



AL SHIRAWI
Equipment Co.

Our Vision: Carbon neutral manufacturing of reliable engineering solutions

2025 Sustainability Report



Carbon neutral
manufacturing of
reliable engineering
solutions

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About us

About The Company

Al Shirawi Equipment Company was formed in Dubai in 1976 to manufacture trailers for transportation of goods. We have since grown into an end-to-end design and manufacturing company supporting multiple industries including upstream to downstream oil and gas: new energy solutions like hydrogen production; transportation; construction; waste management and water treatment.

As a manufacturing company serving multiple industries for over forty nine years, we have tried to implement the concept of environmental sustainability in our operations and products. Recently we have realized that implementing some sustainability ideas alone is not enough. We believe that there is a need for urgency and seriousness to act upon the environmental crisis we face. To do our part in addressing this crisis, we explored means to turn our previously standalone efforts into a corporate commitment. Through this process, we found a purpose and a vision viz. carbon neutral manufacturing of engineering solutions. We aim to Measure, Reduce and completely Offset the Carbon footprint of our manufacturing processes in 2026.

We strive to provide the best quality and most effective solutions. Our belief in the competitive coexistence of process integrity and end-result profitability makes our firm, our solutions and our people reliable. Our promise of reliability comes from our end-to-end solution model. We work our way up from understanding our customer's problems and use cases; engineering the optimal solutions; manufacturing a quality product; to the Factory Acceptance Test and on-time delivery.

We support our customers in maximizing equipment lifetime and minimizing the lifetime cost of their equipment not only through the initial design and manufacture of reliable equipment but also with prompt cost effective after-sales service, repair, refurbishment, rebuild of the equipment to extend its useful life to the maximum. We trust in the power of Quality Assurance and Audit in each department, at each step of the process.

Our management systems adhere to ISO 9001-2015, ISO 14001-2015, ISO 45001-2018 and EN 1090-1:2009 + A1 20211, ISO 3834-2

We are authorized by ASME U, U2; National Board NB, R, T stamps. We are also an API SPEC Q1 certified company.

Our strong emphasis on innovation, sustainability, and stability have steered us through the crest and troughs of the economy. Regular inspection, after sales services and partnerships with credible contractors and suppliers underline our client centric approach. We are now the leading suppliers of heavy equipment in UAE, Oman, Qatar, Kuwait and Saudi Arabia.

Our Vision

It is our vision to become a carbon-neutral manufacturer of reliable engineering solutions.

Already a trustworthy manufacturer of engineered equipment and process packages, we will transform into a provider of solutions that help our customers run their operations most efficiently and sustainably.

ESTABLISHED

1976

LOCATIONS

DIC & AL QOUZ

TOTAL EMPLOYEES

1400+

CEO Message

Mr. SUMEET VALRANI



When we set our goals in 2025, we didn't aim for overnight miracles. We aimed for steady, measurable progress. Looking back at the past year, I'm pleased to report that we've made significant progress in that journey. We haven't tried to transform the company on a whim; we've focused on the fundamentals—improving how we use energy, refining how we handle raw materials, and ensuring that every decision we make today leaves the company in better shape for the people who will be running it twenty years from now.

Our approach to the "circular economy"—a fancy term for not throwing things away that still have value—is a great example. We are currently testing ways to treat hypersaline water that others might call "waste." It's an engineering challenge, certainly. But it's also an economic opportunity. If we can turn a byproduct into a resource, we create value where there was none before. That's not just good for the environment; it's good for the balance sheet.

I am often asked about our "sustainability strategy." My answer is always the same: We don't have a separate strategy for that. Our strategy is to be a well-run, durable business. When we invest in solar energy or upgrade our digital monitoring systems, we aren't doing it to tick a box for a report. We are doing it because we want Al Shirawi Equipment to be the kind of company that stands the test of time.

I'd like to extend a sincere thank you to our team on the factory floor and in the offices. They are the ones actually doing the work. They are the ones figuring out how to weld a little cleaner, how to organize a shipping route a little more efficiently, and how to keep one another safe. It is their discipline and their common sense that make these reports possible.

We have a lot of work left to do. We aren't perfect, and we make mistakes. But we are in this for the long haul. We'll be back next year to tell you how we've progressed, and I expect we'll be a little bit better than we are today.

It's often said that sustainability is a corporate trend. At Al Shirawi Equipment, we prefer to look at it differently: it's simply common sense. If we can build better machines with less waste, we save money. If we create a safer, more skilled environment, our people stay with us longer. And if we engineer products that last for decades rather than years, our customers win, and so do we.

In business, as in life, it is rarely the flashy, short-term moves that build a lasting legacy. It is the boring, persistent habit of getting a little bit better every single day.

ABOUT THE GROUP

Oasis Investment Company LLC (OIC), the holding company of the Al Shirawi Group of Companies, was founded in Dubai in 1971, by two visionary leaders – Abdulla Al Shirawi and Mohan Valrani. From its humble beginnings as a trading and contracting company, the Group has grown into one of the largest private business conglomerates in the UAE. The reigns have now been successfully passed on to the second generation of leaders. Today, the Al Shirawi Group has total 42 companies in diverse business sectors.



FACILITIES

Located in the heart of Dubai, our oldest Al Quoz branch spans across 25,000 square meters of covered space and 56,000 square meters of total area. Our newer base in Dubai Industrial City spreads over 25,000 square meters of covered space and 90,000 square meters of total area. We also operate from a satellite branch in Oman and have sales presence in Kuwait, Qatar and Saudi Arabia.

Our Values



**Adherence to
Health, Safety,
Environment &
Quality (HSEQ)**



Sustainability



**Employee
Engagement,
Education &
Empowerment**



**Collaboration
with Customers
& Suppliers**



**Operational
Excellence**

Al Shirawi Equipment Family.



Our Vision: Carbon neutral manufacturing of reliable engineering solutions

Al Shirawi Equipment Company along with recent additions of Thor Middle East, Clear Water Solutions, Silica Hill Middle East and Chlor Generators Water Treatment has made the strategic commitment to advancing sustainable industrial practices. This group brings together specialized expertise in water treatment, environmental technology, and equipment manufacturing to develop integrated, eco-efficient solutions tailored to regional and global needs. With collaboration among these partners, Al Shirawi aims to drive innovation in resource optimization, reduced environmental impact, and support the group's broader sustainability goals. This collaboration marks a significant step toward fostering a greener future through shared values and collective action.



Thor Middle East L.L.C, formerly known as Hiab Middle East L.L.C is a fully owned subsidiary of Al Shirawi Group and part of Al Shirawi Equipment Company. Thor Middle East LLC was operating in the region as Hiab Middle East L.L.C for over 7 years before being acquired by Al Shirawi three years back. It is currently the clear market leader in its segment of loading and hydraulic equipment in UAE.. Thor has operations in Sharjah, Dubai, Abu Dhabi and Oman.



Clear Water Solutions L.L.C, is a part of Al Shirawi Equipment Company. It specializes in wastewater recovery and offers complete design, integration, supply, installation and maintenance services for your entire water cycle.

It also offers custom solutions for water and wastewater reuse using advanced treatment technologies especially for the oil and gas field applications.



Al Shirawi Group Co.

Silica Hill Middle East L.L.C, is a part of the Al Shirawi Equipment Company, presently supplying Cementing and fluids products to the Major oilfield Service companies in the GCC, Egypt and Libya. It aim's to help optimize oilfield operations through reduced logistics, local inventory and warehousing.



Chlor Generators L.L.C, a part of the Al Shirawi Equipment Company's water treatment initiatives, has a worldwide client base and has been manufacturing onsite electro chlorination systems and quality electrolyzers in UK for over 25 years.

It has recently moved its manufacturing base to Dubai to be closer to its customer base.

Through resource optimization, advanced wastewater recovery, and eco-efficient manufacturing, we are actively reducing our environmental footprint across the region. This collective synergy reinforces our steadfast commitment to a carbon-neutral future and the delivery of reliable, green solutions for a better tomorrow.

AWARDS AND RECOGNITION

Arabia CSR & Sustainability Award

A proud moment for Al Shirawi Equipment Co. as the team receives "Gold Award in the Renewable Energy Integration category." at the Global ESG Awards 2025. This recognition highlights the company's strong commitment to sustainability, innovation, and responsible business practices, reinforcing its role in advancing clean energy solutions and ESG leadership on a global stage.



Corporate Membership with Emirates Environmental Group (EEG)

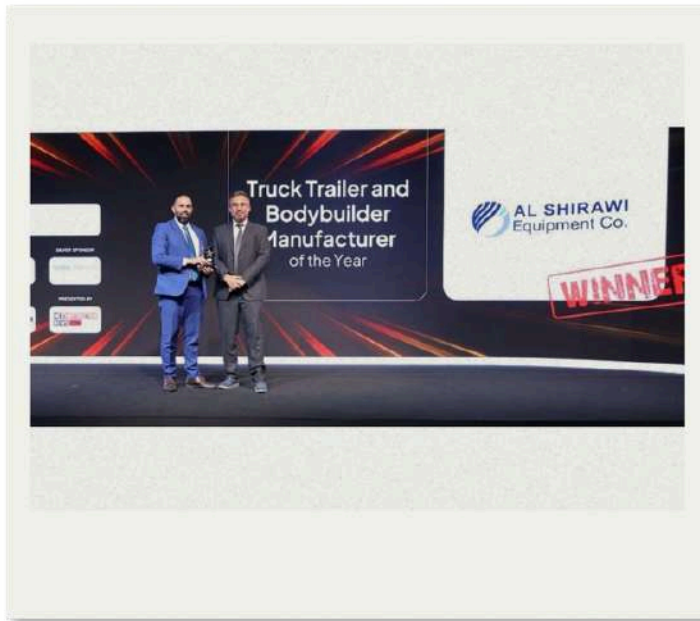
Al Shirawi Equipment Co. LLC became a Corporate Member of the Emirates Environmental Group (EEG), a leading environmental non-governmental organization in the United Arab Emirates dedicated to promoting sustainable practices through education, action programmes, and community engagement. Established in 1991, EEG is recognized as one of the most respected environmental organizations in the Middle East. The organization has built a strong network that includes individuals, families, corporate entities, academic institutions, and government bodies, all working collectively to promote environmental protection and sustainable development. EEG is notably the world's first environmental NGO to achieve ISO 14001 certification and holds accredited status with prominent United Nations bodies, including the United Nations Environment Programme (UNEP) and the United Nations Convention to Combat Desertification (UNCCD).

By joining EEG as a Corporate Member, Al Shirawi Equipment Co. strengthens its commitment to responsible environmental stewardship and active participation in sustainability initiatives. Through this partnership, the company will contribute to various environmental awareness campaigns, recycling drives, and community-based CSR programmes organized by EEG.

Truck & Fleet Award

Al Shirawi Equipment Co. L.L.C. was honored as the Truck Trailer and Bodybuilder Manufacturer of the Year at the prestigious Truck & Fleet Awards. This recognition underscores our commitment to delivering high-quality, reliable, and innovative transport solutions.

As we move toward our goal of carbon-neutral manufacturing, this award validates our position as an industry leader dedicated to setting new benchmarks in engineering excellence and sustainable operational practices across the Middle East.





This recognition reflects our ongoing efforts to integrate sustainability into our operations and supports our long-term vision of achieving “Carbon Neutral Manufacturing of Reliable Engineering Solutions.”



ESG Strategy

A strong ESG (Environmental, Social, and Governance) strategy is essential for organizations seeking long-term success in today's evolving business landscape. By embedding sustainability principles across operations, companies can foster innovation, strengthen competitiveness, and create lasting value for society and the environment.

Environment

Our ESG strategy is rooted in a strong commitment to environmental stewardship. At Al Shirawi Equipment, we prioritize energy efficiency across our manufacturing operations, utilizing advanced technologies to optimize resource use and reduce carbon emissions. We are actively investing in renewable energy to power our facilities, while minimizing waste through efficient production processes and responsible disposal practices. We actively work with our suppliers to support environmental sustainability, prioritizing the responsible sourcing of materials and components.

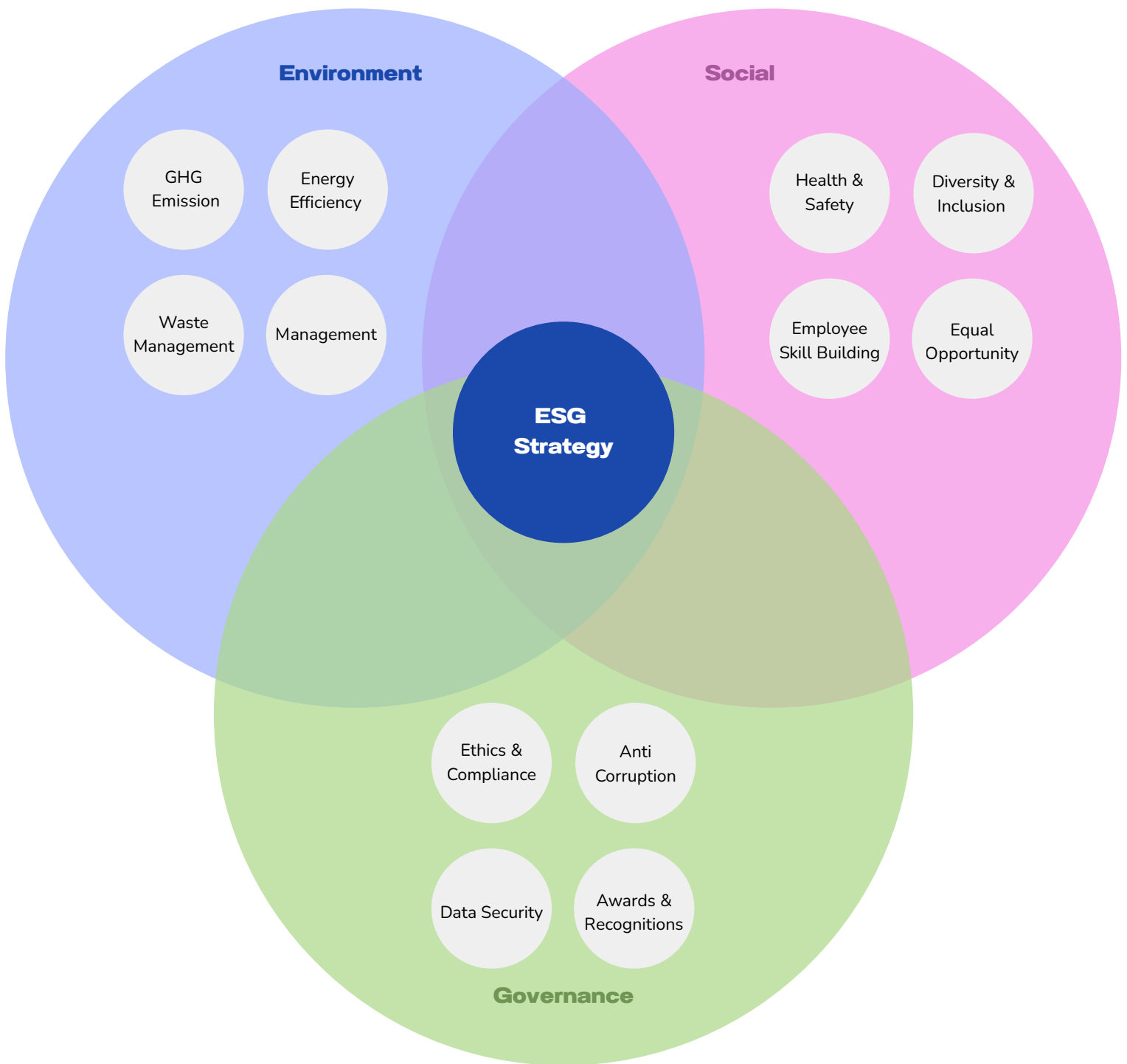
Social

Our ESG strategy places strong emphasis on social responsibility. We are committed to the wellbeing, safety, and development of our employees through comprehensive training programs and a workplace culture that values diversity and inclusion. Beyond regulatory compliance, we actively engage with our employees and local communities through meaningful partnerships and development initiatives.

Governance

Our governance framework is built on the highest standards of ethics, accountability, and transparency. We maintain an independent leadership structure that provides oversight on ESG matters and integrates sustainability considerations into strategic decision-making. Robust risk management processes are in place to identify, assess, and mitigate ESG-related risks, strengthening business resilience and supporting long-term value creation.





Our 2025 ESG Strategy serves as the foundational blueprint for our commitment to sustainable and ethical business practices. By integrating specific pillars of Environment, Social, and Governance in our daily work, we ensure that every operational decision aligns with our long-term vision. This structured approach allows us to monitor our impact rigorously while driving meaningful progress toward a more inclusive and resilient future.

Reporting Framework

We believe that sustainability, transparency, and accountability are fundamental to responsible business practices and long-term value creation.

This ESG Report, prepared in accordance with the GRI Standards, covers the period from January 1 to December 31, 2025, and provides insights into our environmental, social, and economic efforts. By adopting this globally recognized framework, the report ensures structured, transparent, and comprehensive disclosure of our sustainability initiatives and performance.

We remain committed to the Ten Principles of the United Nations Global Compact and continue to contribute towards the achievement of the 17 United Nations Sustainable Development Goals (UNSDGs), integrating sustainable practices across our operations and business strategies.

In addition, we have initiated reporting to the Carbon Disclosure Project (CDP) to enhance transparency in measuring and disclosing our environmental performance. This voluntary disclosure enables stakeholders to better assess our environmental impact and supports informed decision-making by those who incorporate Environmental, Social, and Governance (ESG) considerations into their evaluation processes.



Through the GRI reporting framework, Al Shirawi Equipment reaffirms its commitment to transparent, consistent, and globally aligned sustainability disclosure. By adhering to recognized international standards and initiatives, we aim to strengthen stakeholder trust while continuously improving the way we measure, manage, and communicate our ESG performance. Moving forward, we remain dedicated to enhancing the quality of our reporting and further integrating sustainability into our long-term business strategy.

Materiality Assessment

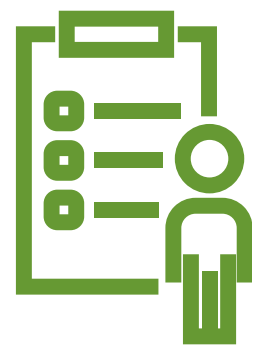
Our materiality assessment process plays a critical role in identifying and prioritizing the sustainability topics that are most significant to Al Shirawi Equipment and our stakeholders. This structured approach enables us to focus on the environmental, social, and governance (ESG) issues that have the greatest relevance to our operations, long-term strategy, and value creation.

As part of this process, we engage with both internal and external stakeholders to understand their perspectives and expectations regarding sustainability. Stakeholder engagement is conducted through surveys, interviews, and interactive discussions, allowing us to gather valuable insights on key ESG matters affecting our business and value chain.

The assessment evaluates topics based on their potential economic, environmental, and social impacts, as well as their influence on stakeholder decision-making. By aligning these insights with our organizational priorities, we ensure that our sustainability strategy remains responsive, transparent, and focused on areas where we can deliver the greatest positive impact.

For the reporting year 2025, the following material topics have been identified as priorities for Al Shirawi Equipment:

- Carbon Footprint Reduction
- Occupational Health and Safety
- Worker Participation and Communication
- Diversity and Equal Opportunity
- Waste Management and Recycling
- Responsible Sourcing
- Community Engagement
- Ethical Business Practices



These material topics guide our sustainability strategy, operational initiatives, and reporting practices, ensuring that we address stakeholder expectations while contributing to long-term environmental stewardship, social responsibility, and ethical governance.

SDG

At Al Shirawi Equipment, our sustainability initiatives support the United Nations Sustainable Development Goals (SDGs) by integrating responsible environmental, social, and governance practices into our operations. We have chosen to incorporate eight key SDGs in our ESG objectives, reflecting our commitment to sustainable development and long-term value creation.

Below are the SDGs that align with our business operations and sustainability initiatives.



Gender Equality (Goal 5)

Although our industry is traditionally male-dominated, the past four years have seen a significant increase in female representation at Al Shirawi Equipment, reflecting our commitment to diversity and inclusion.



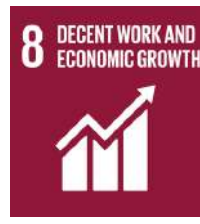
Clean water and sanitation (Goal 6)

We prioritize responsible water usage and recycling, with water treatment and recycling plants implemented at our office facilities and workers' accommodations.



Affordable & clean energy (Goal 7)

For the past 2-3 years, both of our factories have operated on 95-100% solar energy, demonstrating our commitment to clean and renewable energy.



Decent work and economic growth (Goal 8)

We foster a culture of allocating productive work for women and men in conditions of freedom, equity, security, and human dignity by ensuring equal opportunities, high HSE standards, merit-based compensation without discrimination, and working towards a workplace free from internal politics.



Industry, Innovation and Infrastructure (Goal 9)

We support the UAE's sustainable industrialization by providing high-quality equipment and promoting energy-efficient solutions. Through these efforts, we contribute to SDG 9 by fostering resilient infrastructure and driving innovation across multiple sectors.



Responsible consumption and production (Goal 12)

We consistently follow the 3Rs – Reduce, Reuse, Recycle. Both of our facilities practice LEAN principles, management and methods, focusing on maximizing efficiency by identifying and minimizing all forms of waste.



Climate action (Goal 13)

Our vision reflects a strong commitment to climate action. Through targeted initiatives, we have reduced operational emissions by 75%, advancing toward our goal of carbon-neutral manufacturing.



Partnerships for the Goals (Goal 17)

We actively engage with our stakeholders to build strong global partnerships that support the achievement of our sustainable development goals.



SUSTAINABLE DEVELOPMENT GOALS

Environmental Action

Tree Planting Initiative 2025

On 1st May 2025, Al Shirawi Equipment Co., in collaboration with the Emirates Environmental Group (EEG), organized a tree planting ceremony near the DIC second gate. This initiative engaged employees in actively contributing to environmental conservation, enhancing green spaces, and supporting biodiversity in the community. By encouraging participation in such hands-on sustainability activities, we aim to foster environmental stewardship, raise awareness about the importance of trees in mitigating climate change, and strengthen our commitment to sustainable practices both within and beyond the workplace.



Fostering Sustainability: Energy, Water, and Climate Awareness in 2025

In 2025, Al Shirawi Equipment Co. strengthened its commitment to environmental stewardship through awareness initiatives such as Earth Day, World Water Day, and Earth Hour. Under the theme "Our Power, Our Planet," employees were encouraged to adopt energy-efficient and sustainable habits. The initiatives promoted water conservation practices and responsible energy use at work and at home. Together, these efforts reinforced a culture of environmental responsibility and supported the company's commitment to reducing resource consumption and advancing a low-carbon future.



Cleaning Drive 2025 - Cleaning areas surrounding the facility.

On 17th December 2025, Al Shirawi Equipment Co., in collaboration with the Emirates Environmental Group (EEG), organized a Cleaning Drive around the DIC facility as part of our Corporate Social Responsibility initiatives. Employees were invited to participate in the activity, contributing to waste collection and the upkeep of a clean and sustainable workplace environment.

This initiative reflects our commitment to environmental stewardship, community engagement, and fostering a culture of shared responsibility. By actively involving employees in practical sustainability efforts, we reinforce awareness of environmental impacts and demonstrate our dedication to creating cleaner, greener communities

Al Shirawi Equipment Co. remains committed to environmental sustainability by actively engaging employees in initiatives that promote conservation, responsible resource use, and community environmental stewardship. Through activities such as tree planting, environmental awareness campaigns, and facility clean-up drives, the company continues to support greener communities and contribute to a more sustainable future.

Clean UAE – Employee Volunteering for Environmental Protection

As part of our commitment to environmental stewardship and community engagement, Al Shirawi Equipment Co. actively participated in the Clean UAE 2025 Campaign, organized by the Emirates Environmental Group. This nationwide initiative brings together individuals and organizations to collectively preserve the UAE's natural environment through structured clean-up drives and awareness efforts.

The campaign was held on 6 December 2025 in Dubai, at Burr Al Ruwayyah, where more than 400 participants from various organizations or groups came together across four designated sites to remove waste and promote environmental responsibility. Representing Al Shirawi Equipment Co., a dedicated team of 48 employees volunteered their time and effort, demonstrating strong commitment beyond their regular professional responsibilities.



Our team took proactive ownership of coordination activities, supporting the event seamlessly from start to finish. During the clean-up, they also contributed to protecting local biodiversity by safely assisting in the rescue of a deer found within the area and handled over to concerned authority, highlighting the real and immediate environmental impact of such initiatives.

This initiative reflects our belief that environmental responsibility extends beyond operational practices and must be actively demonstrated through community engagement. The enthusiastic participation of our employees highlights a growing culture of environmental awareness, ownership, and social responsibility within the organization.



Solar Power

Our facilities continue to lead in clean energy adoption through a state-of-the-art rooftop solar power system, now generating a combined 3.1 MW of renewable electricity. This system currently meets over 72% of our operational energy needs, significantly reducing reliance on conventional energy sources.

In 2025, our solar installations produced 4,797 MWh of electricity, resulting in a reduction of 1,938 tCO₂e. Since commissioning, the two plants have collectively generated 22,355.49 MWh, highlighting the long-term impact of our sustainable energy initiatives.

Beyond powering operations, this initiative contributes meaningfully to lowering our carbon footprint and promoting environmental stewardship. By leveraging the abundant sunlight in the UAE, we continue to champion innovative, eco-friendly technologies while reinforcing our commitment to a sustainable and community-focused future.



Steel Scrap - Turning Waste into Impact

At Al Shirawi Equipment, we are turning steel fabrication waste into a sustainability success. In 2025, a total of 3,691 tonnes of steel scrap—including MS Scrap, HMS Painted, SS Scrap, and CNC Mud Scrap—was recycled, resulting in a savings of 5,465 tCO₂e.



Approximately 70% of the steel scrap generated at our plants is recycled and reintegrated into production processes, while the remaining material is efficiently managed onsite, demonstrating our commitment to circular economy practices and responsible resource management.

A key driver of this effort is our collaboration with third-party recycling partners who operate Electric Arc Furnace (EAF) technology to efficiently melt and repurpose steel scrap. This process helps prevent approximately 0.357 tons of CO₂ emissions for every ton of steel produced, significantly reducing the environmental impact of our operations.

Through our partnership-driven approach to steel recycling, we are lowering our carbon footprint, promoting resource efficiency, and supporting sustainable manufacturing practices in the steel industry.

Hazardous Waste – Transforming Waste into Valuable Resources

At Al Shirawi Equipment, we are redefining hazardous waste management by transforming potential pollutants into valuable resources. Through strategic partnerships and advanced mineral recovery techniques, we generated 75,300 kg of alternative raw material for the cement industry, resulting in a reduction of 22.59 tCO₂e.

Our commitment to recycling extends across paint sludge, paint thinner, and waste cans, with 57,580 kg of paint sludge, 24,080 kg of paint thinner, and 33,760 kg of waste cans effectively repurposed instead of being sent to landfill. These efforts have resulted in zero soil or water contamination and prevented the emission of 261 tCO₂e, while also reducing the use of 34,548 kg of virgin fossil fuels and 30,384 kg of recycled metal.



Electronic Waste

In 2025, Al Shirawi Equipment Company LLC reinforced its commitment to environmental stewardship through active participation in national recycling initiatives. Our efforts are aligned with our ISO 14001 Environmental Management System to ensure responsible resource disposal.

- Total E-Waste Collected: A total of 102 kg of e-waste was collected, resulting in a reduction of 510 kg CO₂e by diverting it from landfill.
- Initiative: Participated in the E-Waste Collection Day on October 14, 2025.
- Partner: Organized by the Emirates Environmental Group (EEG).



Water Stewardship & Circularity

In 2025, Al Shirawi Equipment Co. marked a significant advancement in its sustainability journey with the successful commissioning of a state-of-the-art Sewage Treatment Plant at its Dubai Industrial City facility. This initiative supports the company's commitment to sustainable operations by transforming wastewater into a reusable resource for on-site applications.

The installation and commissioning of the plant were completed in June 2025, followed by a structured stabilization phase to optimize biological treatment processes and ensure effective bacterial growth. The plant has a treatment capacity of 40 m³ per day and is currently achieving a recycling output of approximately 31–33 m³ per day. After successful testing and performance validation, the plant has been fully operational and maintained since 18 December 2025. Ongoing operations are supported by daily monitoring and comprehensive log sheet maintenance, ensuring consistent performance and adherence to environmental standards.



Water Conservation Initiative

Al Shirawi Equipment Co. reinforced its commitment to environmental stewardship by implementing advanced water-saving retrofits at our facilities. By upgrading our sanitary infrastructure, we have achieved a significant reduction in our annual freshwater footprint

Key Performance Milestones:

- **Washbasin Optimization:** We installed 21 high-efficiency aerators, reducing flow rates from 6.0 l/min to 1.9 l/min. This 68.3% efficiency gain results in an annual saving of 1,239,680 liters.
- **Waterless Urinal Transition:** We retrofitted 6 urinals with a 100% waterless system. By eliminating the standard 2.5 liters per flush, we save 120,000 liters annually.



Bamboo-Based Tissue Transition

As part of our ongoing commitment to environmental sustainability and operational efficiency, Al Shirawi Equipment Co. implemented a workplace initiative in 2025 to transition from conventional wood-based tissue products to bamboo-based alternatives. This change, reflects our proactive approach to reducing indirect carbon emissions associated with everyday consumables.

Bamboo-based tissues offer a significantly lower environmental footprint, generating approximately 25–30% less CO₂ emissions per kilogram compared to traditional wood pulp products. Additionally, bamboo is a rapidly renewable resource with a high carbon absorption capacity, enabling partial offsetting of lifecycle emissions. The superior durability and absorbency of bamboo tissues also contribute to reduced consumption, minimizing overall material usage and waste generation.

Energy Efficiency Enhancement Through Equipment Upgrade

In 2025, Al Shirawi Equipment Co. undertook a significant initiative to improve energy efficiency by upgrading welding machines across its Al Quoz and DIC facilities. A total of 46 welding machines (28 in Al Quoz and 18 in DIC) were replaced with advanced energy-efficient models. The new equipment operates at a reduced power consumption of 8.5 kW compared to the previous 15 kW models, while delivering equal or improved performance.

This transition has resulted in an estimated energy saving of approximately 50%, translating to nearly 932,000 kWh of electricity conserved annually. This initiative reflects the company's commitment to reducing its environmental footprint, optimizing resource utilization, and supporting sustainable operational practices.



Energy Audit & Sustainability Progress Report

Al Shirawi Equipment Company LLC recently completed a comprehensive energy audit across our Dubai Industrial City (DIC) and Al Quoz facilities to establish a performance baseline and identify critical decarbonization opportunities. This initiative is a core component of our commitment to reducing Scope 1 and Scope 2 emissions while enhancing operational excellence.

Key Findings & Immediate Impact

The audit identified several high-impact areas where we can optimize our energy footprint:

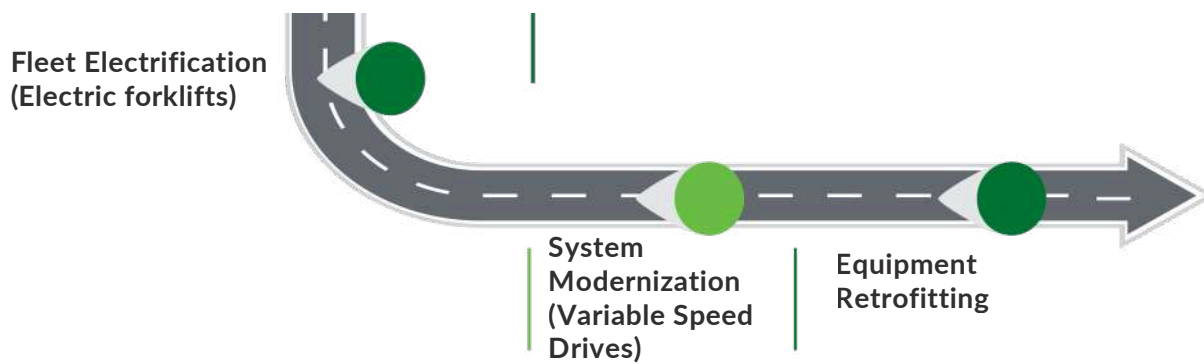
- **Infrastructure Efficiency:** Opportunities to reduce electrical consumption by up to 23% at DIC and 13% at Al Quoz through targeted equipment upgrades.
- **Renewable Integration:** We continue to maximize our existing 3.1 MW combined solar capacity to offset grid reliance.

Operational Optimization: Immediate low-cost measures, such as localized power factor compensation and enhanced lighting controls, have been prioritized for their rapid efficiency impacts.

Future Implementation Roadmap

In the upcoming years, Al Shirawi is committed to a phased implementation of advanced energy reduction measures:

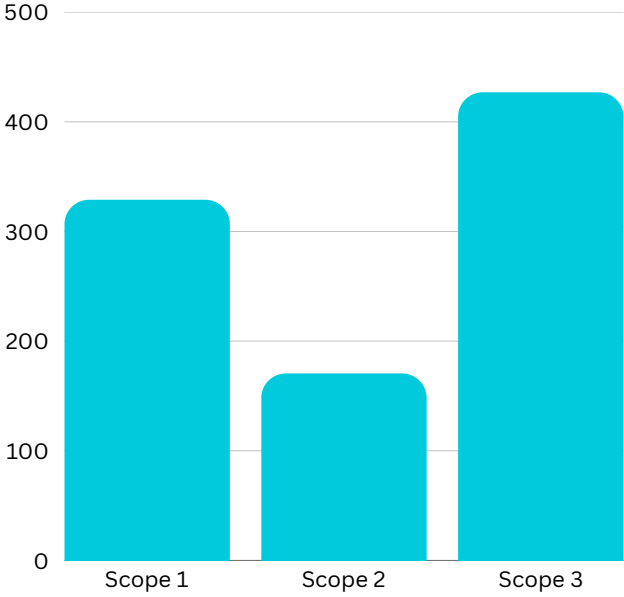
- **Fleet Electrification:** A strategic transition to electric forklifts to eliminate diesel consumption and leverage our on-site solar power for charging.
- **System Modernization:** Deployment of Variable Speed Drives (VSDs) across all air compressors and industrial blowers to minimize unloading losses and energy waste.
- **Equipment Retrofitting:** Upgrading heavy machinery with servo-driven technology to eliminate idle power draw.



Carbon Footprint

DIC Plant

Total Carbon Footprint - 926.3 Tonnes CO₂e



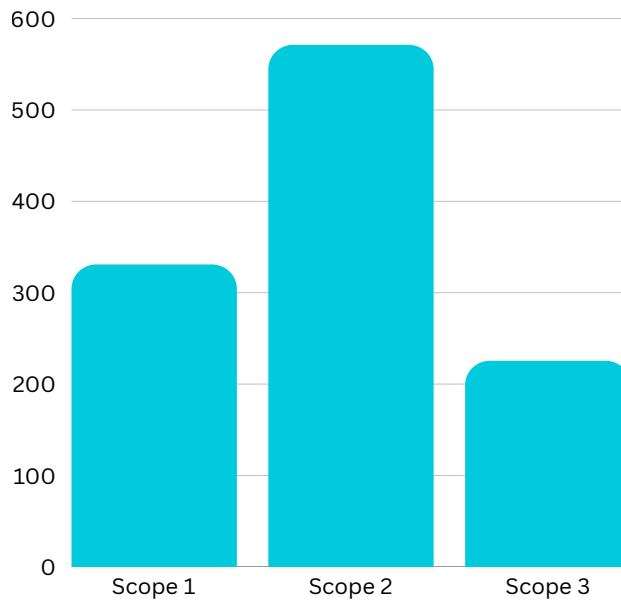
Scope 1 328.9 Tonnes CO ₂ e	Scope 2 170.5 Tonnes CO ₂ e	Scope 3 426.9 Tonnes CO ₂ e
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Carbon Footprint intensity 2025 0.86 TCO ₂ e / 1000 Manhour
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The Carbon Footprint intensity for 2024, based on total manhours, was recorded at 1.04 TCO₂e / 1000 Manhour. In 2025, this decreased to 0.86 TCO₂e / 1000 Manhour, reflecting a positive improvement in emissions efficiency and the effectiveness of our sustainability initiatives.

Al Quoz Plant

Total Carbon Footprint - 1127.7 Tonnes CO₂e



Scope 1	Scope 2	Scope 3
330.9 Tonnes CO ₂ e	571.2 Tonnes CO ₂ e	225.5 Tonnes CO ₂ e

**Carbon Footprint intensity
2025**
1.10 TCO₂e / 1000 Manhour

The **Carbon Footprint intensity** for 2024, based on total manhour, was recorded at 1.29 TCO₂e / 1000 Manhour. In 2025, this decreased to **1.10 TCO₂e / 1000 Manhour**, reflecting a positive improvement in emissions efficiency and the effectiveness of our sustainability initiatives.

Lean Management

Lean Practices for Sustainable Manufacturing

Lean Practices for Sustainable Manufacturing

At Al Shirawi Equipment Co., sustainability is integrated into our operations through Lean manufacturing, supporting our goal of delivering reliable, low-carbon engineering solutions. Lean principles drive waste reduction, efficient resource utilization, and improved productivity while minimizing environmental impact.

Continuous improvement initiatives—such as reducing material and energy consumption, enhancing workflow efficiency, and ensuring right-first-time quality—contribute to lower emissions and operational excellence. Practices like standardized work, visual management, Kaizen, optimized layouts, and digitalization further strengthen efficiency and sustainability.

Our people-driven Lean culture promotes ownership, safety, and continuous improvement, enabling sustainable growth while responsibly managing resources for the benefit of all stakeholders.

Conserving Natural Resources and Minimizing Environmental Impact

Continuous Improvement Initiatives for Resource Regeneration and Environmental Sustainability



Solar Lights installed in the yard

Solar lights were installed in the yard and along the compound walls to enhance visibility and safety at both the DIC and Al Quoz facilities. A total of 20 solar lights were deployed, with 12 installed in DIC and 8 in Al Quoz. The use of mobile solar lighting in the open yard eliminated the need for cabling and provided flexibility to reposition the lights as required.

Solar panel cleaning water reused

Water used for solar panel cleaning was collected through gutters and ducts instead of being discharged directly onto the floor in the store building, and was subsequently reused for irrigation. In addition, 200-liter scrap drums were installed at all storm drain outlets to capture runoff water, which was then repurposed for irrigation once the drums were filled.



Optimizing Asset Utilization Through Resource Sharing

- Shared production facilities.

Fabrication activities are distributed across locations based on demand and capacity to maximize utilization.

- Integrated logistics.

Optimized layouts and transportation reduce movement between facilities and minimize trips.

- Equipment sharing.

Key machinery is shared across the group to avoid idle capacity and improve efficiency.

- Collaborative inventory management.

AI-enabled planning enhances visibility, optimizes procurement, and ensures effective use of excess and non-moving stock.



Implementation of Predictive Maintenance Monitoring Software to Enhance Efficiency and Reduce Resource Waste

An AI-based predictive maintenance monitoring system was implemented to proactively identify potential equipment issues before failures occur. This initiative enhances operational efficiency, reduces unplanned downtime, and optimizes maintenance planning, thereby improving asset reliability and supporting lean management principles through the efficient use of resources.

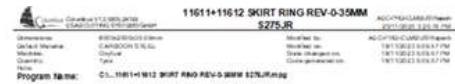


**ATLAS COPCO
compressor – 90 KV
: 2 nos. installed with
Intellivibe AI sensor**



The system enables real-time monitoring of critical machine parameters such as vibration, temperature, and bearing frequency, with automated alerts for connected equipment. This allows for early identification of potential failures and abnormalities, enabling proactive intervention before breakdowns occur. Monthly analytical reports are generated and shared through the portal, supporting effective maintenance monitoring and control. Additionally, the service provider offers CAPA (Corrective and Preventive Action) recommendations based on trend analysis, further strengthening predictive maintenance capabilities and enhancing operational efficiency.

Columbus CAD/CAM software was implemented across plasma and laser cutting machines to enhance productivity, improve nesting efficiency, and enable seamless digital workflow integration. The solution optimizes material yield, thereby reducing scrap generation and supporting resource efficiency. With direct CAD integration, shop floor personnel can transfer designs directly into cutting programs without the need for manual redrawing, minimizing errors and improving overall process efficiency in line with lean management principles.



Result : Reduction of waste - Material Scrap reduction , Sustainability.

Continuous Improvement Initiatives Driving Operational Efficiency and Sustainability

The plant layout has been designed to optimize the supply chain process, ensuring a streamlined and efficient material flow from receipt to dispatch of finished goods. Structural materials are stored in the open yard using vertically organized storage systems, maximizing space utilization and improving accessibility. In addition, employees are trained on proper storage, handling, and inventory practices, which helps minimize material damage, prevent deterioration, and reduce over-ordering, thereby promoting efficient resource utilization and supporting lean management principles.



Result : Effective utilization of space and reduced transportation.

Maximizing Material Utilization through Circular Production Practices

Cut steel plates are reused for the fabrication of smaller brackets and support components, promoting efficient material utilization. This practice reduces waste generation and minimizes landfill disposal, contributing to resource optimization and aligning with lean management principles.



Result : Reduced material waste, energy use, and operational costs.

Refurbishment and reuse of pallets and crates

The team has refurbished existing pallets and utilized scrap materials to fabricate new pallets for operational use. This initiative ensures that scrap is repurposed for productive applications, enhancing material efficiency, reducing waste, and aligning with lean management principles.



Reusing packaging materials

The warehouse team has implemented the reuse of inbound packing materials for outbound deliveries. This practice minimizes scrap generation, reduces landfill waste, and promotes efficient resource utilization, supporting lean management principles.



Reuse of Wooden pallets & boxes

Wooden pallets and packing boxes received with incoming materials were repurposed instead of being scrapped. These materials were reworked and converted into a wooden fence installed along the wall, enhancing the overall appearance of the area while also providing protection to the plants cultivated along the boundary. This initiative promotes resource efficiency and supports lean management principles by maximizing material reuse and minimizing waste..



Result : Reduced material waste, energy use, and operational costs.



REUSE of SCRAP MATERIALS :

In house made power pack (from unused /scrap materials) for hydraulic cylinder testing.



CO₂ Welding Wire Wastage (SPOOL) Recycling Proposal

During the review of CO₂ welding wire usage, it was identified that a portion of filler wire—approximately 5–10 meters per spool—was being discarded as waste. To address this, the team introduced a process to collect and return the wire scrap to the supplier under a buy-back and recycling arrangement. The recycled material is subsequently reused for suitable structural welding applications. This initiative reduces material waste, promotes circular resource utilization, and aligns with lean management principles.

Result: Circular material flow and reduced landfill waste.

Digitalization of Operational Manuals through QR Code Integration

Digital QR code instead of printed Operation manuals

A QR code system has been implemented across machines, providing direct access to digital versions of preventive maintenance checklists and operation manuals. This enables quick and efficient information retrieval, reduces reliance on printed documents, and supports streamlined operations in line with lean management principles.



Result : Lower paper use, reducing carbon footprint

AI-Driven Digital Solutions for Reporting and Decision-Making Systems

AI-enabled solutions have been implemented to improve reporting and decision-making. Team members are trained in Google AI Essentials and Prompting Essentials, supporting the use of tools such as Google AppSheet, Apps Script, Looker Studio, Power BI, NotebookLM, Gemini, and ChatGPT.

Quality and production tracking has been digitalized with real-time mobile data capture and automatic updates in Google Sheets, eliminating manual processes. QR code systems enable efficient inventory tracking and traceability.

Document management is automated with integration of Oracle reports, calibration data, design deviations, and inspection reports. Material Traceability Records, certificate expiry tracking, and calibration reminders are also automated, enhancing accuracy, efficiency, and lean digital transformation.

Result : Lower paper use, reduced travel emissions, and faster decision-making.

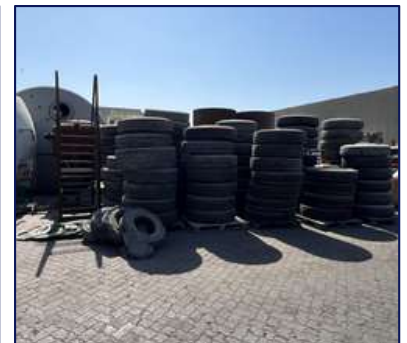
Adoption of Technologies and Resource-Efficient Alternatives

The organization has adopted resource-efficient technologies to enhance sustainability and operational performance. Diesel forklifts have been replaced with electric models, energy-efficient welding machines have been introduced, and LED lighting has been installed across facilities to reduce energy consumption. Additionally, wooden packaging has been replaced with reusable steel racks, and solvent-based paints have been substituted with low-VOC coatings.

Result : Cleaner production with improved environmental performance.

GEMBA, a core principle of Lean management meaning “the real place,” involves direct observation of shop floor operations to identify inefficiencies and areas for improvement. Evolving this approach from “Go & See” to “Go, See, and Sustain” strengthens its effectiveness by not only addressing operational waste but also identifying opportunities to reduce environmental impact and improve resource efficiency. This approach supports continuous improvement while embedding sustainability into day-to-day operations.

Advanced Lean Practices for Sustainable Manufacturing



Connecting GEMBA with Circular Thinking: GEMBA becomes the best tool to identify opportunities for:

- Reuse → leftover plates, consumables
- Recycle → segregated scrap streams
- Reduce → optimized cutting, welding
- Recover → heat, water, or materials

During a GEMBA walk in a fabrication yard, the objective is to observe and develop action plan to improve:

- Plasma cutting with poor nesting → high scrap - Action: Optimize nesting
- Welding machines left ON during breaks → energy loss - Action: Introduce auto shut-off systems
- Rework due to poor fit-up → extra material + energy - Action: Improve fit-up quality
- Diesel forklifts running idle → emissions - Action: Transition to electric forklifts

Social Commitment

Family Engagement Initiative – Family Get-Together

Human Rights and Ethical Labor Practices

At Al Shirawi Equipment, we uphold a zero-tolerance policy toward child and forced labor, viewing the protection of human rights as a core pillar of our operational integrity and a fundamental requirement of the UAE Federal Decree-Law No. 33 of 2021.



Child Labor and Forced Labor

Al Shirawi Equipment Co. maintains a strict zero-tolerance policy toward child labour and forced labour, in line with UAE Labour Law and international standards such as ILO conventions. We ensure that all employees meet the legal working age through robust verification processes and strictly prohibit any form of forced, bonded, or involuntary labour.

As per our Supplier CSR/Sustainability and Responsible Sourcing Policy, we require our suppliers and contractors to comply with these same standards. We are committed to strengthening our due diligence processes and plan to verify supplier compliance in the future, ensuring alignment with our ethical expectations across the supply chain. We also provide awareness programs and accessible grievance mechanisms to ensure concerns can be raised confidentially and addressed promptly.

Financial Webinar – “Smart Money, Strong Future”

Al Shirawi Equipment Co. conducted an online financial education session titled “Smart Money, Strong Future”, aimed at enhancing employees’ financial literacy and planning capabilities. The session covered topics including financial planning, common financial mistakes, investment options like digital, gold/silver, and health and life insurance. Led by an experienced Certified Financial Planner, the initiative reflects our commitment to holistic employee well-being by empowering staff with the knowledge and tools to make informed financial decisions. Programs like this strengthen employee confidence, financial resilience, and long-term security, reinforcing the social sustainability dimension of our ESG strategy.



Employee Training & Development Program – Leadership, Negotiation, and Conflict Management



Al Shirawi Equipment organized a two-day training program focused on enhancing leadership, negotiation, and conflict management skills among employees. The initiative, conducted in January and February 2025, aimed to strengthen professional competencies, encourage continuous learning, and equip employees with practical tools to excel in their roles.

Structured with interactive sessions, breaks for reflection, and discussion over meals, the training program fostered engagement, collaboration, and skill development. This initiative reflects our commitment to employee growth, capacity building, and creating a skilled workforce that drives organizational excellence and long-term sustainability.





Driver's Day

Al Shirawi Equipment Co. continues its tradition of fostering strong relationships with the transport community through its Driver's Day Events. This initiative is designed to bridge the gap between manufacturers and end-users, ensuring that our equipment designs for "Carbon-neutral manufacturing of reliable engineering solutions" align with the practical needs of those on the road.

Event Structure & Engagement

The event was strategically executed to maximize direct interaction with the workforce in key industrial hubs:

- **Geographic Focus:** Our teams explored the areas between Fujairah, Thoban, and Taween, with a primary focus on crusher zones to engage directly with truck drivers in their working environment.
- **Feedback Mechanism:** We conducted comprehensive sessions to gather feedback on Atlas trailers, while also gaining insights into broader market trends and the Users suggestions for improvement.
- **Token of Appreciation:** To celebrate participating drivers, Al Shirawi distributed Atlas T-shirts as a gesture of gratitude for their hard work and dedication.

Family Engagement Initiative – Family Get-Together

As part of our ongoing commitment to fostering a positive, inclusive, and employee-centric workplace, Al Shirawi Equipment Co. organized a Family Get-Together on 8th February 2026. The event provided a platform for employees and their families to connect beyond the professional environment, strengthening interpersonal relationships and nurturing a sense of community within the organization.



The gathering featured interactive activities, team-building games, and cultural performances, allowing participants to engage in a relaxed and enjoyable setting. By including families in our corporate events, we reinforce the importance of work-life balance, employee well-being, and holistic engagement. Initiatives like this reflect our broader social sustainability efforts, highlighting the company's dedication to fostering a supportive, inclusive, and motivated workforce that thrives both professionally and personally.

Through such initiatives, Al Shirawi Equipment Co. not only strengthens team cohesion but also demonstrates its commitment to the well-being of employees and their families, recognizing that a happy and engaged workforce is integral to sustainable organizational growth.

Virtual Mental Health & Work-Life Balance Program

Al Shirawi Equipment Co. conducted a Virtual Mental Health Wellness Program by Prof. Sreehari aimed at supporting employee well-being and promoting work-life harmony. The session, led by an experienced clinical psychologist, focused on stress management techniques and strategies to maintain a healthy balance between personal and professional responsibilities. By prioritizing mental health awareness and providing access to expert guidance, we continue to foster a supportive and resilient workplace culture.



Cricket Tournament

Towards the end of November 2025, Al Shirawi Equipment Co. organized an internal Cricket Tournament to encourage teamwork, friendly competition, and employee engagement beyond the workplace. Employees from different departments formed teams to participate, showcasing sportsmanship, collaboration, and team spirit. Events like this support a healthy and dynamic work culture, strengthen interpersonal relationships, and promote employee well-being. By facilitating recreational and team-building activities, we reinforce our commitment to a positive workplace environment and the social dimension of sustainability.



Badminton Tournament for Employee Engagement

In 2025, Al Shirawi Equipment Co. organized an internal Doubles Badminton Tournament to promote employee wellbeing, teamwork, and engagement across the organization. The initiative encouraged participation from employees of all skill levels, fostering a spirit of friendly competition and collaboration while supporting physical fitness and mental wellness. This event reflects the company's commitment to building a positive workplace culture and strengthening interpersonal connections among employees.





Medical Camp - Employee Health & Wellness Initiative

Al Shirawi Equipment Co. organized a medical camp on 9th February 2025 at the Labour Accommodation facility in Dubai Industrial City. The initiative provided employees with access to essential health check-ups and medical guidance, emphasizing the company's commitment to workforce well-being and preventive healthcare. Through programs like this, we aim to promote a healthy, safe, and supportive work environment, reinforcing our dedication to the social pillar of sustainability and the overall welfare of our employees.



International Women's Day - Accelerating Action for Gender Equality

Al Shirawi Equipment celebrated International Women's Day 2025 under the global theme "Accelerate Action." The event recognized and honored the invaluable contributions of women across our organization while reinforcing our dedication to advancing gender equality in the workplace. Observed on 10th March 2025 across our DIC and Al Quoz offices, the celebration created a platform for appreciation, dialogue, and empowerment. Through initiatives that promote inclusivity and equal opportunities, we continue to foster a workplace culture where women are supported, respected, and empowered to thrive and lead.

World Day for Safety and Health at Work - Strengthening Workplace Safety Culture

On 28th April 2025, Al Shirawi Equipment Co. observed the World Day for Safety and Health at Work, reinforcing our commitment to maintaining a safe and healthy working environment for all employees. The initiative emphasized adherence to safety protocols, proactive hazard reporting, and collective responsibility in preventing workplace incidents. Through awareness communications, shared safety resources, and educational materials, we continue to promote a strong safety culture rooted in vigilance, accountability, and continuous improvement. Ensuring the well-being of our workforce remains a fundamental pillar of our sustainability strategy

Employee Community, Traditional Celebrations

Al Shirawi Equipment Co. fostered an inclusive and engaging workplace culture in 2025 by celebrating diverse cultural and community traditions including Christmas, Diwali, and Onam across its DIC and Al Quoz locations, along with hosting a special Iftar gathering for customers during the holy month of Ramadan.

These initiatives featured a variety of activities such as festive music and carols, cake-cutting ceremonies, traditional attire, Rangoli decorations, cultural competitions, festive sweets, a traditional Onam lunch, and a meaningful Iftar event that strengthened relationships with customers. Together, these celebrations encouraged active participation, strengthened team spirit, and enhanced stakeholder engagement. By organizing such multicultural and community-focused events, the company reinforces its commitment to inclusivity, cultural respect, employee well-being, and strong external relationships, contributing to a cohesive work environment and supporting the social pillar of its sustainability initiatives.

Onam Celebration



Diwali Celebration



Iftar



Christmas Celebration



Health And Safety

At Al Shirawi Equipment Company LLC, safeguarding the health and safety of our employees, contractors, and visitors remains a fundamental priority and a key component of our sustainability strategy. We are committed to maintaining a safe, healthy, and supportive work environment by strengthening our Health, Safety, and Environment (HSE) practices and fostering a culture where safety is a shared responsibility across the organization. Our approach emphasizes prevention, continuous improvement, and compliance with local regulations and international safety standards through regular risk assessments, workplace inspections, and the implementation of safe operational procedures. We also focus on building employee awareness and competency by conducting various training programs and safety awareness initiatives on topics such as emergency preparedness, safe equipment handling, fire safety, and first aid. By integrating safety considerations into our daily operations and decision-making processes, Al Shirawi Equipment continues to enhance workplace safety, protect the well-being of its workforce, and contribute to long-term organizational resilience and sustainable business practices.

MAN HOURS WORKED

2,094,092

INJURIES

38

INCIDENT RATE

3.36

In 2025, Al Shirawi Equipment Co. maintained a steadfast commitment to workplace safety, diligently tracking key performance indicators to ensure the well-being of our workforce.

Throughout the reporting period, our team logged a total of 2,094,092 man-hours, reflecting the scale and dedication of our operations. While we recorded 38 injuries, resulting in an incident rate of 3.36, these figures serve as a critical benchmark for our evolving safety protocols.

We continue to prioritize proactive hazard identification and comprehensive training programs to mitigate risks, aiming to drive these numbers downward and foster a robust culture of safety excellence across all departments.

Internal Training on Safe Handling and Use of Batteries

Internal safety training was conducted to educate employees on the safe handling, storage, and usage of batteries. The training highlighted potential risks such as chemical exposure, electrical hazards, handling of Li-ion and lead acid batteries and proper disposal, while emphasizing safe work practices and emergency response measures. This initiative supports safer battery management and reduces the risk of workplace incidents



Basic First Aid (HABC) Training

Basic First Aid training following the HABC (Highfield awarding body for compliance) approach was provided to employees to equip them with essential life-saving skills. Participants learned how to respond effectively to workplace medical emergencies, including CPR, injury management, and initial emergency care until professional medical assistance arrives. The training strengthens emergency preparedness across the organization.



Fire Fighting Training

Fire safety and firefighting training sessions by certified 3rd party trainers were conducted to enhance employee preparedness in case of fire emergencies. The training covered fire prevention measures, types of fire extinguishers, correct firefighting techniques, and safe evacuation procedures. By building awareness and response capability, the program contributes to reducing fire-related risks in the workplace



Safe Work Procedure (SWP) Trainings

Safe Work Procedure training was regularly conducted to reinforce compliance with established safety protocols across various operational activities. Employees were guided through standardized procedures designed to minimize hazards, ensure safe execution of tasks, and maintain regulatory compliance. These training help foster a strong safety culture and promote consistent adherence to workplace safety standards.





Monthly Safety Awareness Meetings

Monthly safety awareness meetings were organized to keep employees informed and engaged on workplace health safety and environment matters. These sessions included discussions on recent safety observations, incident learnings, preventive measures, and reminders on best safety practices. The meetings serve as an important platform for continuous safety communication, employee engagement, and reinforcing a proactive safety culture.

Competency Training for Operators (Third-Party Certified)

To ensure safe and efficient operations, competency training for workers was conducted through accredited third-party training providers. This training focused on operational safety, hazard identification, equipment handling, and compliance with industry safety standards. The program helped strengthen operator skills while ensuring that personnel are properly certified and competent to perform their duties safely



Governance

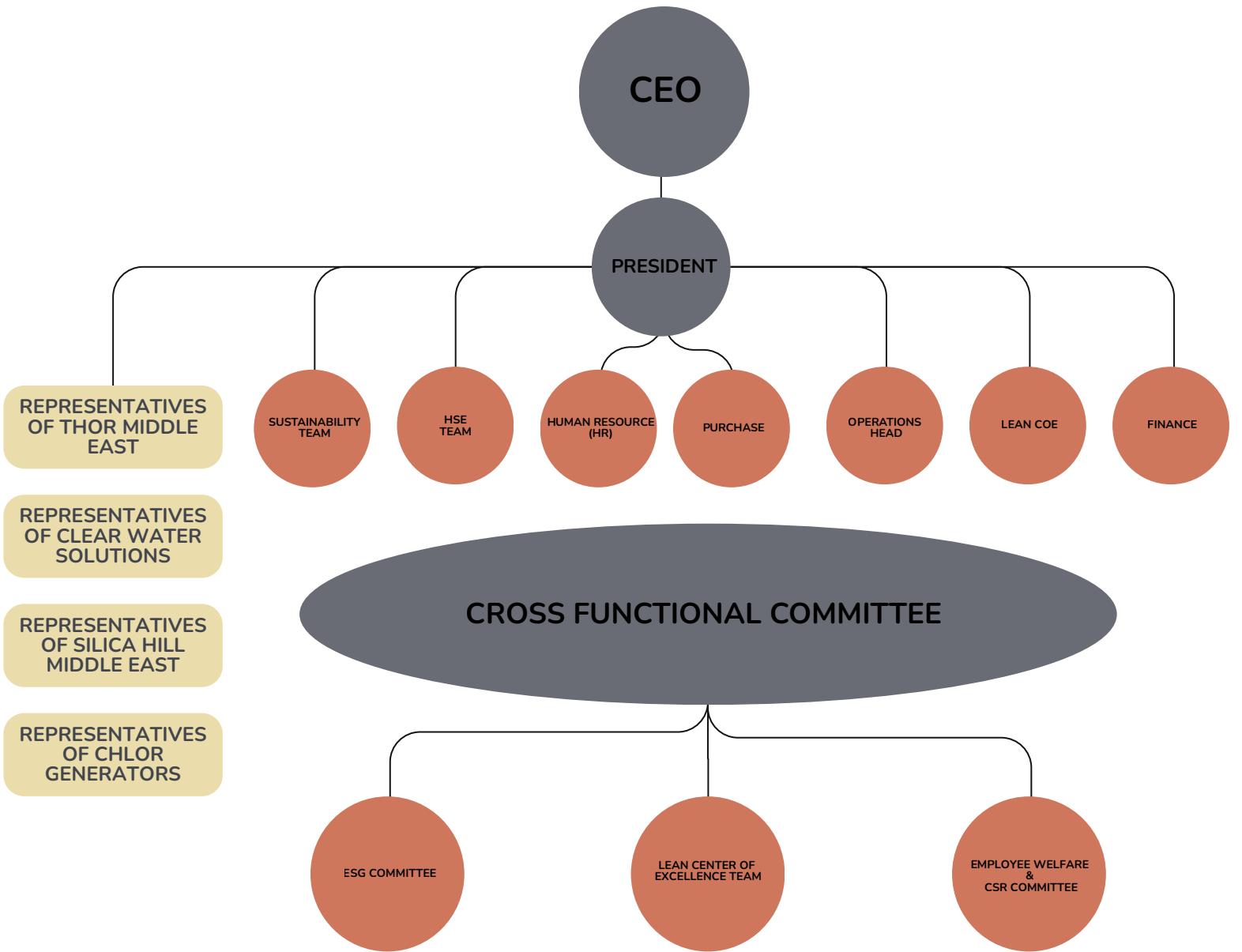
Transparency and Responsibility

At Al Shirawi Equipment, robust governance forms the foundation of our commitment to ethical business practices, responsible decision-making, and sustainable long-term growth. Our governance framework is structured to promote transparency, accountability, and adherence to both international standards and local regulations, including the National Labor Law. By embedding these principles across all levels of the organization, we ensure that our operations are conducted with integrity while delivering enduring value to our stakeholders. This framework also underpins our approach to sustainability, enabling us to systematically integrate environmental, social, and governance considerations into strategic planning, risk management, and day-to-day business decisions.

The governance of Al Shirawi Equipment is overseen by the Board of Directors, the company's highest decision-making authority, which is responsible for

defining strategic direction and providing comprehensive oversight of financial, operational, and sustainability performance. The Board meets at least quarterly to evaluate key aspects of the business, including risk management, ESG performance, financial results, and regulatory compliance. These regular reviews ensure that our sustainability objectives are aligned with overall business goals, while reinforcing the highest standards of ethics and corporate responsibility. By maintaining this disciplined governance approach, Al Shirawi Equipment fosters a culture of integrity, accountability, and long-term value creation across all stakeholder engagements.





ESG Committee

At Al Shirawi Equipment, the ESG Steering Committee plays a pivotal role in driving our sustainability agenda. The committee is responsible for reviewing and endorsing the company's ESG strategy, setting measurable sustainability objectives, and closely monitoring progress against these goals. It also ensures transparent and accurate disclosure of our environmental, social, and governance performance through regular ESG reporting.

Lean Centre of Excellence Team

The Lean Centre of Excellence Team at Al Shirawi Equipment spearheads operational efficiency and continuous improvement across the organization. By promoting Lean principles, the team drives process optimization, waste reduction, and productivity enhancements. It also supports cross-functional collaboration, training, and the adoption of best practices to embed a Lean thinking & culture of excellence and innovation in our day-to-day operations.

Employee Welfare and CSR Committee

The Employee Welfare and CSR Committee at Al Shirawi Equipment is responsible for promoting the well-being and professional growth of our workforce while fostering a culture of inclusivity and engagement. The committee also oversees the planning and implementation of corporate social responsibility initiatives, ensuring our commitment to both employee welfare and positive community impact is consistently upheld.

Corporate Ethics and Risk Management

At Al Shirawi Equipment, ethical business conduct and proactive risk management are central to how we operate. Our comprehensive policies combat bribery and corruption, supported by a confidential whistleblower mechanism and responsible supply chain practices, ensuring integrity flows through every level of our organization.

We continuously engage with regulatory authorities, industry bodies, and stakeholders to anticipate emerging risks, adapt to evolving regulations, and meet ESG expectations. Guided by national labor standards, we enforce strict policies against child labor and uphold a safe, fair, and ethical workplace for all employees.

By embedding ethics and risk awareness into our culture, we strengthen trust, resilience, and accountability, safeguarding long-term value for both our business and the communities we serve

Compliance

Compliance is more than a requirement—it's a strategic pillar driving sustainable growth. We maintain rigorous standards across environmental, social, and governance (ESG) dimensions, ensuring that all operations strictly adhere to laws, regulations, and internal policies. Our comprehensive compliance framework fosters ethical conduct, transparency, and accountability throughout the organization.

Through continuous monitoring, risk assessments, and proactive evaluation, we stay ahead of evolving regulations and stakeholder expectations. By embedding continuous improvement into our compliance approach, we ensure agility, resilience, and alignment with global best practices.

This commitment cultivates a culture of integrity, strengthens responsible governance, and reinforces our mission to deliver long-term value to both business and society.

Sustainability Leadership

Sustainability isn't just a strategy—it's a leadership philosophy. Our executive team champions environmental, social, and governance (ESG) initiatives across every business function, embedding responsible practices into the very fabric of our operations.

True leadership in sustainability means setting bold targets, inspiring innovation, and leading by example. Our commitment to carbon-neutral manufacturing demonstrates a forward-thinking approach that goes beyond compliance, positioning us as a responsible and influential industry leader.

Through transparent decision-making, active stakeholder engagement, and continuous performance improvement, we ensure that sustainability remains a core driver of long-term value, resilience, and positive impact for our business, employees, and communities.

Ethics & Integrity

Ethics and integrity are the cornerstones of our corporate culture and the way we do business. Every interaction—with employees, customers, suppliers, and communities—is guided by honesty, fairness, and transparency, ensuring trust remains at the center of all relationships.

We align all decisions and actions with legal requirements and ethical standards, fostering a workplace where accountability and trust thrive. Leadership sets the tone by example, while organizational practices consistently reinforce integrity as a core value. Open dialogue, mutual respect, and alignment between commitments and actions are central to how we engage with stakeholders.



Stakeholder Engagement and EEG Leadership Visit

As part of our commitment to strong governance and stakeholder engagement, Al Shirawi Equipment Co. had the privilege of hosting Dr. Habiba Al Mar'ashi, Founder & CEO of Arabia CSR Network and Co-Founder & Chairperson of Emirates Environmental Group.

Her visit marked a significant milestone following our corporate membership with EEG and provided an opportunity to showcase our sustainability initiatives, operational practices, and environmental performance. During the engagement, constructive discussions were held on advancing ESG integration, strengthening responsible business practices, and enhancing collaborative efforts through EEG's programmes.

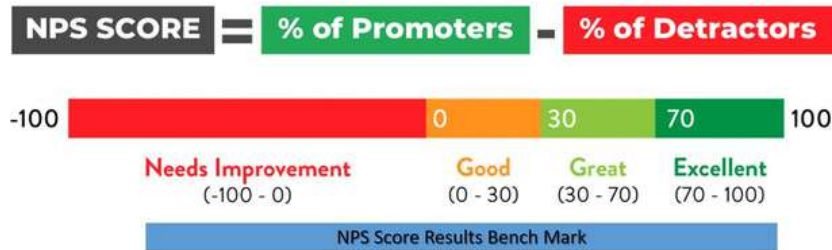
This engagement reflects our dedication to transparent governance, meaningful stakeholder collaboration, and continuous improvement in aligning our operations with global sustainability standards.

The NPS Governance Framework

In 2025, we further strengthened our oversight by launching a centralized NPS (Net Promoter Score) Real-Time Dashboard. This platform serves as a critical governance tool, allowing leadership to monitor customer sentiment across various dimensions, including business segments and individual projects.



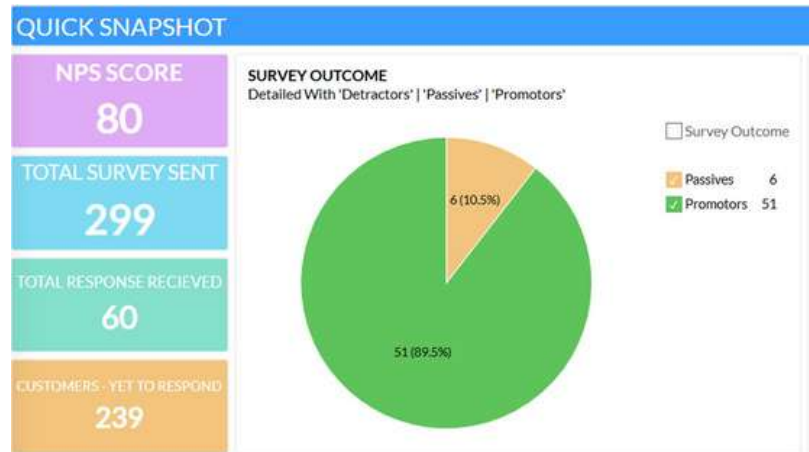
Net Promotor Score Results Benchmark



Accountability & CAPA Integration

Our approach to NPS goes beyond data collection; it is a mandate for action. To ensure high standards of service and reputation management, we have institutionalized a formal response protocol:

- **Continuous Monitoring:** Results are audited year-wise and segment-wise to identify systemic trends.
- **Corrective & Preventive Actions (CAPA):** For any project resulting in a "Passive" (7-8) or "Detractor" (0-6) score, the concerned project leads are required to submit a Factsheet/CAPA report.
- **Closing the Loop:** This formal governance process ensures that unhappy customers are heard and that operational gaps are bridged through documented, verifiable improvements.





Sustainable Supply Chain Awareness and Responsible Procurement Internal

As part of our commitment to strengthening governance and responsible business practices, a Sustainable Supply Chain Awareness Session was conducted for the Procurement and Logistics team. The session focused on promoting responsible sourcing, aligning vendor selection with ESG and ethical standards, and driving efficiency by reducing waste, carbon emissions, and costs—supporting the development of a more resilient and sustainable supply chain.

Supplier Sustainability Engagement and Responsible Sourcing Initiative - External

Al Shirawi Equipment Co. conducted a Virtual Sustainability Session with its valued suppliers. The session aimed to strengthen supplier engagement by addressing global sustainability challenges, promoting environmental and social responsibility, and reinforcing adherence to sustainable procurement policies and ethical sourcing practices. Through this initiative, the company fostered collaboration with key stakeholders to enhance transparency, compliance, and the collective impact of sustainability efforts across the value chain.

CONCLUSION

Our Sustainability Report 2025 reflects a year of meaningful progress toward our vision of carbon-neutral manufacturing. Through the integration of ESG principles across our operations, we have strengthened our commitment to environmental stewardship, operational excellence, and social responsibility. From advancing renewable energy adoption and circular resource management to fostering a safe, inclusive, and skilled workforce, our initiatives demonstrate a balanced approach to sustainable growth and long-term value creation.

As we move forward, we remain focused on continuous improvement, transparency, and innovation. Guided by strong governance and stakeholder engagement, we aim to further reduce our environmental footprint, enhance community impact, and build resilient, future-ready operations. ESG at Al Shirawi Equipment is not a standalone effort—it is embedded in the way we operate, ensuring that we create lasting value for our customers, employees, and the wider society.

"Our greatest asset is not on our balance sheet; it is the person sitting at each desk. We are committed to protecting our people and honoring our promises"

Sumeet Valrani - CEO

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	2-5 External assurance	Not Available	
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GRI STANDARDS/OTHER SOURCE	DISCLOSURE	LOCATION	REMARKS
GENERAL DISCLOSURE			
GRI 2: General Disclosures 2021	2-19 Remuneration policies	N/A	In consideration of the sensitive nature of the organization's operations, and in alignment with internal confidentiality protocols, detailed remuneration policies are not disclosed in the public domain
	2-20 Process to determine remuneration	N/A	In consideration of the sensitive nature of the organization's operations, and in alignment with internal confidentiality protocols, process to determine remuneration are not disclosed in the public domain
	2-21 Annual total compensation ratio	N/A	In consideration of the sensitive nature of the organization's operations, and in alignment with internal confidentiality protocols, annual total compensation ratio are not disclosed in the public domain
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	306-2 Management of significant waste related impacts	Page: 18 - 22	SDG 12 , SDG 6 , SDG 15
	306-3 Waste generated	Page: 18 - 22	SDG 12 , SDG 6 , SDG 15
	306-4 Waste diverted from disposal	Page: 18 - 22	SDG 12 , SDG 6 , SDG 15
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GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page: 41 - 44	SDG 3 ,
	403-2 Hazard identification, risk assessment, and incident investigation	Page: 41 - 44	SDG 3
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page: 41 - 44	SDG 3
	403-5 Worker training on occupational health and safety	Page: 41 - 44	SDG 3
	403-6 Promotion of worker health	Page: 41 - 44	SDG 3
	403-9 Work-related injuries	Page: 43 - 46	SDG 3
	403-10 Work-related ill health	Page: 43 - 46	SDG 3
GRI 404: Training & Education	404-2 Programs for upgrading Employee Skill	Page: 34 - 36	SDG 3 , SDG 8 , SDG 17
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page: 33 - 40	SDG 5 , SDG 10
	405-2 Ratio of basic salary and remuneration of women to men	N/A	In consideration of the sensitive nature of the organization's operations, and in alignment with internal confidentiality protocols, ratio of basic salary and remuneration of women to men are not disclosed in the public domain

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Sustainability is no longer about doing less harm. It's about doing more good.
- Jochen Zeitz