



**APEX**  
INVESTMENT PSC  
Sustainable Investment

# **APEX** **SUSTAINABILITY** **REPORT** **2025**

**INNOVATIONS FOR A SUSTAINABLE FUTURE**



# OUR COMMITMENT TO A SUSTAINABLE FUTURE

Aligning our goals with environmental and social responsibility for a better tomorrow

At APEX, we strive to create a **lasting impact** through our sustainability vision. Our key goals focus on environmental stewardship, social responsibility, and economic viability. Together, we can foster a thriving, **green community** for future generations.



# TABLE OF CONTENT

01	<b>Preface</b>
02	<b>About the Report</b>
03	<b>Leadership Statements</b>
04	<b>Management Statements</b>
05	<b>About Us</b>
06	<b>Organizational Structure</b>
07	<b>Mission, Vision &amp; Commitment</b>
08	<b>Key Group Highlights &amp; Achievements</b>
09	<b>Apex Approach to Sustainability</b>
09-1	Apex Corporate Values
09-2	Apex Sustainability Framework & Enablers
09-3	Apex SDG's Contributions (Sustainable Development Goals)
10	<b>Stakeholder Engagement &amp; Materiality Mapping</b>
10-1	Materiality Explained
10-2	Apex Sustainability Survey
10-3	Apex Stakeholders Insights
11	<b>Environmental Integrity</b>
11-1	Climate Change
11-2	Emissions Management
11-3	Energy Management
11-4	Water Management
11-5	Waste Management
12	<b>Social Potential</b>
12-1	Workforce Rights & Business Resilience
12-2	Workforce Biodiversity
12-3	Gender Equality & Child Labor
12-4	Training & Development
12-5	Occupational Health & Safety
12-6	Community Engagement
12-7	Wellbeing & Welfare
12-8	Emiratization & ICV
12-9	Innovation & Digitization
13	<b>Governance &amp; Shared Accountability</b>
13-1	Board Structure
13-2	Risk Management
13-3	Code of Conduct
13-4	Ethics & Corruption Prevention
13-5	Procurement & Supply Chain Management
14	<b>Apex Financial Performance</b>
15	<b>Apex Sustainability 2025 at glance</b>
16	<b>Apex ADX Content</b>

# 01 PREFACE

As we proudly present the **Fourth Edition** of our **Annual Sustainability Report**, Apex Investment PSC reaffirms its steadfast dedication to nurturing sustainable practices that not only fuel our growth but also foster mutual value for all stakeholders involved.

This report underscores our enduring commitment to conducting our operations ethically and responsibly, with a sincere focus on advancing environmental stewardship, social welfare, and governance standards. Within these pages, we present our ongoing pursuit of progress, outlining our ESG performance, initiatives, and strides made during the year 2025.

This report was prepared with reference to the Global Reporting Initiative (GRI) Sustainability Standard, ADX ESG Disclosure Guidance, and Sustainable Development Goals (UNSDGs).

# DISCLAIMER

Apex Investment PSC has made every effort to ensure the accuracy and reliability of the information presented in this report. However, certain statements may be forward-looking. These are based on certain assumptions using currently available information which is subject to a continuously changing environment and emerging new risks. This communication is not intended as a recommendation to buy, sell, or hold securities. We shall not be responsible for any loss or damage of whatever nature that arises due to use of this information.

All observations, conclusions and opinions expressed in this report reflect the personal views of the analyst and are subject to change without notice.

The information in this report has been obtained from sources Apex Investment PSC believes to be reliable. However, Apex Investment PSC does not warrant the accuracy, completeness or currency of, and will not be liable for any inaccuracies, omissions or errors in, or for any loss or damage (including any consequential loss) arising from reliance on the information in this report.

Apex Investment PSC does not guarantee the performance of any investment discussed or recommended in this report. Any information in this report relating to the distribution history or performance history of any investment should not be taken as indication of the future performance of the relevant investment.



# 02 ABOUT THE REPORT

APEX Investment P.S.C is pleased to present its Sustainability Report for the year 2025. The report provides a comprehensive overview of the Company's progress on key environmental, social, and governance (ESG) topics, in accordance with international standards and best practices.

As a diversified investment holding company, APEX Investment P.S.C engages in various sectors, including but not limited to Services, Structures, Energy, Materials & Investments in agriculture, institution & management, company representation, commercial catering, real estate development construction & facilities management, cement manufacturing & tent production.

Guided by a set of investment ethics anchored in transforming economies, deepening comparative advantages, and identifying emerging champions, we approach our investments with a keen focus on key structural trends. These themes not only shape our long-term portfolio construction but also serve as guiding principles for our investment activities.

This sustainability report has been curated for our stakeholders and readers, offering insight into our approach to sustainable development and various parameters related to ESG.

# REPORT BOUNDARY

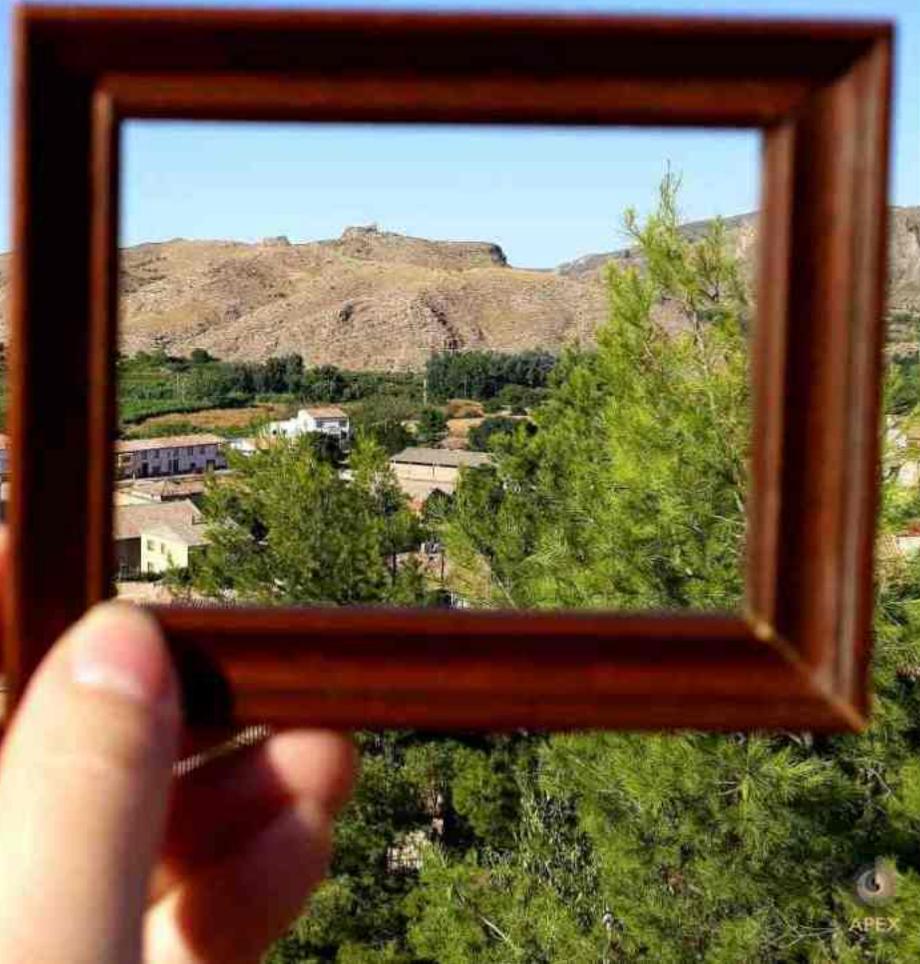


This report covers the 12-month period from 1st January to 31 December 2025 unless otherwise stated.

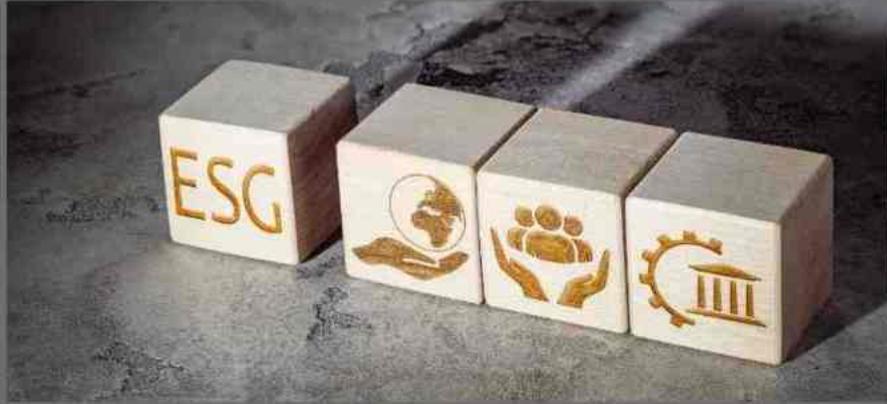
This report boundary includes the following business units but not limited to: commercial, industrial & agricultural enterprise investment, institution & management, company representation, commercial catering, real estate development construction & facilities management, cement manufacturing & tent production.

# REPORT FRAMEWORK

This report is prepared in accordance with ESG and sustainability criteria, aligning seamlessly with the standards set forth by SCA, ADX, GRI and ESG guidelines.



# REPORTING CONFORMITY



This report aligns with GRI, United Nations Sustainable Development Goals (UNSDGs), United Nations Global Compact (UNGC) Principles, the Paris Climate Agreement, UAE Vision 2021, and UAE Strategy 2050, ensuring a harmonious alignment with global sustainability benchmarks and adherence to ADX ESG guidelines.



Global Reporting Initiative (GRI) standards are an internationally recognised framework developed to manage the economic, environmental, social, and governance performance of businesses. It aims to improve the disclosure and transparency of material ESG issues to stakeholders.



The United Nations Global Compact (UNGC) is a non-binding initiative by the United Nations that consists of ten principles related to human rights, labor, environment, and anticorruption. It encourages businesses to adopt sustainable and socially responsible policies.



The UN Sustainable Development Goals, or SDGs, are a set of 17 goals adopted by the UN as a part of the 2030 Agenda for Sustainable Development. These goals aim to balance the economic, social, and environmental aspects of sustainable development.



The Paris Agreement is a legally binding international treaty on climate change. It was adopted by 196 Parties at the UN Climate Change Conference (COP21) in Paris. Its overarching goal is to hold "the increase in the global average temperature to well below 2°C above pre-industrial levels" and pursue efforts "to limit the temperature increase to 1.5°C above pre-industrial levels."

# REPORTING CONFORMITY



The UAE Vision is a strategic national plan aimed at guiding the country's development over the next decade across social, economic, investment, and developmental spheres. It aims to strengthen the UAE's role as a global economic hub and partner



The UAE's Securities and Commodities Authority has developed a master plan for sustainable markets to foster a more stable and resilient financial system. This master plan focuses on raising awareness about the importance of sustainability and the roles of market stakeholders in endorsing sustainable practices and facilitating a transition towards them.



The Environment Vision 2030 is a comprehensive plan to create a sustainable economy and environment for the Emirate of Abu Dhabi. The plan consists of a number of initiatives, including a commitment to reducing greenhouse gas emissions, water conservation, renewable energy sources, sustainable sourcing of ingredients, job creation, and supporting local businesses.



The UAE Net Zero 2050 is a national initiative that aims to achieve net-zero emissions by 2050, making the UAE the first in the MENA region to do so. It aligns with the Paris Agreement's goal of reducing GHG emissions and limiting the global temperature to 1.5 degrees Celsius above pre-industrial levels.

# REPORTING CONFORMITY



The Abu Dhabi Global Market (ADGM) launched its Sustainable Finance Agenda Declaration in 2019, reaffirming the UAE's commitment to combating climate change and promoting green and sustainable finance. Through initiatives like the Abu Dhabi Sustainable Finance Forum (ADSFF) ADGM fosters dialogue among the financial sector, businesses, and the public.

The Abu Dhabi Investment Authority (ADIA) has reinforced its commitment to integrating ESG considerations into investment decisions by joining the "One Planet Sovereign Wealth Fund Working Group." This initiative aims to accelerate the incorporation of climate-related financial risks and opportunities into the management of large, long-term asset pools, aligning investment strategies with global sustainability goals and promoting resilience in the face of climate change.

The National Climate Change Plan of the UAE 2017-2050 outlines the country's strategic framework for managing greenhouse gas emissions, enhancing climate resilience, and transitioning to a low-carbon economy.

The UAE Energy Strategy 2050 aims to balance supply and demand while ensuring a sustainable future for energy consumption in the country. The strategy's key objectives include: Increasing the contribution of clean energy in the total energy mix to 50% by 2050, with a focus on renewable energy and nuclear power. Reducing the energy consumption of individuals and businesses by 40% through efficiency measures and conservation programmes. Supporting economic growth while minimising environmental impact by promoting sustainable energy practices and technologies.

# 03 LEADERSHIP STATEMENTS



“Sustainability is an integral part of the UAE's approach and efforts to support climate action and promote international solidarity and cooperation in order to find practical solutions to the challenges of climate change.

The UAE's interest in sustainability, environmental issues, and renewable energy is rooted in its historical legacy and rich track record of supporting international efforts and initiatives aimed at promoting sustainable development and economic prosperity for people around the world.”

**His Highness Sheikh Mohamed bin Zayed Al Nahyan**  
**President of The United Arab Emirates**

# 03 LEADERSHIP STATEMENTS



"The UAE is committed to strengthening the foundations of economic resilience and sustainable development and supporting digital transformation and economic diversification efforts through quality investments and strategic partnerships.

The UAE is pursuing multiple paths in building global business platforms, which include key sectors such as energy, utilities, transportation, food, agriculture, and healthcare. These contributions support sustainable economic growth.

Cross-border challenges require cross-border solutions, which reinforces the approach of international cooperation and exchange of expertise."

**His Highness Sheikh Tahnoon bin Zayed Al Nahyan**  
**Chairman - IHC**

# 04 MANAGEMENT STATEMENTS



## APEX

INVESTMENT PSC

إبيكس للاستثمارات ش.م.ع.

"Sustainability is not only a responsibility, but also a heritage we must pass on to upcoming generations. As the leader of the organization, I take pride in guiding a team dedicated to creating a significant impact on the world. Let's work together to take advantage of the chance to build a more sustainable future for everyone."

In my role as Chairman of Apex, I am pleased to look back on our journey in recent years, characterized by a dedication to our vision that is in line with the goals of our country and worldwide standards. Given the increasing difficulties brought about by climate change, we now face additional obstacles to our survival, such as heightened droughts, floods, and heatwaves.

Let's keep pushing the limits of what is achievable and creating a future where sustainability is more than just an option, but a lifestyle. I express sincere thanks to our respected stakeholders for their great trust and confidence, as well as their consistent support over the years. My team and I are excited to work on executing scheduled improvements for economic and sustainability goals, collaborating closely with our stakeholders to promote a positive impact.

**H.E Khalifa Khorri**

**APEX Group Chairman**

# 04 MANAGEMENT STATEMENTS



## APEX

INVESTMENT PSC

إبيكس للاستثمارات ش.م.ع.

"Our commitment to sustainability goes beyond just a responsibility; it represents our deep obligation to protect the Earth and ensure a prosperous future for future generations. Driven by strong determination and guided by a clear vision, we are paving the way towards a more sustainable, environmentally friendly economy. United in our common goal, we work together to bring about significant change that will result in a legacy of protecting the environment and advancing society."

Our dedication is to strive for an equitable and encompassing green economy. We are devoted to creating significant effects and delivering substantial value in all of our actions. Our fresh approach helps us achieve long-lasting and game-changing outcomes by focusing on sustainable environmental, social, and governance (ESG) investments. We strive to provide enduring value in the long run through our proactive investment approach and active ownership.

I want to thank our valued stakeholder groups for their support and collaboration as we begin this journey together towards a more sustainable future. Your dedication enhances our resolve and fuels our advancement in our goal to create a significant impact on the world.

**Mr. Ahmed Amer**

**APEX Group Managing Director & Board Member**

# 04 MANAGEMENT STATEMENTS



## APEX

INVESTMENT PSC

إبيكس للاستثمارات ش.م.ع

"Our continuous commitment to innovation stays steadfast through technology and digitalization. In our pursuit of greatness, Apex Group has forged a notable partnership aimed at advancing innovation and sustainability. This involves transitioning to renewable energy and reducing our dependence on fuel by teaming up with Enercap, a groundbreaking company in the renewable energy sector. This showcases our commitment to leading the way in sustainable business practices."

We go above and beyond basic compliance to actively push forward our sustainability efforts, aligning with the UAE's ambitious target of reaching net-zero emissions by 2050. The basis of our sustainability strategy is our dedication to safety. We are committed to implementing these strategies and unwavering in our goal of achieving carbon neutrality.

I would like to thank our valued stakeholders for their unwavering faith, confidence, and support throughout the year. My team and I look forward to working with them to accomplish our planned advances, economic, and sustainability agendas with our stakeholders' invaluable participation.

**Mr. Mark Blackwell**

**APEX Group CEO**

# 05 ABOUT US

**APEX Investment P.S.C** is a diversified investment company listed on the Abu Dhabi Stock Exchange and is part of the International Holding Group (IHC) of Companies, where we operate and manage a diversified portfolio across below verticals (Services, Structures, Energy, Materials & Investments) in GCC and Internationally.

**APEX Investment P.S.C** is involved in a range of sectors such as commercial, industrial, and agricultural enterprise investment, company representation, real estate development, and cement manufacturing. We base our investments on a set of ethics focused on changing economies, enhancing competitive strengths, and recognizing rising stars, guiding us to closely follow significant structural trends.

**APEX Investment P.S.C** expands its footprint in various industries, such as Commercial Catering, Facilities Management, Contracting, Auxiliary business, and Investments. Centered around a central approach focused on improving shareholder value and fostering growth.

# APEX Group Of Companies Profiles



**APEX**

ALWATANIAH CATERING  
البيخات الوطنية للتغذية

## APEX Alwataniah Catering Service

More than a Catering Company, APEX is a market leader in the United Arab Emirates in servicing the oil and gas and larger industrial / manpower sectors. We deliver value-driven solutions for clients, providing Catering, Camp management, support and facilities services, in over 40 locations. Working closely with client teams, we create safe, well maintained, clean, well nourished, healthy, and happy communities both on-shore and off-shore, supporting multi-cultural workforce in their thousands.





RR FACILITY MANAGEMENT  
إدارة المرافق

## RR Facility Management

RR Facility Management is a leading provider of integrated hard and soft FM services, dedicated to creating safe, efficient, and sustainable environments for our clients. With a comprehensive range of services that can be bundled as required, we support clients across their entire facilities' needs, with the ease and peace of mind of working with one provider.





CENTRAL TENTS

المركزية للخيم

## Central Tents

Central Tents design, develop and install fully integrated and bespoke semi-permanent structures that are designed to be in place for up to 15 years. Cost effective and rapidly scalable structures to support critical needs. Whether permanently fixed or with mobility in mind, all structures are certified and rated to client needs and can be deployed and operational in weeks or months.





## Support Services & Catering

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Support Services & Catering is a premier provider of comprehensive laundry and dry-cleaning solutions, delivering exceptional cleanliness, efficiency, and reliability, whatever the sector. We take pride in working closely with our customers to enhance their products and services and can tailor innovative laundry solutions for any specific needs.





## Ras Alkhaimah Cement Company

Building the UAE since 1995, Quality and Consistency at our Core, as an integral component in the ongoing economic and social development initiatives of the UAE, Ras Al Khaimah Cement Company uses the highest quality raw materials in its modern plant, with an annual production capacity of 1.2 million Tons of Cement. The plant is seamlessly connected to a terminal within the nearby Saqr Port, streamlining the company's cement export operations.





## Enercap By Apex Energy

Enercap is a leading energy storage solutions provider at the forefront of innovation, sustainability, and efficiency in the global energy sector. The company is dedicated to developing cutting-edge energy storage and power control technologies that accelerate the energy transition and fight against climate change. With a strong commitment to advancing energy storage solutions, Enercap delivers high-efficiency renewable energy integration and next-generation grid solutions.





**APEX**  
INVESTMENT PSC  
الاستثمار في العقارات

## APEX Commercial

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APEX Commercial focuses on identifying, structuring, and overseeing commercial investments.

Apex allocates capital across multiple industries, manages risk, and monitors performance to protect and grow investor value.

Its approach aligns investment strategy with long-term business objectives and measurable financial outcomes.



أكاديمية أبيكس  
Apex Academy

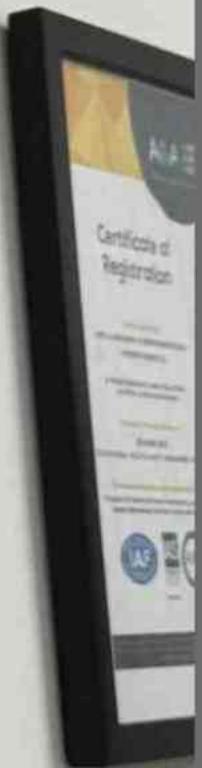


## APEX Academy

Our Apex Academy specializes in comprehensive Health & Safety Trainings, Food safety, and many other streams, empowering our group team members with the knowledge and skills necessary to maintain high standards in their workplaces. We offer expert-led courses tailored to meet regulatory requirements and industry best practices, as well as the client's needs.



# OUR CERTIFICATES



## ISO CERTIFIED



HACCP      QMS      EMS      FSMS      OSHMS

## BICSc ACCREDITATION



"APEX Academy is one of BICSc Accredited & approved Training Centers out of **83** Worldwide out of UK"

## ADAFSA ACCREDITATION



هيئة أبوظبي للزراعة والسلامة الغذائية  
ABU DHABI AGRICULTURE AND FOOD  
SAFETY AUTHORITY

Abu Dhabi Agriculture and Food Safety Authority  
Accredited for Essential Food Safety Training Provider



# OUR CERTIFICATES



## OPITO APPROVED CENTER



Basic H<sub>2</sub>S

OPITO Approved Center for Basic H<sub>2</sub>S  
Training, Practical & Theoretical

## ADNOC REGISTERED AND PRE-QUALIFIED

أدنوك  
ADNOC



ADNOC Registered and Pre-qualified  
Training Center

## HABC HIGHFIELD-UK ACCREDITED CENTER

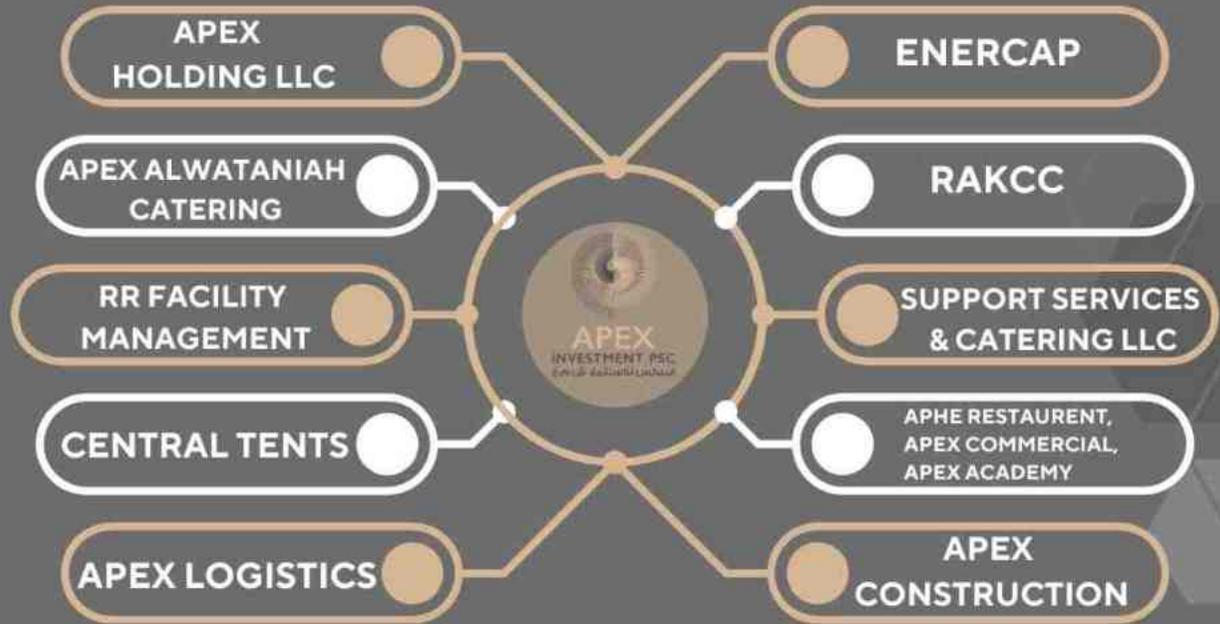
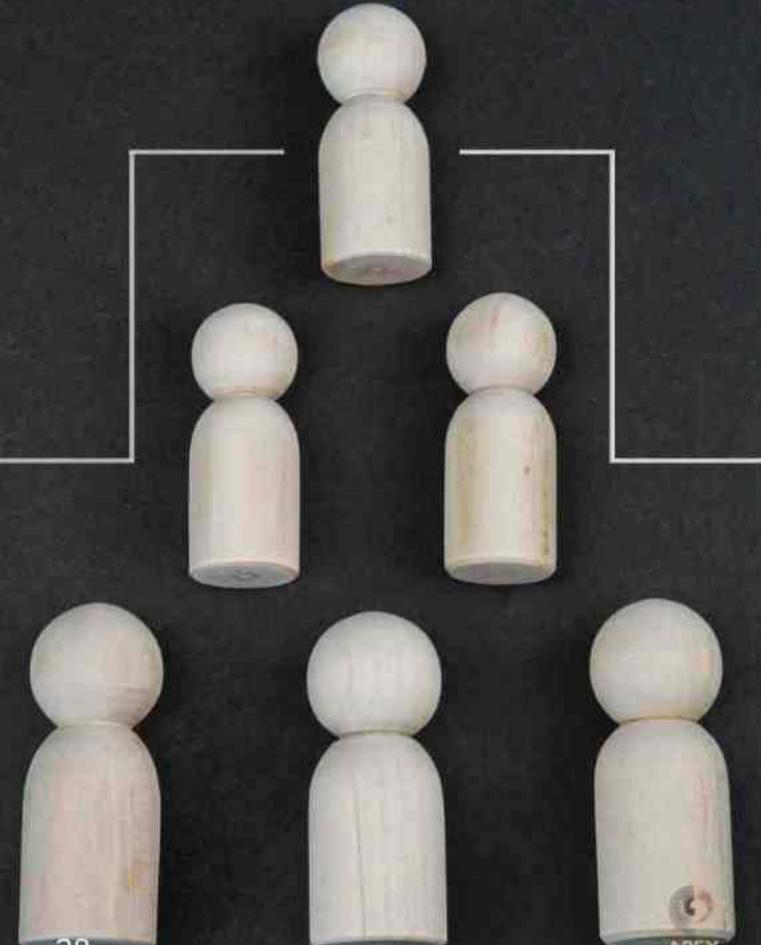


To Provide HSE & Food Safety  
Trainings in Different Levels

APPROVED CENTRE

# 06 ORGANIZATIONAL STRUCTURE

**APEX Investment P.S.C** is a firm dedicated to operating with the highest level of honesty and in alignment with the most rigorous ethical guidelines. Our strong corporate governance structure is a cornerstone of our operations, demonstrating our dedication. Our structure of corporate governance allows us to abide by good governance principles, uphold the highest ethics and integrity standards, and ensure we generate lasting value for our stakeholders.



# APEX INVESTMENT P.S.C

## BOARD OF DIRECTORS



**H.E. Khalifa Khouri**  
Chairman



**Ms. Futoon Al Mazrouei**  
Vice Chairwoman



**Mr. Ahmed Amer**  
Managing Director &  
Board Member



**Mr. Hamad Al Shamsi**  
Board Member



**Mr. Saje Thomas**  
Board Member

# APEX INVESTMENT P.S.C

## SENIOR LEADERSHIP



Mr. Mark Blackwell  
Chief Executive Officer



Mr. Steven Henderson  
Chief Operating Officer



Ms. Maryam Janahi  
Chief of Human Resources &  
Administration Officer



Mr. Rajesh Desai  
Chief Financial Officer



Mr. Muhammad Nassar  
QHSE Director



Mr. Ahmed Kandil  
Group Legal Counsel

# APEX INVESTMENT P.S.C

## COMMITTEES

### INSIDER TRADING COMMITTEE



**Mr. Saje Thomas**  
Chairman



**Mr. Hamad Al Shamsi**  
Committee Member



**Ms. Futoon Al Mazrouei**  
Committee Member

# APEX INVESTMENT P.S.C COMMITTEES

## AUDIT COMMITTEE



**Mr. Hamad Al Shamsi**  
Chairman



**Ms. Futoon Al Mazrouei**  
Committee Member



**Mr. Saje Thomas**  
Committee Member

# APEX INVESTMENT P.S.C

## COMMITTEES

### REMUNERATION COMMITTEE



**Ms. Futoon Al Mazrouei**  
Chairwoman



**Mr. Hamad Al Shamsi**  
Committee Member



**Mr. Saje Thomas**  
Committee Member

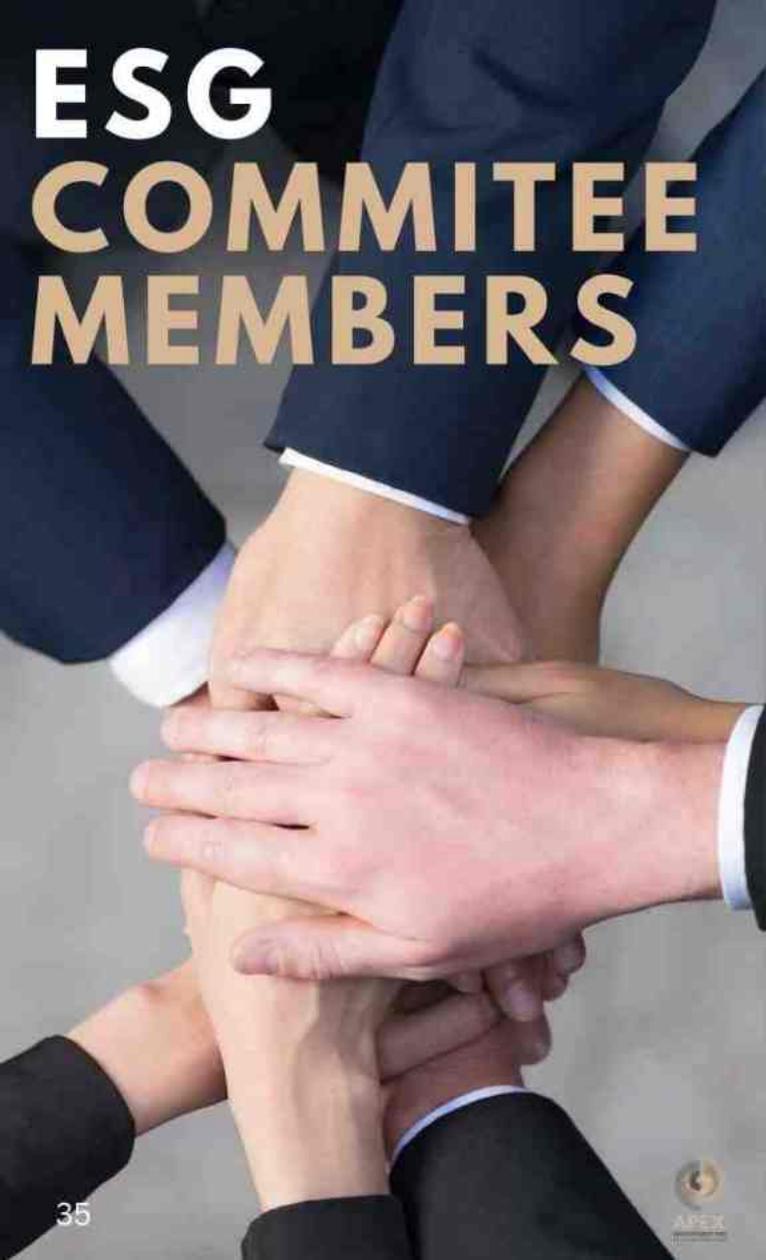
# ESG COMMITTEE



APEX ESG Committee outlines the mission, responsibilities, and governance structure of a the committee dedicated to overseeing ESG-related initiatives and performance in Apex Group. This committees output serves as a guiding document to ensure the organization's commitment to sustainability, ethical practices, and transparent reporting. It typically defines the committee's purpose, membership criteria, roles, meeting frequency, and reporting obligations.

By establishing clear accountability and objectives, the ESG Committee enables the organization to align its operations with global ESG standards, mitigate risks, and drive long-term value for stakeholders.

The committee is responsible for setting ESG goals, monitoring performance, and ensuring compliance with applicable laws, standards, and frameworks. It also reviews risks and opportunities related to ESG factors and promotes transparency through regular reporting and stakeholder communication.



# ESG COMMITTEE MEMBERS



**1** Mr. Mark Blackwell  
Chief Executive Officer

ESG COMMITTEE CHAIRMAN



**2** Mr. Muhammad Nassar  
QHSE Director

ESG COMMITTEE MEMBER



**3** Mr. Ali Aljawamis  
Group QHSE Auditing Manager

ESG COMMITTEE MEMBER



**4** Ms. Fatima Al Amry  
Financial Advisor

ESG COMMITTEE MEMBER



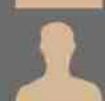
**5** Ms. Maryam Janahi  
CHR & Administration Officer

ESG COMMITTEE MEMBER



**6** Mr. Houssam Al Salman  
Head of Operations

ESG COMMITTEE MEMBER



**7** Mr. Adil Hosgor  
Head of Information Technology

ESG COMMITTEE MEMBER



**8** Mr. Rajesh Desai  
Group Chief Financial Officer

ESG COMMITTEE MEMBER



**9** Mr. Mohammad Alshaddad  
GM RAKCC

ESG COMMITTEE MEMBER



**10** Mr. Andrew Curtis  
Group Head of Procurement

ESG COMMITTEE MEMBER



**11** Mr. Abdul Samad Abro  
Senior Finance Manager

ESG COMMITTEE MEMBER



# 07 MISSION, VISION & COMMITMENT



## Our Mission

To create sustainable growth and value for our investors, partners, and communities by identifying, acquiring, and managing high potential businesses in diverse industries, while maintaining a commitment to operational excellence, innovation, and responsible business practices.



## Our Vision

Our vision is to become a prominent worldwide investment and management firm known for our skill in pinpointing and nurturing successful enterprises in various sectors.

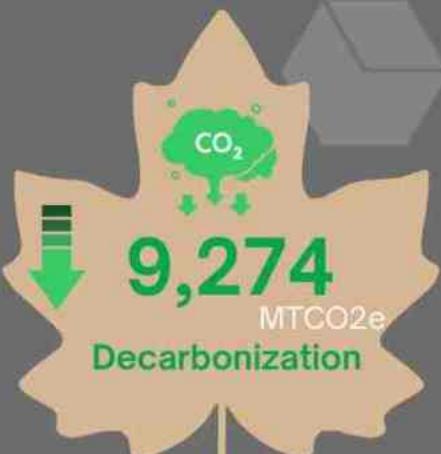


## Our Commitment

Our commitment is to continuously enhance resource efficiency and expansion through innovation, enhancing operations and guaranteeing high-quality service to surpass customer satisfaction.

# 08 KEY GROUP ACHIEVEMENTS

## ENVIRONMENTAL



# 08 KEY GROUP ACHIEVEMENTS

## SOCIAL

 **11%**

Increase in Training

 **19%**

Increase in Emiratization

zero

**0**

Fatality

 **99%**



Local Suppliers

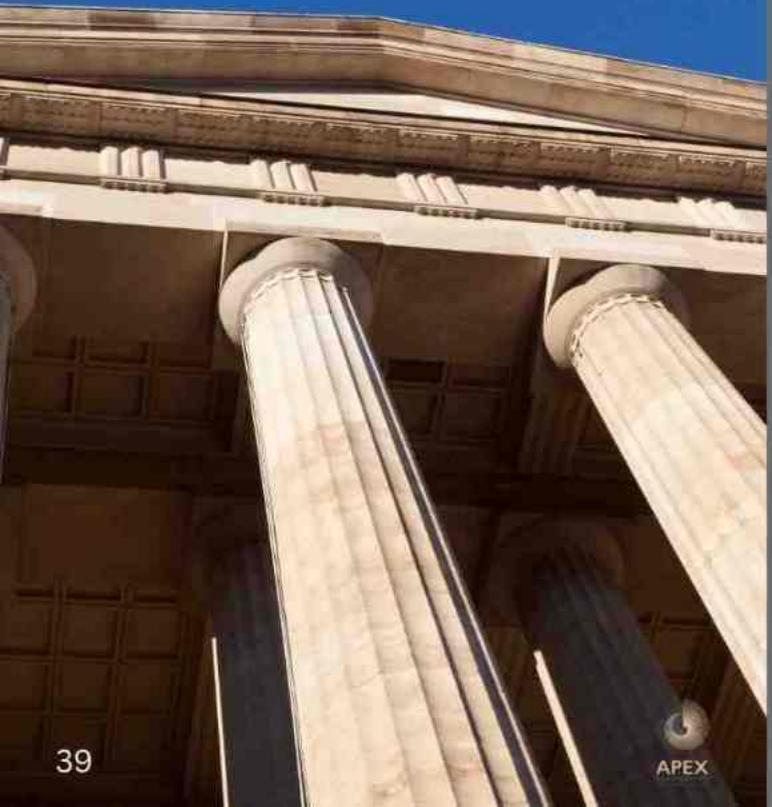
**245,430,713**



Expenditure on Employee Wages and Benefits

# 08 KEY GROUP ACHIEVEMENTS

## GOVERNANCE



**80%**  
**Directors**  
Independent  
on The Board

**20%**  
**Female**  
Representation in  
Board of Directors

**100%**  
**Development**  
& Implemented IMS  
AACs RAKCC ISTINYEE  
SSC CT RRFM

**10%**  
**Female**  
Employment Growth

**zero**  
**0**  
Corruption Cases

**100%**  
**Automation**  
& Digitization  
OLIVE SAIF

# 09 APEX SUSTAINABILITY APPROACH

At APEX We follow a practical approach to sustainability. We focus on actions that reduce waste, lower energy use, and limit our impact on resources. We choose responsible materials and review our processes to remove steps that add cost or harm. We track our results so we know where we improve and where we fall short. We work with suppliers that share our standards because our impact reaches beyond our own sites. We train our teams to use clear routines that keep our performance steady. We look for long-term gains because short-term fixes do not last. This approach helps us operate with control, consistency, and lower impact.



# 09-01 APEX CORPORATE VALUES

CORE

VALUES

## PRESERVE REPUTATION



Uphold integrity, transparency, and ethical conduct. Cultivate trust through consistent delivery, responsible actions, and genuine engagement. Safeguard brand image with accountability, authenticity, and proactive reputation management.

## TEAMWORK & STAKEHOLDER ENGAGEMENT



Engaging with stakeholders, including employees, customers, suppliers, and communities, to understand their concerns and incorporate their feedback into decision-making processes.

## ENVIRONMENTAL STEWARDSHIP



Commitment to minimizing environmental impact through sustainable practices such as reducing carbon emissions, conserving natural resources, and implementing recycling programs.

# 09-01 APEX CORPORATE VALUES

## TRANSPARENCY AND ACCOUNTABILITY



Providing clear and comprehensive reporting on sustainability performance, including goals, progress, and challenges, and holding oneself accountable for achieving targets.

## EMPLOYEE EMPOWERMENT



Empowering employees to contribute to sustainability efforts through training, education, and participation in volunteer activities and green initiatives.

## CONTINUOUS IMPROVEMENT



Committing to continuously improving sustainability practices through regular assessment, innovation, and adaptation to changing environmental and social conditions.

CORE

VALUES

# 09-02 APEX SUSTAINABILITY FRAMEWORK & ENABLERS

At Apex Group we demonstrate a steadfast commitment to sustainable business practices in alignment with the United Nations Global Compact (UNGC). Apex Group upholds the UNGC's principles, which encompass human rights, labor standards, environmental responsibility, and anti-corruption measures.

We actively promote a corporate culture centered around responsible business conduct, integrating sustainability into our core operations. Apex Group plays a vital role in promoting social and environmental stewardship while contributing to the achievement of UN goals.



# SUSTAINABILITY ENABLERS



## SUSTAINABLE SUPPLY CHAIN MANAGEMENT



We are implementing sustainable practices throughout our supply chain by sourcing materials responsibly, reducing waste, and ensuring ethical labor practices. By collaborating with our suppliers who share their commitment to sustainability, We can minimize environmental and social impacts while enhancing transparency and accountability.

## CIRCULAR ECONOMY INITIATIVES



Embracing the principles of a circular economy, Apex are redesigning products and processes to minimize waste and maximize resource efficiency. This includes initiatives such as product refurbishment, recycling programs, and the use of sustainable materials, ultimately reducing environmental degradation and promoting long-term sustainability.

## CARBON NEUTRALITY COMMITMENTS



We are setting ambitious targets to achieve carbon neutrality or net-zero emissions by reducing greenhouse gas emissions across our operations. Through measures such as energy efficiency improvements, carbon offsetting, and investments in carbon capture technologies, We aim to mitigate climate change and contribute to a more sustainable future.

# SUSTAINABILITY ENABLERS



## STAKEHOLDER ENGAGEMENT AND TRANSPARENCY



We are engaging with stakeholders, including investors, employees, customers, and communities, to gather input, foster dialogue, and build trust around sustainability initiatives. By being transparent about environmental, social, and governance (ESG) performance, We demonstrate accountability and drive positive change in our industries and beyond.

## INNOVATION FOR SUSTAINABILITY



We are harnessing innovation and technology to develop sustainable solutions to complex challenges. This includes advancements in clean energy, sustainable resourcing, waste management, and water conservation, among others. By investing in research and development, we can drive progress towards a more sustainable and resilient future.

# SDG'S CONTRIBUTIONS (SUSTAINABLE DEVELOPMENT GOALS)

## 3 GOOD HEALTH AND WELL-BEING



- Providing employees with access to healthcare and wellness programs.
- Offering health insurance, preventive programs, and activities that promote healthy lifestyles.
- Providing safe and hygienic working conditions.
- Educating employees on healthy eating, physical activity.
- Conducting Health campaigns to staff at regular intervals.

## 5 GENDER EQUALITY



- Promoting gender equality and diversity policies in the workplace.
- Implementing policies that support equality, diversity, and inclusiveness.
- Supporting women's career development and ensuring equal pay.
- Creating mentoring, training, and career development programs for women.
- Ensuring involvements of women in leadership positions.

## 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



- Conduct assessments to determine areas lacking essential infrastructure.
- Use climate-resilient and disaster-resistant materials in projects.
- Adopting cleaner technologies, reducing waste, and improving energy efficiency.
- Provide training, funding, and technical support to enhance productivity and sustainability.
- Allocate funds for sustainable industrialization by innovative financing mechanisms.

# SDG'S CONTRIBUTIONS (SUSTAINABLE DEVELOPMENT GOALS)

## 10 REDUCED INEQUALITIES



- Assess inequalities in income, opportunities, gender, disability, ethnicity, migration status.
- Promote equal pay, secure employment, and fair wages.
- Ensure everyone has access to quality healthcare, education, and social services.
- Encourage participation of women, minorities, persons with disabilities in decision-making.
- Expand access to banking, credit, and insurance, for rural and low-income staff.

## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- Focusing on better waste and natural resources management.
- Introducing sustainable production practices, and using green materials and technologies
- Promoting waste recycling by implementing waste reduction, recycling, and reuse programs.
- Educating consumers about sustainable consumption through information campaigns.
- Conduct regular Audits & Inspections to check consumption and production patterns.

## 15 LIFE ON LAND



- Organizing campaigns for tree planting, desert cleaning & beach cleaning.
- Reduce use of paper. Avoid printing and substitute it with electronic devices or carriers.
- Leverage digital tools and innovation to track and optimize resource use.
- Collaborate with local communities to implement sustainable consumption initiatives.
- Implement the 3Rs to minimize waste and extend the lifecycle of products.

# 10 STAKEHOLDERS ENGAGEMENT & MATERIALITY MAPPING

At APEX We engage our stakeholders through direct feedback, regular meetings, and open channels that show what they expect from us. We map material issues by identifying the topics that matter most to our stakeholders and our business. We review these insights to guide our goals, improve our decisions, and focus resources on the areas that create real impact. This process helps us stay aligned with clear priorities and build stronger trust.

# 10-01 MATERIALITY EXPLAINED

In preparing our sustainability report for the year 2025, Apex Group conducted a comprehensive assessment to identify and prioritize the environmental, social, and governance (ESG) issues that are most significant to our business and stakeholders. This process, known as Materiality Assessment, is fundamental to ensuring that our sustainability efforts are focused on addressing the issues that matter most in driving long-term value creation and stakeholder engagement.

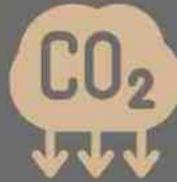
Through engagement with a diverse range of stakeholders, including investors, customers, employees, suppliers, and community members, we identified a set of key ESG topics that have the potential to impact on our business operations, financial performance, and relationships with stakeholders.

These subjects were assessed considering their alignment with our business strategy, stakeholder opinions, compliance requirements, and industry developments.

# APEX SUSTAINABLE FUNDAMENTALS



## CARBON EMISSIONS REDUCTION



Given the increasing global focus on mitigating climate change, reducing our carbon footprint is a critical priority for Apex Group. We recognize the importance of transitioning to renewable energy sources, improving energy efficiency, and implementing carbon offsetting measures to minimize our environmental impact.

## SUPPLY CHAIN SUSTAINABILITY



Our supply chain plays a crucial role in our sustainability performance, and we are committed to promoting responsible sourcing practices, ethical labor standards, and transparency throughout our supply chain. We aim to work collaboratively with our suppliers to address key sustainability challenges and drive positive social and environmental outcomes.

## ETHICAL BUSINESS PRACTICES



Upholding the highest standards of integrity, ethics, and governance is fundamental to our business conduct. We are committed to preventing corruption, promoting transparency, and adhering to legal and regulatory requirements in all aspects of our operations.

# APEX SUSTAINABLE FUNDAMENTALS



## COMMUNITY ENGAGEMENT



Engaging with and supporting the communities in which we operate is integral to our corporate ethos. We are dedicated to creating meaningful initiatives that address local needs, foster social cohesion, and contribute to community development.

## EMPLOYEE WELL-BEING



Our employees are our most valuable asset, and we prioritize their health, safety, and well-being. We are committed to providing a supportive work environment, promoting diversity and inclusion, and investing in employee development and training programs.



# MATERIALITY MAPPING



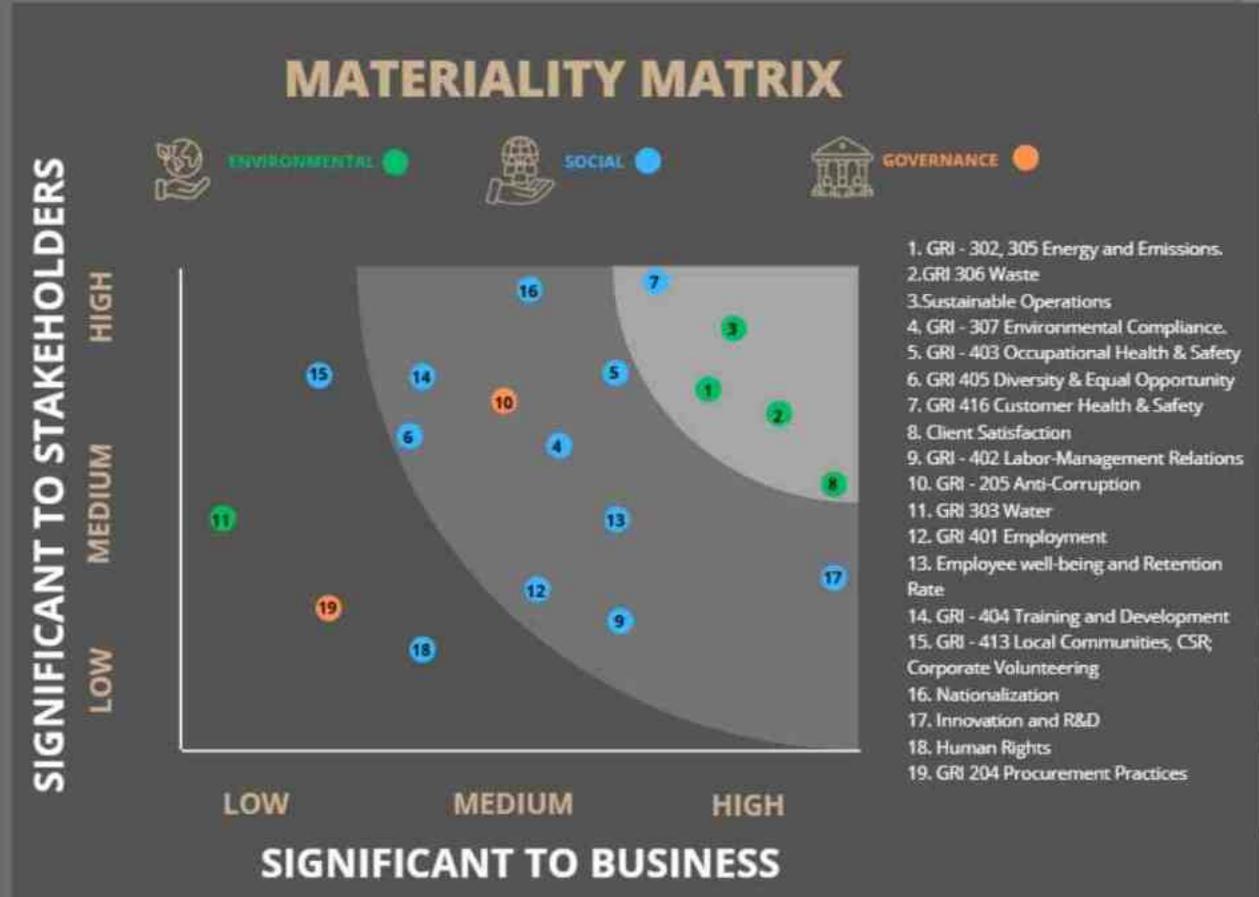
Materiality Mapping shows the ESG issues that matter most to our company and our stakeholders. It helps us focus on the topics that influence our performance, guide our decisions, and shape our long-term priorities.

These material ESG issues shape our sustainability strategy and steer our work to create value for our stakeholders while contributing positive impact for society and the environment.

The sections that follow explain how we address each issue, outline our goals and targets, and show the progress we have made to date.

# MATERIALITY MATRIX

Materiality matrix is a visual tool used to identify and prioritize the most significant environmental, social, and governance (ESG) topics that impact on our organization and our stakeholders.



# APEX SUSTAINABILITY POLICY

APEX Investment PSC believes that sustainable development, characterized by integrated long-term commitment to environmental, social, governance and economic progress, is integral to our business success.



 SUSTAINABILITY POLICY	Effective Date: Version	31 July 2024 1.0
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APEX INVESTMENT PSC believes that sustainable development, characterized by integrated long-term commitment to environmental, social, governance and economic progress, is integral to our business success. We seek to accomplish sustainable development by implementing best practices of industry, employees, vendor and community engagement to efficiently and effectively achieve business objectives and provide community benefits.

APEX INVESTMENT PSC is fully committed to good sustainability principles striving to be legally compliant, financially sound, socially responsible as well as environmentally friendly, in line with our commitment to sustainable development, in our day-to-day activities, and throughout APEX INVESTMENT PSC we commit to:

- Protect the environment and avoid causing adverse social and environmental impacts.
- Integrate material sustainability criteria in our business decisions and commercial activities.
- Comply with and exceed where practicable, all applicable legislation, regulations and code of practices.
- Protect human rights, ensure equal opportunity employees and abide by all fair labour practices and ensure that our activities do not directly or indirectly violate human rights, as well as support diversity and inclusion.
- Provide a safe and healthy workplace and encourage our employees to volunteer via programs organized internally or externally.
- Support the local community by looking to employ local people where possible and create useful opportunities for development of skilled local workers.
- Engage early and meaningfully with stakeholders, including local organizations, communities, industry and government.
- Work towards the conservation of energy, water and resources to all our operations, as well as dispose of waste thoughtfully, and follow the waste hierarchy of "Reduce, Reuse, Recycle".
- Work with our 4 main supply chains to gain benefits of incorporating environmentally sustainable goals into everyday business.
- Integrate sustainability considerations into all our business decisions, where applicable.
- Foster the development of in-house learning, management capacity and leadership on sustainability issues. Ensure that our staff are fully aware of our Sustainability Policy and are committed to implementing and improving it.
- Make clients and suppliers aware of our Sustainability Policy and encourage them to adopt good sustainable management practices.
- Minimize the impact on vulnerability of all offices, operations, and transportation activities, through reducing or avoiding unsustainable practices and dealing responsibly with material impacts.
- Manage risk of operational disruptions e.g. resource scarcity, climate change impact, or community risks.
- Encourage and support customers and stakeholders to improve their performance in a way that contributes to the business success and to society and the environment.
- Engage for continuous improvement and promote cooperation between businesses, governments and other stakeholders.
- Communicate transparently about our vision and activities.
- Review, annually report, and to continuously strive to improve our sustainability performance.

  
Mohammed  
Chief Executive Officer

SUSTAINABILITY POLICY Page | 1

 Sustainability Procedure	Effective Date: Version	1 <sup>st</sup> July 2024 1.0
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**APEX**  
INVESTMENT PSC  
إبيكس للاستثمار ش.م.ع

**SUSTAINABILITY PROCEDURE**

Sustainability Procedure Page | 1

# 10-02 APEX SUSTAINABILITY SURVEY

At APEX Group, we are committed to promoting sustainability in all aspects of our business operations. We believe that transparency and accountability are essential in achieving our sustainability goals. Our Sustainability Report includes information on our environmental impact, social initiatives, governance practices, and progress towards our sustainability targets.

In order to effectively understand and respond to the stakeholders' expectations on key topics and concerns, we invite our stakeholders to take the time to fill out a survey to give their valuable feedback, which will serve as the main reference for prioritizing disclosure of information in our sustainability report.

# APEX SUSTAINABILITY SURVEY



**APEX Group Sustainability Survey**

At APEX GROUP, we are committed to providing sustainability to all aspects of our business operations. We believe that transparency and accountability are essential in achieving our sustainability goals. Our sustainability report is a key indicator to our environmental impact, social relations, governance practices, and program results for community benefits.

In order to effectively understand our progress to the stakeholders' expectations on key topics and concerns, we would like to invite you to take the time to fill out the following questionnaire to give valuable feedback, which will serve as the main reference for prioritizing disclosure of information in the sustainability report.

Thank you for participating in our survey. Your feedback is essential in helping us understand and enhance our Environmental, Social, and Governance (ESG) practices. We assure you privacy and confidentiality will be maintained to provide you greater details. Please answer the following questions to the best of your ability.

**Please help us by making your level of concern to the Apexes listed below.**  
(The highest score of concern is 5 & the lowest score of concern is 1.)

\* MANDATORY

Name (Optional):  
Enter your answer

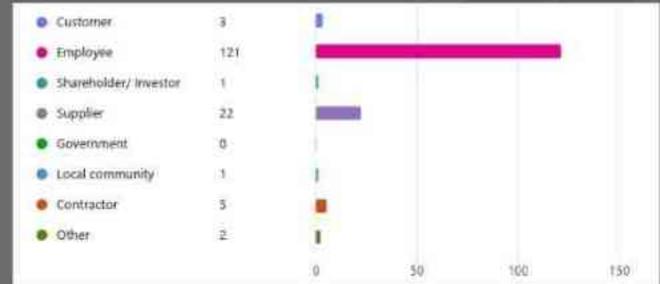
Company (Optional):  
Enter your answer

Please check the group you or your organization belongs to (At most 1 item):

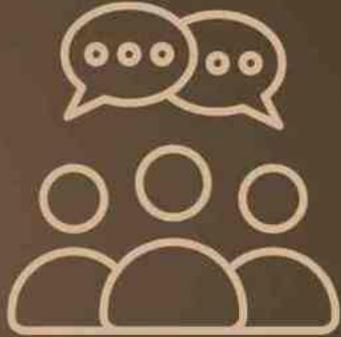
- Customer
- Employee
- Shareholder/ Investor
- Supplier
- Government
- Local community
- Contractor
- Other

Next

Page 1 of 10 questions



# 10-03 APEX STAKEHOLDERS INSIGHTS



Our current standing as an industry leader is indebted to the support of our stakeholders, who serve as both our motivation and guiding forces. Engaging with them is not just a process but a partnership, where we seek their perspectives to shape our growth trajectory.

Apex Group prioritizes sustainable and ethical business practices across its supply chain. We actively engage with our suppliers to ensure that they understand our commitment to these principles.

Collaboration helps optimize supply chain operations and reduce environmental impact. This approach aligns with SDG 12 - Responsible Consumption and Production and UAE Vision. We thoroughly screen and evaluate our suppliers to ensure they adhere to sustainable business practices and ethical conduct. This rigorous process ensures that our supply chain aligns with our values and contributes to sustainability goals.



# STAKEHOLDERS WE ENGAGE



Investors



Employees



Clients



Government Authorities



Suppliers



Community



Policy Makers

# STAKEHOLDERS EMPOWERING

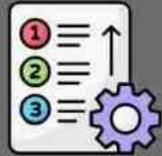


## STAKEHOLDER RECOGNITION



Recognize stakeholders through discussions and deliberations within the corporate center sustainability committee.

## PRIORITY SETTING



Assign priority to stakeholders according to the level of influence they exert on our decisions and activities.

## STAKEHOLDER INVOLVEMENT



Stakeholder Involvement - Engage with stakeholders through diverse channels to identify material topics.

## EXPECTATION MANAGEMENT



Strengthen stakeholder relationships by addressing their concerns and meeting their requirements.



# 11 ENVIRONMENTAL INTEGRITY

Environmental Integrity is the foundation for a healthy and sustainable planet. It refers to the preservation of natural ecosystems, biodiversity, and the balance of ecological processes, ensuring that human activities do not compromise the ability of the environment to support life for current and future generations.

Our Commitment to responsible resource management inspires us to consistently innovate and launch initiatives focused on minimizing our carbon footprint. Our environmental initiatives are driven by a strong dedication to safeguarding the planet for future generations, encompassing efforts like reducing greenhouse gas emissions, preserving water, and fostering biodiversity.

By promoting Transparency and Accountability, we strive to demonstrate our advancements and foster a beneficial effect on the ecosystems where we function.

# 11-01 CLIMATE CHANGE

## CALL TO ACTION

In light of the UAE's commitment to achieving Net Zero emissions by 2050 and our nation's active participation in global sustainability forums such as (COP 28, COP 29), we recognize the urgent need to address climate change.

Climate change poses significant risks to our planet, including extreme weather events, rising sea levels, and disruptions to ecosystems and agriculture. We are committed to reducing our carbon footprint by implementing sustainable practices across our operations, optimizing energy efficiency, and investing in renewable energy sources. Furthermore, we actively engage with stakeholders to raise awareness about climate change and advocate for collective action to combat this global challenge.

# 11-02 EMISSIONS MANAGEMENT

In this part we explore the essential contribution we make to protecting the environment and fostering a sustainable, ecologically harmonious future. Our commitment to sustainability is demonstrated by our active measures to reduce our environmental footprint, encourage responsible resource usage, and adopt creative solutions.

By aligning our strategies with global objectives, this chapter stands as proof of our continuous dedication to environmental responsibility, showcasing our commitment to a balanced relationship between business expansion and ecological health.

Our commitment to sustainability is demonstrated through proactive efforts to reduce our environmental impact, promote responsible resource management, and adopt innovative solutions.

# GHG ANALYSIS

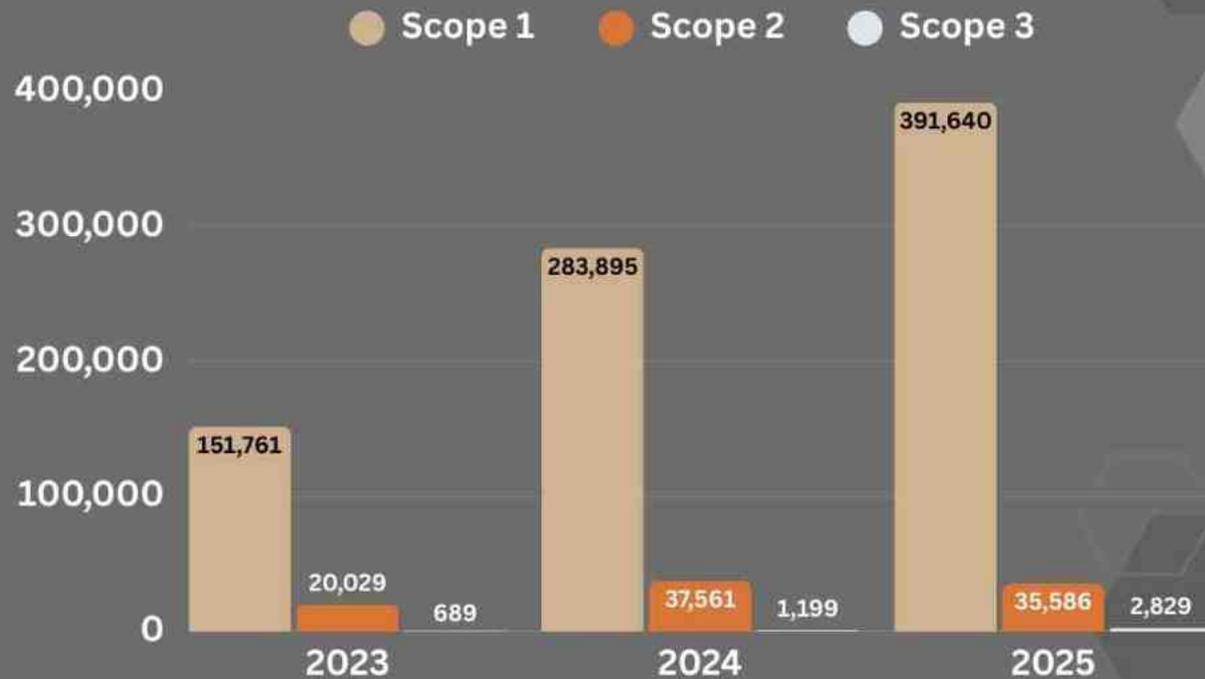
## GREEN HOUSE GASES



Greenhouse Gas (GHG) analysis plays a central role in the environmental strategy at Apex Investments. This process involves measuring and assessing the emissions of gases such as carbon dioxide, methane, and nitrous oxide that result from our operations. By thoroughly analyzing these emissions, we gain crucial insights that help shape our approach to reducing our carbon footprint and adopting more sustainable business practices.

Our commitment to Transparency, Accountability, and continuous improvement is evident in our focus on GHG analysis. It serves as a key tool in our efforts to align with global sustainability goals and move toward a more sustainable, low-carbon future. This approach reflects our ongoing dedication to minimizing our environmental impact and contributing to the broader fight against climate change.

# GHG EMISSIONS IN MTCO<sub>2</sub>E



\*The increase in the GHG emission is attributed to a rise in production and mandays

Total Net GHG Emission in 2025 is

**430,055** MTCO<sub>2</sub>e/year

# APEX CARBON FOOTPRINT

CARBON



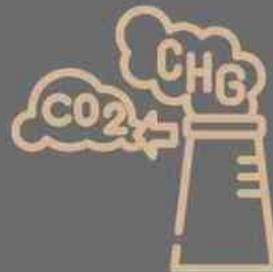
2.2 %

Decarbonization Reduction



## GHG Emmissions Intensity

497



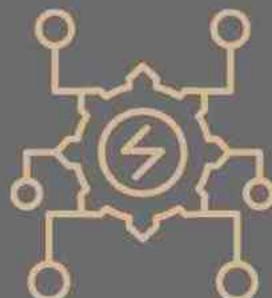
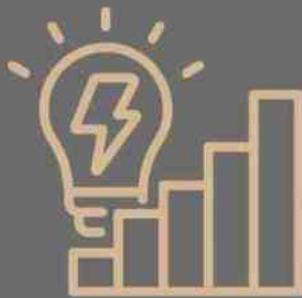
GHG Emission Intensity with respect to  
revenues in MTCO<sub>2</sub>e/ MnAED/year

# 11-03 ENERGY MANAGEMENT



Energy Management is essential to our sustainability initiatives at Apex Group, emphasizing efficient resource use and financial effectiveness. By actively reducing energy use, we help foster a more sustainable and resilient future, reflecting our dedication to responsible resource management and environmental stewardship.

Within the Apex Group portfolio, we perform regular audits and inspections of the sites and locations managed by Apex, which led to the retrofitting of systems aimed at enhancing energy and water efficiency while reducing consumption.



# APEX ENERGY HIGHLIGHTS

A notable **29.2%** of our energy usage is driven by Sustainable Energy Resources, propelling our dedication to sustainability ahead.

Natural Gas Consumption (MMBTU) 2025

**7000**



Electricity Consumption (KWHR) 2025

**148,140,145**



Diesel Consumption (L) 2025

**635,873**



Petrol Consumption (L) 2025

**651,386**



# ENERGY INTENSITY

Total Fuel Consumption / Revenue Earned within the organization  
for the year 2025

**Petrol Intensity**  
0.752 MilliLitres /AED



**Diesel Intensity**  
0.734 MilliLitres /AED



**Natural Gas Intensity**  
0.0080 MilliLitres /AED



Total Electricity Consumption / Revenue Earned within  
APEX for the year 2025



**Electricity Intensity**  
0.132 KWH /AED

# ENERGY CONTROL



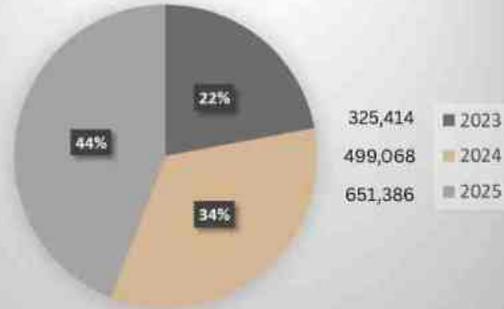
Energy Control at Apex Investments involves a comprehensive approach designed to reduce our environmental impact while enhancing energy efficiency. This includes monitoring energy consumption, implementing energy-efficient technologies, and using renewable energy sources whenever possible. Our proactive efforts also involve cultivating a culture of sustainability within the organization, encouraging mindful energy use, and aligning with worldwide sustainability goals.

At Apex Investments, Energy Control is essential to our dedication to sustainable practices. We emphasize efficient resource utilization and cost-effectiveness, ensuring that our actions contribute to a more sustainable and resilient future. By proactively decreasing energy consumption, we not only lower costs but also demonstrate our dedication to responsible resource stewardship and environmental protection.

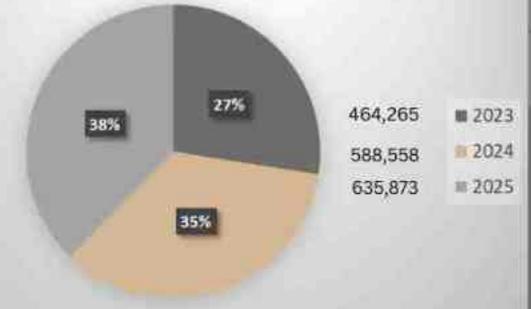
# ENERGY CONTROL



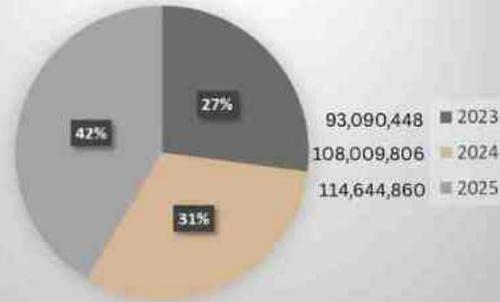
### Petrol Consumption (L)



### Diesel Consumption (L)



### Electricity Consumptions in KWh



### Natural Gas (MMBtu)

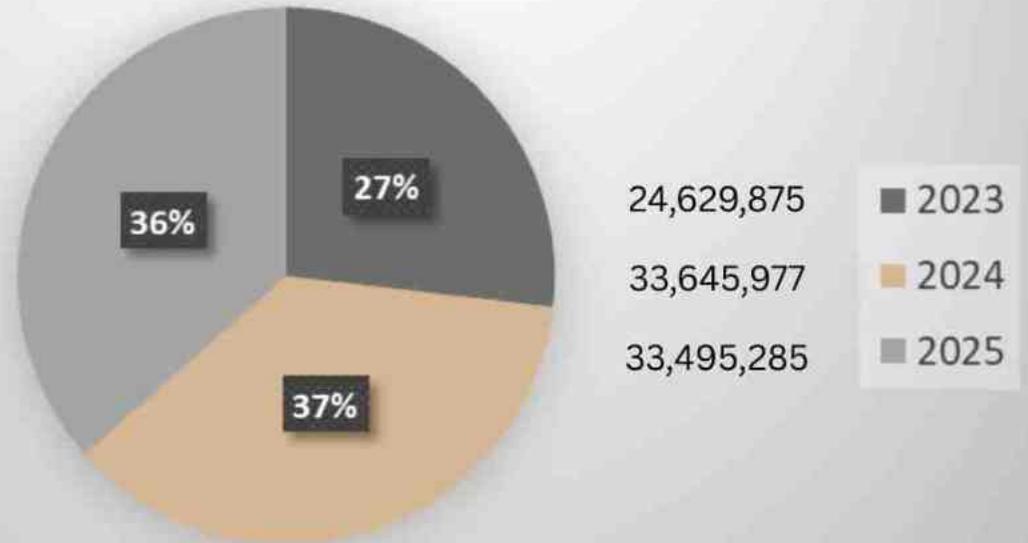


Consumption details of different types of energy

# ENERGY CONTROL



Renewable Energy used out of Total Energy Consumed



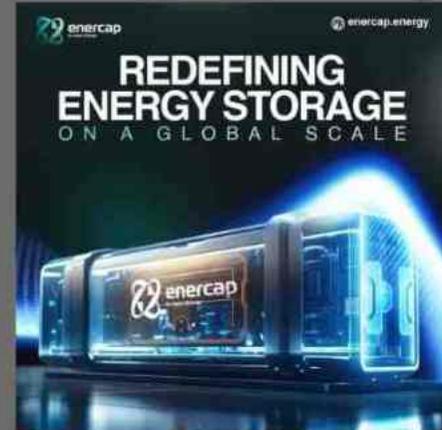
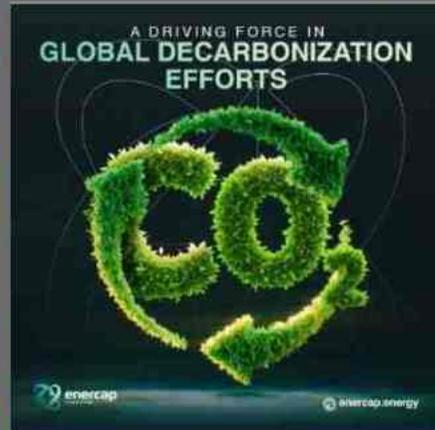
Percentage of Renewable Energy used out of Total Energy Consumed

# ENERGY FUTURE REDEFINED

Enercap By APEX Energy is redefining the future of energy and energy storage in the world. Enercap By APEX Energy is more than just a hub for technological innovation - it is a driving force in global decarbonization. Through strategic vision and cutting-edge energy solutions, we are committed to shaping a sustainable, low-carbon future and playing a pivotal role in advancing a greener planet.



APEX



# FUTURE ENERGY LEADERSHIP



MARK  
BLACKWELL

Enercap By APEX Energy actively signing MOU's and making partnerships with both national and international organizations, Private and governmental entities in order to utilize cutting-edge technologies such as supercapacitor for energy storage. APEX Energy is a Game Changer in the Energy Sector.



# ENERGY STRATEGIC PARTNERSHIPS



مذكرة تعاون في شأن نظام تخزين الطاقة المعتمد على المكثفات الفائقة  
MoU on Concerning THE SUPERCAPACITOR-BASED ENERGY STORAGE SYSTEM



MoU was signed during the World Utilities Congress 2025 by Eng. Ahmed Mohamed Al Rumaithi (DoE Undersecretary) and Mr. Ahmed Amer Omar (GM of Apex Investment & Enercap) to develop and implement an innovative pilot project for energy storage using supercapacitor technology

# ENERGY STRATEGIC PARTNERSHIPS



Enercap Energy Holdings & ROX Motors collaborate to test and launch 75 KWh Enercap "Batterix" EV module in the ROX Motor EV 01. This collaboration between two industry giants marks a new beginning of a sustainable and reliable future for EVs and electrostatic energy storage/discharge systems.

# ENERGY STRATEGIC PARTNERSHIPS



Enercap partner's with DU at GITEX 2025 to roll out 3 POCs by Rolling-Out 32 GWh of Manufacturing Capacity at 2 Facilities in Dubai & Abu Dhabi.

# PIONEERS OF THE ENERGY SECTOR



The visit from Crown Prince of Abu Dhabi, HH Sheikh Khaled bin Mohamed bin Zayed, to the Enercap stand at the World Utilities Congress 2025.

HH Sheikh Khaled took the time to explore the advanced technologies being developed in the UAE, as presented by HE Khalifah Khoury (Chairman), Mr. Ahmed Omer Amer (Managing Director), and Mr. Waseem Ashraf Qureshi (Inventor, CEO & CTO).

# PIONEERS OF THE ENERGY SECTOR



اصنع في الإمارات

**MAKE IT**  
IN THE EMIRATES



The visit from H.E. Sheikh Shakhboot Bin Nahyan Al Nahyan along with IHC CEO Syed Basar Shueb and Apex Energy management to Enercap stand at the Make it in the Emirates 2025.

# PIONEERS OF THE ENERGY SECTOR



The visit from Her Excellency Mariam bint Mohammed Almhairi – the Former Minister of Climate Change and the Environment of the United Arab Emirates, joined by the team from 2PointZero to Enercap facility on 12 April 2025 to explore the advanced technologies being developed in the UAE, as presented by HE Khalifah Khoury (Chairman), Mr. Ahmed Omer Amer (Managing Director), and Mr. Waseem Ashraf Qureshi (Inventor, CEO & CTO).

# EXPLORING NEW PARTNERSHIPS

inter  
**solar**



Enercap at Intersolar Europe 2025 had signed 250 MWh worth of orders and had 200+ meaningful engagements at our stand in in Munich Germany.

With over 500 client engagements, we've had the privilege of connecting with leading names from the utilities, renewable energy, BESS development, EPC, and EV sectors.

# 11-04 WATER MANAGEMENT

Water management plays a critical role in Apex Group's sustainability strategy, focusing on the responsible use of water resources. Through proven practices, we aim to reduce water consumption, minimize environmental impact, and support the well-being of surrounding ecosystems. This commitment reflects our focus on water conservation while maintaining a balanced approach between operational performance and environmental responsibility.

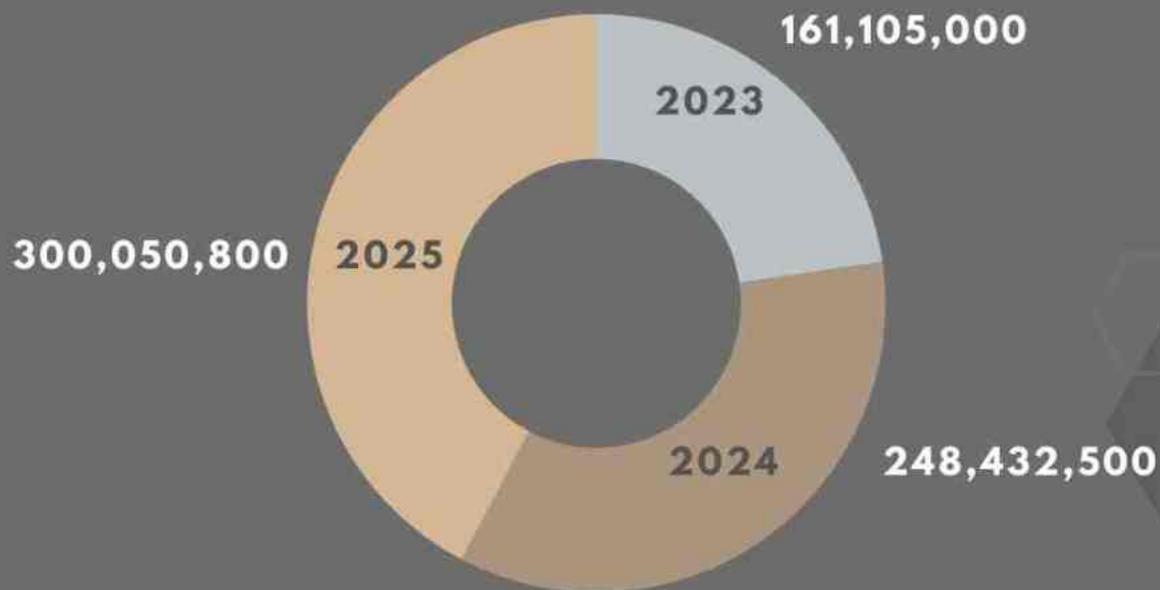
Our approach prioritizes water conservation by reducing waste, enhancing recycling practices, and optimizing processes to ensure water is used as efficiently as possible.



# WATER CONSUMPTION



Total volume of water consumed in Litres



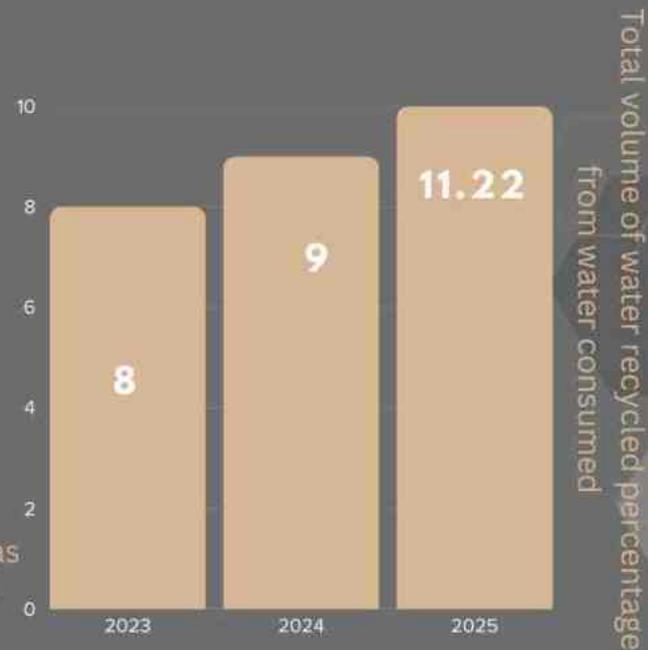
The increase in water consumption is attributed to the increase in production and mandays

# WATER CONTROL

In APEX Group we adhere to our Waste Management Procedures and monitor water usage across all sites for drinking, industrial processes, and irrigation by using advanced metering systems. Our approach balances operational needs with environmental responsibility, strengthening sustainability and long-term resilience for our company and the communities we serve.



Our volume of recycled water for 2025 has increased by **2.22 %** compared to 2024



# WATER INTENSITY

2025

Water Consumption (L)



300,050,800

2025

Water Recycled Percentage



11%

2025

Water Intensity Ratio



0.346 L/AED

# 11-05 WASTE MANAGEMENT



Apex Group integrates waste management into its sustainability plan, focusing on reducing, recycling, and responsibly disposing of waste. We minimize environmental impact by investing in recycling, partnering with ISO 14001-certified providers, and promoting eco-awareness. Reducing waste also boosts efficiency and lowers costs. We continually evaluate and improve our practices to enhance waste management and sustainability.

## ZERO WASTE

**36.3 %**  
INCREASE OF RECYCLED  
WASTE SEGREGATION  
COMPARED WITH 2024



# WASTE CONTROL



2025

**1071.8 MT**

Varios Recycable Waste Recycled

2025

Paper / Cardboard Recycled



**430.6 MT**

2025

Aluminum / Metal Recycled



**266 MT**

2025

Plastic Recycled

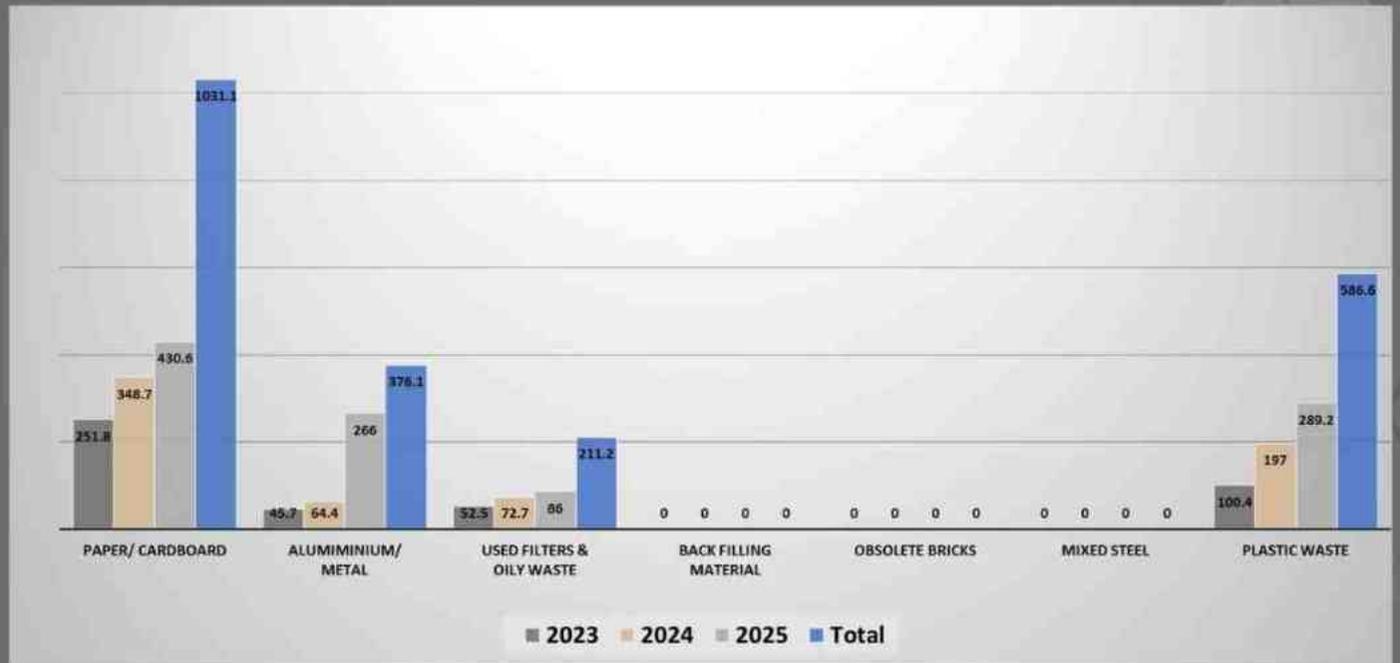


**289.2 MT**

# WASTE MANAGEMENT STATS.



Total Types of Waste Generated (in MT)

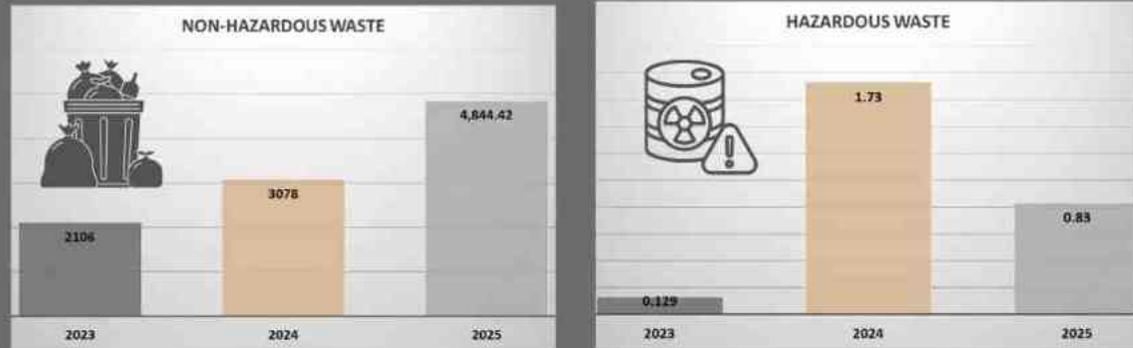


The increase in waste generation is attributed to the rise in production and mandays

# WASTE MANAGEMENT STATS.

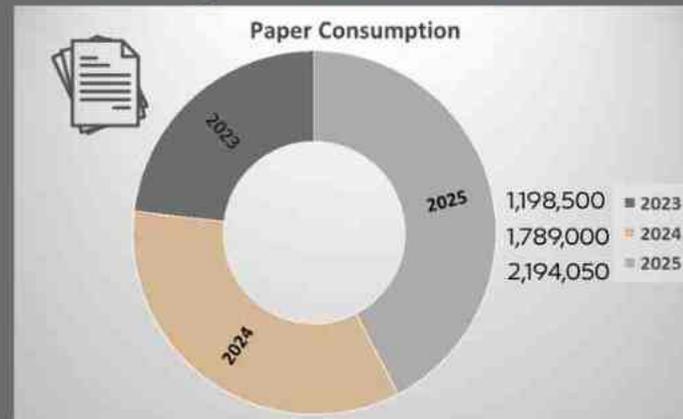


Total Weight of Waste Generated (in MT)



The increase in non-hazardous waste generation is attributed to rise in production and mandays

Total Weight of Waste Generated (in MT)



The increase in paper consumption is attributed to the rise in production and mandays

# INNOVATION IN WASTE MANAGEMENT



## RAKCC

### 1 SLUDGE AND WASTE OIL ALTERNATIVE FUEL PROJECT

- We launched two inhouse projects using existing resources
- The plant generates sludge and used oil during operations
- The production team designed and built a kiln firing system inhouse
- The system uses sludge and waste oil as an alternative fuel

#### Key Outcomes

- Environmental impact
- Less landfill disposal
- Lower use of imported fossil fuels
- Reduced CO2 emissions



## RAKCC

### 2 HEATING OVEN DRYER PROJECT FOR GGBS

- An inhouse dryer system being executed
- Uses waste wood and paper as fuel
- Generates required heat for the cement mill
- Supports waste-to-energy practice

#### Key Outcomes

- Higher mill efficiency
- Increased mill temperature
- Lower moisture during GGBS production
- Environmental impact
- Waste converted to alternative fuel
- Reduced environmental footprint



# 12 SOCIAL POTENTIAL



Apex Social Potential thrives in environments that encourage inclusivity, equality, and community engagement, where individuals feel empowered to contribute and collaborate. By unlocking social potential, societies can address pressing issues such as poverty, education gaps, and healthcare access, creating a more equitable and resilient future for all.

# HUMAN RESOURCES LEADERSHIP



MARYAM  
JANAHI

## DRIVING IMPACT THROUGH PEOPLE

Our staff are the cornerstone of our success, driving growth and innovation. We prioritize diversity to enhance creativity and competitiveness, and we are committed to equal opportunities, including supporting women in the workforce.

Our open learning environment fosters skill development, and we recognize and reward timely achievement of goals.

# 12-01 WORKFORCE RIGHTS BUSINESS RESILIENCE



## HUMAN RIGHTS

Apex Group drives performance through people. We support individual contribution. We maintain inclusion and respect diversity. We enforce equal opportunity. Our policies safeguard human rights and establish fairness across the workplace.

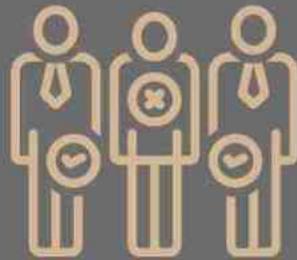
We develop talent, unlock potential, and advance careers. We foster inclusion, equity, and wellbeing. We champion diversity, gender parity, and human rights across all operations.

# APEX HUMAN RIGHTS PRINCIPLES

Apex Group is committed to upholding human rights principles throughout its operations and supply chains. We recognize our responsibility to respect the human rights of all individuals, including our employees, customers, suppliers, and the communities in which we operate.



EQUAL  
RIGHTS  
FOR ALL



Non-Discrimination



Freedom from Forced Labor



Prohibition of Child Labor

# APEX HUMAN RIGHTS PRINCIPLES



Health and Safety



Privacy and Data Protection



Environmental Responsibility



Due Diligence



Training



Grievance Mechanism



Remedies for violations



Monitoring and Reporting



Compensation

# OUR HUMAN

# OUR STRATEGIC ASSETS



## Total Number of Employees

2023      2024      2025

**5,016   5,027   5,955**



## Total Number of Male Employees

2023      2024      2025

**4,929   4,885   5,799**



## Total Number of Female Employees

2023      2024      2025

**87      142      156**



# OUR HUMAN OUR STRATEGIC ASSETS



## Total Number of New Hires By Gender



## Total Number of Left Employees By Gender



# OUR HUMAN **OUR STRATEGIC ASSETS**



## Total Number of New Hires By Age Group

	BELOW 30 YEARS OLD	BETWEEN 30-50 YEARS OLD	OVER 50 YEARS OLD
2023	<b>775</b>	<b>1,361</b>	<b>102</b>
2024	<b>537</b>	<b>518</b>	<b>27</b>
2025	<b>965</b>	<b>1,034</b>	<b>29</b>

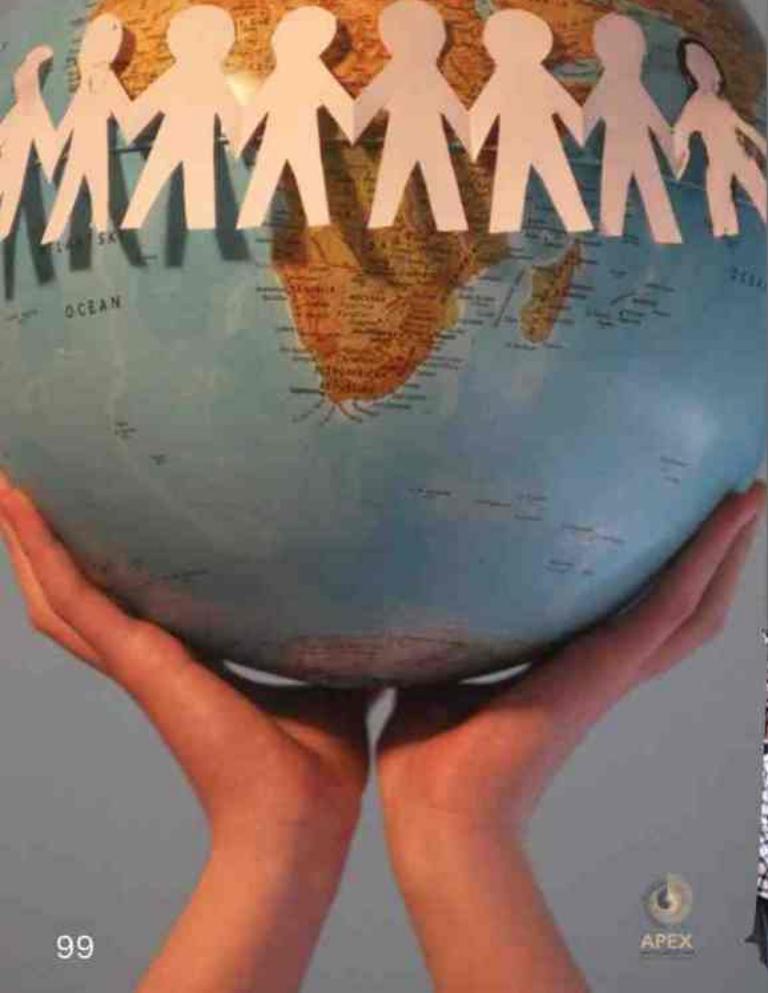
# OUR HUMAN **OUR STRATEGIC ASSETS**



## Total Number of Left Employees By Age Group

	BELOW 30 YEARS OLD	BETWEEN 30-50 YEARS OLD	OVER 50 YEARS OLD
2023	<b>229</b>	<b>422</b>	<b>40</b>
2024	<b>389</b>	<b>665</b>	<b>38</b>
2025	<b>394</b>	<b>665</b>	<b>45</b>

# 12-02 WORKFORCE BIODIVERSITY



Sustainability anchors our strategy. Guided by our values of people, social impact, and responsible conduct, we foster an inclusive, respectful workplace that drives employee wellbeing and success. This commitment shapes every aspect of our operations, advancing a sustainable, stakeholder-focused organization.



# WORKFORCE ENGAGEMENT

Apex Group maintains a curated engagement calendar that drives continuous activities and events. It celebrates achievements, builds team spirit, and aligns with global and national observances, including but not limited to: World Mental Health Day, World Heart Day, World Handwashing Day, Environmental Day, Earth Hour, and UAE National Day.

# ENGAGEMENT CALENDAR



World Health Day



Global Handwashing Day

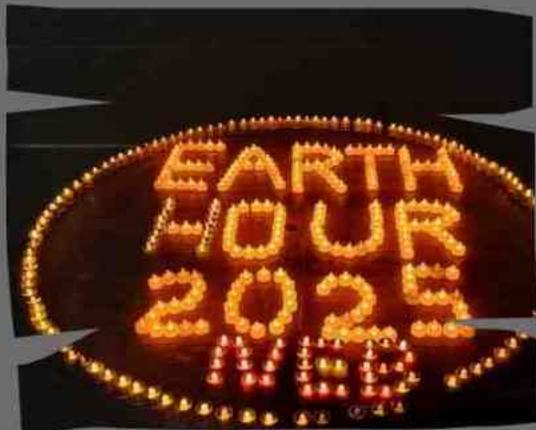


World Environmental Day



World Day for Health & Safety

# ENGAGEMENT CALENDAR



Earth Hour



Road Safety Stand-down



PPE at Workplace Campaign



No Alcohol-Drugs Campaign

2025  
Agenda

# ENGAGEMENT CALENDAR

Agenda  
2025



Contractor Care Campaign



Heat Stress Campaign



World Cleanup Day



Beach Cleaning Campaign

# SERVICE THAT DELIGHTS



Happy client encompasses every interaction our clients have with us—from first contact and service quality to communication, ease of transactions, and post-service support. A positive experience builds trust, loyalty, and lasting relationships. We are committed to continuous improvement to consistently meet and exceed client expectations.

# DELIVERING CLIENT HAPPINESS



Contractor Appreciation Ceremony - ASG 2025

# DELIVERING CLIENT HAPPINESS



## شهادة شكر وتقدير

تتقدم مدينة الإمارات الإنسانية بجزيل الشكر والتقدير إلى

السادة / شركة أيكس لخدمات التموين - التغذية

على المشاركة والمساهمة المجتمعية الفعالة في إحتفالات مدينة الإمارات وطن الإنسانية

متمنين لكم التوفيق والنجاح

المستشار / مبارك فلاح القحطاني  
مدينة الإمارات الإنسانية

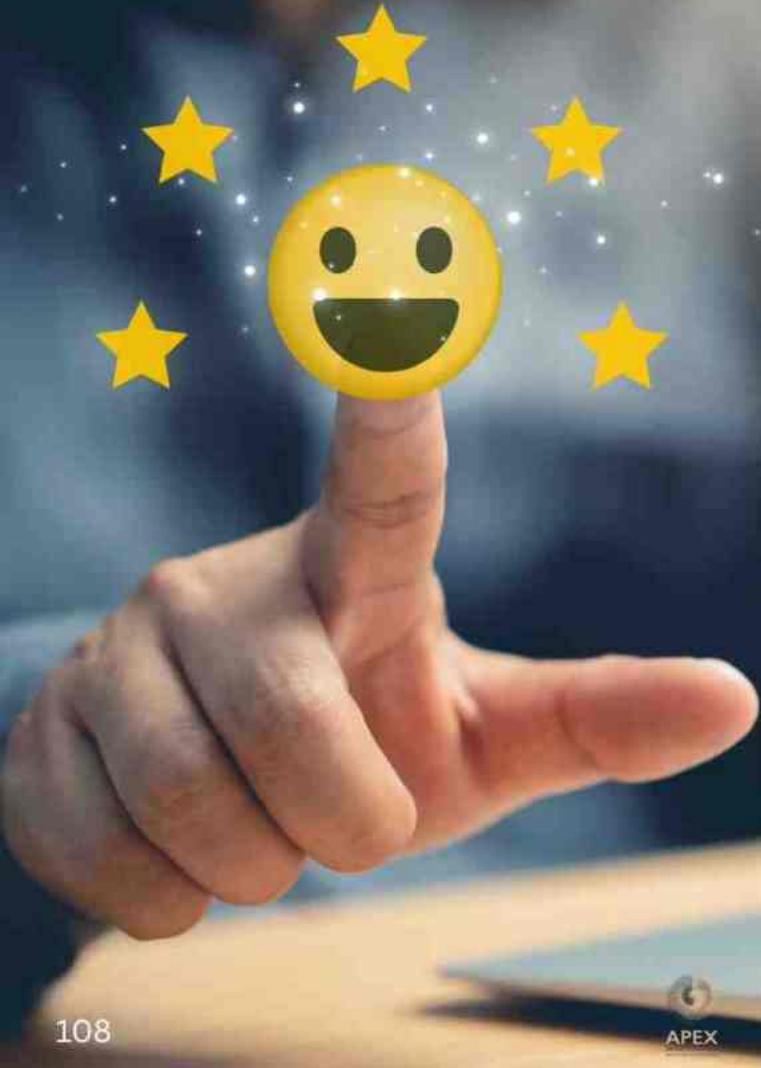
Appreciation from Emirates Humanitarian City 2025

# DELIVERING CLIENT HAPPINESS



Contractor Appreciation - NEB 2025

# DELIVERING CLIENT HAPPINESS

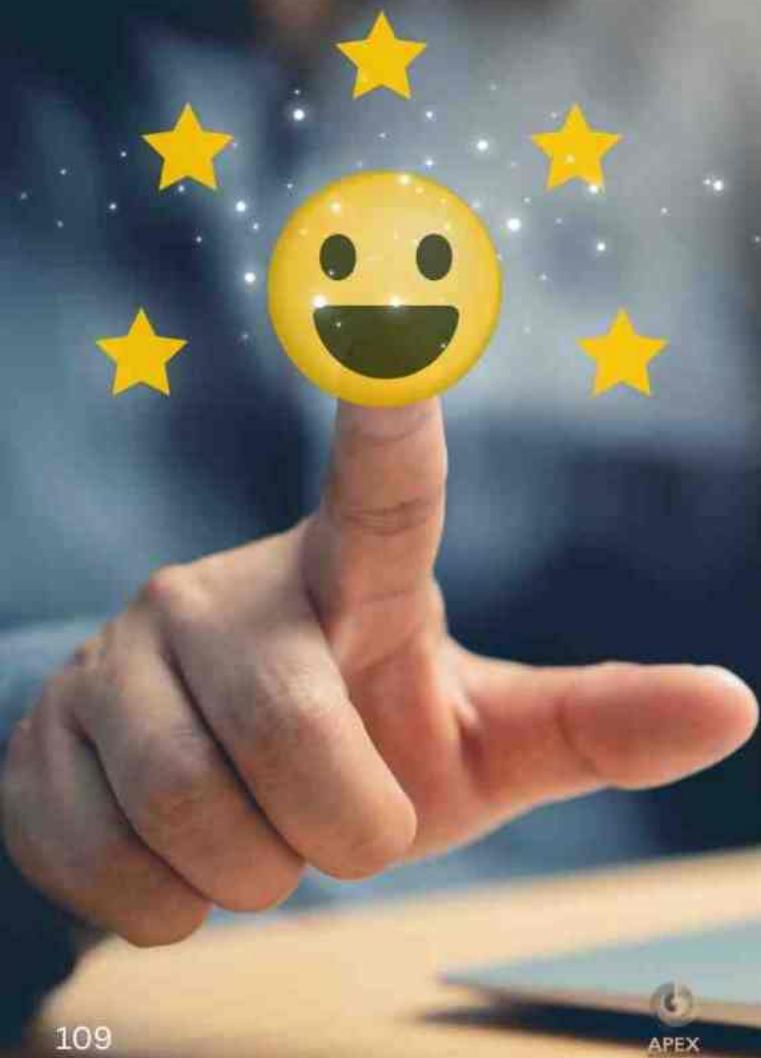


جائزة الإمارات للريادة في سوق العمل  
Emirates Labour Market Award



Emirates Labour Market Award 2025  
Real Estate Sector - 3rd Place - RAKCC

# DELIVERING CLIENT HAPPINESS



Subject: UAE National Day 2nd December 2025 O/B DEB 750

You don't often get email from [michael.rossiter@worley.com](mailto:michael.rossiter@worley.com). [Learn why this is important](#)

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Good Morning Chandan

On behalf of Saudi Aramco & NMDC, I would like to Thank you and all Apex Catering Team for excellent special meal, buffet

The effort put into preparing such a large-scale spread was outstanding, All the extra hard work put in by everybody conce

Kind Regards  
Michael Rossiter  
Offshore Maintain Potential Project Dept (OHMPPD)  
Company Site Representative (CSR)  
Mobile +966536295193  
[michael.rossiter@worley.com](mailto:michael.rossiter@worley.com)



## Saudi Aramco Appreciation - Apex NMDC 2025

# DELIVERING CLIENT HAPPINESS



Dear APEX Team,

I would like to express my sincere appreciation for your excellent arrangements and professional execution of the Upstream Directorate and AON management.

Your coordination, attention to detail, and overall support significantly contributed to the success of the project.

Thank you for your continued dedication and high standards.

Warm regards

Regards



**Khamis Aljahoori**  
Team Leader, General Services  
BUSINESS SUPPORT

PO Box 270, Abu Dhabi, UAE  
M 0508882286, T (+971) 2 6045455  
kaljahoori@adnoc.ae  
[adnoc.ae](http://adnoc.ae)

ADNOC Onshore

## ADNOC TL Appreciation - AGP 2025

# DELIVERING CLIENT HAPPINESS



ADNOC TL Appreciation - Zirku 2025

# 12-03 GENDER EQUALITY & CHILD LABOUR

Our core belief is "Diversity in Equality", We provide equal opportunities, free from gender bias, and focus on personal and organizational growth.

We welcome team members of all backgrounds, identities, and abilities, fostering innovation, engagement, and job satisfaction. Our respectful workplace supports individuals in achieving personal and career goals.



# NO CHILD & FORCED LABOUR

At Apex Group, we strictly have zero tolerance for child labor. We ensure all operations and suppliers meet ethical standards through rigorous vetting, monitoring, and engagement. We actively support global initiatives against child labor and collaborate with authorities to uphold the rights and dignity of all individuals in our workforce and supply chain.



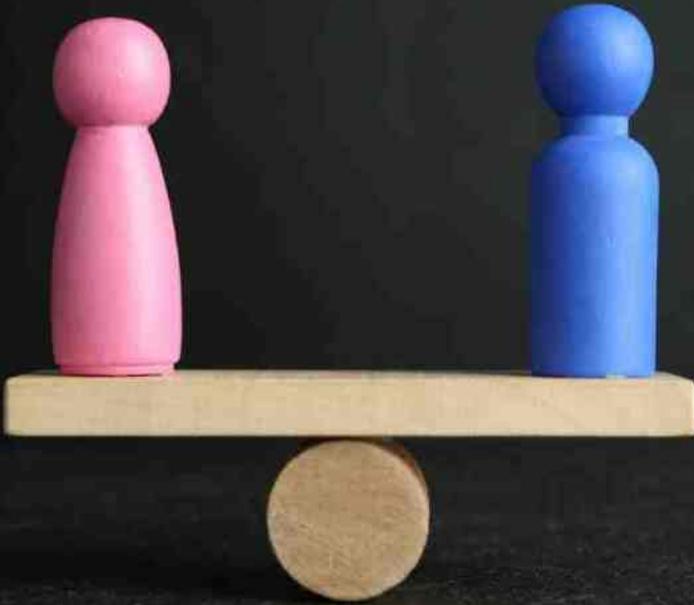
No Child Labour



No Forced Labour



# GENDER FAIRNESS



Total Number of Nationalities



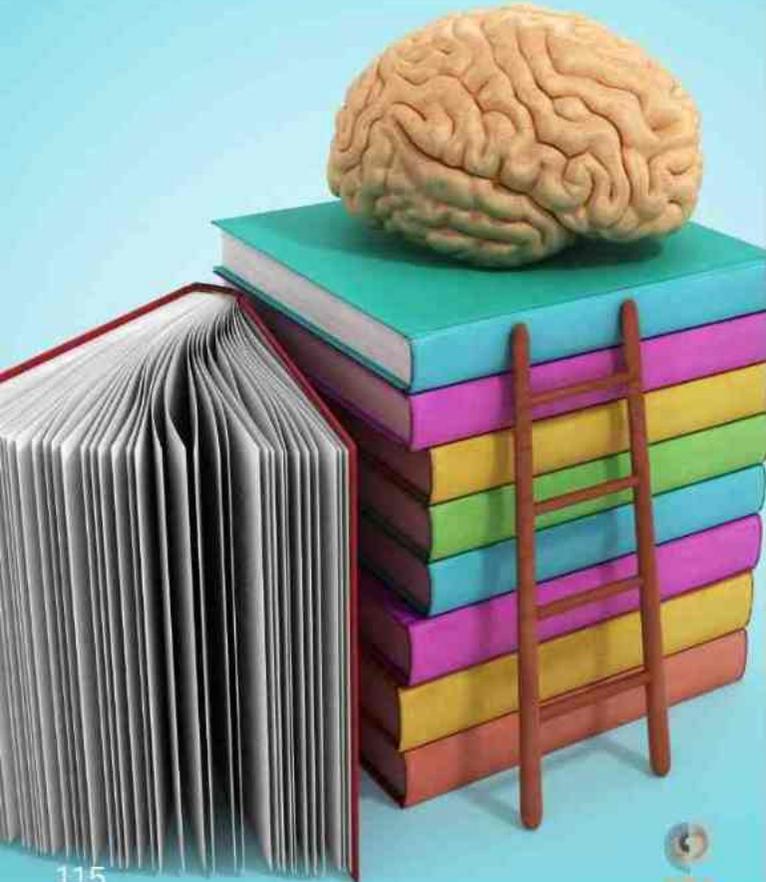
2023	<b>37</b>
2024	<b>40</b>
2025	<b>41</b>

Male to Female Compensation Ratio

**1:1**



# 12-04 TRAINING & DEVELOPMENT



Our Training and Development strategy focuses on empowering employees through coaching, feedback, and recognition to maximize personal and professional growth.

We offer comprehensive training programs for Continuous improvement, with customized training and insights from previous experience to ensuring readiness and resilience across all sites.



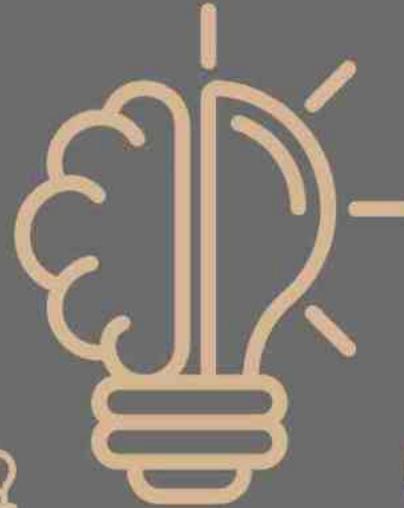
# BUILDING TALENT, DRIVING EXCELLENCE



# FOCUSED TRAINING OVERVIEW

## Our Variety of Trainings

- ✓ EFST – Essential Food Safety Training
- ✓ HACCP Awareness, L2 , L3 , L4 – Hazard Analysis & Critical Control Point
- ✓ Food Safety for Catering, L1 , L2 , L3 , L4
- ✓ Good Housekeeping – Ref. BICSc
- ✓ Personal Hygiene
- ✓ Chemical Handling
- ✓ COSHH – Control Of Substances Hazardous to Health
- ✓ Work at Height
- ✓ Confined Space
- ✓ Basic H2S Training
- ✓ T-BOSIET
- ✓ T-HUET
- ✓ Defensive Driving
- ✓ Lifeguard Certification
- ✓ ADNOC Offshore HSE Induction
- ✓ Health & Safety at Work Place L1 , L2 , L3 , L4
- ✓ Laundry Safety
- ✓ Internal Auditor Training
- ✓ Basic First Aid Training
- ✓ Basic Fire Safety Training
- ✓ Customer Service Training
- ✓ Pest Control Training
- ✓ Toolbox Talk Trainings
- ✓ Waste Management Training
- ✓ IMS Implementation Training
- ✓ Incident Reporting Training
- ✓ Emergency Preparedness & Response Training
- ✓ Hygiene in Saloon Training



# TRAINING STATISTICS

# 2025

	2024	2025
 Total number of QHSE certification training sessions	328	340
 Total number of people trained on QHSE certification training	2,625	2,680
 Total training hours for QHSE certification training	9,919	11,273.6
 Total number of QHSE internal training sessions	1,754	2,137
 Total number of people trained on QHSE internal training	48,994	57,606
 Total training hours for QHSE internal training	47,245	54,337
 Total number of QHSE Toolbox training sessions	34,356	34,461
 Total number of people trained on QHSE Toolbox training	783,817	788,653
 Total training hours for QHSE Toolbox training	182,706	204,079

# 12-05 OCCUPATIONAL HEALTH & SAFETY

At Apex Group, safety comes first. Our HSE Strategy supports our goal to be among the safest companies in the industry. It protects employees, contractors, visitors, and everyone involved in our operations. Safety is a shared responsibility across all levels of the company.



# HEALTH & SAFETY LEADERSHIP

MUHAMMAD  
NASSAR

## HEALTH & SAFETY OUR LIFE STYLE

Our goal is a safe and secure workplace by reducing hazards and operational risks. We apply strict safety measures across all sites and train our people thoroughly.

We maintain strong HSE performance and follow current safety regulations.

Leadership actively supports our HSE strategy and prioritizes employee safety.

# APEX QHSE POLICY

APEX Investment PSC believes that our success starts with providing a quality and value services while meeting health and safety requirements to protect people and the environment.



 <p><b>QHSE Risk &amp; Impact Management Procedure</b></p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">Effective Date:</td> <td style="width: 50%;">1<sup>st</sup> July 2024</td> </tr> <tr> <td>Version:</td> <td>1.0</td> </tr> </table>	Effective Date:	1 <sup>st</sup> July 2024	Version:	1.0
Effective Date:	1 <sup>st</sup> July 2024				
Version:	1.0				



**APEX**  
INVESTMENT PSC  
إبيكس للاستثمار ش.م.ع

**QHSE RISK & IMPACT MANAGEMENT PROCEDURE**

QHSE Risk & Impact Management Procedure Page | 1

 <p><b>QHSE POLICY</b></p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">Effective Date:</td> <td style="width: 50%;">1<sup>st</sup> July 2024</td> </tr> <tr> <td>Version:</td> <td>1.0</td> </tr> </table>	Effective Date:	1 <sup>st</sup> July 2024	Version:	1.0
Effective Date:	1 <sup>st</sup> July 2024				
Version:	1.0				

**السياسة العامة للصحة والسلامة والبيئة**

**QHSE POLICY**

QHSE POLICY Page | 1



# QHSE STATISTICS



	2023	2024	2025
 Total Worked Hours	13,297,865	15,344,493	17,158,859
 Total Number of Emergency Drill Conducted	148	179	192
 Audit/Inspections by the Client and Third Party	363	606	480
 Audit/Inspections by Company QHSE Dept	712	730	1302
 Audit/Inspections by Authority	23	15	12
 Fatalities	0	0	0
 Environmental Incidents	0	0	0
 Food Poisoning Incidents	0	0	0

# APEX OHSE EXCELLENCE



## TOTAL MANDAYS



Successfully completed 11,860,519 mandays  
with ZERO Food Poisoning Incidents

## TOTAL MANHOURS



Successfully achieved 17,146,697 manhours with  
ZERO Fatalities

## QHSE INSPECTIONS & AUDIT



Successfully completed 1794 Inspections / Audits  
with an increase of 24.7% when compared to 2024

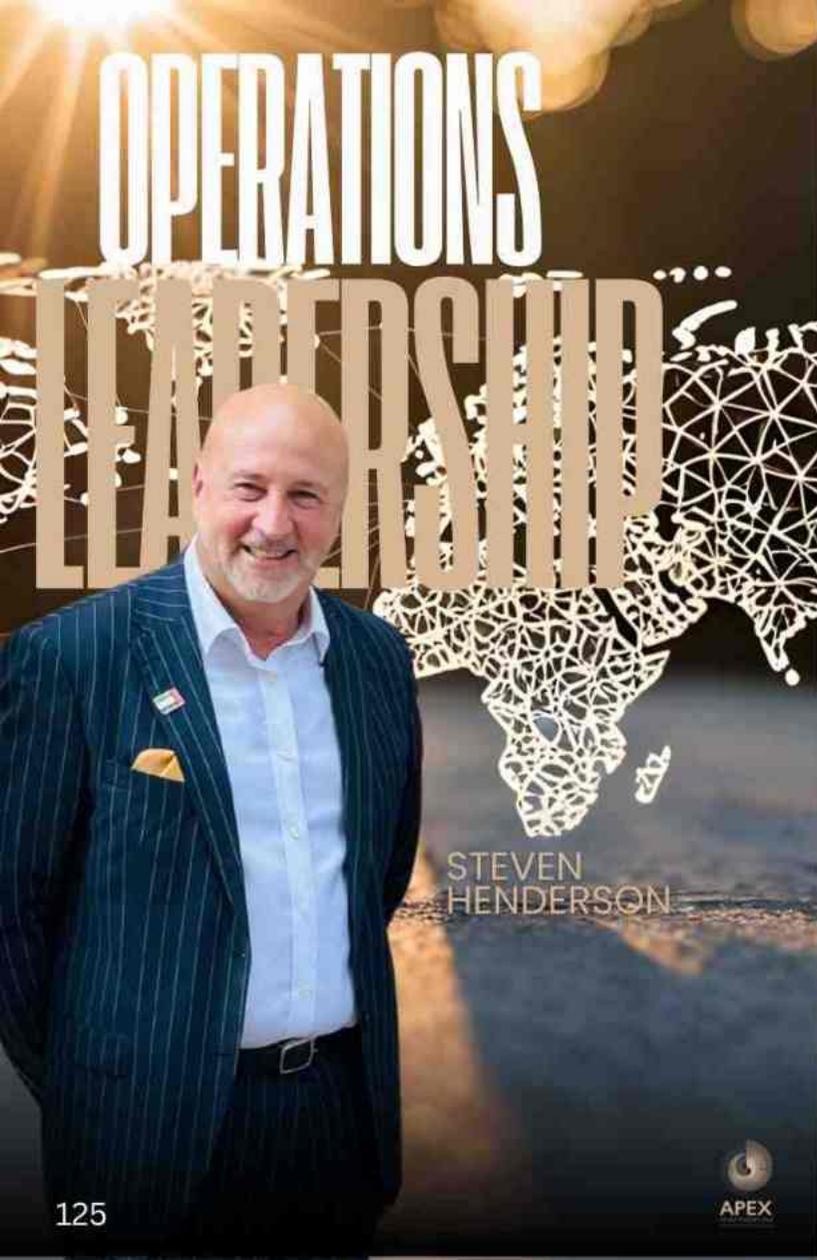


# 12-06 COMMUNITY ENGAGEMENT

APEX Group prioritizes community and stakeholder engagement.

We focus on CSR initiatives that create lasting social impact and support sustainable development.

By involving stakeholders in every project, we strengthen partnerships and ensure our business practices are responsible and meaningful.



# BUILDING TOGETHER THRIVING TOGETHER

APEX Group is dedicated to engaging communities and stakeholders in the core of our business.

We build strong partnerships, support local initiatives, and involve stakeholders in programs that improve our economic outcomes.

Our focus is on creating lasting, positive impact through active collaboration and dialogue.

# COMMITTED TO SOCIAL RESPONSIBILITY

## BLOOD DONATION



# COMMITTED TO SOCIAL RESPONSIBILITY

## EMIRATES HUMANITARIAN CITY

الإمارات الإنسانية  
EMIRATES HUMANITARIAN



# COMMITTED TO SOCIAL RESPONSIBILITY

## HEALTH & WELLNESS CAMPAIGNS



# COMMITTED TO SOCIAL RESPONSIBILITY

## CLEANING CAMPAIGNS



# COMMITTED TO SOCIAL RESPONSIBILITY

## ENVIRONMENTAL CAMPAIGNS



# COMMITTED TO SOCIAL RESPONSIBILITY

## SEHHI PROGRAM



# 12-07 WELLBEING & WELFARE

WELFARE

Apex Group places employee welfare and well-being at the core of its framework. We prioritize health, safety, and satisfaction to create a positive workplace, boost productivity, and reduce turnover.

Apex programs include fair wages, mental health support, diversity and inclusion, career growth, and employee recognition through events, gifts, and activities.

Investing in our workforce strengthens morale, retention, innovation, and the company's long-term success.

# WELLBEING AND WELFARE ACTIVITIES

WELFARE



# SPORTS & RECREATION ACTIVITIES



12-08 EMIRATIZATION & ICV

# EMIRATE



In accordance with national goals and principles, Apex acknowledges the significance of **Emiratization** efforts in promoting socio-economic development and enhancing local talent. By actively endorsing Emiratization initiatives, we showcase our dedication to fostering a diverse and inclusive workforce that mirrors the rich cultural tapestry of the UAE.

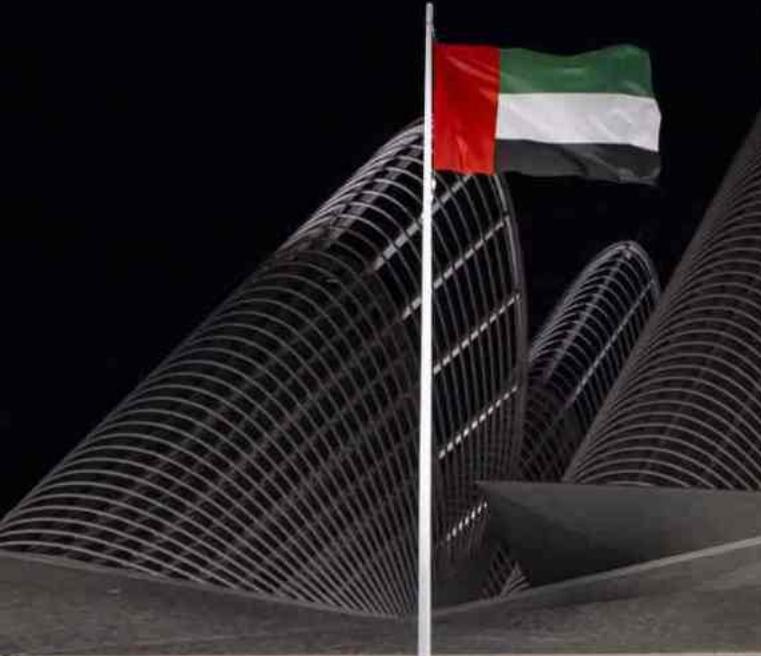


# ICV

In-Country Value (ICV) initiatives in the UAE provide significant benefits for companies by encouraging local economic development and fostering sustainable growth. By aligning with ICV programs, Apex Group businesses gain a competitive edge in government and semi-government contracts, improving its market positioning.



# EMIRATIZATION IN NUMBERS



## Total Number of UAE Nationals in Apex Group:



2023 **22**  
2024 **27**  
2025 **32**



2023 **19**  
2024 **21**  
2025 **25**

## Total Number of UAE Nationals in Apex Group By Management Level:

MEDIUM LEVEL  
2023 **35**  
2024 **32**  
2025 **41**

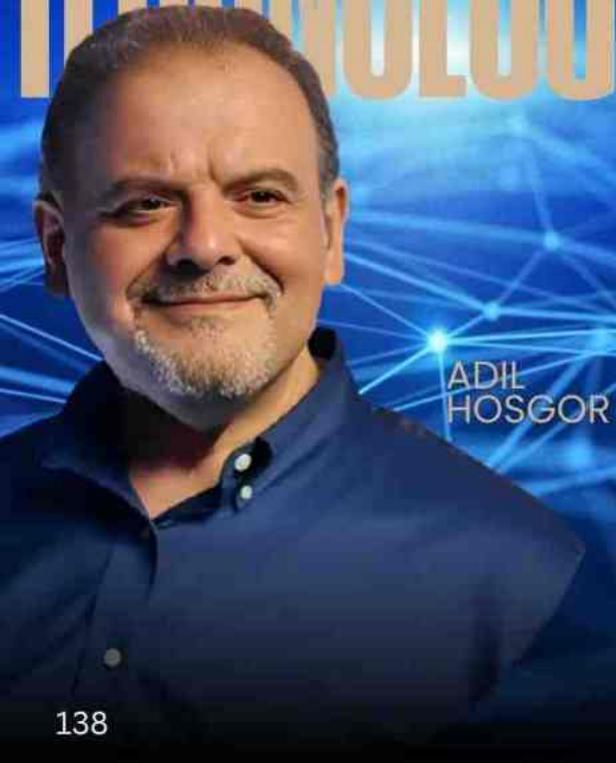
SENIOR LEVEL  
2023 **6**  
2024 **4**  
2025 **5**



# 12-09 INNOVATION & DIGITIZATION

Innovation and digitisation are central core of Apex Group to delivering ESG outcomes at scale. Digital capabilities improve data integrity, transparency, and regulatory reporting. Technology enables inclusive workplaces, flexible operating models, and broader access to skills development. Strong governance is supported through secure data management, automated controls, and informed decision-making.

# INFORMATION TECHNOLOGY

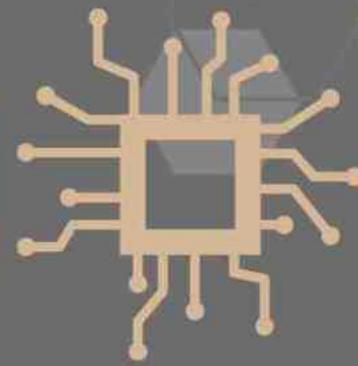
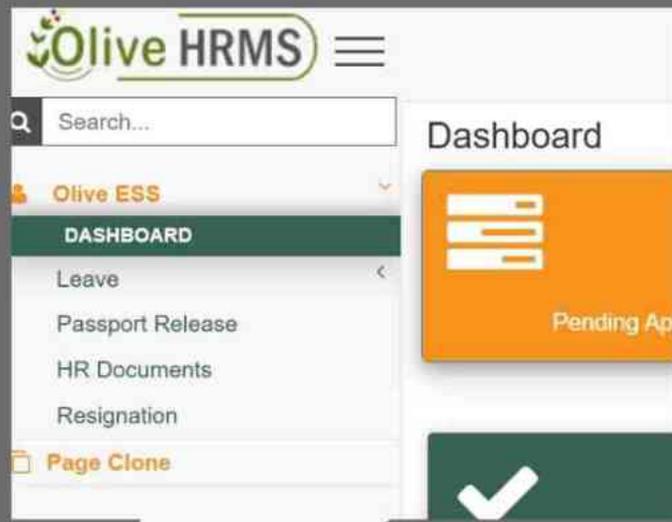
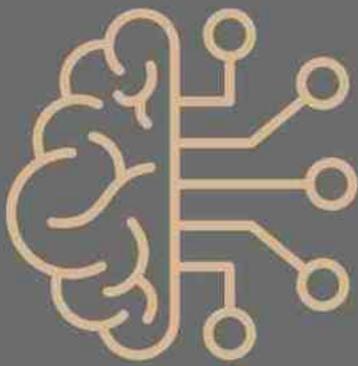
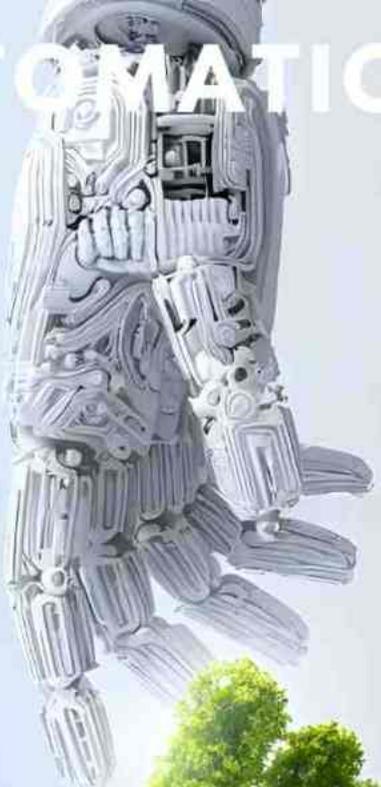


ADIL  
HOSGOR

## AUTOMATION & DIGITAL TRANSFORMATION

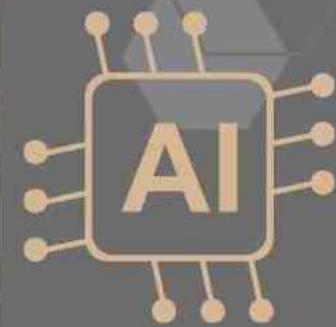
Apex Group unified all companies under one ERP to enable real-time, data-driven decisions. HR processes were automated through an enhanced HRMS, while Office 365 tools and workflows were customized to improve collaboration and efficiency. Secure LLM capabilities were deployed with IHC, alongside AI initiatives for price prediction and dynamic purchasing. Cybersecurity, remote work support, asset tracking, and backup systems were strengthened to improve reliability and control costs.

# AUTOMATION & DIGITAL TRANSFORMATION



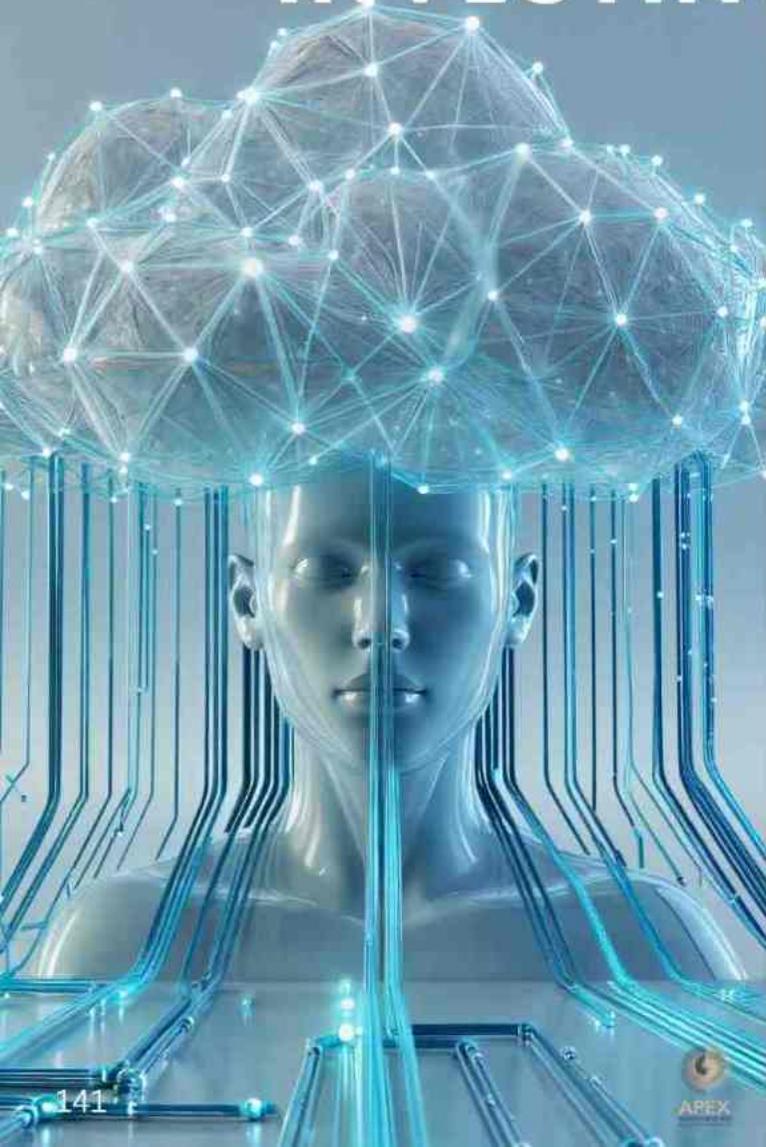
Apex Group made a major investment in comprehensive Digital Transformation across the Group. Focusing on the creation and execution of the unified HRMS system (Olive) throughout the entire organization were carried out with 100% automate the transactions which smoothly integrated with the group's digitization strategy and agenda.

# AUTOMATION & DIGITAL TRANSFORMATION

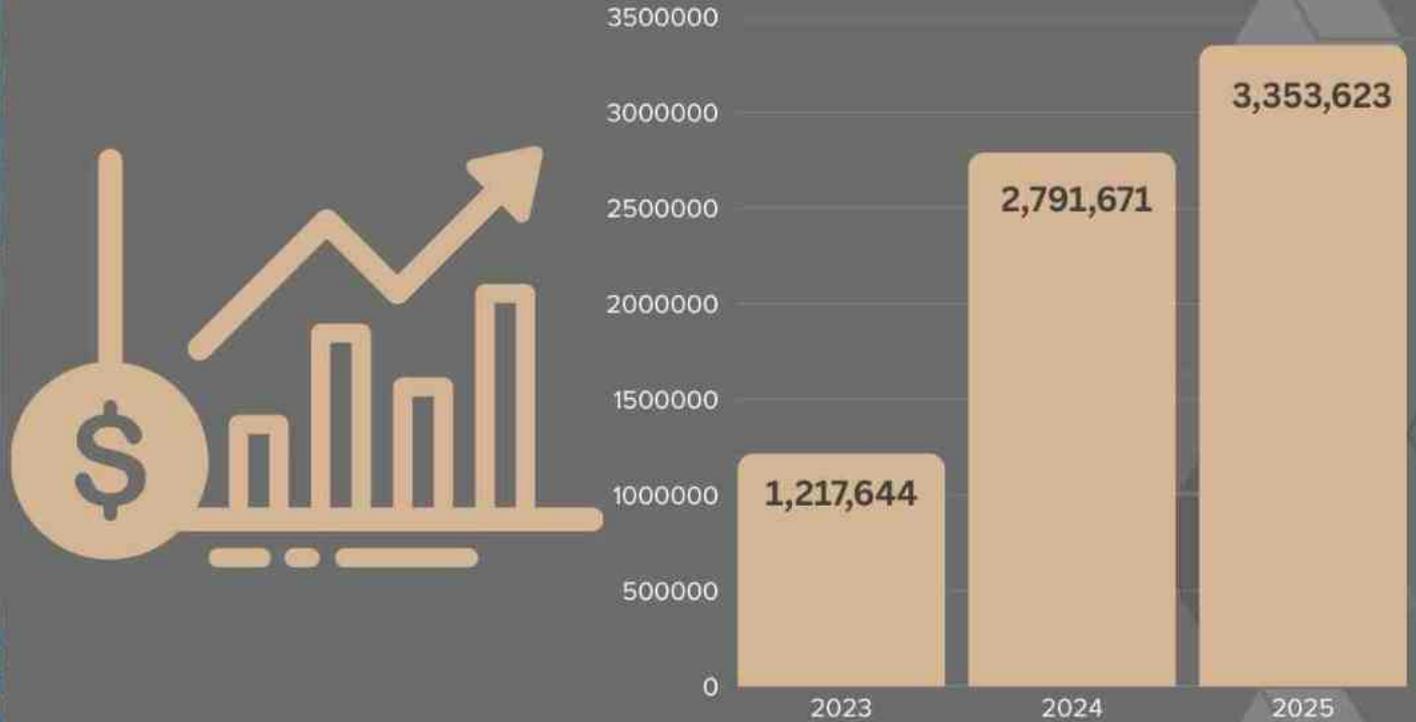


Apex Group in coordination with IHC, have built an AI chat platform (SAIF) for everyone within APEX Group to use. At no cost, Apex employees will have access to 5 AI chat tools includes ChatGPT, Gemini, Lama and others. This was created to ensure safety of Apex sensitive information.

# INVESTING IN TECHNOLOGY



## Total Amount Invested in Technology & Digitization



There is an increase of **16.8 %** of IT expenses within 2025

# INVESTING IN TECHNOLOGY

## Nature of The Most Significant Investments



ERP SAP (BYD)



HRMS - OLIVE



BIOMETRIC SYSTEMS



ARTIFICIAL INTELLIGENC-SAIF

# DATA PROTECTION & PRIVACY

Apex Group has taken proactive steps to ensure GDPR compliance. Comprehensive data protection measures have been implemented across the office landscape, ERP systems, and biometric platforms, as well as the new AI platform-SAIF.



DATA Protection



Transparent Processing



Data Minimisation



Accuracy



Data Retention



Encryption



Access Controls



Continuous Monitoring



Privacy Governance

# 13 GOVERNANCE & SHARED ACCOUNTABILITY

A shared sense of Responsibility underpins strong stakeholder partnerships and a culture of accountability. Ethical conduct guides our decisions and our collaborations support sustainable development and positive social and economic outcomes.

Strong corporate governance, led with integrity and overseen by the Board, enables effective engagement with stakeholders and the creation of long-term, sustainable value.

# 13-01 BOARD STRUCTURE

APEX Investment's Board, elected by shareholders, oversees governance, sets strategy, and ensures compliance. CEO and board pay ratios are reviewed by the board and reported confidentially.

Our governance ensures ethical, compliant operations and long-term value creation. The board is **80%** independent with **20%** female representation.



**Mr. Ahmed Amer**  
Managing Director & Board Member



**H.E. Khalifa Khouri**  
Chairman



**Ms. Futoon Al Mazrouei**  
Vice Chairwoman



**Mr. Saje Thomas**  
Board Member



**Mr. Hamad Al Shamsi**  
Board Member

# 13-02 RISK MANAGEMENT



## IDENTIFICATION OF RISKS

We conduct regular assessments to identify potential risks that may impact our operations, stakeholders, and the environment. This process involves a comprehensive review of internal and external factors, including regulatory changes, market dynamics, social trends, and environmental challenges.



## ASSESSMENT OF RISKS

Once identified, risks are assessed based on their potential impact and likelihood. We use a systematic approach to prioritize risks, taking into account their potential effects on our ESG performance, financial stability, and reputation. This assessment includes consideration of both short-term and long-term implications.



## RISK MITIGATION STRATEGIES

We are committed to implementing robust mitigation strategies to address identified risks. These strategies may include changes to our operational processes, investment in sustainable technologies, stakeholder engagement, and collaboration with industry partners. By proactively addressing risks, we aim to minimize their impact and foster long-term resilience.



## INTEGRATION OF ESG INTO RISK MANAGEMENT

ESG considerations are integrated into our overall risk management framework. This ensures that environmental, social, and governance factors are given due consideration in the decision-making process across all levels of our organization. We believe that effective risk management is intrinsically linked to our ability to create sustainable value for our stakeholders.



## CONTINUOUS IMPROVEMENT

We recognize that the business landscape is dynamic, and new risks may emerge over time. As such, our risk management practices are continually evolving. We remain dedicated to staying abreast of emerging trends, regulatory changes, and stakeholder expect to adapt our risk management strategies accordingly.

# 13-03 CODE OF CONDUCT



The Code of Conduct at Apex Group defines expected behavior, values, and ethical standards. It promotes integrity, respect, and accountability across the organization. Clear expectations support transparency, reduce risk, and build trust. This creates a positive environment for responsible and effective collaboration.

#### CONFLICT OF INTEREST

Employees must avoid personal or financial interests that conflict with their duties. Other business or employment requires prior written approval from the Group CEO. Exceptions may apply for non-profit, charitable, or honorary roles.

#### CONFIDENTIALITY

Employees must protect company and client information at all times. This duty continues after employment ends. Upon termination, employees must return all company property and records.

#### GIFTS

Employees must not offer or accept bribes for business or financial gain. Any such demands must be reported immediately to senior management.

#### PERSONAL RECORDS

Apex protects the privacy and confidentiality of employees' personal information. Compensation and employment details must not be shared with colleagues, except as needed for business. No information will be disclosed externally without written consent, unless required by law or regulation.

#### INFORMATION SECURITY

Employees must secure Apex and third-party data on company computers. Precautions include keeping passwords confidential, changing them regularly, and not leaving logged-on computers unattended. Software or data cannot be copied or removed without approval. Log out properly, avoid unknown downloads, and never misrepresent Apex using any computer.

#### CONFLICTS OF COMMITMENT

Full-time employment with APEX requires primary loyalty, time, and effort. Employees must prioritize APEX, its joint ventures, and subsidiaries. Outside professional work may be permitted when it supports APEX interests and benefits both parties.

# 13-04 ETHICS & CORRUPTION PREVENTION

Ethics and corruption prevention underpin trust, integrity, and transparency at Apex Group.

Ethical conduct guides fair and accountable decisions for all stakeholders. Strong policies and a zero-tolerance approach reduce risk and prevent misconduct.

This protects reputation, builds confidence, and supports sustainable use of resources.



Transparency



Accountability



Fairness



Anti-Extortion



Respect



Anti-Bribery



Anti-Embezzlement

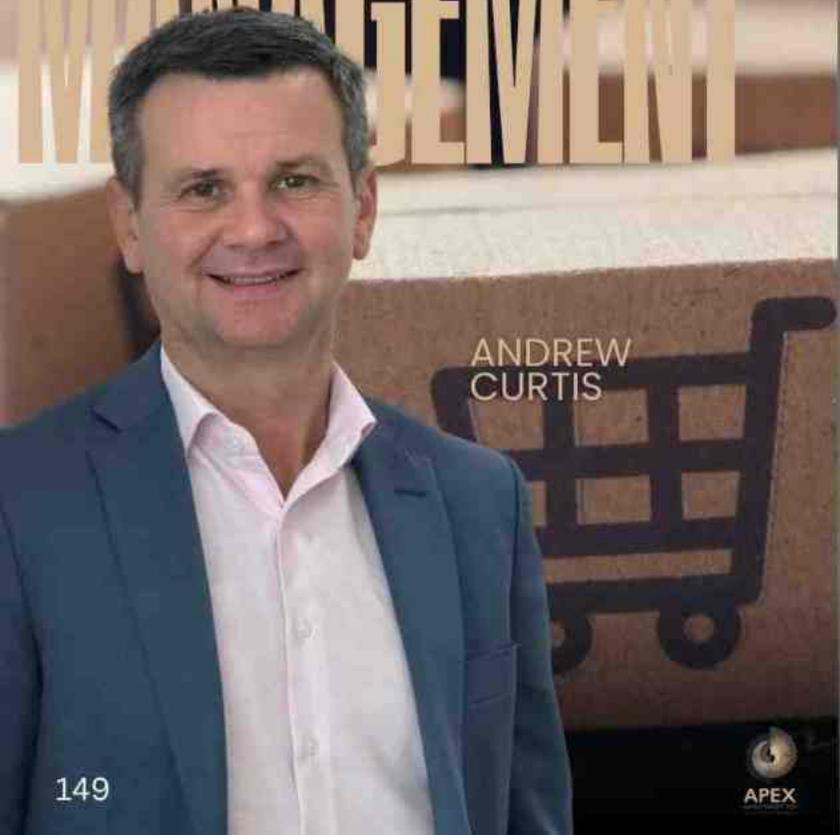


No Conflict of Interest

# PROCUREMENT

13-05

# PROCUREMENT & SUPPLY CHAIN MANAGEMENT



ANDREW  
CURTIS

At Apex Group, Procurement advancing ESG goals. It focuses on acquiring quality goods on time and at the best cost, favoring suppliers with strong environmental, social, and governance practices. By reducing costs and fostering responsible supplier relationships, procurement supports transparency, competitiveness, and adaptability, ensuring operations align with sustainable and ethical standards.

# PROCUREMENT & SUPPLY CHAIN MANAGEMENT

Procurement supports operational efficiency and financial stability. It ensures timely purchase of quality goods at optimal cost. Effective procurement reduces expenses and strengthens supplier relationships. Strategic procurement supports competitiveness and adapts to market change.



## Total Procurement Volume (Million / AED)

2023	2024	2025
<b>387</b>	<b>432</b>	<b>560</b>



## Total Number of Suppliers

2023	2024	2025
<b>552</b>	<b>1,022</b>	<b>1,762</b>



## Total Number of Local Suppliers

2023	2024	2025
<b>551</b>	<b>981</b>	<b>1753</b>



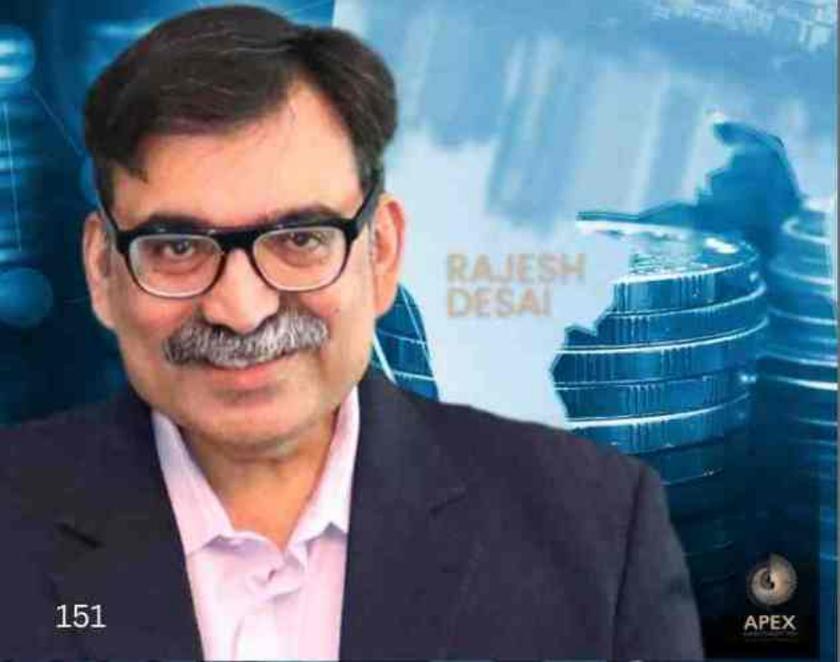
# FINANCE LEADERSHIP

## 14 APEX FINANCIAL PERFORMANCE

Apex Group Financial Performance reflected a strong alignment between profitability and sustainability objectives.

The company supported long-term value creation by integrating responsible investment practices and efficient resource management into its operations. Stable financial results enabled continued commitment to environmental, social, and governance priorities across its portfolio.

This approach reinforced resilience, stakeholder confidence, and sustainable growth over the long term.



# APEX FINANCIAL PERFORMANCE 2025



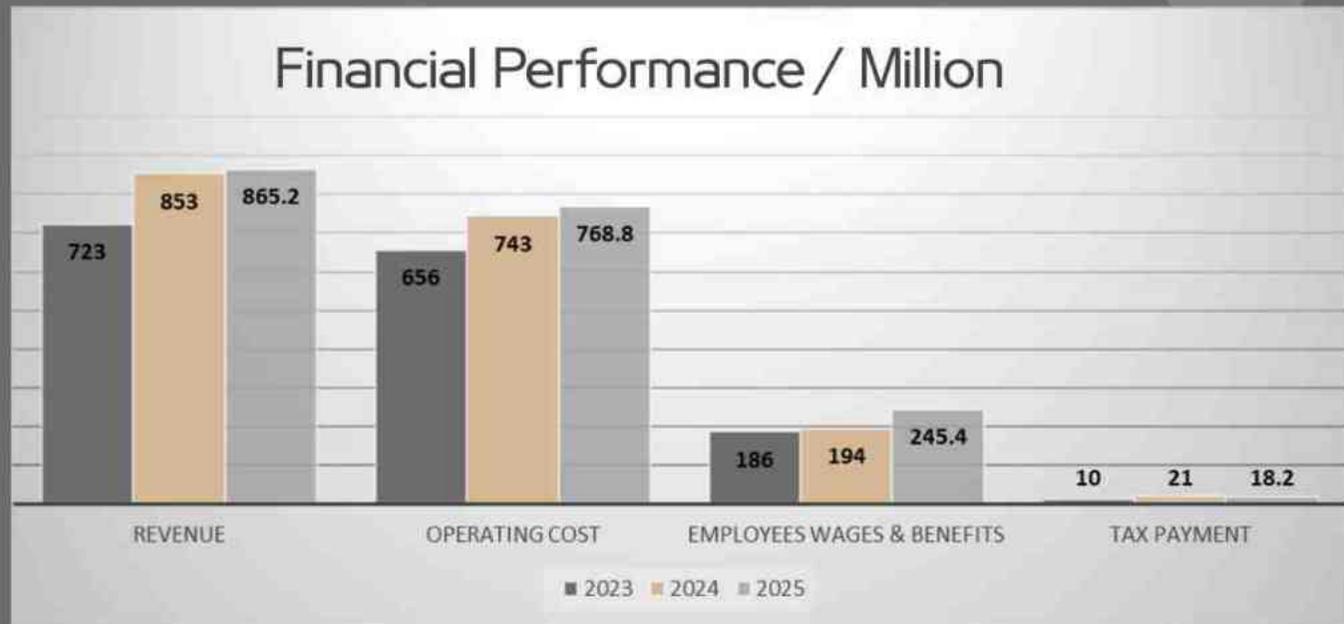
₪ 865.2 M Revenue 

₪ 768.8 M Operational Cost 

₪ 245.4 M Employees Wages & Benefits 

₪ 18.2 M Tax Payment 

# APEX FINANCIAL PERFORMANCE 2025



# 15 APEX SUSTAINABILITY 2025 AT GLANCE



₹ 865.2 M Revenue

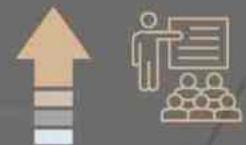
41 Nationalities

+269,690 QHSE Training Hours

99% Local Suppliers

95% Client Satisfaction

28.6% Increase of Renewable Energy Usage



# APEX SUSTAINABILITY AT GLANCE

₹289.2T Plastic waste recycled

36.3% Increase in Waste Recycling

2.22% Increase in Water Recycling

19% Increase in Emiratization

10% Growth in Female  
Employment

2.2% GHG Emmission Reduction  
Decarbonization



# APEX SUSTAINABILITY AT GLANCE



**ZERO** Food Poisoning Incidents

**ZERO** Environmental Incidents

**ZERO** Fatality – Work Related

**ZERO** Legal Cases – Bribery  
or Corruption

**ZERO** Legal Cases – Money  
Laundering



# 16 APEX ADX CONTENT

# ADX

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## ADX ESG INDEX

	METRIC	INDICATOR	STANDARDS ALIGNMENT	RELEVANT SDG's	PAGE NO.
ENVIRONMENTAL CATEGORY	E1. Environmental Operations	E1.1) Does your company follow a formal Environmental Policy? Yes/No E1.2) Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No E1.3) Does your company use a recognised energy management system? Yes/No	GRI, GCC ESG Metrics		60-63
	E2. Water Usage	E2.1) Total amount of water consumed E2.2) Total amount of water reclaimed	GRI, GCC ESG Metrics		81-84
	E3. Waste Generation	E3.1) Total waste generated, per waste type E3.2) Percentage of waste recycled, per waste type	GRI		85-88

# 16 APEX ADX CONTENT



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## ADX ESG INDEX

	METRIC	INDICATOR	STANDARDS ALIGNMENT	RELEVANT SDG's	PAGE NO.
ENVIRONMENTAL CATEGORY	E4. Energy Usage	E4.1) Total amount of energy directly consumed E4.2) Total amount of energy indirectly consumed	GRI, GCC ESG Metrics		70-71
	E5. Energy Intensity	E5.1) Total direct energy usage per output scaling factor	GRI, GCC ESG Metrics		68
	E7. GHG Emissions	E7.1) Total amount in CO2 equivalents, for Scope 1. E7.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable) E7.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)	GRI, IFRS S-2, GCC ESG Metrics		64

# 16 APEX ADX CONTENT

# ADX

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## ADX ESG INDEX

	METRIC	INDICATOR	STANDARDS ALIGNMENT	RELEVANT SDG's	PAGE NO.
ENVIRONMENTAL CATEGORY	E8. Emissions Intensity	E8.1) Total GHG emissions per output scaling factor E8.2) Total non-GHG emissions per output scaling factor	GRI, IFRS S-2, GCC ESG Metrics	13 CLIMATE ACTION 	64-65
	E9. Climate Strategy	E9.1) Describe the climate-related risks and opportunities. E9.2) Describe the current and anticipated impacts of climate-related risks and opportunities on your organisation's business model and value chain. E9.3) How has your organisation responded to. E9.4) What are the current effects of climate-related risks and opportunities on your organisation's financial position.	IFRS S-2	13 CLIMATE ACTION 	60-61

# 16 APEX ADX CONTENT

# ADX

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## ADX ESG INDEX

	METRIC	INDICATOR	STANDARDS ALIGNMENT	RELEVANT SDG's	PAGE NO.
ENVIRONMENTAL CATEGORY	E10. Climate Related Risks and Opportunities	E10.1) Describe the processes and policies your organisation uses to identify, assess, prioritise, and monitor climate-related risks? E10.2) Whether and how does your organisation use climate-related scenario analysis to inform the identification of climate-related risks?	IFRS S-2		145
	E11. Climate Governance	E11.1) Which governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual. E11.2) How does the body or individual consider climate-related risks and opportunities. E11.3) Are performance metrics related to climate targets included E11.4) Has your organisation delegated the role of overseeing climate-related risks and opportunities to a specific management-level	IFRS S-2		61

# 16 APEX ADX CONTENT

# ADX

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## ADX ESG INDEX

SOCIAL CATEGORY	METRIC	INDICATOR	STANDARDS ALIGNMENT	RELEVANT SDG's	PAGE NO.
	S1. CEO Pay Ratio	E11.4) Has your organisation delegated the role of overseeing climate-related risks and opportunities to a specific management-level position or committee, and how is oversight over this role or committee exercised?	GRI, GCC ESG Metrics		-
	S2. Gender Pay Ratio	E11.3) Are performance metrics related to climate targets included in remuneration policies? If so, how?	GRI, GCC ESG Metrics		113
	S3. Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees S3.2) Percentage: Year-over-year change for part-time employees S3.3) Percentage: Year-over-year change for contractors/consultants	GRI, GCC ESG Metrics	-	98

# 16 APEX ADX CONTENT

# ADX

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## ADX ESG INDEX

	METRIC	INDICATOR	STANDARDS ALIGNMENT	RELEVANT SDG's	PAGE NO.
<b>SOCIAL CATEGORY</b>	S4. Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women. S4.2) Percentage: Entry- and mid-level positions held by men and women. S4.3) Percentage: Senior- and executive-level positions held by men and women.	GRI, GCC ESG Metrics		95-113
	S5. Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees. S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants.	GRI, GCC ESG Metrics	-	94-98
	S7. Nationalisation	S7.1) Percentage of national employees, per employment category.	GRI, GCC ESG Metrics	-	134-135

# 16 APEX ADX CONTENT

# ADX

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## ADX ESG INDEX

	METRIC	INDICATOR	STANDARDS ALIGNMENT	RELEVANT SDG's	PAGE NO.
<b>SOCIAL CATEGORY</b>	SB. Non-Discrimination	S8.1) Does your company follow non-discrimination policy? Yes/No	GRI, GCC ESG Metrics		92-99
	S9. Health, Safety and Wellbeing	S9.1) Does your company follow an occupational health and/or health & safety policy? Yes/No	GRI, GCC ESG Metrics		119-123
	S10. Injury Rate	S10.1) Percentage: Frequency of injury events relative to total workforce time	GRI, GCC ESG Metrics		121

# 16 APEX ADX CONTENT

# ADX

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## ADX ESG INDEX

	METRIC	INDICATOR	STANDARDS ALIGNMENT	RELEVANT SDG's	PAGE NO.
SOCIAL CATEGORY	S11. Child and Forced Labor	S11.1) Does your company follow a child and/or forced labour policy? Yes/No S11.2) If yes, does your child and/or forced labour policy also cover suppliers and vendors? Yes/No	GRI, GCC ESG Metrics	8 DECENT WORK AND ECONOMIC GROWTH 	111-112
	S12. Human Rights	S12.1) Does your company follow a human rights policy? Yes/No S12.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	GRI, GCC ESG Metrics	10 REDUCE INEQUALITIES 	92-98
	S13. Community Investment	S13.1) Amount invested in the community, as a percentage of company revenues.	GRI, GCC ESG Metrics	8 DECENT WORK AND ECONOMIC GROWTH 	140

# 16 APEX ADX CONTENT

# ADX

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## ADX ESG INDEX

	METRIC	INDICATOR	STANDARDS ALIGNMENT	RELEVANT SDG's	PAGE NO.
<b>GOVERNANCE CATEGORY</b>	G1. Board Independence	G1.1) Does company prohibit CEO from serving as board chair? Yes/No G1.2) Percentage: Total board seats occupied by independent board members	GCC ESG Metrics	-	144
	G2. Board Diversity	G2.1) Percentage: Total board seats occupied by men and women G2.2) Percentage: Committee chairs occupied by men and women	GRI, GCC ESG Metrics	-	144
	G3. Supplier Code of Conduct	G3.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/No G3.2) If yes, what percentage of your suppliers have formally certified their compliance with the code	GRI, GCC ESG Metrics		146

# 16 APEX ADX CONTENT

# ADX

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## ADX ESG INDEX

GOVERNANCE CATEGORY	METRIC	INDICATOR	STANDARDS ALIGNMENT	RELEVANT SDG's	PAGE NO.
	G4. Ethics and Prevention of Corruption	G4.1) Does your company follow an Ethics and/or Prevention of Corruption policy? Yes/No G4.2) If yes, what percentage of your workforce has formally certified its compliance with the policy	GRI, GCC ESG Metrics		147
	G5. Data Privacy	G2.1) Percentage: Total board seats occupied by men and women G2.2) Percentage: Committee chairs occupied by men and women	GRI, GCC ESG Metrics	-	142
	G7. Sustainability Risks Management	G7.1) Describe the processes and policies your organisation uses to identify, assess, prioritise, and monitor sustainability-related risks, and the inputs and parameters used in these processes. G7.2) How are the processes for identifying, assessing, prioritising and monitoring sustainability-related risks and opportunities integrated into and informing your organisation's overall enterprise risk management process?	IFRS S-1	-	145

# 16 APEX ADX CONTENT

# ADX

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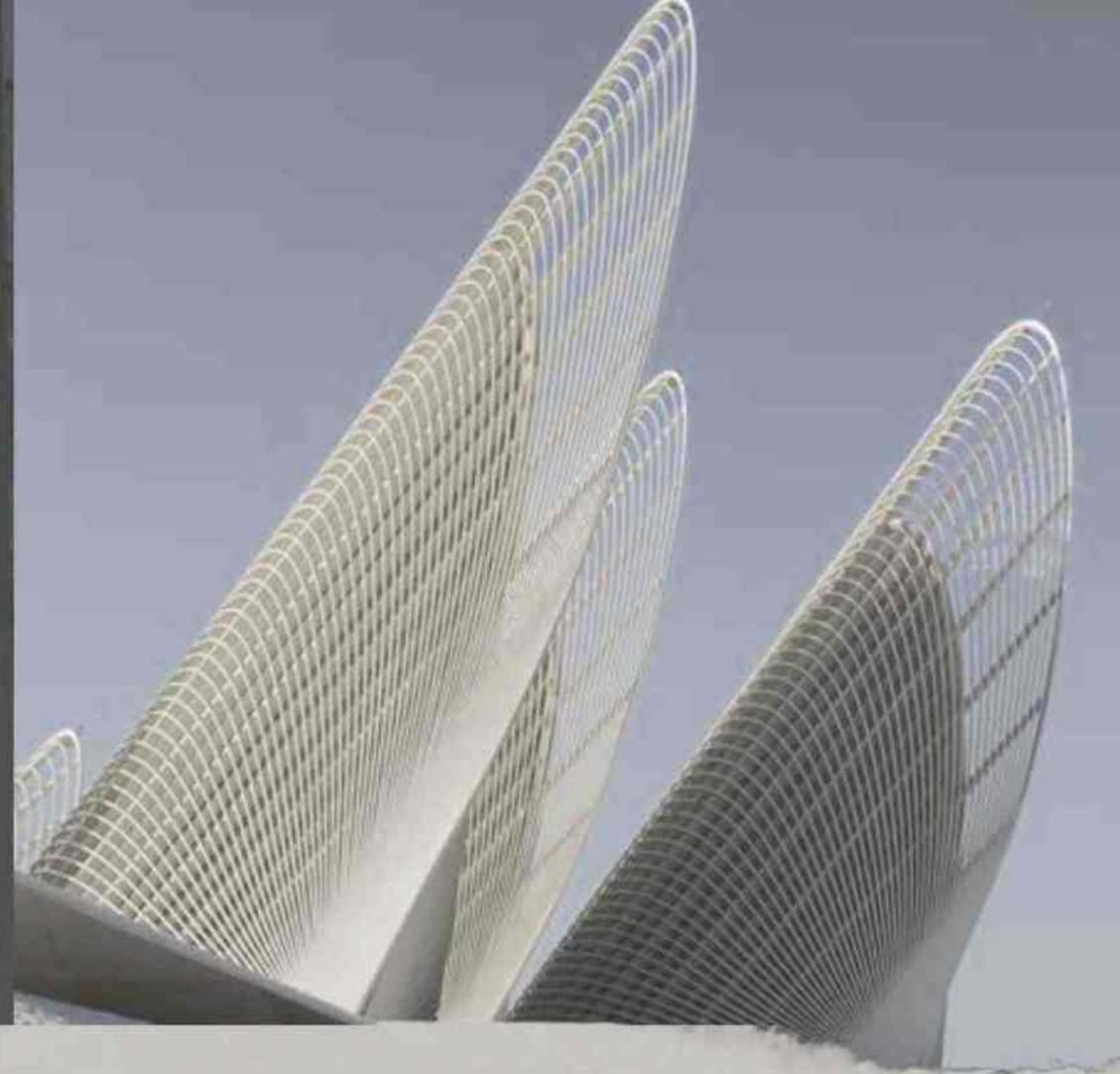
## ADX ESG INDEX

	METRIC	INDICATOR	STANDARDS ALIGNMENT	RELEVANT SDG's	PAGE NO.
<b>GOVERNANCE CATEGORY</b>	11. Sustainability Reporting	(1.1) Does your company publish a sustainability report? Yes/No	GRI, IFRS S-1, UNGC		All
	13. Stakeholder Engagement	(3.1) Does your company engage with stakeholders on ESG/sustainability topics? Yes/No (3.2) If yes, report on frequency and effectiveness of engagement.	GRI, IFRS S-1, UNGC	-	48-58-59

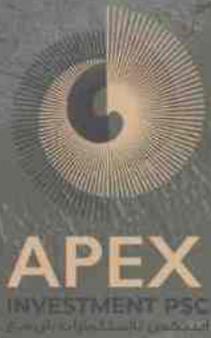


**On land and in the sea,  
our forefathers lived  
and survived in this  
environment. They  
were able to do so only  
because they  
recognised the need  
to conserve it**

**SHEIKH ZAYED BIN SULTAN AL NAHYAN**  
The UAE's Founding Father



# SHAIKH ZAYED BIN SULTAN AL NAHYAN



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