of energy consumption	Sustainability Report, 36			
	302-5 Reductions of energy requirements of products and services	Sustainability Report, 36			

APPENDIX C: GRI CONTENT INDEX:

Standard	Disclosure	Disclosure/Document/ Page No.	Omission		
			Requirements Omitted	Reason	Explanation
GRI 305: Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, 31			
	305-1 Direct (Scope 1) GHG emissions	Sustainability Report, 32			
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report, 32			
	305-3 Other indirect (Scope 3) emissions	Sustainability Report, 32			
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Sustainability Report, 32			
	305-5 Reduction of GHG emissions	Sustainability Report, 32			
	305-6 Emissions of ozone depleting substances (ODS)	0.030 metric tons CFC-11 equivalent.			
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions.	Sustainability Report, 32			
Topic 303: Water and Effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, 31			
	303-1 Interactions with water as a shared resource	Sustainability Report, 36			
Topic 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Sustainability Report, 37			
	303-3 Water withdrawal	Sustainability Report, 37			
	303-4 Water discharge	Sustainability Report, 37			
	303-5 Water consumption	Sustainability Report, 37			
Topic 306: Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, 42			
	306-1 Waste generation and significant waste-related impacts	Sustainability Report, 42			
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Sustainability Report, 42			
	306-3 Waste generated	Sustainability Report, 43			
	306-4 Waste diverted from disposal	Sustainability Report, 43			
	306-5 Waste directed to disposal	Sustainability Report, 43			
Topic 301: Materials					

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Standard	Disclosure	Disclosure/Document/ Page No.	Omission		
			Requirements Omitted	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, 40			
RI 301: Materials 2016	301-1 Materials used by weight or volume	Sustainability Report, 41			
	301-2 Recycled input materials used	Sustainability Report, 40			
	301-3 Reclaimed products and their packaging materials	Sustainability Report, 41			
Topic 401: Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, 45			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Report, 58, 59			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report, 46			
	401-3 Parental leave	Sustainability Report, 46			
Topic 405: Diversity and Equal Opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, 49			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report, 59			
	405-2 Ratio of basic salary and remuneration of women to men		Ratio of basic salary and remuneration of women to men	Confidentiality constrains	Details on employee compensation have been omitted for reasons related to company competitiveness and positioning.
Topic 406: Non-discrimination					
	3-3 Management of material topics	Sustainability Report, 49			
GRI 406: Non - Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainability Report, 49			
Topic 409: Forced or Compulsory Labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, 50			
GRI409: Forced or Compulsory Labor 2016	Operations and Suppliers at significant risk for incidents of forced labor	Sustainability Report, 50			

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Standard	Disclosure	Disclosure/Document/ Page No.	Omission		
			Requirements Omitted	Reason	Explanation
Topic 403: Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, 46			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report, 47			
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report, 47			
	403-3 Occupational health services	Sustainability Report, 48			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report, 47			
	403-5 Worker training on occupational health and safety	Sustainability Report, 48			
	403-6 Promotion of worker health	Sustainability Report, 48			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report, 47			
	403-8 Workers covered by the occupational health and safety management system	Sustainability Report, 47			
	403-9 Work-related injuries	Sustainability Report, 48			
	403-10 Work related ill health	Sustainability Report, 48			
GRI 416: Customer Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, 52			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of health and safety impacts of product and service categories	Sustainability Report, 52			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report, 52			
GRI 308: Supplier Environmental Assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, 53			

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Standard	Disclosure	Disclosure/Document/ Page No.	Omission		
			Requirements Omitted	Reason	Explanation
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainability Report, 53			
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Report, 54			
GRI 414: Supplier Social Assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, 53			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainability Report, 54			
	414-2 Negative social impacts in the supply chain and actions taken	Sustainability Report, 54			
GRI 204: Procurement Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, 53			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability Report, 28			
GRI 418: Customer Privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, 28			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report, 29			
GRI 205: Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, 25, 53			
GRI 205: Anti- corruption 2016	205-1 Operations assessed for risks related to corruption	Sustainability Report, 26			
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report, 26			
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report, 26			